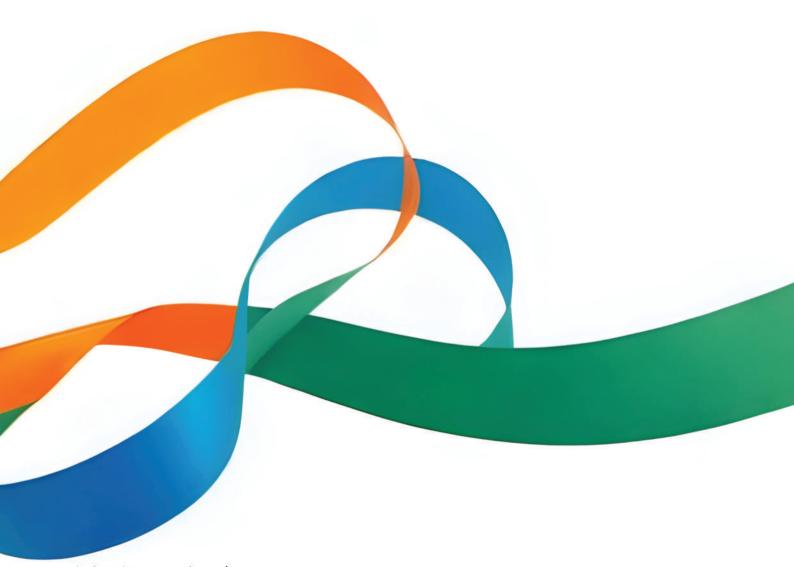


PIONEERING A SUSTAINABLE ACCESS ECOSYSTEM



Axios International **Sustainability Impact Report 2023**axiosint.com



Disclaimer:

This report may contain forward-looking statements that reflect the opinions of the management and assumptions made based on the information at the time of publishing the report. These forward-looking statements are, by their nature, subject to significant risks and uncertainties that may cause future outcomes or results to differ from those indicated herein. Hence, Axios International does not undertake to update or revise such forward-looking statements, whether due to new information, future events, or otherwise.

CONTENTS

1.	About the Report	01
2.	Letter from the CEO/ Co-Founder	02
3.	Our Sustainability Strategy	04
4.	Building A Sustainable Ecosystem Outside the Hospital	11
	 Managing Patient Journeys 	12
	 Comprehensive Patient Access Programs 	14
	Focus on Quality and Safety	19
5.	Patient Capacity Building	21
	Communication and Engagement	22
	• Education and Awareness	22
	Pioneering Patient Engagement Tools	24
	Patient Outreach Trends	26
	Patient Testimonials	27
6.	Creating value through partnerships	31
	 Leveraging Partnerships to Optimize Access to Healthcare 	33
	Pioneering Partner Engagement Tools	34
	Research and Publications	35
7.	Access Case Studies	36
8.	Leading the way in Sustainable Operations	42
	Commitment to Ethics and Integrity	43
	Investing in Automation and Digitization	44
	Building an Empowered Team	46
	Environmental Advocacy	49
9.	Closure	50
10.	Axios Glossary	50





About the Report

Scope and Boundary

The Axios Sustainability Impact Report 2023 is the first-ever publicly published report by Axios International, showcasing its commitment to sustainable business. The report demonstrates the resulting economic, social, and environmental impacts with the aim of encouraging the industry to transform access to healthcare in alignment with sustainability.

The information needed to compile the report has been derived through discussions with internal personnel responsible for overseeing various aspects of Axios International operations. The company is headquartered in Ireland and operates in 27 countries worldwide. All such information, data, and statistics have been further validated by the respective Business Services and/or Operations teams prior to being presented to the Axios International Executive Team for the final sign-off.

Reporting Period

The report encompasses information and data as of March 31st, 2023, and/or the entire year of 2022, unless specifically stated otherwise. Nevertheless, we have incorporated stories and case studies from the early stages of Axios, as this marks our inaugural publication.

Management Responsibility

Axios International Executive Management wishes to confirm that it is satisfied with the process adopted for collecting, preparing, and presenting information as an assurance to confirm the completeness and accuracy of all data and information presented in this Sustainability Impact Report.

Feedback or Queries

Axios International welcomes feedback on this report and requests that such feedback or queries be directed to axios@axiosint.com or communications@axiosint.com.

"All of us involved in the early days of Axios knew we were taking a big risk... I don't know if we realized it at the time, but the six of us shared a critical belief that is at the heart of the organization to this day: change comes from a willingness to do things differently. It was hard, uncomfortable, and even scary at times, but we believed there was a better way. We also trusted, perhaps naively, our ability to get us there."

Excerpts from my recently published book, 'A World Undivided - A Quest for Better Healthcare Beyond Geopolitics'



Joseph Saba

Joseph Saba, MD Chief Executive Officer and Co-Founder

Letter from the CEO and Co-Founder

If I were asked to name one thing that Axios has stood for over the past two decades, I would say it is our conviction to deliver healthcare access to those who need it the most. Over the last 25 years, Axios International has made a profound impact on shaping the healthcare access space, providing access solutions to millions of people across 100+ countries.

Our journey thus far has been underscored by our deep desire to ensure that everything we do should, above all, be sustainable. This is how we conduct our business - creating shared value with our staff, clients, partners, suppliers, and wider stakeholders in our value chain, and above all our patients; all combined with one mission - to transform access to healthcare by putting quality care and treatment within reach so that all people can achieve better health.

Over the years, we have integrated sustainability into the very fabric of our business via a three-dimensional approach anchored to Financial Sustainability, Patient Health Sustainability, and Healthcare System Sustainability.

Financial sustainability is vital for all the healthcare access programs we design and manage. We work closely with our network of global pharmaceutical companies, financial institutions, charities, healthcare providers and governments to design innovative access models that ensure all our access programs remain financially sustainable for all parties involved, including patients. By doing so, we are able to keep these programs running for the long-term, helping to serve more patients. Combining our industry expertise, global experience, local know-how, and advanced analytics capabilities, we strive to close access gaps and overcome implementation risks in various regions around the world. We leverage these Real-World Insights to design sustainable access programs and access to treatment plans, optimizing accessibility and sustainability at all levels.

Secondly, our role as a facilitator of access to healthcare is anchored on improving patient health outcomes. Having discovered early on that holistic management of the patient's

treatment journey outside the hospital is critical to achieving optimal medical outcomes for patients, Axios International has sought to create an ecosystem that better connects patients with the healthcare system to maximize treatment adherence. In turn, these interventions minimize the burden on physicians and hospitals, and enable improvements in patient health in a sustainable way. Our approach is unique in that it is conducted in close collaboration with treating physicians and fully customized to the patients and their changing needs, helping them feel supported throughout their treatment journey.

Our third sustainability pillar, healthcare system sustainability, stems from our contribution towards advancing global healthcare systems that better support the access needs of patients around the world. Using data and Axios' Real-World Insights, we collaborate with our partners to champion and co-create more patient-centered health policies and robust healthcare infrastructure improvements at a local level. Our exclusive suite of Axios+ digital health ecosystem has also become a key enabler in supporting patients and healthcare system sustainability outside the hospital space.

Together, these three sustainability principles are what makes it possible for Axios to deliver for patients each and every day.

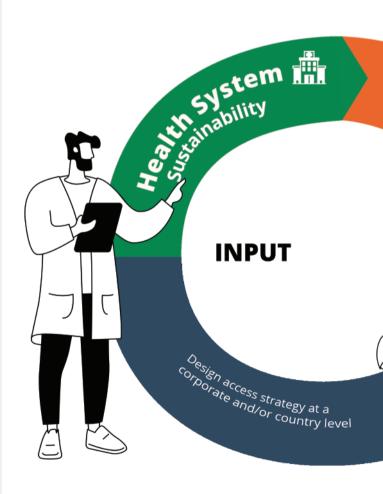
While there are numerous success stories, a few particularly stand out. From the late 1990s, through the HIV Care program, where we supported HIV prevention and affordable treatment and direct-to-institution treatment support serving more than 6 million patients through more than 250 implementing organizations across the globe; to the Antiretroviral drug donation program in the early 2000s supporting HIV-positive pregnant mothers in the Prevention of Mother-To-Child-Transmission (PTMCT)¹ serving around 2.3 million mother-child pairs in low-and-middle-income countries through 164 institutions; to the Gardasil Access Program² in 2007, where we supported our program partners in strategy development, and expanded HPV vaccine access in resource-limited settings benefitting thousands of women; to the most recent global crowdfunding initiative, 'Together For Patients,'

¹ Prevention of mother-to-child HIV transmission in resource-limited settings: assessment of 99 Viramune Donation Programmes in 34 countries, 2000–2011 DOI: 10.1186/1471-2458-13-470 ²Experiences and lessons learned from 29 HPV vaccination programs implemented in 19 low and middle-income countries, 2009-2014, Ladner et al. BMC Health Services Research (2016) 16:575 DOI 10.1186/s12913-016-1824-5

launched in 2023 to support patients with the assistance of our program partners and people from all over the world, we are always pushing the boundaries when it comes to creating sustainable access means to support people's health and wellbeing.

As a service organization, I would be remiss not to mention that we would not be where we are today without our dedicated staff. Our team of access experts, researchers, doctors, nurses, pharmacists, patient care liaisons, business support services specialists, and more, remain the backbone of our operations. They are also the key custodians who shoulder the responsibility of delivering on our purpose. I would like to extend my sincere gratitude to all Axiots - past and present - for their passion and commitment to patient access.

Looking ahead, I'm very optimistic about the future. Over the last 25 years, we have established a strong, sustainable infrastructure to continue to support the world's ever increasing access needs. There is still much more work to do. I look forward to working closely with our partners to further transform access to healthcare around the world in the most sustainable way possible so that all people can achieve better health.



At Axios, our goal is to improve patient health and medical outcomes. Our approach to this includes:



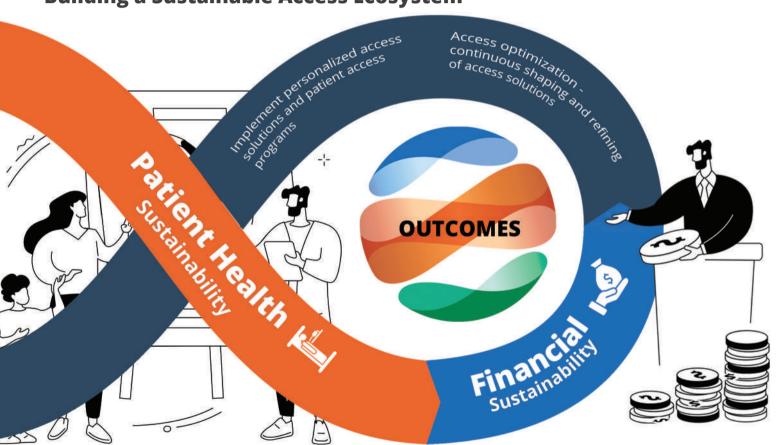
Provide innovative, sustainable Support financial financial access models to ensure timely patient support

Sustainability Strategy

Since its inception, sustainability has been the bedrock of Axios International's core business model. It is based on three sustainability pillars – Financial Sustainability, Patient Health Sustainability, and Health System Sustainability. Together, the three pillars work in unison to create a blueprint to deliver on our promise to provide the right care and treatment solutions to patients in need at the right time. The fact that this three-pillar approach is embedded in Axios' tri-colored logo is a testament to our unending commitment to sustainability.

Partnerships play a key role in executing our commitments. Axios International collaborates with stakeholders across the healthcare value chain, from pharmaceutical companies, physicians, and pharmacies to healthcare regulators, charities, NGOs, and insurance companies, to build a sustainable access ecosystem outside the hospital. We work with stakeholders to find common ground, ensuring stakeholder priorities are always fully aligned with patient needs.

Building a Sustainable Access Ecosystem





Facilitate 360º patient

treatment journey

support throughout their

Pillar

1

FINANCIAL SUSTAINABILITY

Financial sustainability marks the point of origin in our efforts to provide healthcare access outside the hospital. We focus on designing and developing personalized, financially sustainable solutions to promote more equitable access to healthcare services worldwide. We demonstrate our commitment to financial sustainability in two ways.

On the one hand, we work with our partners – global pharmaceutical companies - to design and implement timely and relevant access strategies that correlate to their respective global outreach goals. For this, we use the Axios' proprietary Access Prioritization Tool (APT), wherein we apply a science-based approach to assess healthcare access gaps in countries around the world. The APT's in-built responsive algorithm helps to study country-specific macroeconomic data to analyze potential access barriers from multiple perspectives covering financial, strategic, and operational angles. Through this process, we can determine unmet patient needs and identify potential market gaps while proactively capturing implementation risks. Applying additional economic modelling, we further assess patient ability and willingness to pay, etc.

In this way, Axios builds a business case, outlining a country's potential for access initiatives to guide partners toward more effective strategy development for the purpose of implementing economically sustainable healthcare access solutions best suited to in-country needs.

The other aspect of our financial sustainability pillar is Axios' Access to Treatment Solutions. Here, we use another Axios proprietary tool - the Patient Financial Eligibility Tool (PFET) - to assess the scale of their affordability barriers. This allows Axios International to offer individualized and optimized treatment support plans to sustain the patient through their journey until the full treatment course is completed.

Pillar



PATIENT HEALTH SUSTAINABILITY

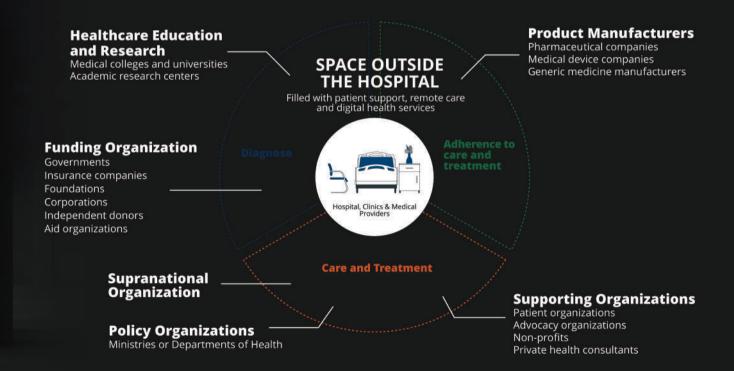
Driving patient health sustainability is at the heart of Axios' core purpose. It represents a cohesive effort that demands the active participation of all stakeholders across the healthcare value chain, from pharmaceutical companies to hospitals, physicians and pharmacies, to collaborate with Axios program teams and build a sustainable ecosystem to support optimal patient outcomes at every step of the treatment journey in the space outside the hospital.

Simply put, we want to give all our patients the opportunity to benefit from the best possible health outcomes, which would in turn, improve overall social well-being over time.

Pillar



Our third sustainability pillar underscores Axios' efforts to contribute towards enhancing the scalability of the healthcare space outside the hospital in the long term. In this regard, we use our data management systems and Real-World Insights to help pharmaceutical companies refine their product strategies and work with other stakeholders such as regulators, and public administration to enact global healthcare reforms. As part of our healthcare system sustainability effort, we have more recently deepened our investment in the latest cutting-edge technology, to transform the healthcare space outside the hospital.



WAY FORWARD

Going forward, we plan to update our Sustainability Strategy through the adoption of global best practices for the determination of material matters relevant to Axios' global operations. In time, we expect to further deepen sustainability integration across the business by establishing appropriate targets coupled with proper oversight, driving continuous monitoring and sustainability performance.

How Axios is Contributing to the 2030 UN Sustainable Development Goals



Ensure healthy lives and promote well-being for all at all ages

- In collaboration with the partners, we design and implement access solutions to quality essential care services and access to safe, effective, quality, and affordable essential medicines and vaccines for all.
- Through the patient support programs we manage, we provide access to care and treatment support to patients suffering from non-communicable diseases. This includes disease awareness initiatives for prevention and treatment plans, addressing their needs in a personalized way.
- Facilitate an improvement in health financing and the recruitment, development, training, and retention of the health workforce in low- and middle-income countries.
- Navigating resources to provide access to affordable essential medicines and vaccines in a sustainable way.



Achieve gender equality and empower all women and girls

- Axios International extends support to all eligible patients regardless of gender, race, ethnicity, origin, or residence.
- Axios focuses on access solutions that also target womenrelated diseases such as, breast cancer, ovarian cancer, and endometriosis, among many others.
- In Axios, women have full and effective participation and equal opportunities for leadership at all levels of decision-making.
- Axios International has 78% female staff vs. 22% male staff³ across the globe in middle management and above level.



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

- All benefits offered by Axios International are linked to performance in keeping with the patient-centric culture.
- The Supplier Code of Ethics ensures all suppliers are in alignment with Axios' principles for the abolishment of child labour.
- Axios International ensures that all remuneration, while competitive, should also be fair and equitable.



Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

- Axios promotes innovation in healthcare service delivery through continuous development and understanding of the patients' needs, building capacity and capability to address it, and promoting the healthcare industry as a whole to empower the corporates' social responsibility for all involved parties.
- Axios International actively engages in ongoing research in order to refine its approaches and enhance the efficacy of healthcare access programs.
- Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all through its access solutions and by utilizing the global experience on local practice.



Reduce inequality within and among countries

- Axios' purpose leads to reducing inequalities and providing sustainable access solutions to all people who need it.
- By providing access solutions to all eligible patients, Axios
 ensures equal opportunity and reduces inequalities of outcome.
 This includes eliminating discriminatory practices, and policies
 as well as promoting appropriate legislation, policies and action
 in this regard to increase access to healthcare.



Responsible consumption and production

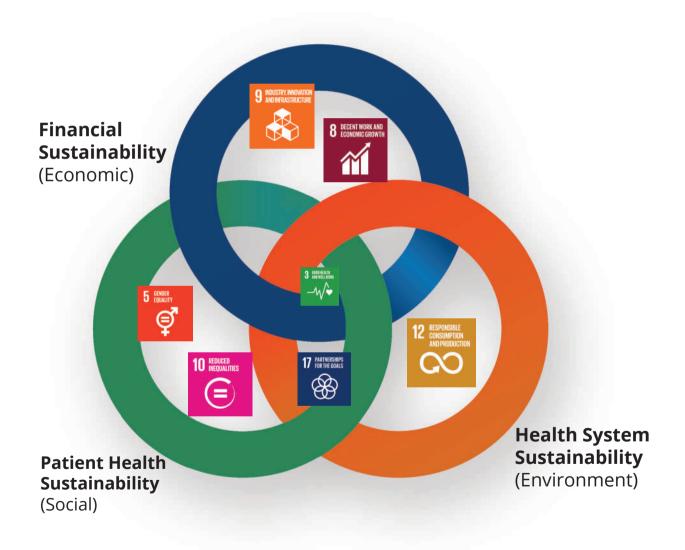
- Axios has voluntarily obtained the ISO 14001 Environmental Management Standard certification as part of a conscious effort to manage primary environmental concerns, namely energy use, water consumption and wastepaper generation resulting from Axios global operations.
- Further, Axios achieved Gold in EcoVadis, the world's most trusted Business Sustainability Ratings in 2023.
- Axios' access solutions prioritize optimizing medical benefits and enhancing patient health outcomes, leading to increased early diagnosis and the incorporation of effective treatment initiation models that minimize hospitalization and treatment waiting times.
- Axios serves patients outside the hospital by providing remote care solutions enabled through the Axios+ digital health ecosystem.
- Axios' technology transformation agenda which kicked off in 2016 and has since seen almost 100% of internal systems being migrated to digital platforms, in turn resulting in a significant reduction in the volume of wastepaper generated across day-today operations worldwide.



Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development

- The uniqueness of Axios' work lies in bringing together multi-stakeholders from diverse backgrounds and expertise to collaborate toward the ultimate goal of maximizing patient health benefits through innovative, personalized, and sustainable access solutions.
- To achieve this, Axios enhances the global partnership for sustainable development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the sustainable development goals in all countries, in particular developing countries, in specific goals 3, 9, 10, 12 and 17.
- Axios encourages and promotes effective public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships and has secured multiple partnerships under this scope in several countries.
- Axios continuously works to enhance international support for implementing effective and targeted capacity-building in developing countries by bringing different partners on local or international levels together.

Axios International articulates its commitment to selected United Nations Sustainable Development Goals (UNSDGs) via its three sustainability pillars. Given the nature of our business, the most significant impact to SDG 3 is Good Health and Well-being. However, aware of our responsibility to work towards broader economic, social, and environmental progress, we have, in recent years, made a conscious effort to refine our internal systems and processes to improve our alignment with other SDGs as well.



AXIOS' SUPPORT FOR THE UN SDGs



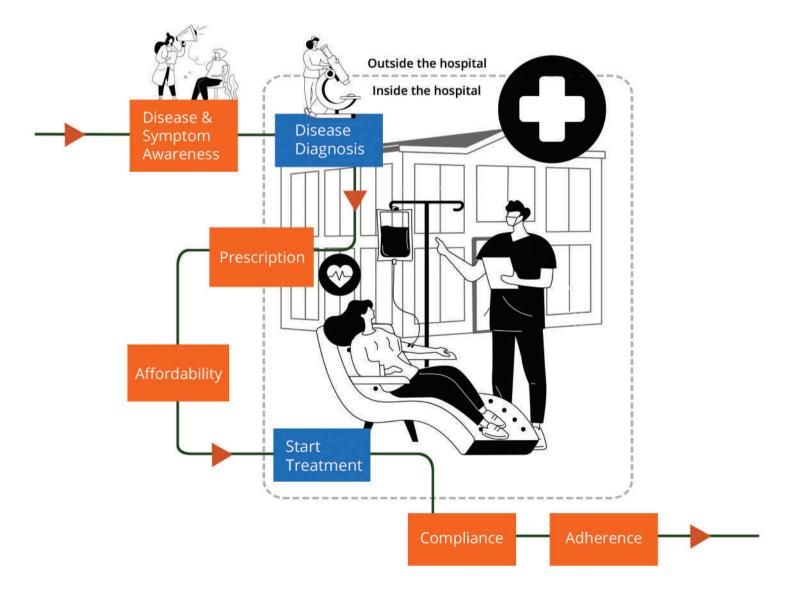
Managing Patient Journeys

In the highly complex and fast-evolving global healthcare system, long-term and chronic disease patients appear to be spending most of their journey outside the hospital, with limited time spent within the hospital.

Patient journeys, which typically begin with disease or symptom awareness, then proceed to the hospital space for the purpose of diagnosis and the commencement of treatment. The interim period before, after, and between

diagnosis and treatment, including the continuity of treatment, all fall into the space outside the hospital.

Having identified the criticality for a self-sustaining ecosystem to support the patient journey outside the hospital environment, Axios has sought to provide fully-fledged solutions individually customized to ensure each patient has access to the right treatment at the right time.



Our approach essentially revolves around creating unique, valuebased solutions for every critical intersection in the patient journey.

Three equally important constituent parts underscore our efforts to build such a healthcare access framework. They are:

- Access Strategy Development, wherein we provide support to clients and partners in developing their access strategies
- 2. Access Setup and Implementation, encompassing tactical conceptual design and strategic implementation of 360-degree patient support across all access programs and solutions

3. Access Optimization, which focuses on monitoring performance and outcome evaluation to capture real-world insights

Our goal, in all this, is to build a sustainable health ecosystem that will allow patients to better manage their journey outside the hospital space so as to enhance the medical outcomes of their treatment and ultimately improve long-term patient health.

AXIOS+ DIGITAL HEALTH ECOSYSTEM Access Strategy **GOAL: MAXIMIZED** PATIENT HEALTH AND Development MEDICAL OUTCOMES **Access Program** Set-up & **Implementation** Access Optimization **AXIOS PROPRIETARY TOOLS & METHODOLOGIES**

Comprehensive Patient Access Programs

Our patient access programs are aimed at empowering patients to overcome access barriers, both financial and non-financial, that they may encounter at every step of their treatment journey.

Access to Diagnosis Solutions

Axios' Access to Diagnosis solutions are designed to help the patient as well as strengthen the healthcare system in the countries where we operate. From the patient's perspective, we focus on avoiding delays to ensure the patient receives a confirmed diagnosis as quickly as possible. Axios' role at this stage often involves conducting awareness campaigns to increase disease awareness rates, educating patients regarding the diagnosis process, and providing guidance about available specialists in the respective discipline. In addition, we also seek to tackle other challenges associated with this stage of the patient journey, including addressing financial barriers for diagnostic testing that could potentially slow down the time taken for the patient to receive a confirmed diagnosis.

Additionally, we leverage our diagnosis solutions to add value to the overall healthcare system, particularly by urging symptomatic patients to consult a physician. We work to increase the rate of diagnosis and advocate for early diagnosis. At the same time, we also collaborate with physicians, hospitals, and other stakeholders to minimize the incidence of misdiagnosis.



Early team members in First AIDS Conference in Durban, South Africa in



Axios International partners with the DIHAD Foundation to provide medical supplies globally in 2022

As of 31st March 2023.

Access to Diagnosis Solutions

Countries

20,500+

Patients served through Personalized support plans

Access to Treatment Solutions

Our Access to Treatment Solutions creates a platform to facilitate equitable and affordable access support to treatment. Using Axios' proprietary, validated tools and methodologies, we start by understanding the financial barriers patients face in accessing their full course of treatment. To that end, we have adopted a science-based approach to assess patients' financial status using the Patient Financial Eligibility Tool (PFET) - an Axios proprietary tool designed to disseminate information about the patient's financial background and develop a sustainable treatment plan accordingly. PFET is a highly versatile and user-friendly tool that can be easily mobilized across a large patient audience to determine the ability of each patient to pay for their treatment based on their medical insurance

coverage, in addition to their standard of living, income, and assets. PFET is also unique as it can be customized to take account of region-specific cultural and social specificities. This in-depth assessment helps Axios International develop bespoke innovative financial program models to support patients at different levels of the affordability hierarchy.

The next step is to design and implement affordable and sustainable Patient Assistance Programs (PAPs) that maximize medical benefits and deliver improved patient health outcomes. Axios designs affordable treatment access programs that address all barriers to access for reimbursed and unreimbursed populations.

Objectives of Axios-Partnered Patient Access Programs

- · Enables more patients to receive appropriate treatments
- · Complete treatment course and maximize medical benefits
- · Reduces complications and serious illnesses
- · Reduces the burden on the hospitals, and healthcare providers

Moreover, we are mindful that in order to achieve the desired patient health outcomes, it is vital that PAPs are financially sustainable for the duration of the full course of treatment throughout the patient's treatment journey. For this reason, we have introduced a multistakeholder collaborative approach to support cost-sharing between patients, health authorities, charities, medical

societies, pharmaceutical companies, civil societies, and other relevant parties. Axios International-partnered access initiatives provide either bridging or standalone solutions depending on the patients' financial eligibility status, thereby striving to ensure no patient is left behind.

As of 31st March 2023,

Access to Treatment Solutions

90+

Countries

9,400,000+

Patients served

Access to Treatment Solutions

FIXED SCHEME Buy X get Y

TIERED COST-**SHARING** CO-PAY **SUPPORT VOUCHERS**

VALUE ADDED SERVICE: ON-TIME ACCESS TO

HYBRID MANAGED ENTRY AGREEMENT

DIRECT-TO -INSTITUTION **SUPPORT**

COMPLIANCE BENEFIT SCHEME

contributes to payment costs Limited according to financial Value assessment

Patient

results

Support patient payment by covering some or all co-pay

Overcome cash flow shortage resulting from delayed reimbursement

TREATMENT

Split the cost of the product between multipayers and product manufacturer, depending on medical and patient health outcomes

Supports patients to access novel speciality medications in countries where the product is not registered limiting Import risks. E.g: This works for rare disease medications

If the patient sticks to the treatment for X month, he/ she will get Y as free

Maximized Adherence Solutions

At Axios, we work on the premise that the better we understand our patients' needs, the more equipped we are to help them adhere to their treatment plan and, in doing so, optimize patient health and medical outcomes.

Our Patients Needs Assessment Tool (PNAT) is based on an evidence-based approach to understanding patients' needs more holistically, which in turn allows us to customize care and treatment plans by combining various Adherence support services. These targeted interventions include routine call-ups by the Axios call center team, 24/7 CareLine support, disease management and follow-up to disease and treatment education and emotional support for patients and caregivers, among others. In this way, our multi-dimensional Maximized Adherence Solutions seek to promote greater patient involvement in the disease management process

and, in doing so, empower patients to commit to the entirety of their treatment plan. Our patient support programs that maximizes adherence, currently cover oncology, hematology, pulmonology, rheumatology, gastroenterology, psoriasis, and immunology.

Apart from patients, other stakeholders also benefit from our broadbased approach to maximizing adherence. Program financiers, who are often pharmaceutical companies, and public health institutions are assured of the continuity of their efforts. Axios' Maximized Adherence Solutions also represents a highly sustainable model, in that, having a reliable framework capable of monitoring patient adherence to their treatment plans greatly relieves the burden on physicians and the hospitals to follow up on patient progress outside the hospital space.





Disease Areas



Patient Support Programs

PNAT in Action





A cross-sectional study across 128 patients (in-process)



of top 20 pharmaceutical companies showed high acceptability towards the concept

Our Personalized Access to Maximized Adherence solutions empower patients to complete their full course of treatment

Provide Education and Build Awareness

- Medication & Disease Education
 Sessions
- Caregiver Education
- Nutritional Tips
- Physical Activity Tips
- Non-Pharmacological Adverse Event Awareness & Management

Enhance Quality of Life

- Nutritional Sessions
- Physiotherapy and Rehabilitation sessions
- Smoking Cessation
- Tai-Chi and Yoga Sessions

Logistics Facilitation and Coordination

- Provision of Transportation Free Voucher or Uber Health
- Insurance Facilitation and Coordination
- Insurance Upgrade
- Medication Home Delivery
- Medication Home Injection Administration
- Diagnostic Tests Monitoring and Vouchers

Access to Maximized Adherence

CareLine Hub

- Does monitoring and follow-up
- · Smart SMS reminder
- Issue reminders and conduct follow up
- AE reporting and follow-up

Patient Gathering Services

- Patient Forums (One-time event and Series)
- Patient Ambassador
- Patient Support Group
- Peer-to-Peer meetings

Psychological and Emotional Support

- Psychological sessions
- Mindfulness and Life Coaching Sessions
- Meditation, Humor and Art-of-Living Training
- Emotional and Psychological Support

As of 31st March 2023,

Maximized Adherence Solutions

7Countries

8,500+

Patients served through Personalized support plans

Remote Care Solutions

Our Remote Care brings healthcare closer to patients wherever they are. By bringing licensed healthcare professionals closer to the patient, our Remote Care Solutions help to alleviate the burden on hospitals to create the space and bandwidth for the most critical in-patients to benefit from hospital facilities. Currently available across the UAE, and KSA, the Axios Remote Care covers a gamut of services aimed at enhancing the quality of life of patients.



Licensed and registered nurses who help patients receive personalized care plans that meet the treating physician's medical recommendations and their own needs



Innovative diagnostic tests at home, pre-treatment initiation and monitoring throughout treatment with the aim of expediting the screening and diagnostic monitoring process



Providing access to remote rehabilitation and physiotherapy using clinically-approved and costeffective interventions



WEIGHT MANAGEMENT & NUTRITION COUNSELLING

Providing personalized dietary guidance by a licensed nutritionist, to improve the patient's lifestyle behavior and ensure maximum treatment compliance



Axios vehicles with licensed medical staff that travel to the heart of communities to provide a healthrelated service or procedure



Encouraging healthy lifestyle behaviors and engagement to make patients accountable for their health to improve their self-efficacy and self-empowerment

As of 31st March 2023.

Remote Care Solutions

Countries

14,500+

Patients served through Personalized support plans

Focus on Quality and Safety

Being in the business of facilitating access to healthcare, it is our fundamental duty to our patients to ensure that the solutions and services we offer are benchmarked against the highest quality and safety standards.

In seeking to honor this commitment, we comply in full with all legal and regulatory requirements applicable in the jurisdictions where Axios International operates. Furthermore, given the highly sensitive nature of the solutions we provide, we aim to go beyond compliance to ensure all Axios solutions are benchmarked on the highest

available global standards for quality and safety. In keeping with this commitment, we subscribe to the highest globally recognized standards for data privacy and anti-bribery measures.

To that end, the Axios Global Privacy Policy has been developed in compliance with the EU General Data Protection Regulation (GDPR), the standard set by the FDA for legal regulations and the Bribery Act 2010 of UK law for anti-bribery. Our internal systems are also certified under the ISO 37001: Anti-bribery Management System.

ISO 9001:2015 Quality Management System

ISO 14001:2015 Environmental Management System

ISO 27001:2016 Information Security Management System

ISO 37001:2016 Anti-bribery Management System

ISO 45001:2018 Occupational Health & Safety Management System

ISO 22301:2019 Business Continuity Management System

Reflecting on this holistic approach, the Axios Global Privacy Policy defines our privacy standards and sets clear guidelines for protecting the personal information of patients across our global operations, while the Axios' Information Protection Policies outlines our approach to information security, including anti-bribery and anti-corruption standards that all our employees around the world are required to follow, without exception.

During 2022, we closely followed market developments relating to the GDPR as we collaborated with our network of privacy experts across the EU to successfully integrate the latest customer privacy requirements. In this regard, we established a new GDPR Policy and proceeded to conduct appropriate training interventions to educate employees.

In an effort to further strengthen our quality and safety credentials on an ongoing basis, we also pay special attention towards the early adoption best practices. Notably, however, our intention in all this is not to accumulate standards and certifications, but rather to implement the right practices that are the best fit for the specific value addition.

An extensive quality and safety framework which is backed by multiple ISO certifications - the ISO 27001 Information Security Management System Standard, ISO 9001 Quality Management System Standard, and ISO 14001 Environmental Management System Standards provides the foundation to support our goal to achieve excellence in all spheres. Governed centrally by the Axios Quality Assurance and Compliance team, this quality and safety framework has been rolled out across all Axios locations worldwide and is accompanied by compliance monitoring and assurance.

Compliance monitoring and assurance is one of the key responsibilities handled by the Axios Quality Assurance and Compliance team. We have a well-established digital monitoring tool and compliance program in place to assist the Axios Quality Assurance and Compliance team in conducting routine surveillance activities, annual audits, and spot checks to ascertain the degree of compliance with quality and safety protocols. Using the analytics feature of the monitoring tool, we can drill down the findings of these due diligence activities with pinpoint accuracy to identify non-conformities or pain points vis-a-vis country-wise, region-wise, department-wise and individual-wise basis. We are thus able to take targeted action in the form of corrective or preventive action to improve overall system efficacy over the long term.

ZERO corruption related incidents were detected in 2022 in the global compliance assessment audit conducted across Axios' global operations

Another critical component of our compliance monitoring and audit program is the risk assessments conducted by the Axios Quality Assurance and Compliance team to identify potential quality and safety gaps across all operational aspects. Accordingly, quarterly risk mapping is carried out covering products, solutions, digital systems, process architecture, and people, while all Axios locations worldwide are subject to an annual risk assessment to assess the current viability and long-term sustainability of their respective operations.

In this way our compliance monitoring and audit program serves as a key lever in imbibing the quality and safety culture among our employees. Based on the findings of our monitoring and risk assessments, an annual training needs analysis and training plan is prepared and mobilized by our Quality Assurance and Compliance team in collaboration with the Axios Human Resources department. Training interventions of this nature are mostly competency training initiatives to build the skills and knowledge of employees to help them improve their alignment with Axios International's quality and safety priorities.

Quality and Safety Training FY 2022/23

(1st Apr 2022 to 31st Mar 2023)

Data Privacy and Information **Security Training**

Nos. of Programs: 01 All employees. Nos. of participants: 109

Axios Compliance Program Training

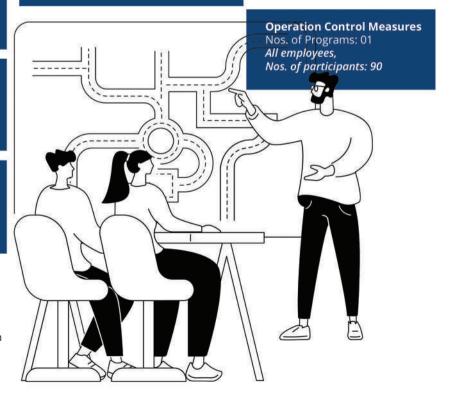
Nos. of Programs: 01 Heads of the Business function, Nos. of participants: 08

Walking Through Scenario Training (Patient Privacy)

Nos. of Programs: 01 All employees, Nos. of participants: 90

Note: In addition to the conducted training, staff members who missed the training sessions generally undergo the recorded training session for the most part.

Identifying and handling Non-Conformity and CAPA Training Nos. of Programs: 01 All employees, Nos. of participants: 109





Patient Communication and Engagement

Patient communication goes hand in hand with the solutions provided by Axios International. In line with our commitment to providing care and treatment for patients where and when they need it most, we have implemented a versatile range of patient communication tools.

In the MENA region for instance, our on-demand CareLine Hub is accessible 24/7 – 365 days. It allows patients one-on-one connectivity to clarify doubts and obtain any necessary information without delay, as and when needed. The CareLine, manned centrally by the Axios CareLine team, handles, on average, 190 inbound calls daily from patients in the MENA region. Across other regions, we have allocated dedicated email addresses for each program. Patients and physicians are informed of the program-related email

addresses when they are on-boarded to their respective programs. Furthermore, country-specific email addresses are available on Axios website (www.axiosint.com). We ensure all incoming emails are answered within our targeted 24-hour response time.

In recent years, the Axios Patient Management System (PMS) has also become a key catalyst in driving patient interactions and keeping them invested in their own treatment. The MyHealth App, which is the dedicated patient interface is now becoming increasingly popular among our patients, especially the MyCalendar feature, which is designed to facilitate continuous and ongoing interaction between the patient, Axios program support team, physician and other allied healthcare professionals involved in their respective treatment journey.

Education and Awareness

Education and awareness are integral to our precision-driven approach to mobilizing access to healthcare solutions. Our education and awareness programs are also based principally on enhancing the sustainability of the patient treatment journey.

As part of our Access to Diagnosis solutions, we conduct general educational campaigns that promote disease understanding and increase patient awareness about the latest diagnosis-related information. In this regard, we provide guidance regarding the diagnosis process and share information about available specialists for the relevant disease area.

Education and awareness conducted for patients on Maximized Adherence Solutions' programs is more specific and focuses on

offering disease and medication education to empower patients to cope with the disease and encourage them to stay on track throughout the treatment course. Such interventions are carefully curated to imbibe the patient's exact needs and delivered via the MyHealth App. Through MyHealth, patients can access tailored educational material based on their disease or disease area. Meanwhile, the MyCalendar feature informs patients about diseasespecific focus group sessions, upcoming awareness events etc.

Apart from this, we conduct special region-specific and in-countrylevel disease awareness programs to educate the general public on symptom identification and to reinforce the importance of early diagnosis.

Region-specific Disease Awareness Programs conducted in FY 2022/23

1st April 2022 to 31st March 2023

Middle East and North Africa

Program Topics

- Lung Cancer Awareness and Patient Forum
- Type 2 Diabetes Awareness & Screening
- Multiple Sclerosis Future: A Patient Forum Series including topics such as Nutrition, Fasting, Pregnancy, Fertility, Common Adverse Events of MS treatments and its nonpharmacological management.
- Hepatitis C Screening and Awareness



Latin America

Program Topics

- Lung cancer awareness
- Breast cancer awareness
- Awareness program for pneumology, focused on diseases related to Pulmonary Fibrosis



Asia

Program Topics

- Asian Pacific Association of Gastroenterology (APAGE) conference on Inflammatory Bowel Disease
- · Lung Cancer Awareness month
- Gastroenterology disease awareness
- Ovarian cancer medication and disease awareness



Pioneering Patient Engagement Tool

Our patient engagement toolkit is integral to Axios+, a bold new initiative that leverages technology to transform the healthcare space beyond the hospital. True to our overarching mandate of bringing quality care and treatment to as many patients as possible, Axios+ drives our effort to deploy a patient-centric digital health ecosystem that optimizes medical benefits and enhances patient health outcomes. Upon referral by physicians, Axios+ enables eligible patients to enroll in the right access program and receive the personalized care and treatment they need at the right time.

Patients enrolled in Axios-partnered patient programs become eligible to download the *My*Health app. *My*Health, together with its MyCalendar, MyDisease and MyPeers features, remain the key enablers in providing support at every step of the patient's treatment journey.



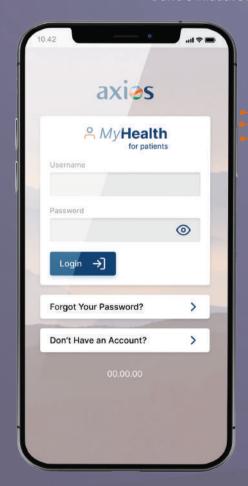
Dawa'e Initiative in 2020

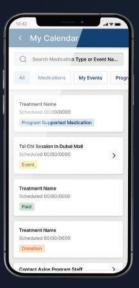
MyHealth for patients

MyHealth follows a multi-dimensional model to support the patient treatment journey

Patients can

- View their information and medication release document instructions directly in the app.
- Connect with messaging services, to access Patient Support or Patient Assistance programs, Access peer support and Adverse Event reporting.
- It offers personal tracking, comfort and control and access incentive models that help them access medications and treatment.









MyCalendar

Communication Reminders

An inter-connected digital environment to connect patients and healthcare professionals together

- Patients can report medicine intake to monitor compliance. Furthermore, MyCalendar centralizes their entire journey in the program.
- Through the program team, patients can request the coordination of physical or virtual
 consultations with their treating physician or a nurse, or medication deliveries. For virtual
 consultations, a link in MyCalendar takes them to a video conference with their physician.
- MyCalendar is built in with multiple reminders, for example to track medication intake or upload proof of purchase. Patients can also manage appointments and sign up for events.

MyPeers

Motivation

Encouraging patients to join, initiate, and invite

- Become a Program Ambassador Become a Program advocate for your peers and promote services to other patients
- Become a Program Peer Become an active member of your community and discuss with other patients
- Vote for a discussion topic Share your interest in suggested topics of discussion organized by the Program team
- **Join next Program Meeting** show your interest in joining future meetings organized by the Program team

MyDisease

A dedicated section for patients to understand their disease

Education and Communication

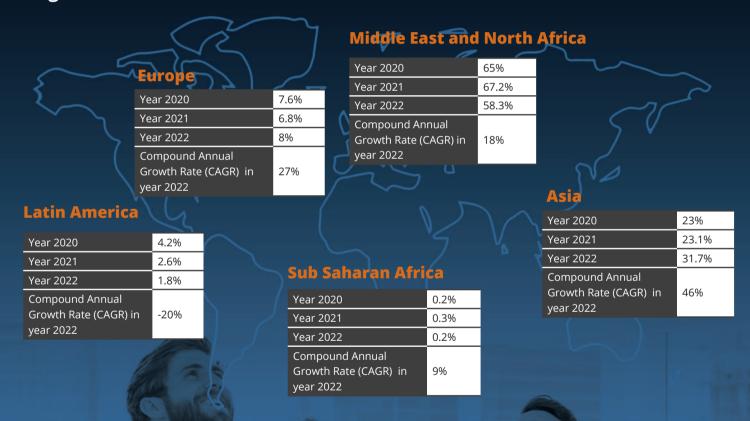
The Education and Communication component of MyHealth is split into 3 levels:

- Educational Material and Frequently Asked Questions are ordered by disease areas or specialties. Users can filter and search through the material. Upon referral to a program, materials are automatically tailored to the patient.
- MyCalendar centralizes all events available for patients over the next 6 months. This
 includes patient-specific events as well as Program Events (e.g., Patient Focus Groups,
 webinars). Patients can sign up for events and record their attendance.
- Patients are encouraged throughout the app to contact the program staff for questions. When available, they can talk directly to the Program Nurse too.

Patient Outreach Trends

Over the past two decades, Axios has transcended continents to touch the lives of those struggling with chronic diseases or acute health issues. The unique value propositions we offer, which combine our global expertise with our local knowledge, continue to bring new hope and the chance of a normal life to countless patients around the world.

Patients as a percentage (%) received personalized support through the access programs managed by Axios International, a three year Trend **Region-wise**



Note: Total patients received personalized support increased by 24% Compound Annual Growth Rate (CAGR) in 2022

Patient Testimonials

Axios-partnered access programs continue to touch the lives of patients around the world, bringing renewed hope for the future. Hear from some of our current and former patients as they speak about the role of Axios in their treatment journey. As you read through the stories you will see patient names have been changed to ensure their confidentiality.

Karima's story

Country: Egypt

Disease: Breast Cancer

പ്പീ Age: 49 % Gender: Female

After receiving my breast cancer diagnosis and discussing treatment options with my oncologist, he informed me of a revolutionary treatment protocol involving hormonal therapy to treat my cancer. However, being a new approach, it was also very costly and beyond my reach financially. My doctor then referred me to Axios International to be enrolled in their treatment access program. After completing the financial eligibility assessment, I was immediately able to start my breast cancer treatment protocol. Without the

Axios-partnered Access Program, I would not have been able to manage the recommended treatment plan. Thanks to the timely financial assistance provided by the Axios team and their partners, I was able to complete all my treatment cycles.

To learn more about Karima's journey, connect to our podcast on -



Alok's story

(S) Country: India





ഹ്നീ Age: 31

I have been living with Crohn's disease since 2018. The worst part was that when my symptoms started in August 2018, I saw many specialists, but none of them could give me an accurate diagnosis. This went on for several months. Without proper treatment to manage my condition, it was very challenging and painful for me physically and emotionally. After I was finally diagnosed with Crohn's, I was also told my condition requires long-term treatment, which would be guite costly. I realized that my current salary would not be adequate and spoke to the hospital treating me to discuss possible options. They then recommended me to the Axiospartnered Patient Assistance Program. After completing the Axios financial eligibility assessment, I was on-boarded to the Patient

Assistance Program in March 2021. This is my second year in the Program. I am very grateful for the financial assistance provided by the program, which has allowed me to receive the recommended full course of treatment medication without interruption. In addition to the financial assistance, the Axios Program team also helped me to understand and adopt the lifestyle changes recommended by my doctor in order to manage my condition better. Specifically, their meditation and wellness sessions were incredibly helpful.

To learn more about Alok's journey, connect to our podcast on -





When the left side of my face and left leg suddenly went numb one day while driving, I was sure I was having a stroke. However, my MRI showed that I have suffered from Multiple Sclerosis (MS) for some time. My doctor explained that MS is a lifelong condition which can affect the brain and spinal cord, causing a wide range of potential symptoms, including problems with vision, arm or leg movement, sensation, or balance. Therefore, soon after I was diagnosed, I was admitted to hospital and my doctor recommended a new drug. Unfortunately, this new drug was not covered under my insurance

scheme, and the insurance company refused to pay for this new treatment.

Luckily, my doctor knew about the Axios-partnered Patient Assistance Program and he quickly referred me to Axios. I am very thankful for the financial support provided by the Axios program, which gave me the opportunity to obtain the treatment I needed to manage my MS.

Antonio's story

Country: Mexico

ഹ്നീ Age: 22 ം Gender: Male

Disease: Hematology

When I was diagnosed with a blood disorder at the age of 19, it was impossible for me to start treatment because my family could not afford it. However, after my doctor referred me to the Patient Program supported by Axios International, they assessed my

financial status using their Patient Financial Eligibility Tool (PFET), and I became eligible to receive a donation for the full treatment. I am very grateful for their support, which has helped me to overcome my condition and live a normal life.

Omar's story

(S) Country: Jordan

ഹ്നീ Age: 26 Gender: Male

Disease: Psoriatic Arthritis

I struggled with severe joint pain and stiffness for most of my early twenties, despite leading a healthy lifestyle. At 26, I was finally diagnosed with chronic Psoriatic Arthritis, an uncommon condition resulting from Psoriasis, a debilitating skin condition. The treatment recommended by my doctor involved expensive medication, which I could not afford. When I discussed my options with my doctor, he referred me to the Patient Support Program managed by Axios

International. Soon thereafter, Axios International contacted me to assess my financial status, and I received the financial assistance needed to start my treatment. Thanks to the support provided by the program, I could commence my treatment plan, which has helped me manage my symptoms effectively. I now lead an active life.



Amal's story

Country: Sudan

Disease: Asthma

മ്പ് Age: 13 Gender: Female

Even as a toddler, I remember suffering from asthma, which made breathing difficult. Asthma is a long-term condition where the air passages in the lungs become narrow due to inflammation, and muscles around the small airways tighten. Being a severe asthmatic, I could not run or do outdoor activities with my friends. I spent most of my childhood living in hospitals and clinics because of symptoms such as coughing, wheezing, shortness of breath, and chest tightness.

When I was 13, a new doctor I consulted prescribed medication that would finally allow me to live a normal life. Unfortunately, my family could not afford the cost of this lifetime medication. Thankfully, however, my doctor referred me to the Axios-partnered Patient Assistance Program, where I can now receive the recommended treatment to manage my condition.

Anastasia's story

(S) Country: Ukraine

Country: Ukraine
Disease: Hodgkin's lymphoma

ഹ്നീ Age: 44 & Gender: Female

When I was first diagnosed with Hodgkin's Lymphoma, I was quite shocked to be told that it was in the advanced stages and that I had little chance of survival. I was then prescribed medication as the last resort. Due to my inability to afford the treatment, my

doctor referred me to the Patient Assistance Program managed by Axios International. With the help of the Axios-partnered Patient Assistance Program, I completed the treatment in one year, which I am convinced saved my life.

Boiko's story

(S) Country: Ukraine

ഫ്ലീ Age: 45

Disease: Inflammatory bowel

Gender: Male

For 15 long years, I suffered from ulcerative colitis. Ulcerative colitis is an inflammatory bowel disease that causes inflammation of the lining of the large bowel (colon and rectum). My doctor told me that with the right medication, symptoms of ulcerative colitis can be managed and that those diagnosed often lead useful and productive lives. However, I did not see this happening for me as I was unsure

if I could access the required medications as needed. Seeing my predicament, my doctor referred me to the Patient Assistance Program managed by Axios International, allowing me to obtain the medication I needed through Axios International's partner network. This has been a lifeline for me.



റ്റ്റ്റീ Age: 31

Gender: Female

(S) Country: Thailand

Disease: Diffuse Large B-Cell Lymphoma

From the time I was a teen, I have always maintained a healthy lifestyle, which is why I was very worried when I suddenly started feeling ill. An x-ray revealed a large mass in my left lung and the biopsy results indicated that I had diffuse large B-cell lymphoma (DLBCL), a type of blood cancer where the most common symptom is painless swellings.

Given the heavy financial commitment involved in cancer

treatments, my doctor referred me to an Axios-partnered program, where I was enrolled soon after they completed a financial eligibility assessment and was able to begin my treatment very quickly. The much needed financial support from the Axios program helped

me to continue the full treatment course which has given me the

courage to hope again!

Baraka's Story



(S) Country: Kenya

Disease: Chronic Myelogenous Leukemia

മ്പ് Age: 39 **Gender:** Male

When a routine blood test to check for high blood pressure revealed that I had Chronic Myelogenous Leukemia (CML), it was a huge shock. My doctor told me, CML is a slowly progressing blood and bone marrow disease where the bone marrow produces excessive white blood cells.

After explaining all this, my doctor informed that the condition can be easily managed with medication. But this medication was quite expensive and I was unable to afford it.

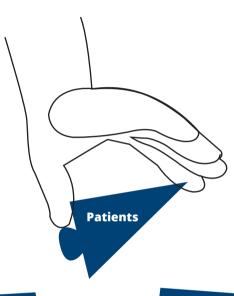
Luckily, my doctor said he could refer me to an Axios-managed program and helped him fill out the application.

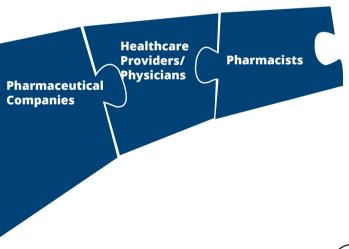
I was surprised to receive a call from the Axios program team in less than 24 hours after submitting my application. They promptly conducted an assessment to establish my financial eligibility and thereafter enrolled me in one of their programs which allowed me to start my treatment immediately.



Creating Value Through Partnerships

At Axios International, we realize that our efforts to build a sustainable ecosystem to support patients outside the hospital space is a mammoth task that cannot be undertaken single-handedly, but rather a cohesive effort involving all stakeholders across the healthcare value chain. Based on this fundamental principle, Axios focuses on cultivating strong and reliable partners - individuals and entities dedicated to addressing some of today's most pressing health access challenges. At present, our network comprises more than 2,000 clients and partners ranging from healthcare providers, pharmaceutical companies, insurance companies, governments, international funding agencies, NGOs, charitable foundations, logistics providers and other related parties.





Axios Works to Find Common Ground

between patients needs and healthcare stakeholder priorities, addressing access beyond the hospital setting.



Distributors/ **Insurance Companies**



Leveraging Partnerships to Optimize Access to Healthcare

We collaborate with our clients and partners to mobilize various access strategies and facilitate more sustainable and equitable access to healthcare for those who need it the most. In doing so, we aim for value-adding partnerships that will allow us to give patients the opportunity to benefit from quality care and treatment at the right time from wherever they are.

At a global level, we collaborate with some of the world's top pharmaceutical companies to help them to scale up their international reach, especially in priority regions. Using our own internally developed proprietary Access Prioritization Tool (APT), we help pharmaceutical companies discover the maturity of these markets and their readiness for the implementation of healthcare access initiatives. The APT uses a science-based approach to map market needs against market preparedness while capturing the strategic, financial, and operational bandwidth and identifying associated risks that could hinder sustainable long-term implementation of such programs.

Based on the findings and Real-World Insights, Axios works closely with pharmaceutical companies to develop targeted access strategies, taking cognizance of country-specific and/or region-specific nuances in relation to affordability, distribution segmentation, economic potential, etc. This approach enables the deployment of pragmatic and sustainable access solutions that have the capacity to create equitable and real-world impact.

Apart from our work to increase access on a global scale, we are also heavily involved in pushing for access solutions locally on-ground to ensure patients who need it most can benefit from them. In all countries where Axios is present, we work with local healthcare



Axios expanded partnerships in Asia, including the National Cancer Society Malaysia (NCSM) in 2016

providers - physicians, pharmacists, nurses, and hospitals to extend patient outreach through our partnered access programs. Axios teams frequently interact with the network of healthcare providers in each country to keep them abreast of the latest developments in our access solutions portfolio and educate them about our disease coverage schematics.

To further assure the sustainability of our access solutions, we also partner with other stakeholders on the healthcare value chain at a local level. These include pharmacies, insurance companies, charities, NGOs, distributors, and other support entities that play a pivotal role in the disbursement of our healthcare access programs.

Our Clients and Partners

Our network of clients and partners includes governments, international funding agencies, universities, foundations, multinational pharmaceutical companies, and private companies. Together, we address some of today's most pressing health access challenges through Axios Access solutions.

Pioneering Partner Engagement Tools

Our range of pioneering partner engagement tools are designed to strengthen ties with our strategic partners and drive our collaborative processes. The key enabler in this regard is the MyPrograms web application - a dedicated tool designed to provide real-time visibility to our key partners across the healthcare value chain. MyPrograms, which captures and analyses program performance, has proven to be a versatile management information tool for pharmaceutical companies in determining if program objectives are being met. The MyPharmacy app serves as a functional database for our network of pharmacies to align their medication distribution rosters, while the MyPatients app is a convenient digital tool to support physician referrals and also allow physicians to proactively monitor the progress of their patients vis-a-vis their treatment plans.

MyPrograms Web Application

MyPrograms web application provides unparalleled live data access to pharmaceutical companies and other program sponsors supporting Axios-managed Patient Access and Support Programs (PAP and PSP), reflecting up-to-date program performance.



MyPharmacy App

Simplifies everyday interactions, removing the paper trail and digitalizing the medicine release process.

Pharmacists can

- View patient information and medication release document instructions directly in the app
- Safely upload receipts and other justification documents for each patient visit
- Validate documents using the integrated QR code scanner in the app, making the medication release process swift and paperless
- See payments and reconciliations, easing the stock management process



MyPatients App

MyPatients app makes it quick and easy for physicians to refer patients to an Axios-managed Patient Support Program with a few clicks and effortlessly follow up on their progress at their own convenience.

Physicians can

- Refer patients directly from the app
- Directly upload patient and physician consent forms and sign it digitally
- Follow up on patient treatment for better, faster and more personalized careat their own convenience



MyPrograms Dashboard

*My*Programs is a web/desktop application providing the company with direct access to live data and insights into the program performance. The Client Dashboard enables users to:

- View up-to-date anonymous data
- View the number of patients by status in the program
- · View number of physicians or hospitals referring patients to the program
- View product distribution by commercial type or number of units



Research and Scientific Publications

Axios actively engages in ongoing research to refine its approaches and enhance the efficacy of healthcare access programs. Our team of dedicated researchers and healthcare access experts works full-time to evaluate program performance vis-a-vis the achievement of target objectives. Gaps identified from such analyses help drive continuous improvement, particularly to help revise and update our access to diagnosis, treatment, and maximize adherence interventions in line with evolving patient needs. This proactive approach ensures ongoing enhancement in access strategies, thereby preventing program stagnation.

Moreover, by combining our global experience and local know-how with advanced analytics and extensive access expertise, we analyze real-world data to deliver breakthrough insights for enhancing patients' treatment journeys within Axios-partnered access programs. In this regard, the Axios+ digital health ecosystem creates a platform to analyze our access initiatives implemented in over 100 countries systematically. Real-world insights are collected on a perpatient level from program operations and patient feedback from program-specific exit interviews. Reflecting our holistic approach to understanding the patient's journey outside the hospital, these real-

world data or access insights are vital to our efforts to pivot existing patient programs to improve patient outcomes, optimize the patient journey and patient experience, identify unmet needs and optimize access strategies.

At a broader level, we also report on Real-World Insights to help inform clinical and healthcare policy decisions and guide healthcare system improvements in selected countries where Axios is present.

Leveraging its pioneering role in the global healthcare access sphere, Axios frequently releases scientific publications documenting the unique tools, approaches, and best practices around our access strategy. Our scientific publications also focus on documenting our learnings and case studies on various topical subject areas. All scientific publications are written and compiled after extensive research by a team of healthcare access experts at Axios International. Over the past couple of years, a large number of our publications have been featured in international medical journals, including 30+ peer-reviewed articles that validate our scientific methods and approaches and promote the adoption of evidence-based best practices.



Access to HIV Care Program - Breaking barriers as the first access program of its kind in Africa



HIV/AIDS Program Evaluation Senegal in 2000

Program Aim

To create a low-cost solution to enable access to HIV Aids Care in Africa, where providing live-saving therapies to every person living with HIV typically costs on average between 9% and 67% of the country's GDP⁴.

Program Design

Abbott Laboratories, one of the leading global pharmaceutical companies took up the challenge to create a low-cost solution that will provide access to HIV Aids Care to vulnerable patients in Africa. The program involved administering Norvir® (ritonavir), an HIV protease inhibitor used in combination with other antiretroviral therapies, and Kaletra® (lopinavir/ritonavir). The program also includes the rollout of easy-to-use Determine® HIV-1/2 rapid test.

⁴UNAIDS, 1997 figures in BBC News: The drugs companies

Role of Axios International

Abbott Laboratories partnered with Axios to launch the Access to HIV Care access program in March 2001. Axios' involvement was to increase access in Africa and conduct HIV testing in 69 least-developed countries, including all of Africa.

To drive uptake and local capacity in countries with limited healthcare infrastructure, Axios collaborated with several other stakeholders that provided products to patients as part of a sound and sustainable program of care, including UN agencies, governments, employer groups, hospitals, pharmacies, private clinics and NGOs.

Program Outcomes

Supported by more than 250 implementing institutions, the Access to HIV Care Program was successful in reaching more than 6 million patients. The program has thus cemented Abbott's presence in the region and allowed the company to leverage its network to contribute actively to global health issues in other parts of the world.

GLIVEC® International Patient Assistance Program -Pioneering initiative to tackle the cancer epidemic in developing countries around the world

Program Aim

Mobilize resources to provide much-needed access to cancer support and care, especially in developing countries. Studies also indicate that only limited global resources are spent on cancer care owing to the high cost of newer, targeted cancer therapies and limited healthcare infrastructure in low- and middle-income countries.

Program Design

Novartis - a leading global pharmaceutical company, enlisted the support of Axios to support patients who are unable to pay for cancer treatment due to the high cost of obtaining such treatment privately or limited access to medical insurance/government support. The result was the Glivec International Patient Assistance Program (GIPAP) - established by Novartis in 2002 in collaboration with Axios International and The Max Foundation. Through GIPAP, Glivec (imatinib) is donated free of charge to patients living with Philadelphia chromosome-positive (Ph+) chronic myeloid leukemia (CML) or with c-Kit (CD117) positive unresectable (inoperable) and/or metastatic malignant gastrointestinal stromal tumors (GISTs). Unlike traditional donation programs that deliver drugs through hospitals or other third-party organizations, GIPAP was designed as a "direct-to-patient" program where Glivec is delivered directly to patients through a network of more than 1,400 registered physicians in over 400 qualified treatment centers worldwide.



GIPAP Assessment in China in 2007

Role of Axios International

Axios was in charge of identifying, assessing and recommending institutions for GIPAP and ensuring that drugs are properly stored and tracked by the GIPAP institution/physician and delivered to the final recipient. The Max Foundation was responsible for providing support and information to patients, guiding physicians and patients through the GIPAP application process and reviewing and verifying patient eligibility.

Program Outcomes

Since its implementation in early 2002, GIPAP has provided Glivec to more than 53,000 patients in 81 low-and middle-income countries. Axios handled approximately 47 out of the 81 targeted countries benefiting from GIPAP. The program is seen as one of the most comprehensive and far-reaching cancer access programs ever developed on a global scale. According to a recently completed impact analysis of GIPAP, it was found to positively impact service delivery, access to care, diagnostic capacity and select health workers' skills at institutions involved with the program. Improvements in the utilization of CML/GIST guidelines, patient tracking systems and institutional operations were also reported. Furthermore, 65% of physicians indicated that their institutions had undertaken initiatives to increase access to cancer treatment after implementing GIPAP.

VIRAMUNE® Donation Program- A paradigm change for the Prevention of Mother-To-Child Transmission of HIV/AIDS

Program Aim

To drive widespread access to Viramune, an antiretroviral drug that helps prevent the transmission of infection from mother to child during birth. Mother-to-child transmission (MTCT) of HIV during labor is a primary cause of pediatric HIV infection. The largest share of new HIV infections among children worldwide is found in Sub-Saharan Africa where women account for 60 percent of HIV infections. A study conducted in the 1990s revealed that if a single dose of Nevirapine (NVP) is administered to HIV-positive pregnant women during labor and a single dose is given to their infants within 72 hours of birth, it would lower the risk of MTCT of HIV.



Program Design

As a response, Boehringer Ingelheim (BI), the manufacturer of Viramune (branded Nevirapine), initiated the Viramune Donation Programme (VDP) in 2000 to provide NVP free of charge to governments, NGOs and institutions in low-income countries.

Role of Axios International

One year following the launch of the program, only four requests for NVP were received, leading BI to enlist Axios to optimize the application process and manage the program's implementation to ensure a continuous supply of NVP to participating institutions.

Program Outcomes

Between 2000 and 2011, the VDP provided NVP at no cost to approximately 2.3 million mother-child pairs in 60 low- and middle-income countries (through 164 institutions) in Africa, Asia, Latin America and Eastern Europe. In 2010, the World Health Organization revised its PMTCT guidelines following new findings around the use of single-dose NVP in combination with additional antiretrovirals. The VDP was subsequently adjusted in 2011 to make way for the new recommended treatment regimens.

An impact analysis of the Viramune Donation Program recently published in BMC Public Health found that the expansion of PMTCT services helped to reduce stigma against HIV-positive pregnant women, increase social support mechanisms, foster partnerships with national and international organizations and encourage access to donor funding. Implementation of the VDP also triggered improvements in training hospitals and logistical capacity and was associated with changes in policy strategies at the national level.

Healthcare Access Innovation in the Middle East

First program in the region to utilize an innovative cost-sharing methodology to increase access to specialty medications

Program Aim

In recent years, the United Arab Emirates (UAE) has witnessed rapidly increasing demand for healthcare services. Despite rising healthcare spending in both the public and private sectors, some high-cost and specialty treatments remain unaffordable for a select number of patients in the country, primarily expats, which make up 88% of UAE's population.

To address the lack of healthcare access innovation, a multinational pharmaceutical company partnered with Axios to design an innovative strategy to help improve access to treatment for more than a dozen critical medications to treat Hematology, Immunology, Pulmonology, Neuroscience and cardiovascular diseases.

Program Design

Designed to help patients who are uninsured or those who have private health insurance but can't afford the co-pay, Axios utilized an innovative cost-sharing model coupled with personalized treatment adherence support.

To determine how much financial support a patient needs to pay for their full course of treatment, Axios utilizes its validated Patient Financial Eligibility Tool (PFET). Unlike other tools, PFET aims to capture a complete picture of both formal and informal income sources by taking into consideration a combination of indicators, including income level, standards of living and assets.

Based on the results of the assessment, enrolled patients pay for a certain number of treatment cycles each year or, in the case of insured patients, receive vouchers to cover co-pays or minimize potential cash flow issues. The remaining cost is covered by other parties including the pharmaceutical company and local charities.

To extend the reach of the Program, Axios established partnerships with several local charities and NGOs that are able to further support patients who are not able to pay their share of the treatment cost. In collaboration with these and other partners, patients also receive ongoing personalized support to help them adhere to their treatment.

Role of Axios International

Axios is responsible for the design of the program and for ongoing patient and drug logistics management, serving as the main point of contact for physicians, patients and pharmacists. The program is supported by the Dubai Health Authority, and was the first treatment cost-sharing initiative in the region. The program has since expanded to other countries in the region that are facing similar challenges.



Stock image

Program Outcomes

The Program has been running for more than 11 years and has grown to include 23 medications and support patients across the Middle East and North Africa region. More than 5,000 patients have been supported over the years, receiving prescribed medicines they would otherwise not be able to afford.

Through the program, Axios has built a network of governmental agencies, 38 regional charities, and in excess of 10 health societies, 20 patient organizations, 500 pharmacies, and 100 hospitals to support patients enrolled in the program.

In the UAE, this was the first access program to be approved by the nation's health authorities. In the decade since, it has become a role model for other public health programs in the region and helped inform the development of critical access guidelines used by healthcare stakeholders across the region.

Improving Treatment Adherence to Biologic Therapy

Program has shown to be well received by patients and physicians, driving long-term treatment adherence

Program Aim

71% of all deaths in Malaysia are attributed to a chronic disease. Many of those deaths could have potentially been avoided through proper care and treatment. However, many chronic disease patients struggle to adhere to their prescribed treatment, resulting in poor health outcomes and a substantial worsening of the disease. In Malaysia, financial barriers are often the primary reason a patient does not adhere to their treatment. This is particularly true for higher cost, specialty medications like biologic therapies. Other reasons include not understanding how to administer their medication or how it works after they do, a concern for side effects, among other factors.

Program Design

Determined to help Malaysians improve their adherence to treatment, Axios worked to design and implement a Patient Support Program (PSP) for a biologic medication to treat several chronic dermatological and rheumatological diseases.

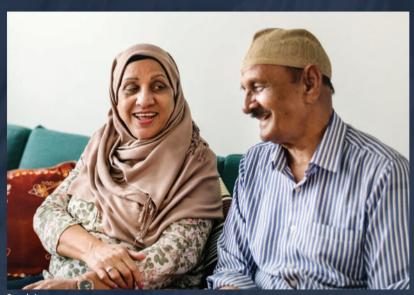
- Affordability Solutions: Axios utilized a cost-sharing model where the cost of the medication is split between the patient, the pharmaceutical company, and at times, other parties. Axios' proprietary Patient Financial Eligibility Tool (PFET) was used to determine how much financial support a patient needed to cover the cost of their full course of treatment – helping to maximize health outcomes regardless of financial difficulties.
- Treatment Adherence: Axios understands for a treatment plan to work, patients must feel empowered and supported. As part of the PSP, nurses empowered patients to take control of their own treatment by teaching them how to selfinject their medication, by explaining to them why following the full course of treatment is vital, and by reminding them when it's time for their next dose.

Role of Axios International

Dedicated to creating a model that would be financially sustainable for both patients and the pharmaceutical company, Axios designed an access strategy focused on the unique affordability and adherence challenges of Malay patients. In addition, Axios' Malaysia-based team implemented the program in close collaboration with treating physicians, managing patients and coordinating all drug logistics needs.

Program Outcomes

The program has shown to be well accepted by physicians and patients alike. More than 75 physicians from 55 hospitals and clinics nationwide referred patients to the program. In addition, only 5% of enrolled patients have dropped out of the program in two years. As a result, hundreds of patients that may have stopped treatment now continue their treatment as prescribed.



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LEADING THE WAY IN SUSTAINABLE OPERATIONS **SINCE 1997**

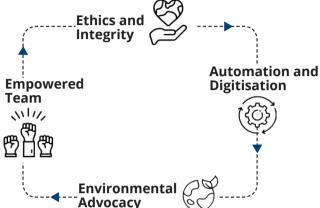


Early Axios team members in 2002

Leading the way in sustainable operations since 1997

Axios International believes a sustainable operating model goes hand-in-hand with its core purpose to reform the healthcare space outside the hospital. The desire to be sustainable lies at the heart of all that we do, from our access strategy and our business ethics to tech adoption, people management approach, and climate action protocols.

At the same time, we continue to look for opportunities that will allow us to deepen the level of sustainability integration at all levels of operation to enable Axios to evolve and stay ahead of the curve.



Commitment to Ethics and Integrity

Ethics and integrity are integral to Axios' effort to deliver equitable access to high-quality and safe healthcare solutions to patients who need them the most. To demonstrate our commitment to the highest standard regarding patient services, we have employed a holistic approach framed around 4 pillars - Quality, Data Security, Compliance, and Pharmacovigilance.

We also have a series of internally developed conduct protocols that apply to our stakeholders. The Code of Ethics for employees, developed in alignment with global best practices, including the

standard set by the US Food and Drug Administration (FDA) for legal regulations, the International Labour Organization, United Nations Global Compact principles and the Bribery Act 2010 of the UK, sets out appropriate behaviors expected of Axios employees worldwide.

In alignment and compliance with the General Data Protection Regulation, Axios International is committed to adhering to highlevel legal, moral, and ethical standards in its relationship with staff, suppliers, customers, clients, partners, and all other stakeholders.



Quality

Axios has established SOPPs across internal functions, to ensure strict compliance and quality measures throughout its operations.



Compliance

Our compliance team, comprising of senior management and certified lead auditors, conducts regular audit reviews to ensure strict compliance across all access programs.



Data security

Axios adheres to the most stringent and comprehensive General Data Protection Regulations (GDPR) and considers Local Data Privacy Acts for protecting data security in all operational countries.



Pharmacovigilance

Axios offers comprehensive Pharmacovigilance support services, including Adverse Events reporting, source data verification, training programs, and more. We collaborate closely with regulatory bodies and government stakeholders in countries where we operate to ensure effective and compliant operations.

The Supplier Code of Ethics underscores Axios' ability to develop sustainable vendor relationships. The Supplier Code of Ethics applies to all new and existing suppliers of Axios International. New suppliers who are selected following a stringent pre-evaluation process to assess their business credentials, including quality systems, data privacy, information security protocols, anti-bribery and anti-corruption practices, and labor practices, are then on-boarded to the supplier registry, subject to the signing of the Axios Vendor Code of Ethics. Supplier adherence to the Axios Supplier Code of Ethics is verified on an ongoing basis through compliance audits carried out for new suppliers within the first year of their relationship with Axios International. Meanwhile, spot audits performed on randomly selected registered suppliers in various regions ensure vendors remain on course to comply with Axios' ethics principles.

In 2022, a total of 6 supplier compliance audits were carried out - 2 in East Asia, 1 in Latin America, 1 in Europe and 2 in the Middle East.

Category	Percentage
Suppliers who signed suppliers code of conduct	100%
Suppliers with CSR clause in their service agreement (contract)	100%
Conducted pre-evaluation on suppliers	100%
Conducted post evaluation on suppliers	75%
Conducted supplier audit	50%

Investing in Automation and Digitization

Since the launch of the Axios digital roadmap in 2016 the level of technology integration across all spheres of the business has increased exponentially. Keen to prove ourselves as early adopters of technology, we are focused on driving digital adoption as a mainstream function, providing mission-critical support for our dayto-day business activities worldwide.

Today, we apply our proprietary digital health ecosystem, including independently validated methodologies, to gather and disseminate evidence-based data and develop pragmatic and sustainable solutions to achieve equitable and real-world impact.

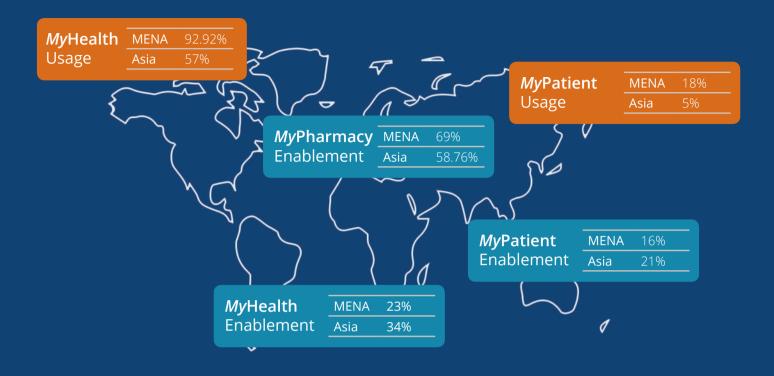
For instance, our Patient Financial Eligibility Tool (PFET) follows a highly disciplined approach to understanding the patient's financial profile, including medical insurance coverage status, in order to determine their eligibility for Axios Access to Diagnosis and Access to Treatment solutions provided through our Patient Assistance Programs. The Axios' Patients Needs Assessment Tool (PNAT) is another patient-centric tool designed to provide Maximized Adherence Solutions. The PNAT adopts an evidence-based approach to understand the unique challenges each patient face and create a tailor-made plan that the patient can sustain for the entire treatment course.

Meanwhile, our Access Prioritization Tool (APT) is designed to assist global pharmaceutical companies in developing customized access strategies when entering new territories and regions around the world. The APT systematically evaluates a country's appetite for

Access initiatives using available country-specific data and statistics such as GDP, PPP, GINI index, infrastructure, healthcare system structure, sales, sustainability, level of access, etc.

Apart from the aforementioned proprietary toolkit, the Axios proprietary Patient Management System (PMS) rolled out in 2019 was an important milestone in our digital transformation agenda. A one-of-a-kind breakthrough solution, the PMS which was developed in-house, gave Axios International a digital first advantage, and first built as a central platform to manage the patient journey for those registered under our access programs. Since then, the PMS has evolved considerably under Axios+, an ambitious initiative to create a digital ecosystem that drives stakeholder collaboration for the purpose of achieving optimal patient health outcomes.

Building on this patient centric approach, the functionality of the PMS was significantly enhanced with the introduction of a range of mobile applications in 2020 to offer real time connectivity to key stakeholders across the healthcare value chain. These include the MyHealth App for Patients, MyPatients App for Physicians, MyPharmacy App and Web Portal for Pharmacies, MyPrograms Dashboard for Pharmaceutical companies, and MyCharity, MyDistributor and MyDiagnostics Web Portals for our various other program partners. The core PMS, being a central platform, has been activated across all 26 countries where Axios is present, while mobile applications are mobilized across Latin America, the Middle East, Africa, and Asia regions.



Integrated patient support: Your All-in-one digital health solution



All data is securely stored on our servers, and each app can only access data once invited and authorized. No sensitive data is stored on patients', physicians', or pharmacists' phones, except for the pictures taken by the users.

Building an Empowered Team

Since its inception over 25 years ago, Axios has maintained a uniquely distinct approach towards people management. Our intention has always been to create a workplace where our people know what is expected of them and remain committed to working towards meeting these outcomes. This approach is consistent with our patient-centric culture, wherein we want to build a team that is fully aligned with Axios' core purpose to provide equitable and sustainable access to care and treatment to all patients.

Axios Global Employee Profile FY 2022							
Region	Gender Distribution			Age Distribution			
	Male	Female	Total	18 - 30 years	31 - 45 years	46 - 60 years	Over 60
Latin America	5	3	8	3	5	0	0
Middle East & North Africa	60	71	131	80	48	1	2
Asia	3	20	23	9	11	2	1
Europe	1	12	13	4	8	1	0



Our people management strategy is based on the following pillars;

Key Roles Planning

The operational workforce planning process serves as a key lever in supporting our strategy to build an empowered team. As a keen advocate of lean management principles, our goal is to ensure optimal efficiency of human resources for each project. Hence, key roles planning activities are undertaken at a tactical level in keeping with the benchmark cost-to-income ratio for the duration of each project.

All people planning activities are undertaken centrally under the purview of the Axios central HR team stationed at the head office in Dublin, Ireland.

Employees by Gender by Management Level FY 2022					
Management Level	Gender Distribution				
	Male	Female	Total		
Executive Management	3	3	6		
Heads of Functions	3	6	9		
Middle-Management	6	33	39		
Non-Executives	57	64	121		

Employees by Gender by Category FY 2022				
Category	Gender Distribution			
	Male	Female	Total	
Full-time employees	63	83	146	
Contract-employees	6	23	29	

Compliance and Best Practices

Axios strictly complies with applicable labour laws in all 27 countries where it is present. Going beyond compliance, we have also embraced global best practices such as those stipulated by the International Labour Organization (ILO) convention and the UN Global Compact (UNGC) principles.

Accordingly, we have established a set of Standard Operating Policies and Procedures including detailed policies and procedures to support efforts to create a challenging, yet rewarding workplace that will keep all employees engaged and invested.

Our Recruitment and Selection Policy provides the foundation for unbiased recruitment and selection, based purely on merit. The policy incorporates specific guidelines stating that recruitment and selection processes do not discriminate on the basis of race, colour, gender, ethnicity, religion, marital status, sexual orientation, disability, or any other factors protected by law.

Our concern for the protection of human rights and the dignity of all employees is brought to life through our policy against child labour which ensures we do not employ any person under the age of 18 years. Furthermore, our policy against forced or compulsory labour stipulates that employees remain in employment of their own free will.

Similarly, our compensation policy ensures that all remuneration, while competitive, should be fair and equitable. The benefits offered are linked to performance in keeping with our patient-centric culture.

Our safety and well-being policies are designed to preserve our employees' physical and emotional well-being. The central HR team oversees HR policy formulation and implementation.

Employee Value Proposition (EVP)

A compelling EVP drives our endeavor to attract and retain the right people who best fit Axios' patient-centric business model. Accordingly, we seek unique individuals who can share our vision for a better and healthier world.

Although our recruitment strategy is centered on hiring like-minded people, we are committed to offering competitive merit-based remuneration and benefits. Our performance-based rewards mechanism, too, is designed to inspire our employees and allow them to enliven the Axios core purpose, bringing job satisfaction and career fulfillment. The Performance Management System cycle begins with Corporate objectives being cascaded down to an operational level by way of clear KPIs, which are further broken down to a granular level by assigning employee-specific targets. Line Managers closely monitor the performance of individual employees,

while the central HR team supports the annual performance appraisal to record the actual performance of employees against pre-assigned targets.

Learning and Development is vital in ensuring employees have the right skills to deliver the Axios purpose. A comprehensive training plan is developed annually based on the training needs assessment conducted as part of the Performance Management System. The central HR department takes the lead in coordinating and facilitating training interventions as per the pre-approved training plan. The HR Department is further tasked with compiling post-training feedback to assess the impact of targeted training interventions. Operating in more than 27 countries, we conduct blended learning using our digital learning platforms.

Fair and Equitable Remuneration Career Fullfilment 11.30 **lob Satisfaction** Rewards Training and Development

Communication and Engagement

Communication and engagement are important aspects of the Axios people management strategy. Our leadership principles require Line Managers to stay in regular contact with their teams. These efforts are complemented by frequent and ongoing email communications from the Axios leadership. Moreover, we maintain an open-door policy to give employees the freedom and confidence to raise any concerns with their superiors. Alternatively, a formal grievance handling procedure is maintained under the purview of the Compliance and the HR to enable employees to lodge both formal and informal feedback on work-related matters that cannot be satisfactorily resolved through informal channels.

Future Priorities

The immediate priority will be to focus on employee well-being. The first phase of this effort involves the roll out of a special Employee Assistance Program (EAP) via a digital interface to give employees 24/7 – 365 day access to content on a range of well-being topics, ranging from nutrition and lifestyle to mindfulness and yoga sessions, among others. Our intention with this initiative is to create customized content to cater to the specific needs of employees in each region.

In the medium to long-term, we will focus on implementing a systematic framework to support succession planning across all Axios locations worldwide. Equally importantly, we will also be revisiting our induction and orientation program in order to holistically address the needs of new joiners in their first six months.

Environmental Advocacy

As a service organization, Axios does not depend on natural resources for its core business. Nonetheless, we accept that the energy and water consumed in our day-to-day operations impact the environment over time. Fully aware of this, we are continuously exploring opportunities to embed environmental best practices across all levels of operations.

In 2011, Axios voluntarily obtained the ISO 14001 Environmental Management Standard certification covering its global operations. Based on the ISO certification framework, we have established SOPPs to set out clear guidelines for managing what we deem to be our primary environmental concerns, namely energy use, water consumption, and wastepaper generation resulting from our day-to-day operations around the world.

More recently, we have started looking beyond these standard approaches to seek new and innovative ways to "green" every aspect of our operations. A key enabler in this regard is our technology transformation agenda, which kicked off in 2016 and has since seen 100% of our internal systems being migrated to digital platforms, significantly reducing the volume of wastepaper generated across our worldwide operations. Moreover, our strong digital infrastructure and global network connectivity have also helped minimize the need for overseas travel, indirectly contributing to reducing air emissions attributed to Axios International.

In parallel, we are reevaluating our physical infrastructure to see how we can improve the interior and exterior of our offices worldwide to align with global green building standards. Of late, we have also been giving more priority to the use of sustainable materials at the set stage for new offices.



Closure

In closing, the first-ever externally published Axios International's Sustainability Impact Report stands as a testament to our unwavering commitment to shaping a healthcare landscape that transcends traditional boundaries.

This report is not merely a compilation of statistics and achievements; it is a narrative of our journey toward redefining healthcare norms and constructing a sustainable future that surpasses conventional boundaries. Our commitment to sustainability is deeply ingrained in every facet of our operations, and this closing reflection serves as a heartfelt expression of our commitment in the past years. Since the beginning of Axios International, sustainability has been the bedrock of its core business model. It is based on three sustainability pillars – Financial Sustainability, Patient Health Sustainability, and Health System Sustainability. Together, the three pillars work in unison to create a blueprint to deliver on our promise to provide the right care and treatment solutions to patients in need at the right time.

As we traverse the multifaceted landscape of sustainability, we unpack the layers of our commitment to ethical operations, investments in technology, and environmental advocacy. Our Sustainability Strategy is not just a strategy; it is a manifesto for a new era in healthcare—one that is grounded in principles, fueled by innovation, and conscious of its environmental impact.

Through "Building A Sustainable Ecosystem Outside the Hospital," we explore the pioneering initiatives that extend our reach beyond traditional healthcare boundaries, outlining our efforts to cocreating access to health space that benefits us all. Simultaneously, our commitment to quality and safety showcases our dedication to patient well-being.

Our commitment to sustainability is enhanced through the way we communicate and engage to bridge gaps and empower patients to actively participate in their healthcare decisions. By developing strategic partnerships, we focus on a collaborative dimension to our sustainability narrative. We break down silos and reach underserved communities. Our pioneering partner engagement tools underline our commitment to collaborative innovation, while research, publications and case studies showcase the tangible outcomes of our synergistic efforts.

Finally, while leading the way in sustainable operations, we delve into the intricacies of ethical conduct, technological investments, team empowerment, and environmental advocacy. Our "Commitment to Ethics and Integrity" is not just a statement but a guiding principle embedded in every decision. Investing in Automation and Digitization represents our forward-thinking approach to operational efficiency while building an empowered team emphasizes that our sustainability journey is a collective endeavor. Through environmental advocacy, we commit to leaving a positive impact on the planet. While navigating the complexities of the industry and looking forward to a sustainable future, our leadership team, with their diverse expertise, guide our path toward sustainable practices and impactful change. As we reflect on the strides made in the past year, we extend our gratitude to our patients, partners, and the entire Axios community for their unwavering support.

Together, we stand at the forefront of innovation, ethics, and sustainability, united in our pursuit of a healthier, more equitable future for all.

Glossary

RWI - Real-World Insights

NGOs - Non-Governmental Organizations

UN SDGs - United Nations Sustainable Development Goals

APT - Access Prioritization Tool

PFET - Patient Financial Eligibility Tool

PAPs - Patient Assistance Programs

PSPs - Patient Support Programs

PNAT - Patient Needs Assessment Tool

EU – European Union

GDPR - General Data Protection Regulation

FDA - Food and Drug Administration

ISO - International Standard Organization

PMS - Patient Management System

CAGR - Compound Annual Growth Rate

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