

	<i>Document type:</i> Group Policy	<i>Version:</i> 1.0
	<i>Prepared by:</i> Head of ESG	<i>Date:</i> 2022.06.20
<i>Quality and Environmental Policy</i>	<i>Approved by:</i> Board of Directors in Asker Healthcare Group AB	<i>Page:</i> 0 of 6

Quality and Environmental Policy

ASKER HEALTHCARE GROUP AB

20 JUNE 2022

Table of contents

1. Background and purpose	2
2. Scope	2
3. Audience and accountability	2
4. Roles and responsibilities	3
5. Policy statement	3
5.1. Quality commitments	4
5.2. Environmental commitments	4
5.3. Monitoring performance	5
5.4. Group responsibilities	5
5.5. Local responsibilities	5
6. Reference to associated governing documents	6
7. Revision log	6

1. Background and purpose

The background of this Quality and Environmental Policy (“Policy”) for Asker Healthcare Group (“Asker” or the “Group”) is that Quality and Environment are key focus areas for Asker that need to be managed through formal processes with clearly defined commitments and responsibilities.

In line with its mission statement to ‘*ensure fair and sustainable value chains*’, Asker strives to be a leader in combatting climate change in its industry while maintaining high product quality and safety standards to ensure patient safety, customer satisfaction and business excellence.

The purpose of this Policy is to:

- Outline Asker’s commitments and responsibilities towards quality and environmental management.
- Ensure compliance with legal quality and environmental requirements.
- Minimize our environmental risks and negative impact that our operations may cause or contribute to.

2. Scope

The Policy framework regulates the following:

- Quality commitments
- Environmental commitments
- Monitoring performance
- Group responsibilities
- Local responsibilities

3. Audience and accountability

This Policy applies to all entities within the Group (of which Asker Healthcare Group AB, directly or indirectly, controls 50% or more of the voting rights) and employees, managers, board members, consultants, trainees or similar within the Group. The Policy may be used as a frame for local governing documents.

In the event of any contradictions between this Policy and any other local governing documents, this Policy prevails (unless local legislation prescribes differently).

The Group CEO, the Business Area Directors and the Country Managers are responsible for ensuring that this Policy is implemented.

Violations of this Policy may be reported to your manager, Legal Department, Country Manager, Business Area Director, the Group CEO or any other appropriate corporate body. Asker's Whistleblowing system may also be used. Anyone reporting a violation shall, to the extent legally permissible, have the possibility to remain anonymous.

4. Roles and responsibilities

The Board of Directors of Asker Healthcare Group AB (the "Board of Directors" or the "Board") reviews and approves this Policy.

The Group CEO has delegated to the Head of ESG to be the the owner of this Policy and is responsible for implementation and monitoring compliance with the Policy.

This Policy should be subject to annual review and approval by the Board.

5. Policy statement

Asker's materiality analysis has identified the following quality and environmental topics as material to the Group:

- Patient health and product quality
- Emissions from value chain
- Harmful substances
- Waste from value chain

Furthermore, the materiality analysis identified the following quality and environmental topics as important to the Group:

- Emissions from own operations
- Energy
- Water and effluents
- Biodiversity
- Waste from own operations

To ensure proper management of these quality and environmental topics, Asker has developed both qualitative and quantitative objectives and commitments.

5.1. Quality commitments

Asker strives to always reach the highest patients health and safety, customer satisfaction and business excellence by:

- Ensuring that the products sold comply with all applicable regulations (e.g. Regulation (EU) 2017/745 - Medical Device Regulation “MDR”, Regulation (EU) 2017/746 – In Vitro Diagnostic Regulation “IVDR”, Regulation (EU) 2016/425 – Personal Protective Equipment “PPE”, Regulation (EU) 2016/679 - General Data Protection Regulation “GDPR” etc.).
- Documenting ways to continuously improve the quality and safety of products and services delivered.
- Measuring and recording customer satisfaction.
- Identifying, documenting and applying processes for measuring and recording product, operational and services’ performance and efficiency with set targets.
- Implementing improvement measures using a risk-based approach where needed.

5.2. Environmental commitments

Asker seeks to maintain an environmental program conducive to reducing its impact on the environment in its own operations and across its value chains by:

- Reducing its absolute Scope 1 and 2 emissions by 90% by 2030 (versus a 2019 baseline).
- Reducing its absolute Scope 3 emissions by 50% by 2050 (versus a 2019 baseline).
- Submitting its Scope 1, 2 and 3 emissions targets to the Science Based Target Initiative and have them approved by 2024.
- Having no harmful chemicals in its products by 2030.
- Increasing the share of renewable electricity at its offices and warehouses to at least 90% by 2030.
- Ensuring that at least 90% of operational waste gets recycled by 2030.
- Complying with all applicable environmental laws and regulations.
- Measuring and disclose Scope 1, 2 and 3 emissions in accordance with the Greenhouse Gas Protocol and implement reduction initiatives in line with Asker’s objectives.
- Embedding environmental thinking into the design of products and solutions.
- Actively engaging with suppliers and other stakeholders to implement initiatives conducive to a positive impact on the environment.
- Raising awareness on environmental issues across the organization and train relevant employees on environmental topics.
- Evaluating acquisition targets’ maturity on environmental management as part of the M&A due diligence process.

- Periodically updating the materiality analysis / relevant environmental aspects to account for current and future environmental risks.
- Embedding environmental risks into the wider Enterprise Risk Management systems.

5.3. Monitoring performance

Asker monitors the performance of its quality and environmental management practices through KPIs and objectives applicable to all Local Companies. Asker collects the following KPIs from all Local Companies:

- Scope 1, 2 and 3 emissions (CO₂e) per million SEK
- Total MWh Energy consumption (and % of renewable) per sqm
- Total m³ water consumption per employee
- Total metric ton waste from own operations per million SEK
- Quality and environmental management certifications per site

5.4. Group responsibilities

The Group Support Function – i.e. the ESG Team - has the responsibility to set up the overall quality and environmental strategy for the implementation of the commitments across the Group.

For the environmental part, this includes setting environmental targets (for the Group as well as the Local Companies), consolidating environmental data from the Local Companies and communicating the progress towards environmental objectives to relevant stakeholders.

For the quality part, the Group Support Function is responsible for defining minimum quality targets as part of the Asker Management Standard, consolidating quality performance data from Local Companies and communicating the consolidated status and improvements of the quality targets to relevant stakeholders.

The ESG and Quality Team's responsibility further includes training relevant employees on this Policy and conducting quality and environmental due diligence on potential new acquisition targets in conjunction with the Group Support Function M&A.

5.5. Local responsibilities

Business Area Directors, Country Managers and Local Managing Directors are responsible for setting up the necessary structure to implement the commitments of this Policy in their respective organisations. This includes:

- Developing relevant processes and allocating responsibilities to local process owners.

- Conducting quality and environmental due diligence within their own operations and value chains to identify and – whenever necessary - mitigate negative impacts.
- Actively engaging with suppliers and other stakeholders to implement initiatives conducive to a positive impact on quality and the environment. Objectives of these initiatives could include, but are not limited to:
 - Reduced energy and water consumption, waste and emissions in Local Companies' own operations as well as across their value chains.
 - Reduced customer lead-time and number of product defects.

6. Reference to associated governing documents

7. Revision log

Version	Valid from	Revision	Approved by
1.0	2022.06.20	New	Board of Directors