

# Asker's Sustainability Report

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# Sustainability work

**Asker has a holistic approach to sustainability that embraces every aspect of the business and takes responsibility for a fair and sustainable value chain – from manufacturing to product use. To Asker, sustainable business is about both doing good business and driving improvements that serve to improve everyone's health – this is “Health in Progress”.**

Asker is a link between producers of healthcare supplies and patients. By offering sustainable products and services, and by being a close, reliable and high-quality partner to healthcare providers, Asker is driving change in the healthcare sector.

## **Growing needs**

Access to high-quality health care is an essential element in enabling people to live a healthy life. With an ageing population and more people living with chronic diseases, there is a growing need for healthcare, and at the same time increased demands for cost-effectiveness. Asker's ambition is for its products and services to improve patient outcome, reduce total cost of care and be a driving force in creating a fair and sustainable value chain.



**The impact of healthcare on the planet**

The healthcare sector accounts for more than four percent of global greenhouse gas emissions, mostly resulting from the production of medical supplies, devices and equipment. In addition, the high demand for disposable products in healthcare means that the sector annually generates almost six million tonnes of healthcare waste globally<sup>1)</sup>. Much of the waste is plastic-based. By offering healthcare providers innovative products and services with lower climate emissions, and by avoiding harmful substances, Asker is showing that it is possible to transition and reduce the sector's climate impact.

<sup>1)</sup> Source: Healthcare without harm.

In many cases, medical supplies, devices and equipment are produced in markets where there is a risk of corruption and human rights violations. Demand for high quality products made under fair conditions is growing. The Asker Supplier Code of Conduct and Supplier Due Diligence Procedure enables sustainable development by improving conditions at suppliers and third-party manufacturers in the value chain.

**Asker's role in the transition to sustainable development**

Asker's sustainability strategy is based on the UN Global Compact initiative and its ten principles relating to human rights, labour rights, the environment and anti-corruption. Asker is committed to reducing its greenhouse gas emissions under the Paris Agreement and contributing to the UN's global sustainable development goals. The global SDGs that are within Asker's power to influence and promote are an integral part of the Group's governance model and day-to-day work. With the company's materiality analysis, they form the basis of Asker's sustainability strategy – A Bigger Care.

**The SDGs where Asker has the greatest positive impact**

**Main goal**



**Good health and well-being**

Asker's biggest positive contribution lies in improving health outcomes and reducing costs.

**Supporting goals**



**Gender equality**

All of Asker's companies strive for greater equality. Women and men have equal opportunities to achieve leadership roles and take part in decision-making.



**Decent work and economic growth**

Asker offers employees a safe and secure work environment, equal pay for equal work, and expects the same from its suppliers.



**Responsible consumption and production**

Asker's role in the value chain allows it to contribute to more sustainable production and consumption in the healthcare sector.



**Climate action**

By setting scientific climate targets and working to reduce the climate impact of healthcare, Asker is helping to combat climate change.



**Peace, justice and strong institutions**

Asker has a Group-wide Code of Conduct and zero tolerance of bribery and corruption, in its own operations and in the value chain.

# A Bigger Care – Asker's sustainability strategy

**Asker's sustainability strategy – A Bigger Care – is part of the company's business strategy. It sets out clearly how the Group must work to drive positive change throughout the value chain.**

The company's sustainability strategy is based on the material sustainability issues identified via ongoing stakeholder dialogues and materiality analyses and an analysis of Asker's contribution to the global SDGs.

The strategy was further refined during the year and focused on three areas where Asker will proactively promote positive change:

- Healthy lives.
- Climate conscious healthcare.
- Fair value chain and safe work environments.

To deliver on the strategy, Asker operates according to a number of basic principles:

- Focus on areas where Asker has great opportunities for influence through the Group's business model.
- Integrate sustainability criteria in all Group companies.
- Engage all companies in projects to drive and measure progress in sustainability.
- Work actively with customers and suppliers towards achieving the global SDGs.
- Use sustainability-related key performance indicators and external evaluations as a basis for progressing sustainability work.



## A Bigger Care – Asker's sustainability strategy



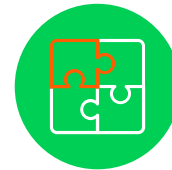
### Healthy lives

Asker aims to offer effective, high-quality and safe products and services that enable more people to live healthy lives. Asker also aims to contribute to reducing the overall cost of healthcare for society.



### Climate conscious healthcare

Asker focuses on reducing carbon dioxide emissions in the value chain and working with suppliers and customers to enable more resource-efficient and climate-efficient products and services to be offered.



### Fair value chain and safe work environments

Asker's workplaces are to be safe and attractive. Asker also aims to offer products that are produced and delivered under fair conditions.


# Healthy lives

**Asker aims to offer effective, high-quality and safe products and services that enable more people to live healthy lives. Asker also aims to contribute to reducing the total cost of care for society.**

According to the UN, the proportion of the population aged 65 or older is expected to increase from 11 per cent today to 16 percent in 2050. This means that one person in six will be aged 65 or above. At the same time, the proportion of people living with chronic diseases such as diabetes is increasing. This is already creating shortages of health professionals and imposing considerable strain on the healthcare sector. It is a challenge that Asker can help healthcare organisations address. By offering a full range of effective, high-quality and safe products and advising on the right product, proposing alternative, more cost-efficient products or other services, Asker can improve patient outcomes and reduce the total cost of care.

### Progress in 2022

During the year, efforts to improve the quality and safety of Asker's products continued on several fronts. The wound care programme OneWound, which provides digital support for patients and healthcare professionals, was launched in the Netherlands, Switzerland and Germany. The product company Evercare Medical was awarded MDR certification as confirmation of its high quality and standards.

Global goal	Target 2030	Targets to be achieved annually	Outcome 2022
 <p>UN Global Compact principles: 1-10</p>	<ul style="list-style-type: none"> <li>All companies have implemented, and comply with, the Asker Management Standard</li> <li>Customer satisfaction above industry average in all companies</li> <li>All products sold are free from harmful substances as per the SIN List</li> <li>All Group companies use services such as the wound care programme and the diabetes information page</li> </ul>	<ul style="list-style-type: none"> <li>All companies' management teams are to be trained and certified in the Asker Management Standard</li> <li>All employees receive career or skill-based training and regular performance and career development reviews</li> <li>Certification of the Group's own brands under the Medical Device Regulation</li> <li>Complaints per million products sold (CPM) less than 0.1 for own brands</li> <li>No reviews by national regulators have led to business interruption</li> <li>No incidents resulting in fines, penalties or warnings related to defective products or incorrect advice</li> </ul>	<ul style="list-style-type: none"> <li>All management teams have been trained in the Asker Management Standard</li> <li>Measuring of the proportion of employees who have received career or skill-based training has started. 76 percent of employees have performance and career development plans that are regularly updated</li> <li>Asker's Evercare Medical subsidiary, which accounts for most of the Group's own brand sales, has been awarded certification under MDR</li> <li>CPM 0.053 for Asker's subsidiary Evercare Medical</li> <li>No reviews by national regulators have led to business interruption</li> <li>No incidents resulting in fines, penalties or warnings related to defective products or incorrect advice</li> </ul>
<p><b>100%</b> of management teams trained in and acknowledged the Asker Management Standard</p>			



The newly established Asker Business School also provided internal training in patient health and product safety for all management teams.

**Patient health and product safety**

All medical devices on the European market must meet high standards. Healthcare providers, patients and employees should feel secure that Asker's own products have undergone a strict quality assessment based on clinical data.

Group companies must never compromise on the quality and safety of the products and services it offers. To ensure product safety, all Group companies must comply with the requirements for processes and follow-up that are set out in the Asker Management Standard. For example, companies need to ensure that they have control and quality processes in place, focus on continuous improvement and keep up to date of upcoming legislation. If shortcomings are detected, they must be remedied immediately.

All products must be certified according to applicable legislation such as the Medical Device Regulation (MDR), In Vitro Diagnostic Device Regulation (IVDR) or Personal Protective Equipment Regulation (PPE), which aim to assure high safety and quality of medical devices manufactured, imported or sold in the EU.

**A partner in healthcare**

All Group companies work closely with healthcare professionals and patients. Asker offers a number of services that both help patients make informed choices and support healthcare professionals in their work.

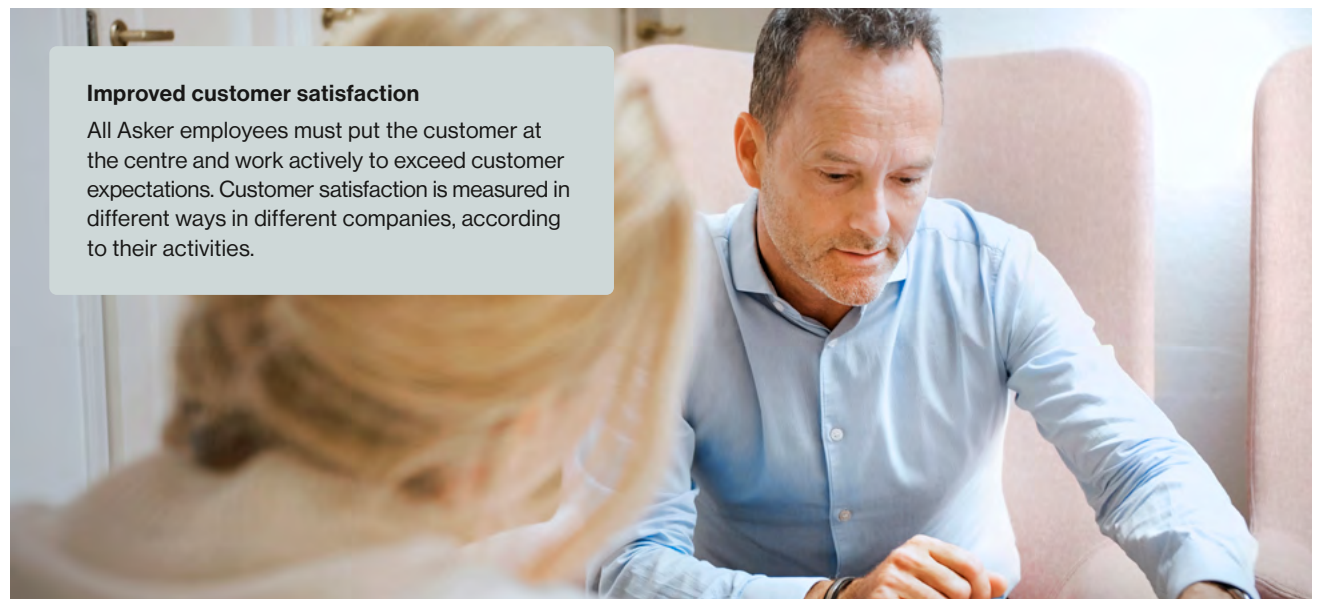
Examples of services:

- **OneWound Programme:** a wound care programme that enables nurses to improve care outcomes, delivering better treatment results and shorter healing times for patients.
- **Diabetesexperts.nl:** a support centre with both a website and a customer service team of specialist nurses providing diabetes sufferers with information and advice on insulin sensors and glucose measurement products.
- **Asker's digital tool aScan:** a warehouse management system that simplifies and optimises the customer's ordering process to make it time- and

cost-efficient and reduce the number of deliveries. This in turn reduces greenhouse gas emissions.

**Support for families and intensive care in Ukraine**

The war in Ukraine is causing great suffering. In 2022, Asker donated SEK 500,000 to Save the Children. Asker has also donated 84 pallets of trauma products and advanced wound care products for emergency medical treatment in Ukraine and to refugees who have sought protection in other countries. Thanks to Asker's long experience in intensive care and logistics, shipments of medical equipment were finalised and delivered within days of the outbreak of war.





**Improved customer satisfaction**  
 All Asker employees must put the customer at the centre and work actively to exceed customer expectations. Customer satisfaction is measured in different ways in different companies, according to their activities.

# Climate conscious healthcare

**Asker's environmental and climate work focuses on reducing carbon dioxide emissions in the value chain and on working with suppliers and customers to enable more resource-efficient and climate-efficient products and services to be offered.**

Healthcare has negative climate impact both via emissions in the production of disposable products and via the high volume of waste generated after the products have been used. A 2015 study by the UK's National Health Service (NHS) reveals that 15 product categories represent 69 percent of the total weight of plastic consumed in the healthcare sector. Of these, disposable items such as gloves, protective clothing, wipes, incontinence products and plastic bags account for more than 50 percent.

Asker's central role in the value chain creates opportunities to positively influence more sustainable patterns of consumption and production. Asker's companies help healthcare companies choose more climate-efficient products. Another ambition is to exert influence on suppliers to reduce the environmental and climate impact of their products.

Global goal	Target 2030	Targets to be achieved annually	Outcome 2022
 <p>UN Global Compact principle: 7-9</p>	<ul style="list-style-type: none"> <li>• More than 50 percent of own brand sales are Embra products</li> <li>• All packaging for own brands is recyclable</li> <li>• All Group companies are to be involved in local joint projects to reduce waste from their operations, working with customers and suppliers</li> </ul>	<ul style="list-style-type: none"> <li>• Continuous development of new products that are resource-efficient and climate efficient</li> </ul>	<ul style="list-style-type: none"> <li>• Asker's subsidiary Evercare Medical has developed new products under the new Embra brand with a lower climate impact than comparable products. One Embra product has been launched and five are ready for launch</li> <li>• Stretch film in Norway has been replaced by recyclable stretch film</li> </ul>
 <p>UN Global Compact principle: 7-9</p>	<ul style="list-style-type: none"> <li>• Reducing Scopes 1 and 2 emissions by more than 40 percent by 2030</li> <li>• Reducing emissions from purchased products in relation to gross income by more than 50 percent by 2030</li> <li>• Only renewable energy and electricity are used to heat and cool offices and warehouses</li> </ul>	<ul style="list-style-type: none"> <li>• Annual targets for Scopes 1 and 2 will be set in 2023 in line with the 2030 target</li> <li>• Reducing emissions from purchased products in relation to gross in line with the 2030 target</li> </ul>	<ul style="list-style-type: none"> <li>• Scopes 1 and 2 have been reduced by 3 percent compared to 2021</li> <li>• Emission targets have been calculated in accordance with SBTi and submitted for authorisation in 2023</li> <li>• 85 percent of the electricity used in the Group to be generated using renewable sources</li> </ul>

**3%**  
**lower emissions  
in Scopes 1 and 2  
than in 2021**

### Progress in 2022

During the year, Asker took several important steps towards climate conscious healthcare. Asker's subsidiary Evercare Medical launched Embra and the Group set targets (submitted and response expected in 2023) for CO<sub>2</sub> emissions under the Science Based Target initiative (SBTi) which involve:

- Reducing Scopes 1 and 2 direct emissions by more than 40 percent in the 2021–2030 period; and
- Reducing emissions from purchased products in relation to gross income by more than 50 percent in the 2021–2030 period.

### Reducing material use and waste

Asker is working to improve its products by developing more sustainable and circular solutions. The aim is to reduce use of materials, increase the use of renewable materials and reduce waste and pollution.

Solutions developed by Asker to help healthcare providers reduce use of materials include:

- Asker's digital tool aScan: This warehouse management system reduces the carbon footprint because it reduces material consumption by providing the right numbers and sizes of packaging required.
- Asker's guide to gloves: A training course for healthcare professionals to provide guidance in identifying the right glove for the right occasion. Gloves are available in different models and thicknesses. In most cases, a thinner glove can fulfil the customer's needs and so reduce consumption of the material.

### Climate targets

Asker's climate strategy is based on measuring greenhouse gas emissions and identifying measures to reduce the Group's climate impact. In recent years, Asker has focused on reducing emissions from the Group's transport operations by seeking optimised transport efficiency and fossil-free deliveries.

In 2022, all Group companies analysed their direct and indirect greenhouse gas emissions (Scopes 1, 2 and 3). The focus of the Group's climate work going forward will be on working with suppliers to reduce their emissions in the manufacturing process, as this constitutes the largest share of Asker's greenhouse gas emissions.

To achieve its climate goals, Asker will focus on:

- Reducing direct carbon dioxide emissions (Scopes 1 and 2) by increasing use of renewable energy and improving energy efficiency in the Group's facilities.
- Reducing indirect carbon dioxide emissions (Scope 3) by increasing the range of products with lower carbon dioxide impact.

### Quality and environmental policy

Asker's environmental policy has been approved by the Board of Directors and specifies that Asker strives to maintain an environmental programme that helps to reduce its impact on the environment in its own operations and in its value chains by:

- Reducing greenhouse gas emissions.
- Setting reduction targets in accordance with SBTi.
- Reducing the use of harmful chemicals in its products by 2030.

- Increasing the share of renewable electricity used in offices and warehouses.
- Recycling 90 percent of its own waste by 2030.
- Complying with all applicable environmental laws and regulations.
- Designing new products and solutions with the focus on environmental improvements.
- Actively engaging with suppliers and other stakeholders to implement initiatives that contribute to a positive impact on the environment.
- Raising awareness of environmental issues throughout the organisation and training relevant employees on environmental topics.
- Evaluating the environmental management systems of acquisition targets as part of the M&A process.



# Fair value chain and safe work environments

**Asker's workplaces are to be safe and attractive. In addition, Asker is to offer products that are produced and delivered under fair conditions.**

In many cases, medical supplies, devices and equipment are produced in countries where there is a higher risk of corruption and human rights violations than in Europe. Market demand for high-quality products made under fair conditions is growing. Through proactive co-operation with suppliers and third-party manufacturers, Asker is seeking to maintain a fair and safe work environment both in its own operations and throughout the value chain.




## Progress in 2022

During the year, the Asker Business School was launched, offering training programmes to all employees in anti-corruption and responsible sourcing.

98 percent of employees were certified in Asker's Code of Conduct e-learning and all Group companies' management teams were trained in the Asker Management Standard.

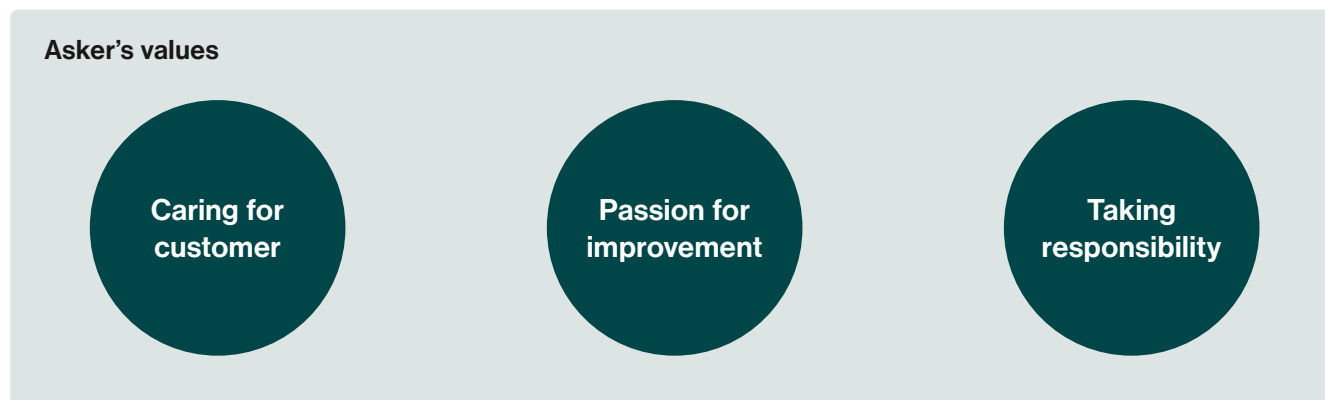
33 audits of existing, potential and new third-party manufacturers were performed.

0 cases of corruption, bribery or fraud were reported or detected in 2022 (0 in 2021).

Global goal	Target 2030	Targets to be achieved annually	Outcome 2022
 <p>5 GENDER EQUALITY</p> <p>UN Global Compact principle: 6</p>	<ul style="list-style-type: none"> <li>No pay differential based on age, gender or origin for roles with similar workload and responsibilities</li> </ul>	<ul style="list-style-type: none"> <li>Gender equality in Group Management (40/60 – 60/40)</li> </ul>	<ul style="list-style-type: none"> <li>Group management gender representation 44 percent women and 56 percent men</li> </ul>
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p> <p>UN Global Compact principles: 1–6, 10</p>	<ul style="list-style-type: none"> <li>Sickness absence lower than 4 percent for employees across the Group</li> <li>100 percent (based on purchase value) of suppliers of medical supplies and equipment signed up to the Asker Code of Conduct or similar code of conduct</li> </ul>	<ul style="list-style-type: none"> <li>Employee surveys with all employees and more than 70 in employee engagement</li> <li>All employees to be covered by formal collective bargaining agreements or similar working conditions</li> <li>More than 90 percent of own brand third-party manufacturers to be audited at least every 24 months</li> </ul>	<ul style="list-style-type: none"> <li>Employee engagement measured at 73 percent</li> <li>77 percent of all employees covered by collective agreements</li> <li>93 percent of own brand third-party manufacturers audited</li> <li>71 percent of suppliers of medical supplies and equipment (based on purchase value) signed up to the Asker Code of Conduct or similar code of conduct</li> </ul>
 <p>16 PEACE AND JUSTICE STRONG INSTITUTIONS</p> <p>UN Global Compact principle: 10</p>	<ul style="list-style-type: none"> <li>All companies have implemented, and comply with, the Asker Management Standard</li> </ul>	<ul style="list-style-type: none"> <li>More than 95 percent of all employees to be trained in the Code of Conduct</li> <li>Zero vision for fatalities, injuries, harassment and discrimination</li> <li>Zero vision for corruption, bribery and fraud</li> <li>Zero vision for the number of complaints related to customer privacy</li> <li>Zero vision for leaks, theft or loss of customer data identified</li> </ul>	<ul style="list-style-type: none"> <li>98 percent of employees were certified in Asker's Code of Conduct e-learning</li> <li>0 fatalities, 21 lost time accidents, 1 reported case of discrimination, which was unfounded</li> <li>0 identified cases of corruption, bribery and fraud</li> <li>Recording of complaints relating to customer privacy and leaks, thefts or losses of customer data identified began during the year</li> </ul>

# 93%

**of third-party manufacturers audited in the past 2 years**



**Fair, safe and equal opportunity workplace**

Asker focuses actively on providing a safe and stimulating work environment for all employees to drive motivation and commitment.

All employees are to be treated with respect and dignity, and provided with equal conditions and opportunities for development. Equal treatment is a matter of course, and no one is to be discriminated against or subject to harassment. In 2022, the Group launched the Asker Business School, with an e-learning course on Asker's Code of Conduct that clearly expresses the company's zero tolerance for discrimination and harassment and trains employees in what is regarded as discrimination and harassment. Asker employees are encouraged to report discrimination and harassment to their manager or via Asker's whistleblowing channel.

Asker's strong values are crucial to its business, promoting diversity and an inclusive culture regardless of gender, age, disability, religion or belief and ethnic

origin. There should be no pay differences based on gender, age or background. Asker focuses continuously on ensuring gender balance at all management levels to reflect the broader diversity in society.

A strong culture creates the conditions for good leadership, a good work environment and committed employees. To enable Asker to develop and improve, an annual employee survey is carried out. Through the surveys, the Group obtains input from employees in the form of their views on Asker. The findings are used in an ongoing effort to improve and develop Asker into an even better workplace. The 2022 survey showed an improvement in employee engagement in 2022 versus 2021. The response rate also rose to 71 percent (70).

**Asker's Code of Conduct**

Asker's Code of Conduct provides guidance and sets out the framework for all employees and companies in the Group, irrespective of position or workplace. The

Code describes norms, standards and responsibilities for ethical and proper business practices. The Code outlines clearly how all employees are expected to act, covering topics from responsible business conduct to anti-bribery and anti-corruption measures.

Asker does not tolerate any form of corruption, bribery or other irregularity. All staff members are required to participate in the online training in the Code of Conduct and classroom or online trainings in anti-corruption and whistleblowing. The Group's managers are responsible for communicating the principles of the Code of Conduct in their companies. In 2022, more than 98 percent of employees had completed the course and signed the Code, either via the online course or manually.

Asker has a Supplier Code of Conduct that reflects Asker's own Code of Conduct and sets expectations and clear requirements that suppliers who manufacture products should take social and environmental responsibility and ensure that neither they themselves nor their subcontractors commit human rights violations.

An important tool in Asker's work in business ethics is the whistleblower system. Employees and external stakeholders can anonymously report suspected irregularities at: <https://www.report.whistleb.com/asker>.

**Code of Conduct**

Asker's Code of Conduct is based on guidelines from the ILO, the UN Declaration of Human Rights and the UN Global Compact.

Reports made via the whistleblowing system are investigated through established procedures and findings are reported internally to management and the Board. In case of need, reports are shared externally and corrective actions are being taken.

**Responsible sourcing**

Asker endeavours to develop good supplier relationships based on shared values and respect for human rights in all parts of the supply chain. Asker screens all suppliers and third-party manufacturers according to social and environmental sustainability requirements (SA 8000). The audits examine risks related to human rights, forced labour, migrant labour and heavy manual labour, among other issues.

Asker has identified categories such as medical examination gloves, disposable instruments, cotton products, surgical garments, electronic equipment and the Asian region as categories and countries with a higher risk of forced or child labour in the manufacturing process. Asker's Code of Conduct for Suppliers, due diligence process and supplier and third-party manufacturer audit process are evaluated and updated annually based on new knowledge obtained in cooperation with expert organisations and NGOs. Asker aims to conduct on-site audits of at least 90 percent of its third-party manufacturers in Asia every two years.

In both 2021 and 2022, a review of the Asker process was carried out to improve supply chain control. Where potential risks have been identified, the third-party manufacturer is required to address the issue

immediately and follow-up audits are performed. Asker educates third-party manufacturers about the risks involved, and sets requirements for risk mitigation within defined time limits.

All new suppliers and third-party manufacturers are to be screened according to Asker Supplier Due Diligence Procedure. If irregularities are detected during due diligence, a new business relationship will not start until the irregularities have been corrected.

Since, over the years, Asker has identified specific risks such as working conditions of migrant workers in the glove industry and risks of child labour and/or risks of discrimination, harassment and restricted freedom of association, the supplier code has been updated to reflect these risks. As a result of the collaboration between Asker, other customers and the Responsible Business Alliance (RBA), manufacturers have ensured that migrant workers were compensated for recruitment fees. In cases where Asker has identified negative social impacts, Asker took active steps to address and rectify the situation for the workers involved. In 2022, a helpline was introduced at third-party manufacturers to facilitate dialogue between migrant workers and their employers.

Asker's companies are members of organisations involving both customers and other manufacturers. These include the Ethical Trading Initiative (ETI), where activities, risks and improvements are reported for customers. On several occasions, customers have been invited to, and have participated in, on-site audits

of third-party manufacturers to increase transparency throughout the value chain.

Disposable instruments are often produced in countries where there is a risk of child labour. The audits therefore focus specifically on detecting risks and eliminating them before business relationships are established.

In recent years, Asker has taken part in projects with customers, suppliers and other stakeholders with the aim of eliminating child labour in the supply chain of disposable instruments in Pakistan.

Where local laws restrict the right to freedom of association and collective bargaining, suppliers are encouraged to allow and facilitate alternative forms of employee representation through associations and bargaining.



# Asker's audits of suppliers and third-party manufacturers secure the value chains

**A lot of the manufacturing of consumer healthcare supplies takes place in Asia. Products include items such as disposable gloves, plastic aprons and shoe covers. Today, countries like Thailand, Malaysia, China, Vietnam and Indonesia have considerable expertise in this heavy, energy-intensive industry.**

“Many countries have legislation against poor working conditions and environmental degradation, but the laws are not always



observed. In order to ensure that the conditions at our third-party manufacturers are acceptable, we have had our own employees on site since 2013. They undertake regular visits and audits, including unannounced ones, to ensure that our suppliers meet our standards”, says Julien Rolland, Group Sustainability Director at Asker, who himself worked for 12 years in China but is now based at Asker’s headquarters just outside Stockholm.

## **Sustainable value chains are important**

Asker focuses actively on ensuring that the products it sells are of high quality and have been manufactured under good working and environmental conditions, and that human rights are respected along the entire value chain. It is important to maintain close dialogue with manufacturers, government agencies and other organisations locally, where production takes place, so that abuses can be addressed.

“The OECD's global guidelines on, for example, respect for human rights and sustainable development form the basis of Asker’s process to assure due diligence in the global supply chain. We work to identify risks and put pressure on third-party manufacturers to introduce improvements, both socially and environmentally”, Julien Rolland continues.

## **Intensified focus on control and follow-up**

As Asker brings its own brands to market, the importance of having transparency in the value chain increases. Own brands are growing rapidly in specific product categories where customers can obtain added value from the ability of Asker’s companies to offer products at good prices with high demands on sustainability and quality.

### **Facts about the Supplier Audit Unit**

- Asker's employees in Asia who are trained in how to conduct SA8000<sup>1</sup> supplier audits are responsible for ensuring that all audits are performed correctly and that findings are followed up and escalated to Asker's management as necessary.
- Since 2013, Asker has performed 180 third-party manufacturer audits and today employs 10 people in the region.
- Asker has a total of around 30 third-party manufacturers, most of which are based in Asia.

<sup>1)</sup> SA8000 is an internationally recognised standard that establishes a structured approach to assuring or improving workers' rights, workplace conditions and an effective management system.



**We have a clear process to ensure due diligence in the global supply chain.”**

**Julien Rolland**, Group Sustainability Director

# High demands on suppliers and third-party manufacturers

An important aspect in the assessment of suppliers and third-party manufacturers is identifying those that are characterised by high risk. Initial criteria in the assessment are whether those concerned are on UN sanctions lists or have been criticised in the media. Other criteria that indicate increased risk are the countries (low or high risk) in which the supplier/third-party manufacturer is based and its sector, as well as the products that the supplier manufactures.

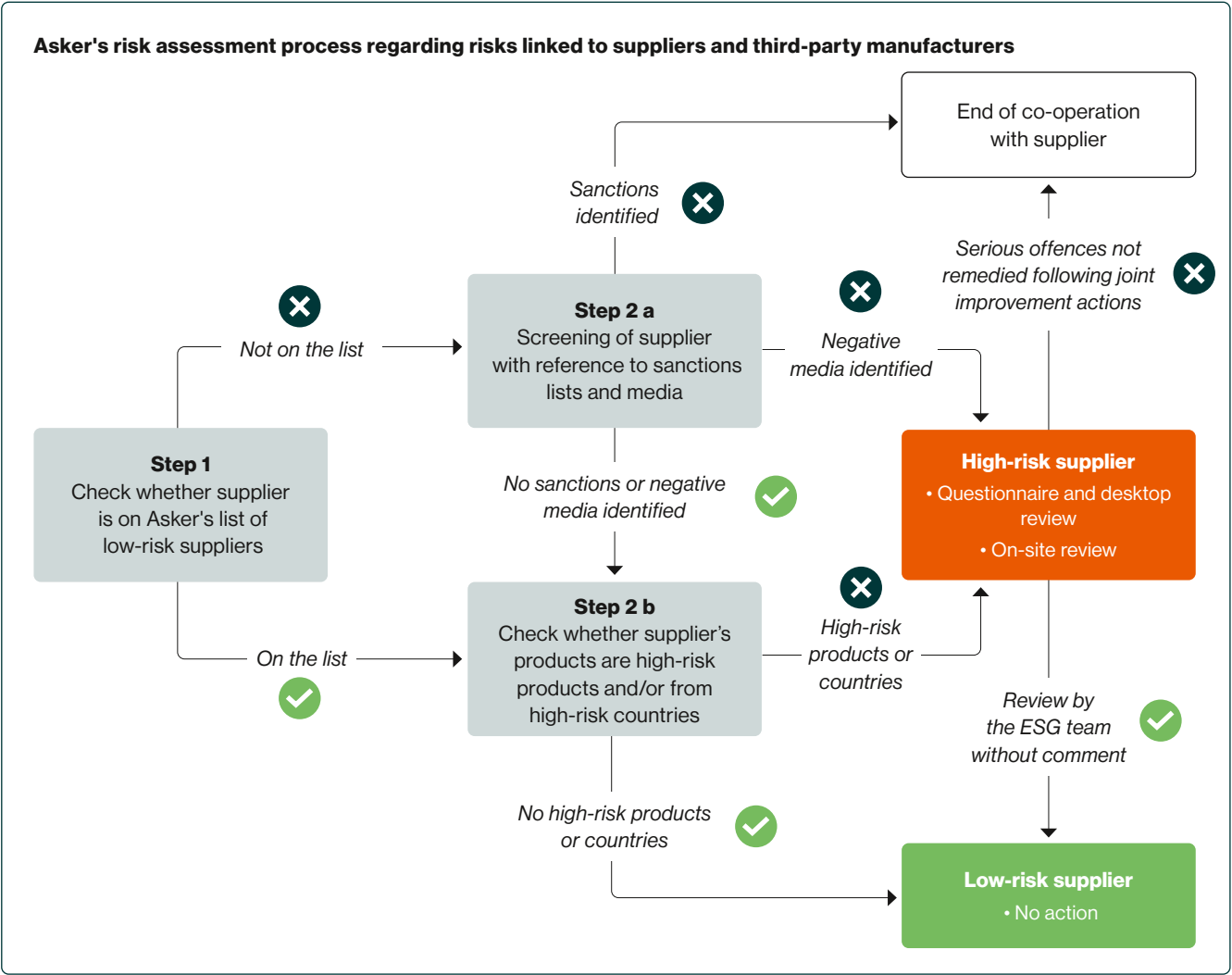
Asker's risk assessment identifies the manufacturing countries and commodities that represents a higher risk of, for example, forced or child labour. Asker screens out suppliers if the assessment reveals that significant risks of irregularities linked to human rights, working conditions and corruption exist in the supply chain.

Asker bases its work on the OECD Guidelines for Responsible Business. This means, for example, that Group companies continuously review the suppliers that they have chosen to work with based in high risk countries or producing high risk commodities.

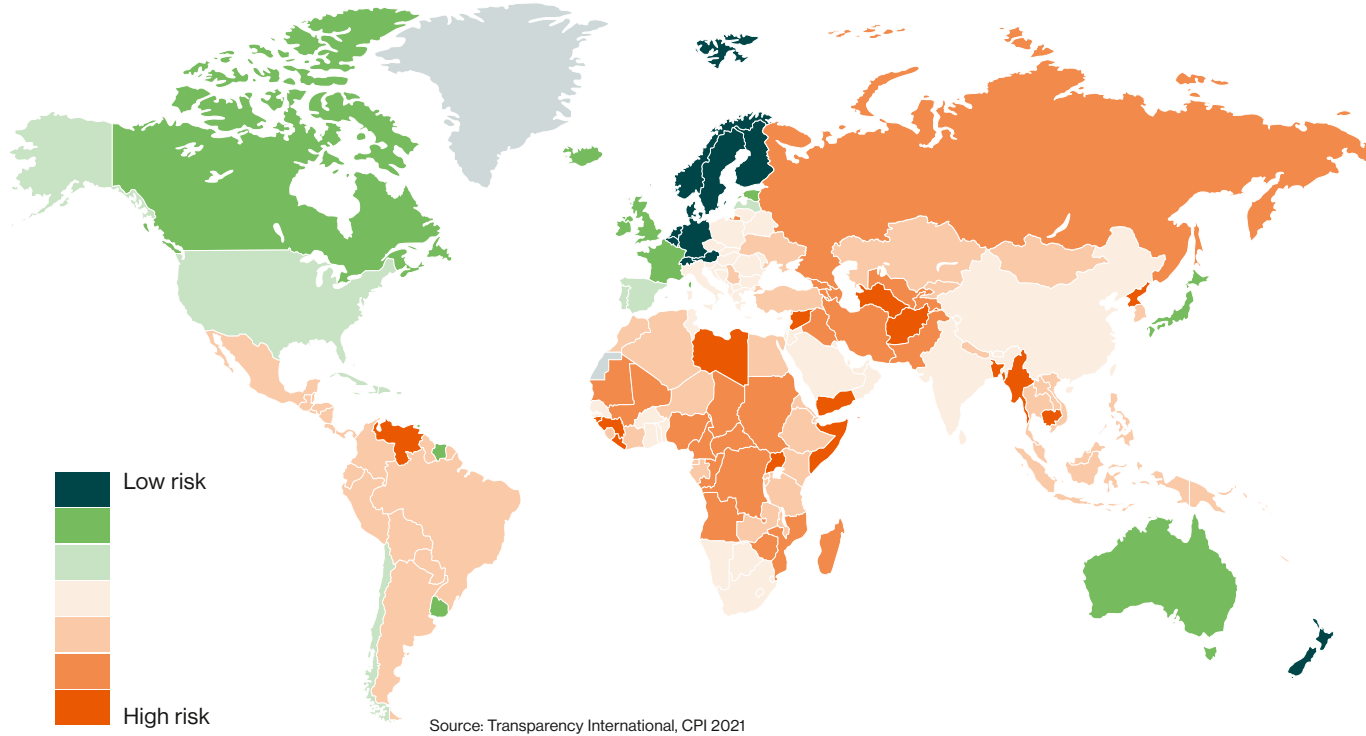
**Asker's supply chain**

**1,500** suppliers

**30** third-party manufacturers



**Overview of countries and level of risk in connection with human rights, working conditions and corruption**



**Business ethics**

During 2022, the Group assessed its business ethics risks, such as bribery, corruption and anti-competitive behaviour. The risk analysis highlighted the countries and external business relationships that the Group companies need to focus extra on to minimise the risk of corruption, bribery and fraud. Accordingly, controls have been introduced to lower risk exposure and a training programme has been developed in the Asker Business School for employees in roles exposed to high risk. Business ethics will continue to be an area that is closely assessed and monitored during 2023.

The risk analysis was conducted using data from companies that accounted for 98 percent of the Group's sales in 2021 (sales to public- and private-sector customers). Detailed analyses have also been conducted at several subsidiaries where data has been collected for 78 percent of the subsidiaries, representing 61 percent of the Group's sales in 2021. The findings from the risk assessment indicate:

- that geographical risk is low, other than in the Baltics (<2% revenue) where the risk of corruption is higher than in Asker's other markets
- that risk relating to customer segments is low, as sales are mainly conducted via public procurement, including well-regulated electronic procurement with a small number of intermediaries
- that product and IT risks are low, as several companies are covered by ISO 13485 and IT security is high
- that policy and process controls are limited due to a high degree of decentralisation and a high pace of integration of new companies

**Examples of commercial goods associated with a high risk of human rights violations, working conditions and corruption**

- Components from high-risk industries such as mineral mining or cotton harvesting.
- Historical risks identified through media and civil society.
- Heavy manual labour.
- Migrant labour.



# Governance of sustainability

**The starting point for Asker's sustainability strategy – A Bigger Care – and associated goals is the ongoing dialogue with stakeholders, together with the company's materiality analysis.**

It is important for Asker to actively drive the transition into a climate conscious and circular society. Doing the right thing means that Asker need to understand its full impact in order to reduce negative impact and actively promote sustainable development of the business.

## Ongoing stakeholder dialogue

Ongoing dialogue with various stakeholder groups gives Asker insight into the sustainability topics that stakeholders consider important when taking decisions linked to the company's operations. For Asker to successfully develop and improve its sustainability work, it has to be responsive to the expectations of the

### Asker's prioritised stakeholders

- Suppliers
- Customers (healthcare providers)
- Consumers (patients)
- Employees
- Lenders
- Owners
- Government agencies
- Civil society

## Systematic sustainability work

By focusing systematically on sustainability, Asker aims not only to introduce its vision and requirements to new companies, but also to gradually raise the standard of sustainability across the Group as a whole.



outside world and stakeholders. The findings from the dialogue serve as the basis for Asker's materiality analysis.

In 2021, Asker conducted in-depth interviews with prioritised stakeholder groups. Key sustainability topics highlighted were the risk of human rights violations in complex supply chains, and customer demands regarding environmental and climate criteria in sourcing and procurement. In 2022, the stakeholder

dialogue was supplemented by surveys of managers and employees who work closely with customers, and of capital market representatives.

Through ongoing dialogue with stakeholders Asker is also able to identify synergies and partnerships with other actors and address sustainability challenges that the company cannot deal with on its own.

**Ongoing dialogues with priority stakeholders**

<p><b>CUSTOMERS (healthcare providers)</b></p> <p><b>How Asker companies involve their customers:</b>  <i>Example: public- and private-sector customers in the Nordic region.</i></p> <ul style="list-style-type: none"> <li>• Quarterly or semi-annual meetings with customers' sustainability departments to discuss how Asker can assist in their sustainability work.</li> <li>• Roundtable discussions on specific sustainability challenges in the healthcare sector, along with our customers' sustainability departments and non-profit organisations (NGOs).</li> </ul>	<p><b>TRANSPORT OPERATORS</b></p> <p><b>How Asker companies involve their transport operators:</b>  <i>Examples: Schenker, Postnord, Kuehne + Nagel and other transport operators/forwarders handling the company's logistics.</i></p> <ul style="list-style-type: none"> <li>• Quarterly meetings at Group level to develop green transport initiatives and improve emissions reporting.</li> <li>• Monthly operational follow-up meetings to ensure effective implementation of emission reduction initiatives.</li> </ul>
<p><b>EMPLOYEES</b></p> <p><b>How Asker involves its employees:</b></p> <ul style="list-style-type: none"> <li>• Annual employee/manager performance reviews to monitor performance, identify development opportunities and develop a plan in line with Asker's objectives and the employee's personal ambitions.</li> <li>• Ongoing dialogue with employees on Asker's Code of Conduct, including training and discussions on ethical dilemmas.</li> <li>• Annual employee survey for all employees in the Group. The survey is followed up via both discussion of the findings and the development of plans for areas of improvement within each individual work team.</li> </ul>	<p><b>OWNERS &amp; BOARD OF DIRECTORS</b></p> <p><b>How Asker involves its owners:</b></p> <ul style="list-style-type: none"> <li>• The main forum for owner involvement in sustainability issues is through Asker's Board of Directors. Sustainability is a recurring topic on the Board's agenda, with representatives of the owners providing feedback on sustainability-related proposals.</li> <li>• Annual dialogue that serves as the basis for the sustainability goals that are relevant to Asker's majority owners.</li> <li>• Asker's owners share useful examples from their holdings including, but not limited to, training for Asker's management team.</li> </ul>
<p><b>NON-GOVERNMENTAL ORGANISATIONS</b></p> <p><i>Example: Stakeholder organisations, such as the Responsible Business Alliance (RBA) and the Ethical Trading Initiative (ETI); non-governmental organisations, such as Transparency International (TI); industry associations, such as MedTech Sweden; and academic institutions.</i></p> <p><b>How Asker involves non-profit organisations:</b></p> <ul style="list-style-type: none"> <li>• In 2021, Asker signed up to the UN Global Compact. This means that the company supports the ten principles on human rights, labour law, the environment and anti-corruption. Asker's initial involvement was to take an active role in a working group on the UN's SDGs.</li> <li>• Meetings and training sessions with non-governmental organisations to gain knowledge and develop Asker's responsible sourcing programme (ETI UK/SE/NO, RBA Responsible Sourcing Network, anti-bribery and corruption (TI) and sustainability work (Nordic Ecolabel).</li> <li>• Meetings with employees and university students to collaborate on sustainability projects (e.g. value chain mapping and risk assessments of potential human rights violations).</li> </ul>	<p><b>SUPPLIERS</b></p> <p><i>Examples: Suppliers of medical devices and equipment and third-party manufacturers of own brands.</i></p> <p><b>How Asker involves its suppliers:</b></p> <ul style="list-style-type: none"> <li>• Process initiated to ensure that all suppliers' products comply with the new Medical Device Regulation.</li> <li>• Direct contact with the suppliers producing the Group's own brands, via on-site audits.</li> <li>• For the suppliers identified by the ESG team as higher risk, on-site audits are conducted every two years and corrective action plans are followed up.</li> </ul>

# Materiality analysis

In 2022, the 2021 double materiality analysis was further developed based on the criteria set by the GRI Standards. Initial analysis took into account the degree of impact that various sustainability topics have on the world around us and on Asker from the business and financial perspectives. During the year, additional dialogues with employees and ESG analysts were conducted and the analysis was taken a stage further by adapting the sustainability topics to the requirements of SASB's industry standards and the TCFD framework.

One sustainability topic that Asker identifies as more material in 2022 than in previous years is education and development. Topics that Asker viewed as less important to focus on in 2022 than in previous years were waste management, diversity and equal opportunities.

The materiality analysis was approved by Group Management and the Board and forms the basis of the company's updated sustainability strategy.

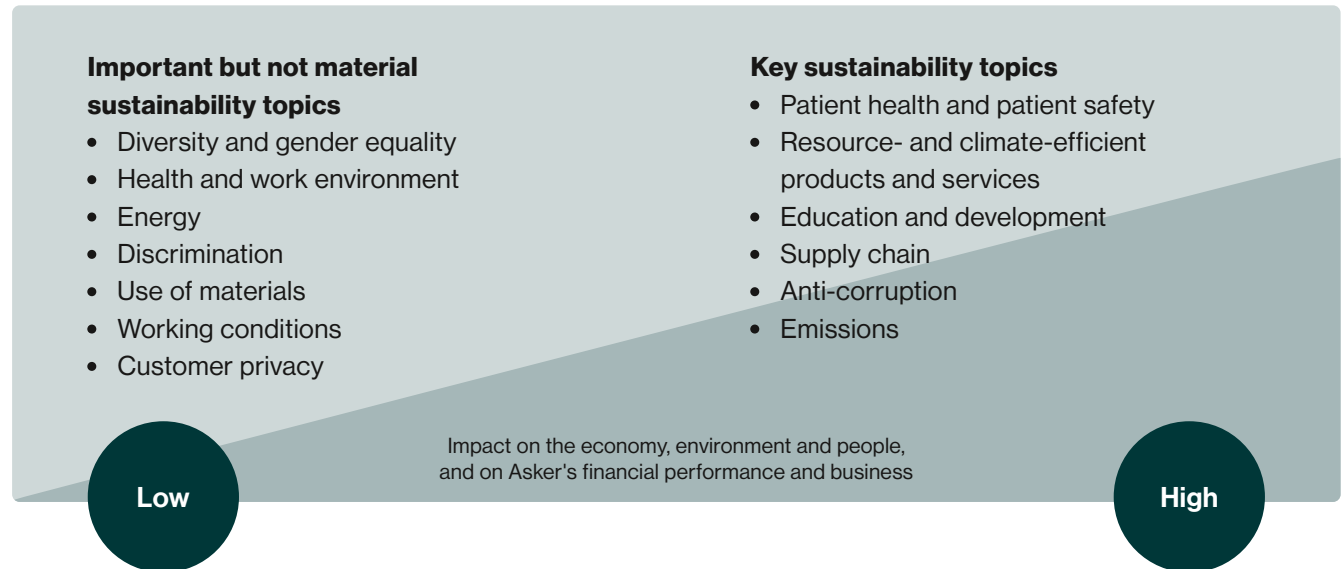
Based on the materiality analysis, six sustainability topics have been identified as significant from the economic, environmental and social perspectives. These topics also have a material bearing on Asker's financial position and performance.

## Sustainability risks

Asker's overall risk analysis (see pages 67–70) takes in a number of sustainability risks, including specific risks such as business ethics, environmental and climate risks. Sustainability is also an integral part of areas such as IT security in terms of, for example, risks of

non-compliance with GDPR and risks of supply chain disruptions, in which climate risks have also been analysed according to TCFD. The full TCFD report is available at [asker.com](http://asker.com).

## Asker's key sustainability topics in 2022





## Governance and monitoring

**Asker's owners – Nalka, AP6 (the Sixth Swedish National Pension Fund), Ilmarinen and Asker's management – has a long-term approach to their ownership and focus actively on developing the Group's sustainability work.**

### Board's monitoring of sustainability strategy

The Board has ultimate responsibility for Asker's sustainability strategy and for ensuring that the Group achieves its long-term sustainability goals. The Board has established the company's purpose, vision and values. The Board has also adopted the materiality analysis, along with the sustainability strategy, sustainability goals and Code of Conduct. The Board is presented with reports on the outcomes of the work on sustainability regularly, in conjunction with Board meetings.

Major complaints, cases of non-compliance and actions linked to Asker's sustainability work are reported to the Board as they arise. The outcomes and effectiveness of the work on sustainability are regularly reported to the Board in connection with the Board's approval of the Annual and Sustainability Report.

### Group Management's monitoring of sustainability work

Asker's CEO and Group Management bear operational and strategic responsibility for ensuring that the company's purpose, vision and values achieved, and for reviewing and approving processes, goals and reporting regarding the results of the sustainability work.

Group Management is also responsible for preparing the sustainability report.

### Ongoing sustainability work

Asker's Head of ESG is a member of Group Management. Together with the Group's central ESG team, the Head of ESG is responsible for developing and executing the sustainability strategy and for monitoring the outcomes of the sustainability work. The central ESG team works alongside the local ESG representatives appointed in the Group's various companies.

**“ All managers are responsible for making the organisation more sustainable. Sustainability is therefore one of the criteria for variable remuneration.”**

The sustainability strategy – A Bigger Care – with its three focus areas and associated targets and key performance indicators is monitored continuously by the Group's various management teams and monthly by Group Management. Since 2022, Asker has included sustainability criteria as part of the Group's variable remuneration scheme for selected managers (Group Management, Business Area Directors and Managing

### How sustainability is integrated into the organisation



Sustainability is integral to all parts of the organisation. It is based on the long-term approach and clear directives on proactive sustainability work of the company's owners. The Board has ultimate responsibility for Asker's sustainability strategy and for ensuring that the Group achieves its long-term sustainability goals. Operational and strategic responsibility, including for monitoring, lies with the CEO, Head of ESG and other members of Group Management. The strategy is implemented locally in each company and in driving the sustainability agenda the central ESG team works with the local ESG representatives appointed in the Group's various companies.

“ Employees in the Group regularly receive training in sustainability via Asker Business School.”

Directors in local companies). Ten percent of variable remuneration is linked to three sustainability targets being met. In 2022, all three targets were achieved. Asker Management Standard and the standardised and certified management systems that Asker applies help to ensure that sustainability criteria are implemented in the Group's various companies. Asker Management Standard facilitates integration of new companies into the Group and provides an understanding of how Asker works on sustainability. The Group-wide standard

ensures that Group companies share the same ethical values and work together to reduce the Group's climate impact, and that they take measures to maintain high quality in the supply chain.

Sustainability is an integral part of many of Asker Business School's programmes. The School introduces managers and employees to the Group, its values, mission, business strategy and ESG strategy. Some of the programmes, for example, the online course in the Asker Code of Conduct, are mandatory.



**Basis of Asker's sustainability work:**

**Policies** (out of a total of 16 policies, eight form the main basis for sustainability work)

- Code of Conduct
- Finance policy
- HR policy
- IT policy
- M&A policy
- Quality and environmental policy
- Responsible sourcing policy
- Risk policy

**External guidelines**

- ILO Core Conventions
- UN Declaration of Human Rights
- UN Global Compact
- UN Sustainable Development Goals
- The Paris Agreement
- OECD's Due Diligence Guidance for Responsible Business Conduct

**Asker is a member of the following organisations:**

- Ethical Trading Initiative (ETI)
- Responsible Labour Initiative (RLI)
- UN Global Compact

**Sustainability was one of the criteria for variable remuneration in 2022**

- Reduce greenhouse gas emissions by substituting biofuels for diesel in Finland and introducing electric car policies in Sweden and the Netherlands.
- More than 95 per cent of employees must be certified in or have signed Asker's Code of Conduct.
- Management of all companies must be trained in the Asker Management Standard.

**Impact and governance of focus areas**

	Healthy lives	Climate conscious healthcare	Fair value chain and safe work environments
<b>Impact (actual and potential, negative or positive)</b>	Asker helps ensure that patients have access to cost-effective care and high quality products. Innovative solutions that replace products.	The company's business and the value chain have negative impact on the climate. Choice of suppliers, materials and transport that help reduce emissions along the value chain.	The business is potentially subject to negative impact from a complex supply chain in high-risk countries. By making high demands of its suppliers and checking compliance with the Supplier Code of Conduct, the company has positive impact on the value chain.
<b>Negative impact from activities and business relationships</b>	Hazardous substances, disposable items. Waste from the production and supply chain. Products that fail to meet product and patient safety requirements.	Greenhouse gas emissions in own operations and in the value chain. In the long term, financial impact if Asker does not succeed in realigning its operations.	Violations of human rights and children's rights. Corruption and bribery.
<b>Policies and commitments</b>	Code of Conduct Supplier Code of Conduct Quality and environmental policy HR policy	Code of Conduct Supplier Code of Conduct Quality and environmental policy	Code of Conduct Supplier Code of Conduct Quality and environmental policy Responsible sourcing policy HR policy
<b>Actions to manage impacts</b>	Quality management system Customer satisfaction survey Processes to ensure that product compliance: • MDD/MDR • IVDD/IVDR • PPE	Emissions (Scopes 1–3) have been mapped as a basis for setting reduction targets. Climate risks included in the company's ERMP process.	Screening of suppliers. Screening of third-party manufacturers. Employee training in risks of corruption and bribery. Whistleblower system. Employee survey.
<b>Monitoring the effectiveness of actions taken</b>	Internal monitoring and reporting to Management and Board.	Internal and external climate reporting. Monitoring of climate targets. External TCFD report.	Internal monitoring and reporting to Management and Board.
<b>How stakeholders are informed about the effectiveness of actions taken</b>	Stakeholder dialogues. Annual and Sustainability Report.	Stakeholder dialogues. Annual and Sustainability Report.	Stakeholder dialogues. Annual and Sustainability Report.



# Sustainability data

Asker reports sustainability data on all material sustainability topics, along with the assumptions, methodology and conversion factors used to produce the data. Information on limitations and comments on outcomes are provided with the data presented.

## Overall principles of reporting

Unless otherwise indicated, the information presented refers to the calendar year 2022. All Asker companies were included in the reporting, other than the companies that have not been part of the Group for 12 months. In addition, companies with fewer than 10 employees are excluded from environmental reporting as they have insignificant impact on the Group's results. In 2022, 24 companies were included in the reporting. In 2021, 11 companies were included. The difference in the number of companies between the years affects the year-on-year comparison.

### Companies not included in sustainability reporting in 2022<sup>1)</sup>

Adcuris
Aichele Medico
Gribi AG Belp
Heintel Gruppe
Mobilex
Sterilean

<sup>1)</sup> Companies acquired in 2022. The companies are included in calculation of the number of employees.

Data were obtained through a number of channels, including questionnaires, Excel and Asker's financial management system. The data were provided by the local companies and consolidated by the group's ESG team. For the Scope 1, 2 and 3 calculations, the ESG team was aided by a consultancy firm to ensure that emission reporting was in line with the Greenhouse Gas Protocol. Asker has updated Scopes 1, 2 and 3 – energy consumption, water consumption and waste management – data for previous years. The data were updated in view of expansion of the scope, for example

reporting of new categories in Scope 3, data errors detected and adjustments in data reporting where companies with fewer than 10 employees have been excluded from environmental reporting.

## Focus area: Healthy lives

### Patient health and safety

Product complaint data are based on feedback from customers or users regarding faults in design, performance or labelling that may affect the health and safety of the patient or user. Such complaints may be received from various sources such as patients, care providers, manufacturers, regulators and the public. They range from minor problems such as missing instructions and mislabelling on the product or packaging to more serious issues such as ill-effects on patients.

Reporting product complaints is important in terms of ensuring patient safety and improving device performance. When a device fails to meet expectations, it is important to identify and address the underlying problems as quickly and effectively as possible. This may help prevent harm and improve overall quality and safety.

Such reports are used by manufacturers to improve the quality of medical devices and the way they are used. Complaints Per Million products sold (CPM) is a good way to evaluate the incidence of quality and safety problems and to gain a better understanding of how products and materials are used.

Asker's manufacturing companies continuously seek to improve product quality, taking all complaints seriously and seeing them as an opportunity to improve products and services.

All medical devices sold by Asker's subsidiary Evercare Medical under its own brands (and its statutory manufacturer OneMed Group Oy) are manufactured and CE marked in accordance with the most recent statutory requirement MDR (EU) 2017/745.

In 2022, the health and safety effects of all products manufactured by Evercare Medical AB and OneMed Group Oy were assessed. The CPM was 0.053 CPM compared to 0.12 CPM in 2021, which is below the annual target of less than 0.1 CPM.

The figure of 0.053 CPM includes product-related complaints. No complaints related to labelling or marketing were reported in 2022. All complaints concerned products. They were considered valid and so are included in the metric.

There were no cases in Group companies of non-compliance with laws and regulations that led to fines, penalties or warnings in 2022. The focus on quality, combined with an increased share of sales of own brands, resulted in a decrease in the number of complaints relating to the number of products sold in 2022.

### Training and education

	2022
Total number of training hours in Group <sup>1)</sup>	3,069
Average number of training hours per employee	1.32

<sup>1)</sup> Only training hours provided by Asker Business School and OneMed Academy (Benelux only) via e-learning and from the Asker Leadership Conference.

Asker invests in employee training in the knowledge of how important it is to long-term profitability in all companies. Formal training, alongside other development activities such as coaching, may be used to supplement continuous learning at work.

In September 2022, Asker launched a Group-wide training programme, Asker Business School. As this is a new initiative for 2022, the full-year impact of the training programme will only emerge in 2023. Training provided by the local companies (for example, skills training, certifications and local leadership programmes) has been excluded from the reporting.

### External certifications

	2022
ISO 9001	>35% of Group sales
ISO 13485	>10% of Group sales
ISO 14001	>25% of Group sales
ISO 45001	>25% of Group sales

## Focus area: Climate conscious healthcare

Companies with fewer than 10 employees, or acquired after 1 January 2022, have been excluded from reporting within this focus area.

### Energy consumption<sup>1)</sup>

MWh	2022	2021	2020
Total consumption of non-renewable fuel (natural gas, diesel and petrol)	8,992	7,139	6,112
Total consumption of renewable fuel (biodiesel)	205	29	19
Purchased electricity, heating, cooling and steam for consumption	13,992	11,596	8,308
Percentage of renewable electricity used in the Group's offices, warehouses and shops (electricity consumption for electric cars not included)	86%	88%	-
Self-generated electricity, heating, cooling and steam not consumed	-	-	-
Electricity, heating, cooling and steam sold	-	-	-
<b>Total</b>	<b>23,189</b>	<b>18,763</b>	<b>14,438</b>

<sup>1)</sup> Activity data have been converted to kWh using conversion factors from BAFA (Federal Office for Economic Affairs and Export Control, Germany).

In 2022, the methodology for energy accounting was revised to include energy consumption related to mobile combustion, in order to obtain a more accurate representation of total energy use in the Group.

Recalculated, energy consumption in 2020 and 2021 increased compared to the figures in the 2021 Sustainability Report.

Companies added to the Group in 2021 were only included in energy accounting in 2022, hence the increase in energy consumption for the Group in 2022 compared to 2021. The baseline for energy consumption has not been adjusted upwards to include new companies, as for the emissions calculations.

The energy accounting was performed by each individual company, consolidated at Group level and quality-checked by an external consultant. In 2022, electricity, heating from natural gas, diesel and petrol as well as district heating, district cooling and fuel use in own vehicles, are included. The higher energy consumption

in 2022 compared to 2021 is also attributable to higher fuel consumption by own vehicles as a result of increased business travel for customer visits. In 2020 and 2021, own vehicles were used to a lesser extent as a result of fewer customer visits during the pandemic.

### Emissions

Asker started reporting on emissions in 2020 but has chosen 2021 as the base year for Scopes 1, 2 and 3 in the Science Based Targets initiative (SBTi). This is because 2021 was the first year when all data were reported comprehensively and when new companies were also included in the reporting.

- Scope 1 includes emissions from company cars, stationary heating and own fleet for freight transport.
- Scope 2 covers electricity consumption and district heating and cooling in offices, shops and warehouses. Calculations for Scope 2 are both market-based – where GHG emissions are based on electricity from a specific electricity contract actively purchased by the organisation – and location-based – where GHG emissions are based on an average value of grid electricity in the region/country.
- Scope 3 categories covered:
  - Category 1: Purchased goods and services
  - Category 2: Capital goods
  - Category 3: Fuel and energy-related activities
  - Category 4: Upstream transport and distribution
  - Category 5: Waste generated by the activity
  - Category 6: Business travel
  - Category 7: Employee commuting
  - Category 11: Use of products sold
  - Category 12: Final treatment of products sold

Data for purchase-related categories (Categories 1 and 12) are based on emission factors related to materials and production, geographical origin and LCA data from suppliers. Estimates have also been made based on costs, DEFRA emission factors and extrapolation where more detailed data were not available. The categories not reported (Categories 8–10) are not relevant in Asker's business model.

Asker does not trade emission rights and does not carbon offset in any of Scopes 1, 2 or 3.

Scopes 1 and 2 (tCO <sub>2</sub> e)	2022	2021	2020
Scope 1	2,194	2,342	2,246
Scope 2 (market-based)	990	958	931
Scope 2 (location-based)	1,779	1,676	1,296
<b>Total, market-based emissions</b>	<b>3,184</b>	<b>3,301</b>	<b>3,177</b>
<b>Total, location-based emissions</b>	<b>3,974</b>	<b>4,018</b>	<b>3,541</b>

In the case of companies joining the Group in 2021, emissions have been calculated for 2022 and then extrapolated and added to the emission calculations for previous years, in order to make the baseline comparable between years. This calculation method has been adopted as the Group has, each year, acquired several new companies which have had emissions in previous years, although they were not part of the Group at the time.

### Scopes 1 and 2 emissions (tCO<sub>2</sub>/SEK m)

	2022	2021	2020
Scope 1	0.19	0.25	0.32
Scope 2 (market-based)	0.08	0.10	0.13
Scope 2 (location-based)	0.15	0.18	0.18
<b>Total, market-based emissions</b>	<b>0.27</b>	<b>0.35</b>	<b>0.45</b>
<b>Total, location-based emissions</b>	<b>0.34</b>	<b>0.43</b>	<b>0.50</b>

### Scope 3 emissions (tCO<sub>2</sub>e)<sup>1)</sup>

	2022	2021	2020
Category 1: Purchased goods and services <sup>1)</sup>	311,211	425,383	279,564
Category 2: Capital goods	5,092	5,806	3,041
Category 3: Fuel- and energy-related activities	1,309	575	345
Category 4: Upstream transport and distribution	14,789	17,281	22,551
Category 5: Waste generated by the activity	304	88	16
Category 6: Business travel	577	270	98
Category 7: Employee commuting	1,801	875	592
Category 11: Use of products sold	45,680	15,692	53,666
Category 12: Final treatment of products sold <sup>1)</sup>	301,657	69,123	48,818
<b>Total</b>	<b>682,418</b>	<b>535,092</b>	<b>408,691</b>

<sup>1)</sup> Results reported in 2022 for categories 1 and 12 have been calculated using an updated methodology. Calculations for 2020 and 2021 will be updated in the 2023 sustainability report.

**Scope 3, emissions per SEK m. sales (tCO<sub>2</sub>/SEK m.)**

	2022	2021	2020
<b>Total</b>	58.2	57.2	57.8

**Emission calculations**

The emission calculations include the following greenhouse gases: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFC, PFC, SF<sub>6</sub>, NF<sub>3</sub>, and the operational control method has been used to consolidate and calculate total greenhouse gas emissions. The Group also reports biogenic emissions from biofuel consumption for company cars and district heating.

The calculation method has been refined and is based on the most up-to-date emission factors. Emission factors from the UK Department for Business, Energy & Industrial Strategy (BEIS, formerly DEFRA) have been used for Scope 1 and district heating calculations.

Market-based emissions from electricity consumption have been calculated using supplier-specific emission factors. Where supplier-specific data were not available, the European Residual Mix factors published by the Association of Issuing Bodies (AIB) were used. The location-based figures have been calculated using emission factors from the International Energy Agency.

Where possible, emissions data were collected in carbon dioxide equivalents to avoid conversion. When data were provided in a different format, estimates and conversion factors from the Intergovernmental Panel on Climate Change (IPPC) or the European Environment Agency (EEA) were used to convert CO<sub>2</sub> to CO<sub>2</sub>e.

Accounting for Scope 3 emissions was improved in 2022 by the inclusion of additional categories that account for a large share of Asker's total carbon footprint.

Data have been extrapolated in Scopes 1 and 2 for companies where data were not available in 2022, or where data are missing for 2020 and 2021. In Scope 3, data have been extrapolated on the basis of expenditure for individual categories when, for example, new companies in the Group have been added that sell products that were not included in the product database.

**Biogenic emissions<sup>1)</sup>**

Source	Unit	2022	2021	2020	Comments
Vehicle consumption of biodiesel	Litres	22,672	3,202	2,077	Scope 1 – Fuel combustion

**Emission factor**

		2022	2021	2020	
Biodiesel	kg	2.47	2.43	2.36	DEFRA - 2020/2021/2022 – “out of scope” – biodiesel HVO
HVO	CO <sub>2</sub> e/L				

**Emissions**

	tCO <sub>2</sub> e	2022	2021	2020
Biodiesel		56	8	5

<sup>1)</sup> General comment: Biogenic emissions from biofuel-based district heating could not be reported because the emission factors used are supplier-specific and do not include information on the volume of bound carbon dioxide. Biogenic emissions have not been included for Scope 3 as no access to life cycle analyses are available for bio-based products.

**Emission reduction emissions**

Asker has submitted short-term targets to the Science Based Targets initiative (SBTi) 2022 for approval. With a base year of 2021, absolute emission targets were set for Scopes 1 and 2, in line with the target of limiting global warming to 1.5°C. Scope 3 emissions from purchased goods and services will be measured in relation to gross profit in SEK million.

For Scope 1, policies are being implemented to favour electric or hybrid cars and to encourage employees to use renewable diesel. For Scope 2 emissions, which consist of electricity and heat consumption in offices, shops and warehouses, steps are being taken to become increasingly energy self-sufficient through solar panels and other renewable energy sources.

**Water consumption**

	2022	2021	2020
m <sup>3</sup> of water consumed <sup>1)</sup>	6,635	2,963	3,228

<sup>1)</sup> The following companies did not report water consumption in 2022: Diashop, aScan, OneMed Services, Astomed and Smedico.

Reported water consumption for 2020 and 2021 has been adjusted downwards by about 300 m<sup>3</sup> for 2021 and 1,400 m<sup>3</sup> for 2020, as companies with fewer than 10 employees have been excluded in

this year's report. The data reported include water used by the companies' personnel in offices and warehouses. Asker does not have production why its water consumption is low.

**Waste from own operations<sup>1)</sup> (mt)**

	2022	2021	2020
Recycled waste	740	746	701
Waste to landfill	51	19	20
Incinerated waste with energy recovery	243	38	37
Incinerated waste without energy recovery	7	N/A	N/A
Hazardous waste	17	28	3
Unknown waste management method	506	N/A	N/A
<b>Total</b>	<b>1,564</b>	<b>831</b>	<b>761</b>

<sup>1)</sup> The following companies have not reported waste management data for 2022: Bosman, FysioSupplies, Pharma Dynamic, QRS Healthcare and Astomed.

Total reported waste for 2021 has been adjusted downwards by 800 mt compared to the figure reported for 2021, as the data for one company have been corrected.

The reported data refer solely to operational waste, i.e. waste from warehouses (cardboard boxes, packaging materials, wrapping plastics etc.). Asker companies without stocks of goods have not been included in the accounts. Also excluded are companies where waste management data are not available, or where such data were reported in a unit of measurement that was not convertible to metric tonnes. As not all companies have reported waste classified as recycled, sent to landfill, incinerated or hazardous, the total volume of waste is higher than the sum of the subgroups.

**Biological diversity**

Timber products made by third-party manufacturers meet the requirements of the EU Timber Regulation. A verification system has been established that includes a risk assessment for the timber species used. The system is based on sources including the IUCN Red List of Threatened Species.

## Focus area: Fair value chain and safe work environments

### Total number of employees as of 31 December 2022

	Permanent employees, men	Permanent employees, women	Temporary employees, men	Temporary employees, women	Temporary employees, non-binary	Number of employees, by country
Baltics	5	18	0	0	0	23
Benelux	306	416	138	239	1	1,154
Denmark	38	53	1	0	0	92
Finland	36	48	0	2	0	86
Germany	48	180	1	3	0	232
Norway	57	35	1	0	0	93
Sweden	205	186	24	19	0	434
Switzerland	19	15	0	0	0	34
Other <sup>1)</sup>						169
<b>Total</b>	<b>768</b>	<b>951</b>	<b>165</b>	<b>263</b>	<b>1</b>	<b>2,317</b>

<sup>1)</sup> "Other" consists of small companies that joined the Group in 2022 and so have not reported numbers of employees broken down into permanent and temporary employment.

### The total number of employees on 31 December 2022, divided into full-time and part-time employees and non-guaranteed working hours divided into women and men.

	Full-time, men	Full-time, women	Full-time, non-binary	Part-time, men	Part-time, women	Non-guaranteed hours, men	Non-guaranteed hours, women	Number of employees, by country
Baltics	5	18	0	0	0	0	0	23
Benelux	321	127	1	115	468	57	65	1,154
Denmark	32	44	0	7	9	0	0	92
Finland	35	48	0	0	2	1	0	86
Germany	40	73	0	9	110	0	0	232
Norway	57	35	0	0	1	0	0	93
Sweden	226	195	0	2	5	1	5	434
Switzerland	18	11	0	1	4	0	0	34
Other <sup>1)</sup>								169
<b>Total</b>	<b>734</b>	<b>551</b>	<b>1</b>	<b>134</b>	<b>599</b>	<b>59</b>	<b>69</b>	<b>2,317</b>

<sup>1)</sup> "Other" consists of small companies that joined the Group in 2022 and so have not reported breakdowns per permanent and temporary employment.

The number of employees increased in 2022 compared to 2021 through the new companies added to the Group in 2021.

Workers who are not employees	2022
Asia	11
Baltics	0
Benelux	163
Denmark	2
Finland	1
Germany	2
Norway	27
Sweden	46
Switzerland	0
<b>Total</b>	<b>252</b>

In 2021, the number of workers who are not employees was not reported and so a comparison between 2022 and 2021 is not possible. Workers who are not employees work mainly in the warehouse operations in the Netherlands, where they are employed by temporary employment agencies and work in the warehouse during periods of higher customer demand.

Personnel turnover	2022	2021
New employees	527	217
Voluntary personnel turnover	445	107
Total personnel turnover	520	197
Personnel turnover, percent	24.8%	15.5%

Personnel turnover was higher than in 2021. It was highest in the Netherlands, where labour demand exceeds supply, but is also affected by internal personnel movements between Group companies. All Group companies seek at all times to be an attractive employer, by offering competitive terms and conditions and conditions, along with development and training.

### Diversity

Asker reports employee numbers based on gender but has yet to start monitoring other diversity areas such as age, ethnic origin, minority group or particularly vulnerable groups.



**Health and safety**

Accident rate	2022	2021	2020
Number of Lost Time Accidents (LTA) <sup>1)</sup>	21	11	5
Number of accidents (Incidence Rate, IR): LTA/200,000 working hours	1.47	1.29	0.64
Frequency Rate (FR): LTA/1,000,000 working hours	7.35	6.46	3.19
Accident Severity Rate (ASR): DLA <sup>2)</sup> to LTA ratio	0.03	N/A	N/A
Fatal accidents	0	0	0

<sup>1)</sup> Accidents that prevent an employee from working the next scheduled working day or shift.

<sup>2)</sup> Number of working days lost due to an LTA.

In 2022, the methodology for calculating accident rates was changed. The outcomes for 2020 and 2021 were based on regular working hours, while the outcomes for 2022 were based on actual working hours. As a result of improved monitoring of accident numbers in 2022, the number of recorded accidents increased. The highest risk of occupational accidents or injuries exists in warehouse activities, in that the work environment consists of many objects, machines and moving parts.

Asker engages in proactive and systematic health and safety work, with a zero vision for work-related accidents. Risk assessments are conducted continuously to identify, mitigate and monitor risks to prevent injuries and accidents to employees and visitors. By identifying potential hazards, the risk of accidents can be reduced. When an accident occurs, an analysis is carried out to determine how the accident happened and how it can be prevented in the future.

**Sick leave**

	2022	2021	2020
Baltics	0.6%	0.2%	0.4%
Benelux	6.1%	6.3%	3.4%
China	0.8%	0.5%	1.7%
Denmark	4.0%	3.4%	2.0%
Finland	1.8%	2.2%	2.4%
Germany	8.4%		
Norway	9.9%	5.2%	7.1%
Sweden	5.0%	6.8%	4.6%
Switzerland	3.6%	3.7%	
<b>Group</b>	<b>5.7%</b>	<b>5.5%</b>	<b>3.9%</b>

Total sick leave in 2022 was 5.7 percent (5.5). The level is regarded as higher than normal as a result of the pandemic and what was at times a high rate of virus transmission among employees and their families. Because most of the Group's employees work in warehouses, there was no scope for home working.

**Ratio of basic salary and remuneration of women to men**

	Managers	Employees
Total <sup>1)</sup>	88%	98%
Business Area North	86%	99%
Business Area West	86%	98%
Business Area East	103%	88%

<sup>1)</sup> The Central business area was established in 2021, so data are not yet available.

Basic salary refers to full-time monthly salaries in December 2022 for all employees where data are available in Asker's financial management system. Salaries are weighted according to the number of employees per country, and when the figures are aggregated salaries are weighted on the basis of the number of employees per business area. Salaries of the Group Management team are excluded.

Asker promotes equal opportunity and diversity in its workforce. The basic principle is that remuneration and other conditions is to be based on local market conditions and individual remuneration levels are to be based on experience, competence, responsibility and performance.

Asker applies nationally based remuneration in accordance with commitments to equal opportunity, diversity and inclusion, and in accordance with local labour practices and collective bargaining

agreements. All Group companies must work actively to even out any known structural differences in remuneration between the genders. A higher proportion of men in senior positions is a contributory factor in the pay gap for managers. Asker will continue to actively focus on narrowing the pay gap between women and men through follow-up and training of managers.

**Code of Conduct for employees**

Country/Region	Number of e-learning programmes performed	Total number of employees <sup>1)</sup>	E-learning programmes performed/Total number of employees <sup>1)</sup>
Baltics	23	23	100%
Benelux	617	617	100%
Denmark	88	92	96%
Finland	86	86	100%
Germany	232	232	100%
Norway	69	72	96%
Sweden	434	455	95%
Switzerland	34	34	100%
<b>Group</b>	<b>1,583</b>	<b>1,611</b>	<b>98%</b>

<sup>1)</sup> Total number of employees offered training. Medireva was acquired in 2022 and is not included in the data, so the number of employees is lower than the total number of employees in the Group.

E-learning on the Code of Conduct has been offered to all employees since 2021. In 2021 and 2022, 1,583 employees (98%) completed the training.

**Discrimination and harassment**

Asker's HR policy encourages employees to report discrimination and harassment to their line manager. If the matter cannot be resolved, or if it is not appropriate for the line manager to handle the case, it is to be escalated to the next manager or HR. All forms of discrimination and harassment are to be investigated, managed appropriately and followed up locally by the company concerned. If the employee finds it difficult to raise an issue locally, or if it is of a serious or sensitive nature, it may be reported via Asker's whistleblower system. Asker companies reported 1 case of discrimination in 2022 (0 cases in 2021) and 0 cases of harassment (2). After investigation by local management, the case was considered groundless and no further action was required.

**Anti-corruption**

Asker does not tolerate bribery, corruption or anti-competitive behaviour in any form, and everyone at Asker has a role to play in ensuring high ethical standards. In 2022, a comprehensive risk analysis was carried out in the Group to determine risks of corruption, bribery and fraud. Recommendations on how to act in different situations are provided in relevant Group-wide governance documents, including policies, procedures and training programmes in Asker Business School (including the Asker Code of Conduct and Procedure for Whistleblowing).

**Social security, health insurance and collective bargaining agreements**

Asker's activities comply with the mandatory social security and health insurance requirements in the individual countries. In countries where public healthcare and social security may be considered inadequate (for example, China, India and Malaysia), employees benefit from additional health insurance. In cases where employees are not covered by collective bargaining agreements, their terms and conditions of work and employment reflect those applying in other companies in the Group.

	Number of employees	Percentage of total number of employees
Number of employees represented in formal joint health and safety committees (71%) <sup>1)</sup>	836	78%
Number of employees covered by formal collective bargaining agreements (97%) <sup>1)</sup>	1,646	77%
Number of employees represented by formally elected employee representatives (83%) <sup>1)</sup>	961	58%
Number of employees who received career or skills development training (69%) <sup>1) 2)</sup>	304	33%
Number of employees with performance and career development plans that are regularly updated (94%) <sup>1)</sup>	1,577	76%

<sup>1)</sup> Percentage of companies included in 2022 sustainability reporting that have reported data on this CPI. In September 2022, Asker launched a Group-wide training programme, Asker Business School.

<sup>2)</sup> Registered skills development programmes. Only a few companies currently register skills development programmes completed. A registration and reporting process is being developed to enable follow-up.

**Percentage of suppliers of medical supplies, devices and equipment signed up to the Asker Code of Conduct or similar code of conduct**

	2022
As percentage of number	37%
As percentage of purchasing value	71%

**Percentage of third-party manufacturers screened against labour rights criteria**

	2022	2021	2020
Number of active third-party manufacturers	27	26	27
Number of third-party manufacturers screened against labour rights criteria in the past 24 months	25	19	18
Percentage of third-party manufacturers screened in the last 24 months	93%	73%	67%
Number of manufacturing sites screened (a third-party manufacturer may have several sites)	30	19	27
Number of audits conducted on existing, potential and new third-party manufacturers	33	30	38
Percentage of new third-party manufacturers screened against social criteria	100% (2/2)	N/A	100%
Number of third-party manufacturers identified as having major negative social impact	4 (15%)	8	21
Number of third-party manufacturers identified as having remedied major negative social impact	3 (11%)	8	21
Number of third-party manufacturers where Asker terminated the cooperation during the year due to major negative social impact	2 (7%)	0	0
Cases of discrimination at, and measures taken by, third-party manufacturers	2 (7%)	2	3
Third-party manufacturers where the right to freedom of association and collective bargaining may be at risk	23 (85%)	22	23
Third-party manufacturers where there is a risk of child/forced labour	1/3	1/0	0/2

**Percentage of active third-party manufacturers screened against environmental criteria**

	2022
Number of active third-party manufacturers	27
Number of active third-party manufacturers screened against environmental criteria	1
Percentage of active third-party manufacturers screened against environmental criteria	4%

Reporting encompasses all third-party manufacturers for Evercare Medical and Smedico. Third-party manufacturers for companies that joined the Group in 2021 will be included in reporting from 2023.

# About the Sustainability Report

**The Sustainability Report is an integral part of Asker's 2022 Annual and Sustainability Report. The report constitutes Asker's statutory sustainability report under the Swedish Annual Accounts Act and has been prepared in accordance with the requirements of the GRI Standards.**

The Sustainability Report covers the entire Group, with the exception of the companies acquired in 2022 (listed on page 54). The reporting accords with Asker's financial year and thus covers the period 1 January

2022 to 31 December 2022. The Sustainability Report has been audited by an external party. The Auditor's Assurance Report is on page 66.

The Sustainability Report presents the Group's ambitions, its long-term goals and the results of the year's work. It is a progress report that describes how Asker is working to develop both its sustainability work and reporting on the progress made. The report is based on Asker's ongoing stakeholder dialogues, materiality analysis and ESG strategy.

The report is an important part of Asker's dialogue with various stakeholders and aims to promote transparency and continuous improvement. The scope of the report is specified in the GRI index on pages 61–65. An account of how Asker complies with the ten principles of the Global Compact is included in this report which is also shared with [unglobalcompact.org](http://unglobalcompact.org). For any questions or feedback regarding the report or Asker's sustainability work, contact: [esg@asker.com](mailto:esg@asker.com).



## EcoVadis

In 2022, EcoVadis awarded a Gold Medal to Asker Health-care Group for its sustainability work. The Gold rating ranks Asker in the top five percent among the more than 100,000 companies assessed by EcoVadis worldwide. EcoVadis assesses companies based on GRI, UN Global Compact, ILO and ISO 26000 criteria in four areas: environment, labour and human rights, ethics and sustainable procurement. The assessment is based on internal documentation from Asker and input from external experts and stakeholders.



# GRI content index

**Level of application:** Asker has reported in accordance with GRI standards for the period 1 January 2022 to 31 December 2022.

**GRI 1:** Foundation 2021.

GRI standard/Other source	Disclosure	Page reference	Deviations		
			Deviation from requirements	Reason	Explanation
<b>GRI 2: General disclosures 2021</b>	2-1 Organisational details	54, 71, 81, 83, 119–120			
	2-2 Entities included in the organisation's sustainability reporting	54–60			
	2-3 Reporting period, frequency and contact point	60			
	2-4 Restatements of information	54			
	2-5 External assurance	66			
	2-6 Activities, value chain and other business relationships	4, 9, 11–14, 43–47			
	2-7 Employees	57			
	2-8 Workers who are not employees	57			
	2-9 Governance structure and composition	71–75, 77–79	2-9 C) viii	Not applicable	The Board does not have representatives from stakeholder groups other than owners.
	2-10 Nomination and selection of the highest governance body	74			
	2-11 Chair of the highest governance body	73, 77			
	2-12 Role of the highest governance body in overseeing the management of impacts	51–52			
	2-13 Delegation of responsibility for managing impacts	51–52			



GRI standard/Other source	Disclosure	Page reference	Deviations		
			Deviation from requirements	Reason	Explanation
<b>GRI 2: General disclosures 2021</b>	2-14 Role of the highest governance body in sustainability reporting	51–52, 74			
	2-15 Conflicts of interest	74			
	2-16 Communication of critical concerns	51–52, 54, 58–59, 73			
	2-17 Collective knowledge of the highest governance body	51			
	2-18 Evaluation of the performance of the highest governance body	72–73			
	2-19 Remuneration policies	52, 75, 119			
	2-20 Process to determine remuneration	52, 74–75	2-20b	Not applicable	As an unlisted company, Asker does not prepare a public remuneration report for approval at the annual general meeting.
	2-21 Annual total compensation ratio		2-21	Missing/incomplete information	Asker has a decentralised governance model and lacks the systems required for this calculation. The information will be provided at the latest when it becomes statutory.
	2-22 Statement on sustainable development strategy	7–8			
	2-23 Policy commitments	41–47, 52, 72–73			
	2-24 Embedding policy commitments	33, 42–47, 52, 72–73			
	2-25 Processes to remediate negative impacts	39, 51–52, 76			
2-26 Mechanisms for seeking advice and reporting concerns	39, 43–44, 51–52, 76				

GRI standard/Other source	Disclosure	Page reference	Deviations		
			Deviation from requirements	Reason	Explanation
<b>GRI 2: General disclosures 2021</b>	2-27 Compliance with laws and regulations	39, 51–52, 76	The report does not include breaches of laws and regulations, nor the related penalties.		No significant breaches of laws or regulations were reported during the period.
	2-28 Membership associations	52			
	2-29 Approach to stakeholder engagement	48–49			
	2-30 Collective bargaining agreements	42, 59			
<b>Material topics</b>					
<b>GRI 3: Material topics in 2021</b>	3-1 Process to determine material topics	48–50			
	3-2 List of material topics	50			
<b>Anti-corruption</b>					
<b>GRI 3: Material topics in 2021</b>	3-3 Management of material topics	42–49, 53, 58–59, 73			
<b>GRI 205: Anti-corruption in 2016</b>	205-1 Operations assessed for risks related to corruption	45–49, 58–59			
<b>Energy</b>					
<b>GRI 3: Material topics in 2021</b>	3-3 Management of material topics	40–41, 48–49, 53, 55			
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organisation	55			

GRI standard/Other source	Disclosure	Page reference	Deviations		
			Deviation from requirements	Reason	Explanation
<b>Emissions</b>					
<b>GRI 3: Material topics in 2021</b>	3-3 Management of material topics	40–41, 53, 55			
<b>GRI 305: Emissions 2016</b>	305-1 Direct greenhouse gas emissions (GHG) (Scope 1)	55			
	305-2 Indirect greenhouse gas (GHG) emissions (Scope 2)	55			
	305-3 Other indirect greenhouse gas (GHG) emissions (Scope 3)	55			
<b>Training and education</b>					
<b>GRI 3: Material topics in 2021</b>	3-3 Management of material topics	38, 42, 52–53			
<b>GRI 404: Training and education 2016</b>	404-1 Average hours of training per year per employee	54	Data not broken down by gender and role.	Data are not available.	
<b>Diversity and equal opportunities</b>					
<b>GRI 3: Material topics in 2021</b>	3-3 Management of material topics	42–43, 53, 58			
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity and Equal Opportunity	42, 77–79	Employee data are only reported for gender but not age.	Data are not available in existing systems.	Data will be included in 2023.
	405-2 Ratio of basic salary and remuneration of women to men	58			
<b>Non-discrimination</b>					
<b>GRI 3: Material topics in 2021</b>	3-3 Management of material topics	42–43, 53, 58–59			
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	58–59			
<b>Freedom of association and collective bargaining</b>					
<b>GRI 3: Material topics in 2021</b>	3-3 Management of material topics	42–43, 53, 59			

GRI standard/Other source	Disclosure	Page reference	Deviations		
			Deviation from requirements	Reason	Explanation
<b>GRI 407: Freedom of association and collective bargaining 2016</b>	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	59			
<b>Child labour</b>					
<b>GRI 3: Material topics in 2021</b>	3-3 Management of material topics	42–43, 53, 59			
<b>GRI 408: Child labour 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labour	59			
<b>Forced or compulsory labour</b>					
<b>GRI 3: Material topics in 2021</b>	3-3 Management of material topics	45–47, 53, 59			
<b>GRI 409: Forced or compulsory labour 2016</b>	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	59			
<b>Supplier social assessment</b>					
<b>GRI 3: Material topics in 2021</b>	3-3 Management of material topics	45–47, 53, 59			
<b>GRI 414: Supplier social assessment 2016</b>	414-1 New suppliers that were screened using social criteria	59			
	414-2 Negative social impacts in the supply chain and actions taken	59			
<b>Customer health and safety</b>					
<b>GRI 3: Material topics in 2021</b>	3-3 Management of material topics	38–39, 53–54			
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	54			
<b>Resource- and climate-efficient products and services</b>					
<b>GRI 3: Material topics in 2021</b>	3-3 Management of material topics	40–41, 53			
	Number of products specifically designed based on resource and climate efficiency and circularity criteria	15, 40–41			



# Auditor's report on Review of Asker Healthcare Group AB's sustainability report

To Asker Healthcare Group AB, CIN 559184-9848

## Introduction

We have been engaged by the board of directors of Asker Healthcare Group AB to review Asker Healthcare Group AB's sustainability report for the year 2022. The company has defined the scope of the sustainability report as comprising the areas referred to in the GRI index on pages 61–65.

## Responsibilities of the board of directors and management

The board of directors and management are responsible for preparing the sustainability report in accordance with the applicable criteria. The criteria are specified on page 60 of the sustainability report, and consist of the parts of the sustainability reporting framework published by GRI (Global Reporting Initiative) that are applicable to the sustainability report, as well as the company's own accounting and calculation principles. This responsibility also includes such internal control as is deemed necessary for the preparation of a sustainability report that is free from material misstatement, whether due to fraud or error.

## Auditor's responsibilities

Our responsibility is to express a conclusion on the sustainability report based on our review. Our mandate is limited to the information contained in this document and the historical information presented, and thus does not include forward-looking information.

We conducted our review in accordance with ISAE 3000 (revised) Assurance Engagements Other than Audits and Reviews of Historical Financial Information. A review consists of making inquiries, primarily of persons responsible for the preparation of the sustainability report, and applying analytical and other review procedures. A review has a different focus and is substantially less in scope than an audit conducted in accordance with International Standards on Auditing and other generally accepted auditing practices.

The audit firm applies ISQM 1 (International Standard on Quality Management) and thus has a comprehensive quality control system that includes documented policies and procedures regarding compliance with professional ethics, professional standards and applicable legal and regulatory requirements. We are independent of Asker Healthcare Group AB in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

The procedures performed in a review do not enable us to obtain assurance to enable us to become aware of all significant matters that might be identified in an audit. Therefore, the conclusion expressed on the basis of a review does not offer the same level of assurance as an conclusion expressed on the basis of an audit.

Our review of the sustainability report is based on the criteria selected by the board of directors and management, as defined above. We believe that these criteria are appropriate for the preparation of the sustainability report.

We believe that the evidence we have obtained during our review is sufficient and appropriate to provide a basis for our opinions below.

## Opinions

Based on our review, nothing has come to our attention that causes us to believe that the sustainability report has not been prepared, in all material respects, in accordance with the criteria set out above by the board of directors and management.

Stockholm, 12 April 2023  
Ernst & Young AB

Stefan Andersson Berglund  
Authorised Public Accountant

Outi Alestalo  
Specialist Member, FAR

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