Sustainability report

" The world's need for medical supplies, devices and equipment leaves a footprint on the planet from production, transport and waste. As an important link between production and consumption, we are determined to help bring about sustainable development in healthcare."

The world needs "A Bigger Care"

Asker's ambition is to take responsibility beyond its own direct impact, which includes creating a fair and sustainable value chain – from production to use of products. This is expressed in Asker's sustainability strategy "A Bigger Care".

Sustainability is an integral part of Asker's business strategy and goal to deliver products and services that improve healthcare by improving patient outcomes, reducing the total cost of care and reducing environmental impact. Asker's sustainability strategy "A Bigger Care" is also an important tool for delivering on the company's purpose "Health in progress", as it helps the company to mitigate negative effects on people and the environment in the countries where Asker operates.

The strategy is focused on three areas that encompass the company's entire value chain – from production to final use. Governance and monitoring of the sustainability strategy takes place through the group-wide framework Asker Management Standard.

Asker's material sustainability areas have been determined through stakeholder dialogues and the company's double materiality assessment carried out in 2023. The 2023 Sustainability Report is structured so that it acts as a first step towards complying with the new Corporate Sustainability Reporting Directive (CSRD). An overview of Asker's material areas and targets can be found on the next page.

Asker's work with sustainability is guided by six fundamental principles:

1. Focus on the sustainability-related risks and opportunities that Asker has the ability to impact, given its business activities.
2. Ensure that Asker works with sustainability as an integral part of its business models.
3. Engage the organisation in projects to drive and measure progress in sustainability.
4. Collaborate actively with customers, suppliers and manufacturers to achieve the global sustainable development goals and encourage partners to join the Science Based Targets initiative.
5. Use sustainability-related key performance indicators and information from external evaluations as a basis for developing sustainability work.
6. Expand the range with products that have a lower environmental impact than previous alternatives.

ASKER HEALTHCARE GROUP

Emissions in the value chain

90% (Scope 3.1)*	2% (Scope 3.4)*	2% (Scope 1, 2, 3.2, 3.3, 3.5, 3.6, 3.7)*	1% (Scope 3.4)*	5% (Scope 3.11, 3.12)*

Focus area

Upstream	Own operations	Downstream

Healthy Communities

S4 Health of consumers
- Request that suppliers provide products that improve patient outcomes at a lower total cost of care

S4 Safety of consumers
- Reduce the number of reported product incidents, recalls and complaints

Target 2030
- Number of reported serious product incidents and recalls: 0
- Complaints per million products sold (CPM): <5

S4 Information-related impacts for consumers
- Increase the reporting of data infringements
- Reduce the number of patient-related data infringements through systems and controls

S3 Affected communities
- Provide products that improve patient outcomes and reduce total cost of care

Target 2030
- Percentage of Group companies that offer digital patient solutions or product guides: >90%
- Average customer satisfaction score: >9

S4 Social inclusion of consumers
- Customers are to ensure the patient's right to equal care

Healthy Planet

E1 Climate change
- Increase the number of suppliers that join the SBTi
- Encourage third-party manufacturers to switch to renewable sources of energy
- Provide products with a lower climate impact

Target 2030
- Reduce Scope 3, category 1 emissions from products and services per SEKm gross profit (tCO2e/SEKm): >52% compared to 2021

E5 Circular economy
- Launch products that are made of circular commodities

Target 2030
- 50% of Evercare Medical's revenues from Embra sales

E2 Pollution

E3 Water and marine resources

E4 Biodiversity and ecosystems
- Analyse pollution, water and marine resources, biodiversity and ecosystems in the value chain

Target 2030
- Percentage of active third-party manufacturers audited against environmental criteria: >90%

E1 Climate change
- Reduce the use of fossil-based energy

Target 2030
- Percentage of renewable electricity used in the Group's offices, warehouses and shops: 100%
- Reduce Scope 1 emissions: >42% compared to 2021
- Reduce Scope 2 market-based emissions: >42% compared to 2021

E1 Climate change
- Waste management
- Demand for products with a lower climate impact
- Increase the amount of fossil-free transport

Healthy People

S2 Workers in the value chain
- Ensure fair living and working conditions in the value chain.

G1 Business conduct
- Code of Conduct signed and audits of third-party manufacturers carried out

Target 2030
- Percentage of suppliers who have signed Asker's Code of Conduct for suppliers, based on sales: >90%
- Percentage of third-party manufacturers that have been audited in the last 24 months: >90%

S1 Own workforce
- Reduce sick-leave and employee turnover
- Zero tolerance for accidents and fatalities
- Increase employee satisfaction

Target 2030
- Employee turnover: <15%
- Sick-leave: <4%
- Total number of lost time accidents (LTA): 0
- Work-related fatalities: 0
- At least 40% share of the under-represented gender on the Board

- At least 40% share of the under-represented gender in Group Management
- No unjustifiable differences in salary due to gender, age or background

G1 Business conduct
- Online training for employees in Asker's Code of Conduct

Target 2030
- Percentage of employees who have received training in and signed Asker's Code of Conduct: >95%

The model describes where different sustainability areas have the largest social, environmental and/or economic impact in the value chain, along with Asker's activities and targets for managing the risks and opportunities identified in the materiality assessment.

*See detailed descriptions of Scopes 1, 2 and 3 and the categories on page 57.

Double materiality assessment

Asker carried out a double materiality assessment during 2023 in accordance with the European Sustainability Reporting Standards (ESRS), which are part of the new Corporate Sustainability Reporting Directive (CSRD).
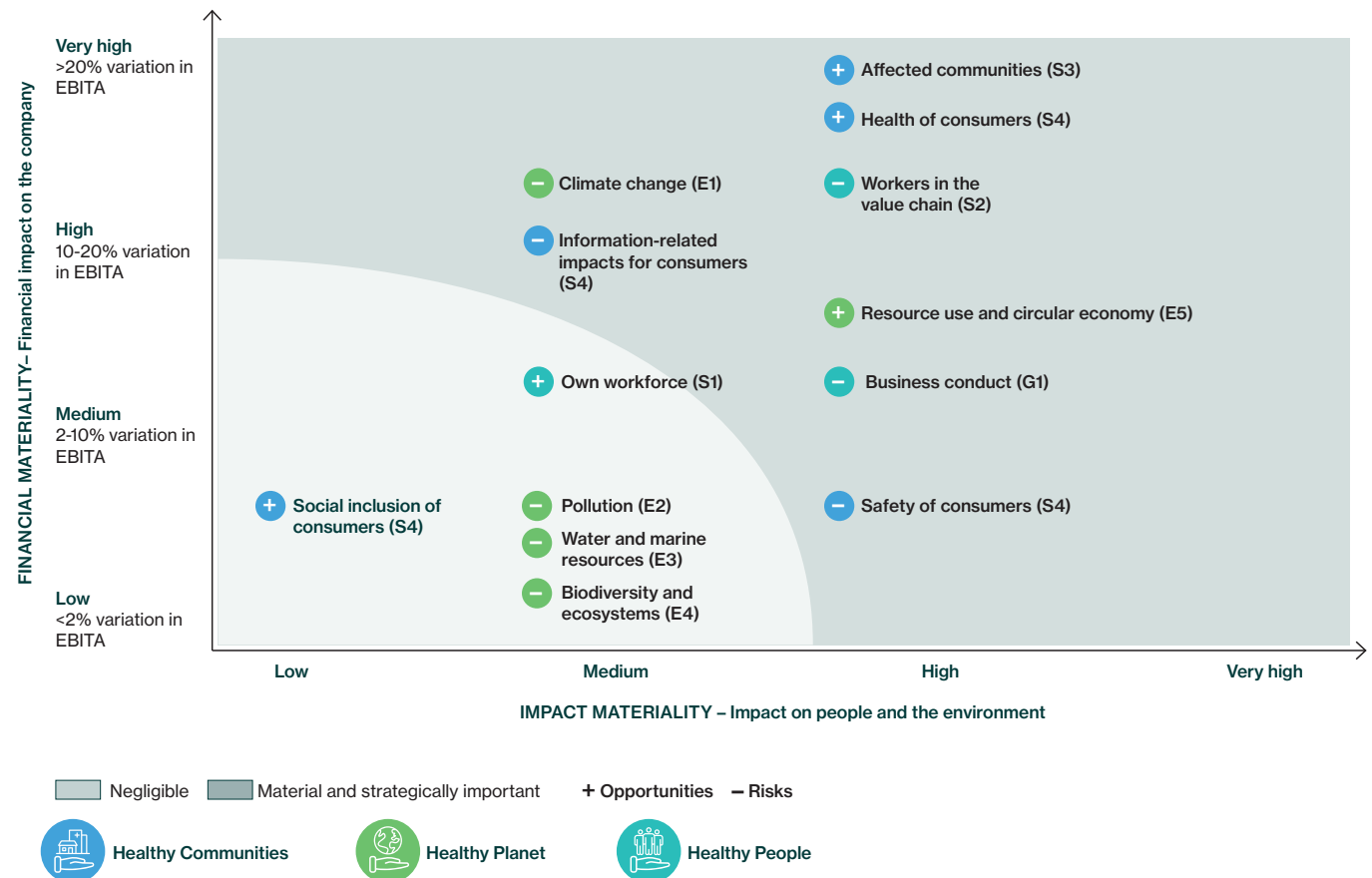
The materiality assessment is based on internal dialogues with different functions and companies in the Group, as well as external dialogues with stakeholders. Asker's Group Management Team and Board have approved the findings which form the foundation of Asker's sustainability strategy. A more detailed description of the impact materiality and financial materiality of the aspects of sustainability can be found on pages 52–54.

Greatest opportunity to create value

The materiality assessment shows that Asker has the greatest opportunity to create social and economic value through the company's efforts related to *Affected communities* and *Health of consumers*. Asker can also make a positive contribution in the *Resource use and circular economy* area. Circularity has become more important in the healthcare sector and Asker's customers need innovative suggestions and solutions to reduce the sector's plastic waste and climate impact.

Largest risks

The materiality assessment shows that the company's largest risks are linked to *Climate change, Information-related impacts for consumers, Workers in the value chain, Business conduct* and *Safety of consumers.*

FINANCIAL MATERIALITY– Financial impact on the company

Very high
>20% variation in EBITA

High
10-20% variation in EBITA

Medium
2-10% variation in EBITA

Low
<2% variation in EBITA

- ⊕ Affected communities (S3)
- ⊕ Health of consumers (S4)
- ⊖ Climate change (E1)
- ⊖ Workers in the value chain (S2)
- ⊖ Information-related impacts for consumers (S4)
- ⊕ Resource use and circular economy (E5)
- ⊕ Own workforce (S1)
- ⊖ Business conduct (G1)
- ⊕ Social inclusion of consumers (S4)
- ⊖ Pollution (E2)
- ⊖ Water and marine resources (E3)
- ⊖ Safety of consumers (S4)
- ⊖ Biodiversity and ecosystems (E4)

Low   Medium   High   Very high

IMPACT MATERIALITY – Impact on people and the environment

Negligible   Material and strategically important   **+** Opportunities   **–** Risks

Healthy Communities   Healthy Planet   Healthy People

Target achievement 2023

Focus area	CSRD topic	Key performance indicator	Measurement	Outcome 2023	Progress towards 2030 targets	Targets for 2030	SDG
Healthy Communities	**S3 Affected communities**	Percentage of Group companies offering digital patient solutions or product guides	%	17%	🔵	>90%	
		Percentage of Group companies reporting customer satisfaction	%	93%	🟢	>90%	
	S4 Safety of consumers	Number of product-related incidents or recalls received and processed		66	🟢	<100	
		Complaints per million products sold for own brands	Complaints Per Million (CPM)	0.08	🟢	<1	
		Complaints per million products sold for distributors	Complaints Per Million (CPM)	0.2	🟢	<1	
	S4 Information-related impacts for consumers	Number of data infringements related to end-users (patients)		157	🟢	<200	
		Number of data infringements related to end-users (patients) reported to authorities		124	🟢	<200	
Healthy Planet	**E1 Climate change**	Percentage of renewable energy	%	49%	🔵	>90%	
		Change in Scope 1 and 2 emissions (market-based) compared to 2021	%	–19%	🟢	–42%	
		Change in Scope 3, category 1 emissions per SEK m gross profit (tCO2e/SEKm) compared to 2021	%	–18%	🟢	–52%	
	E2 Pollution E3 Water and marine resources E4 Biodiversity and ecosystems	Percentage of active third-party manufacturers in high-risk areas audited against environmental criteria in the last 24 months	%	34%	🔵	>90%	
Healthy People	**S1 Own workforce**	Employee satisfaction		75	🟢	>70	
		Employee turnover (voluntary)	%	18%	🔵	<15%	
		Sick-leave	%	5.1%	🔵	<4%	
		Total number of accidents	LTA	29	🔵	0	
		Work-related fatalities		0	🟢	0	
		Average hours of training per employee (only Group, digital courses)	%	1.11	🔵	>3	
		Percentage of the under-represented gender on the Board	%	22% (women)	🔵	>40%	
		Percentage of the under-represented gender in the Group Management Team	%	44% (women)	🟢	>40%	
		Basic salary and compensation for women compared to men at manager level	%	91%	🔵	100%	
		Basic salary and compensation for women compared to men for all employees	%	98%	🔵	100%	
	S2 Workers in the value chain	Percentage of active third-party manufacturers in high-risk areas audited against labour rights criteria in the last 24 months	%	93%	🟢	>90%	
	G1 Business conduct	Percentage of employees who received training in and signed Asker's Code of Conduct	%	97%	🟢	>95%	
		Percentage of suppliers that have signed Asker's Code of Conduct for suppliers	%	58%	🔵	>70%	
		Percentage of suppliers that have signed Asker's Code of Conduct for suppliers, based on sales	%	88%	🔵	>90%	

🟢 Target achieved   🔵 According to plan

Healthy Communities

Healthy Communities

Asker will help to reduce the total cost of care and improve patient outcomes

Activities
- Increase the percentage of sales within system sales, fourth-party logistics and direct-to-patient. These are the business models identified as being the most important for reducing the total cost of care and improving patient outcomes.
- Help customers to choose the best product for their needs at a lower total cost, for example through digital solutions.
- Provide high-quality products and services, in accordance with MDR and IVDR regulations.

Sustainable development goals

CSRD
- Affected communities (S3)
- Health of consumers (S4)
- Information-related impacts for consumers (S4)
- Social inclusion of consumers (S4)
- Safety of consumers (S4)

Asker Management Standard
- Quality and regulatory
- IT security and integrity

Governance documents
- Quality and environmental policy
- IT policy

Asker provides effective, high-quality, safe products and gives advice on alternative, more cost-efficient products and services. In this way, Asker can help to improve patient outcomes and reduce the total cost of care.

According to the UN, the percentage of people aged 65 or above will increase from the current 11 percent to 16 percent by 2050. This means that one in six people will be aged 65 or above by 2050. At the same time, the percentage of people living with chronic illnesses such as diabetes is on the rise, which increases the need for healthcare personnel and increases healthcare costs.

Affected communities (S3)

Asker conducts business through various sales channels, depending on the customer's needs and the different country healthcare systems. Customers include hospitals, primary care, elderly care, home care services or direct sales to patients.

Asker has identified the business models that work best for improving patient outcomes at a lower total cost of care:

- **System sales** – Long-term contracts through which the customer, often a region or a municipality, is supplied with its complete needs for medical supplies, devices and equipment, or its entire needs for products within a specific product category. The product portfolio is compiled to optimise value for the customer by offering the best possible product quality and performance at the lowest possible cost of care.
- **Fourth-party logistics (4PL)** – These contracts comprise the customer's entire supply chain from purchasing to handling product deliveries from suppliers, repackaging of products in accordance with the customer's requirements, optimisation of the logistics flows and delivery to the customer's warehouse or to hospital departments.

- **Direct-to-patient** – Patients are supported by a customer service centre whose personnel, often qualified nurses, possess the right knowledge to recommend a choice of products best suited to the patient's needs, from different suppliers.

Asker's ambition is to increase the proportion of these types of services in existing and new markets.

Consumers and end-users (S4)

Asker prioritises the patient perspective in all business decisions by ensuring a high level of product and service quality and user safety. To achieve this, Asker measures and reports key performance indicators related to quality, such as product-safety incidents, patient satisfaction and product defects.

Quality policy embedded in the Asker Management Standard

Asker's Quality policy is part of the Asker Management Standard. Compliance by the companies is monitored through internal audits that are carried out by Asker's quality and regulatory team. This process ensures an integrated and proactive approach to quality and safety and continuous improvements in the development, production and sales of products and services.

Asker focuses on product quality by working proactively with complaints, complaints handling, online training for quality management, root cause analysis and problem solving.

All companies report quarterly on complaints, incidents and recalls that are managed and monitored with the relevant suppliers.

When Asker acquires new companies, the acquired company's quality and regulatory compliance is assessed first and plans are drawn up to ensure the company conforms with Asker's quality standards. The company's quality system is updated and continuous reporting of key performance indicators commences.

Regulatory compliance

Companies with operations in the EU that provide medical supplies, devices and equipment must comply with laws, regulations and standards such as the Medical Device Regulation (MDR), the In Vitro Diagnostic Medical Device Regulation (IVDR) and the Personal Protective Equipment Regulation (PPE).

To ensure that the products conform with EU laws and directives, all the businesses must also follow other regulations such as the Registration, Evaluation, Authorisation and Restriction of Chemicals Regulation (REACH), the Restriction of Hazardous Substances Directive (RoHS) and the Waste from Electrical and Electronic Equipment Directive (WEEE).

Regulatory compliance within the Group is monitored as part of the Asker Management Standard. "Best practices" are shared between the businesses via Asker's quality and regulatory team, to ensure seamless and efficient work methods and processes. Furthermore, Asker's employees have access to training courses, for example in MDR and IVRD, via the Asker Business School and to documentation via Asker's intranet.

ISO certifications in 2023

Onemed Sweden, Asker's largest distributor within the Group, became ISO 45001 certified in 2023. This is an international quality standard for occupational health and safety. Evercare Medical, Asker's largest manufacturer of own brands, became certified under the ISO 14001 standard, covering environmental management systems. These certifications demonstrate the Group's commitment to environmental management and the working environment.

Information-related impact on consumers (S4)

Asker's data integrity process underpins Asker's efforts regarding patient privacy, and it applies to all the companies in the Group. Compliance with the data integrity process is monitored as part of the Asker Management Standard. All management teams and Asker employees concerned are trained in the area via digital courses within the Asker Business School.

Data privacy

Some of Asker's companies handle sensitive information such as patient data and patient details from which conclusions can be drawn about the patient's health status. For this reason Asker sets strict requirements regarding data privacy processes within its companies.

Asker has created a data privacy work group that is in charge of ensuring that patient data is handled correctly and that processes are in place to reduce risks associated with data privacy. The work group consists of Asker's Data Protection Officer (DPO), the company's IT security committee and local data privacy managers. The local data privacy managers are part of Asker's Data Privacy Network which is led by Asker's DPO and is where experience about the topic is shared.

In addition to legal requirements to report personal data incidents, each company reports the number of incidents, as defined by the GDPR, to Asker's DPO and Legal Counsel every quarter. The outcome is also followed up by the audit committee of the Board.

An example of a personal data incident that happened in 2023 was when patients received another patient's home delivery. As a result of this, it was possible for patients to gain knowledge of the other patient's health status. The reasons for this type of incident can include mistakes on the part of the carrier or human error.

In order to further ensure that personal data incidents are identified and handled correctly, additional training will be held in 2024 for targeted groups.

PARTNERING FOR COMMUNITY ENGAGEMENT

Basic HealthCare Services

Asker wants to make a difference in society and is devoted to better healthcare for everyone. Over and above the positive impact of the Group's regular business activities, Asker also supports a number of selected organisations through community engagement.

One of these is Basic HealthCare Services (BHS) – a non-profit organisation in India that provides high-quality primary care to families in rural areas and migrant workers in Rajasthan, India. The initiative is run in collaboration with Social Initiative.

Asker supports healthcare providers to improve patient outcomes, reduce the total cost of care and ensure a fair and sustainable value chain. Supporting BHS, which operates in a region where Asker has third-party manufacturing, is part of this community engagement.

Asker's support has enabled several improvements in 2023:

• The quality of maternity care and the health of new-born babies has improved, for instance children's vaccinations are registered.

• In one primary care centre, BHS has implemented a triage/prioritisation system for emergency care, to save lives.

• BHS supports the health centres through a nurse that can provide 24-hour support over the phone.

Digital solutions for improved patient quality and more efficient care with optimal resource consumption

Using digital solutions, Asker can make it simpler for patients and care professionals to find the right product and thus reduce costs and make the care professional's work more efficient. Such solutions bring about long-term, sustainable growth for Asker and create societal value.

Shared value is when companies create economic value while solving societal challenges and promoting sustainability.

## Wound care improved by digital solutions

Challenge:
European caregivers often lack the knowledge and capacity to treat complex wounds efficiently, which has an adverse effect on healthcare in the form of long treatment times.

Solution:
The **WoundCare** programme helps healthcare professionals to assess and treat persistent wounds by shortening the healing time and reducing antibiotic usage. A study by the Nordic Health Group shows that the WoundCare programme helped to shorten wound healing time by 75 percent and reduce antibiotic usage by 76 percent, in the cases included in the study.*

Furthermore, the number of wound care treatments can be reduced by 67 percent and costs reduced by 80 percent. The programme also has a positive effect on the environment as it leads to a decrease in waste of
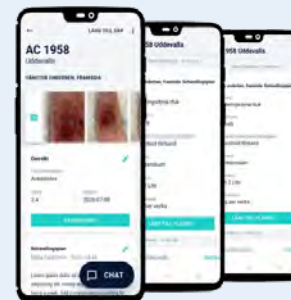
67 percent and a decrease in travel of 77 percent, compared to traditional wound care treatment.

The service includes an app built using artificial intelligence based on the knowledge of wound experts. The caregiver takes a photo of the patient's wound and can then use the app to get advice from wound care specialists on appropriate treatment products. They can also communicate with wound care specialists via the app's chat function.

Qualityzorg in the Netherlands is another of Asker's specialist wound care providers. The company offers different patient services, including digital solutions, designed to help patients manage their wound care for themselves at home.

These digital tools allow collection and analysis of wound care data. By sharing analyses and cooperating with other stakeholders, such as hospitals and researchers, new knowledge can be distributed to more parties, thus raising the standard of wound care in society.

*Source: Onemed Finland, Nordic Healthcare Group analysis

Partnering for improved patient service

Challenge:
Rapidly soaring costs in the healthcare sector in the Netherlands are leading insurance companies to request better service for caregivers and patients from their suppliers.

Solution:
Through a strong partnership between **Bosman** and **Apotheekzorg Hulpmiddelen**, 800 local pharmacies and 80,000 patients in the Netherlands benefit from improved service and improved logistics. Using Bosman's expertise and digital solutions, Apotheekzorg Hulpmiddelen can make care more accessible to its patients and let them choose if they would like to receive deliveries via the pharmacy or at home.

The nurses who work at Apotheekzorg Hulpmiddelen have extensive experience of advising and instructing patients who use products in their home environments. This thus helps ensure more efficient use of medicines which also reduces waste. All medicine parcels sent conform with Good Distribution Practice (GDP) and both refrigerated and non-refrigerated products are monitored during transportation using a track & trace system.

This combination of digital solutions, smart logistics and local service maintains a high-level of patient service, in accordance with the insurance company contracts. Customer surveys show that patients appreciate the accessibility to skills and product knowledge, the personal contact and the national coverage.

Smart, digital solutions improve logistics

Challenge:
Inefficient purchasing and warehouse management is time-consuming for caregivers as valuable patient care time is used for finding, ordering and receiving the right products. A lack of time often leads to inadequate control of stock levels and the risk of products being out of stock, leading to the risk of cancelled treatments.

Solution:
Ascan is an automated warehouse management system that simplifies and optimises material ordering for nursing homes, hospitals, home care and emergency departments. Materials management is tailored to the customer's range and work flows, so that the customer receives the right goods and sizes of packages. This is a time and cost-efficient solution that also reduces the number of deliveries and their impact on the environment. Reduced material consumption and transportation saves cost and time, which can be put into improved care.

Amy is a digital tool that can help trace healthcare equipment. The tool provides information on where the material and equipment is, and for how long and where it has been used before. On average the tool can save 20–30 minutes per employee and work shift. The storage location of the products is searchable via an app, and the feature can also be used to update the status of repairs carried out on medical equipment. The equipment can thus be used more efficiently, which saves time and reduces the risk of more equipment than needed being purchased.

Guide to healthcare personnel regarding prescriptions – It can be difficult for healthcare personnel to navigate the different product categories and various medicines to find the right products for individual patients. Onemed Sweden's guide for medicine prescribers provides comprehensive information and help to match aids to specific care situations and patients. The guide thereby reduces waste, minimises unnecessary transportation and optimises resource utilisation.

Smart Order – Efficient order management is crucial for avoiding unnecessary transportation and material consumption. Onemed Sweden's digital ordering service, Smart Order, optimises order management by filling entire boxes, which minimises transportation and thereby reduces costs and environmental impact.

Vårdtagarportal – Onemed Sweden has developed a patient portal to meet the higher demand from the growing number of patients who need care in the home, and the increased use of digital aids by the elderly. The digital platform gives the patient faster and simpler access to prescribed medicines and aids as they can place their orders at any time.

Healthy Planet

Healthy Planet

Asker will reduce Scope 1, 2 and 3 emissions and collaborate with suppliers and customers to provide more resource and climate-efficient products and services

Activities
- Reduce emissions in line with the Paris Agreement
- Develop products and services that have less impact on the environment and collaborate with suppliers to ensure that they focus on reducing the environmental impact of their products
- Collaborate with organisations, external networks and customers to reduce plastic waste in healthcare
- Reduce the use of chemicals that have a negative effect on people and the environment

Sustainable development goals

CSRD
- Climate change (E1)
- Pollution (E2)
- Water and marine resources (E3)
- Biodiversity and ecosystems (E4)
- Resource use and circular economy (E5)

Asker Management Standard
- Environment

Governance documents
- Quality and environmental policy

Asker's central role in the value chain offers an opportunity to actively facilitate the healthcare sector's climate transition, from production and sustainable transport to helping customers choose products with less environmental impact.

2023 has been a year of extreme heat, forest fires, floods and storms that have affected people's lives and communities all over the world. The "planetary boundaries" concept describes nine critical environmental problems that each have a boundary value. Transgressing one or more planetary boundaries results in irreversible and damaging changes to the stability of the planet and to human well-being. New research published in 2023 in the journal Science Advances shows that six of the nine planetary boundaries have been transgressed.

Due to climate change, climate-related health risks are expected to rise. Paradoxically, the healthcare system which treats these health problems is also a contributor to greenhouse gas emissions. It is estimated that the healthcare sector globally accounts for 4.4 percent of global greenhouse gas emissions. This negative impact on the climate primarily comes from emissions in the manufacturing of disposable items, but it is also a result of the high volume of waste generated after the products have been used. The healthcare sector therefore has an obligation to do its part to reduce greenhouse gas emissions.

Environmental policy
Through the environmental policy the Group commits to reducing its environmental impact, complying with environmental laws and regulations, integrating environmental concerns in the design of products and services in collaboration with suppliers, and increasing the awareness of environmental matters amongst its employees. All businesses are required to measure and report their emissions, implement initiatives to reduce environmental impact, reduce harmful chemicals in all products by 2030, ensure

that at least 90 percent of the waste generated is recycled by 2030, and increase the proportion of renewable electricity used in offices and warehouses to 90 percent by 2030. These policy commitments are part of the requirements and the monitoring process within the Asker Management Standard.

Climate change (E1)
Asker is dedicated to reducing greenhouse gas emissions in cooperation with customers and suppliers. Since 2021 Asker has reported its direct and indirect emissions, Scopes 1, 2 and 3, annually in accordance with the Greenhouse Gas Protocol.

Science Based Targets initiative
Asker joined the Science Based Targets initiative (SBTi) in 2023 and its emissions targets have been validated. SBTi is based on the Carbon Disclosure Project (CDP), UN Global Compact, World Resources Institute and WWF, and helps companies to establish science-based climate targets in line with the Paris Agreement.

In 2023, Asker implemented a new system for sustainability reporting to facilitate collection, reporting and follow-up of environmental data. The system will simplify and improve data collection so that the outcomes and target achievement can be reported more transparently.

Asker's validated science-based emissions targets:
- Reduce the company's absolute emissions, Scopes 1 and 2, by at least 42 percent by 2023, with 2021 as the base year.
- For the same period, reduce Scope 3, category 1 emissions per SEK m gross profit (tCO_2e/SEK m) by at least 52 percent.

Life cycle assessment

Asker's intensified focus on product life cycles is an important element of its environmental strategy. Asker performs life cycle assessments (LCA) – a comprehensive and scientific method for evaluating the environmental impact of products and services during their entire life cycle – to ensure that the company's environmental strategy is not only based on scientific views, but also on more exact and comprehensive calculations. LCAs also make it easier for Asker to identify areas for improvement, make better-informed decisions, apply more effective measurements and communicate more precise environmental data to stakeholders. Asker collaborates with academics, researchers and experts to improve even further and drive the sustainability agenda forward. In 2023 Asker became a partner in the Swedish Life Cycle Center.

Group companies are expected to:
• Request that their suppliers join the SBTi.
• Collect LCAs and environmental product declarations (EPDs) or product information such as weight, number of packs and country of origin to quantify the environmental impact of the product portfolio.
• Identify which product groups account for the highest amount of emissions and take measures to reduce emissions where the impact is greatest.
• Grow the sales of medical supplies, devices and equipment with fewer emissions than the current product portfolio.
• Provide customer service solutions, including digital solutions, that enable more efficient patient care with reduced product usage.
• Implement fossil-free forms of transport.

Asker has implemented various initiatives during 2023 to reduce emissions:
• Six new products were launched under the Embra brand with products that either generate a lower level of carbon dioxide emissions (verified through life cycle assessments), or lower usage of resources through a higher proportion of recycled or renewable materials, or that are certified with the EU Ecolabel, or Nordic ecolabels such as Svanen or Bra Miljöval.
• Distribution centres in Norway and Sweden are now fully equipped with solar panels, and the district heating used in Sweden has the "Bra Miljöval" ecolabel.
• In Oslo, Bergen and the OFA region in Norway, all local transport* is 100 fossil-free, and in Sweden 75 percent is fossil-free.
• Onemed Sweden has focused on smart logistics planning and has started to collaborate with the Postnord postal service on electric transportation.
• Onemed Finland provides maintenance and service of medical equipment, which leads to a high share of car transportation for service technicians. When the service technicians replaced the fuel with renewable diesel, Finland's total Scope 1 and 2 emissions decreased by 35 percent.

* Last mile deliveries to customers (scope 3)

PARTNERING FOR COMMUNITY ENGAGEMENT

Sungai Watch
As part of its community engagement, Asker has become involved in an initiative run by the environmental organisation Sungai Watch. Sungai Watch was founded in 2020 and is active in Indonesia's most polluted regions.

The organisation installs rubbish barriers in rivers and other water courses to collect plastic before it reaches the ocean. The process also includes sorting and up-cycling/recycling of the plastic waste. Sungai Watch has installed 250 barriers so far and collected more than 1,700 tonnes of plastic.

The healthcare sector has an extensive need for single-use products and plastic, a major proportion of which is produced in Asia and regions with wide-reaching waste management problems. That is why Asker has chosen to support Sungai Watch.

One of the outcomes of Asker's support is the establishment of a new plastics cleaning and sorting facility in Indonesia.

Pollution (E2)

Global challenge The manufacturing process for medical products can cause different types of pollution. Water and air pollution resulting from chemical usage can affect ecosystems and is potentially harmful to humans. Air pollution can occur due to emissions from manufacturing plants that use fossil fuels, which reduces the air quality in the nearby area. Contaminated waste water from the production process can lead to water pollution.

Impact/initiative from Asker Asker's own operations do not pollute land or water as the Group handles finished goods in warehouses. However, pollution is generated in some parts of its value chain in the manufacturing of medical supplies, devices and equipment. Life cycle assessments for gloves show that there is a widespread problem in the sector, linked to over-fertilisation of lakes and oceans.

Water and marine resources

Global challenge The manufacturing process for medical products can demand large amounts of water in areas where water is a scarce resource.

Impact/initiative from Asker Water usage in Asker's own operations is low as the company does not have any production of its own. However, water is used in the production process of some of the products that Asker purchases, such as gloves and cotton wound care products. Asker's risk analysis shows that the level of criticality and the likelihood of a water shortage is low as production of the gloves that Asker purchases takes place in areas where there is no shortage of water.

Biodiversity and ecosystems (E4)

Global challenge The loss of biodiversity is one of the major threats facing humankind.

Disposable products in healthcare are often made of plastic that can have a negative impact on biodiversity, both in incineration and as landfill. Customers' growing demand for bio-based materials such as sugar cane or viscose can worsen the impact on biodiversity as a result of large-scale cultivation or deforestation.

Impact/initiative from Asker Asker will perform an analysis of the company's impact on biodiversity related to paper packaging used for raw materials, cotton and viscose products, sugar cane aprons and absorbent materials in incontinence products, as there is a biodiversity risk associated with these product categories.

Asker has implemented a comprehensive due diligence process that includes a thorough risk assessment of the type of wood used in the paper packaging of its own brands. Asker ensures that products originating from imported wood, intended for the European market, are compatible with the EU Timber Regulation.

Resource use and circular economy (E5)

Global challenge There is a great need for disposable products within healthcare, and the sector creates a large amount of plastic waste as a result of the use of disposable surgical items, medical protective clothing, nitrile rubber (NBR) gloves, surgical drape sheets, plastic packaging and more. The plastic used in these products adds to carbon dioxide emissions as a result of the extraction and refining of the crude oil needed in the production of the petrochemicals in the plastic. The waste management that takes place after the products have been used also creates carbon dioxide emissions, through landfill and incineration.

Reducing, reusing and recycling plastic waste requires a systematic approach that involves both manufacturers and customers. It is also important that the transition to more sustainable alternatives and better waste management does not compromise on patients' safety or the quality of the product.

Impact/initiative from Asker Asker generates a limited amount of waste within its own operations, but its objective is to reduce waste throughout the entire value chain. Given the high percentage of disposable products needed in healthcare, large amounts of plastic waste is generated when the products are used by customers and patients.

Asker collaborates with suppliers and customers to promote more circular healthcare solutions, for instance by:
- Investigating whether it is possible to reuse the material from used examination gloves.
- Providing reusable instruments instead of disposable instruments.
- Investigating the possibility to switch from disposable to reusable protective clothes.
- Evaluating possibilities to recycle raw materials from incontinence protection.

Innovation and collaboration for reduced environmental impact

Innovative solutions and collaboration are needed throughout the entire value chain in order to respond to today's and tomorrow's environmental and social challenges. For the last few years, Evercare Medical has been developing a range of products that reduce negative environmental and social impact.

Evercare is one of the Group companies that develops and sells medical supplies under its own brands, Evercare, Selefa and Embra. Of these, Embra is particularly advanced in terms of having a lower environmental impact than comparable products.

Evercare Medical identifies new innovative solutions, sustainable manufacturing methods and alternative raw materials as a way to reduce climate impact. They collaborate with raw material suppliers, third-party manufacturers, distributors and customers in a dynamic development process, in order to reduce climate impact while simultaneously maintaining product safety, quality and performance.

"We aim to find raw materials and innovative production processes that help us to reduce the environmental impact. All our products conform to Asker's Code of Conduct and quality requirements throughout the entire value chain. Embra takes it a step further when it comes to environmental impact. It's our way of taking care of patients, caregivers and the future", says Olof Bachman, Business Manager, Gloves & Protection at Evercare Medical.

Olof Bachman, Business Manager, Gloves & Protection at Evercare Medical

About Embra
To be included in Embra's range, the product must either have lower carbon dioxide emissions, contain recycled or renewable material, be reusable or comply with external environmental certifications.

Collaboration throughout the value chain – from "cradle to grave"

4. Usage and obsolete products
Evercare Medical and its partners have started to investigate new solutions within recycling and the waste management process, and if appropriate they replace disposable products with reusable products. There is great need to identify solutions to create a more circular economy within the healthcare sector.

3. Transportation
Evercare Medical proactively reduces its climate footprint from transport by optimising volumes and material weights, and by influencing the choice of transport, the fuels used and where the products are produced. Production can be relocated closer to customers if it does not affect the total cost of care or quality. As an example, the manufacturing of Embra surgical caps was moved to Europe in 2023.

1. Materials
Through the evaluation of different materials, resource consumption can be reduced and the proportion of renewable or recycled materials can be increased. For instance, the Embra Apron Bosco Green is made of 70 percent sugar cane ethanol, and Embra surgical caps are made of 80 percent viscose, which is a renewable material. The products are always tested by healthcare professionals before launch to ensure the right balance between functionality, comfort and materials.

2. Manufacturing
Manufacturing of disposable items is often associated with high energy consumption. One of the reasons for testing and using new materials is that they can be a way to reduce energy consumption.* When products with a reduced environmental impact are developed, it is important to measure how much the environmental impact is reduced. Life cycle assessments (LCA) are used to identify where in a product's life cycle the major impact takes place, and can help to ensure that the right outcomes are achieved. LCA's are often carried out in conformance with the standards of the ISO 14040 series, or equivalent.

Collaboration cradle to grave

- End-of-life
- Material input
- Use
- Manufacturing
- Transportation
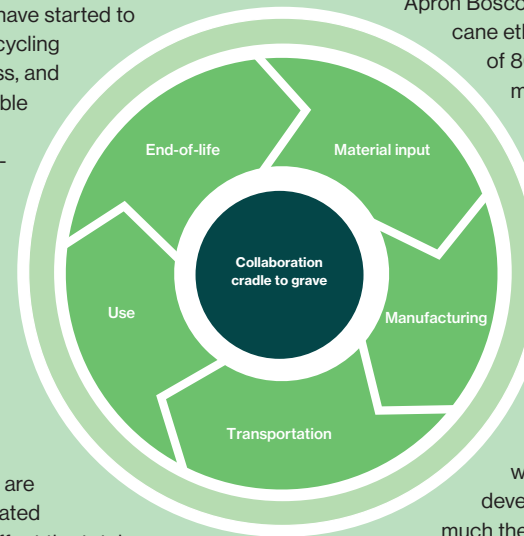
* For example, the medical examination glove Embra Proceed is made from a completely nitrile-based material that requires less energy in the production process and therefore generates 27 percent lower CO_2e than Evercare Medical's standard nitrile glove Selefa Sense Blue.

Healthy People

Healthy People

Asker shall be an attractive employer and provide products and services from a fair and sustainable value chain

Activities
- Enable initiatives and training courses to ensure a fair, safe and equal-opportunity workplace with a high level of employee satisfaction.
- All employees are to be trained in and must act in accordance with the Code of Conduct, including anti-bribery and anti-corruption.
- Ensure that a supplier due diligence process is implemented in all companies to minimise the risk of human rights violations in the supply chain.

Sustainable development goals

CSRD
- Own workforce (S1)
- Workers in the value chain (S2)
- Business conduct (G1)

Asker Management Standard
- Business ethics
- HR and health & safety
- Core values

Governance documents
- Code of Conduct
- Responsible sourcing policy
- Anti-corruption and anti-bribery policy
- HR policy

With healthy and engaged colleagues who are given the opportunity to contribute, Asker becomes a workplace where employees are happy and can develop.

Asker's core values serve as guiding principles for how Asker is to run its operations. These values – *Caring for customers*, *Passion for improvement* and *Taking responsibility* – define Asker's strengths and form the core of the company's culture, which is characterised by leadership and commitment. Within its businesses and throughout the entire value chain, Asker pursues fair working conditions and compliance with local and international work-related laws and regulations.

Own workforce (S1)
Asker is to be an inspiring workplace where all employees feel motivated and engaged. All employees are to be treated with respect and dignity, and provided with equal conditions and opportunities to develop. Equal treatment is a matter of course, and no one is to be discriminated against or be subjected to harassment.

As part of Asker's ambition to be a responsible employer that constantly improves, the company carries out an annual employee survey. This survey is important for capturing employee perspectives and opinions on Asker. The 2023 survey showed an improvement in results, 75 versus 73 in 2022, and the response rate also rose to 74 percent (71).

Asker Business School
Asker Business School is Asker's internal university where the Group comes together and shares knowledge. Both physical and digital training programmes are provided with the aim of promoting a sustainable entrepreneurial culture, a high level of quality in products and services, compliance with Asker's policies and a high standard of ethics. Asker Business School introduces employees and managers to the Group, its values, mission, business strategy and ESG strategy. The Code of Conduct is one of the courses that is compulsory for all employees.

The management teams of acquired companies are invited to Asker Business School for an internal training course aimed at giving the participants insight into the strategy and the Asker Management Standard. It is also an opportunity for the leaders to get to know each other.

Diversity and inclusion
Asker believes that diversity and inclusion are important for creating a sustainable, profitable and innovative work environment and therefore actively promotes diversity in gender, age and nationality at all levels of the Group. For that reason, offering employees equal salaries regardless of gender, age and background is a priority.

Asker is committed to providing fair remuneration to all employees in the Group and to providing benefits packages that meet or exceed statutory minimum requirements and sector standards.

During 2023, all employees' salaries were benchmarked against the WageIndicator Foundation's global Living Wage Database. The concept of a reasonable living wage is a theoretic level of income that allows individuals or families to earn enough money to achieve an adequate standard of living. The result of the salary evaluation showed that Asker pays all its employees a reasonable living wage.

HEALTHY PEOPLE IN PRACTICE

How Onemed Sweden prevents discrimination

Asker's company Onemed Sweden is focused on promoting equal rights and opportunities in working life.

The company runs a number of different initiatives related to working conditions, parenthood and work, salaries and terms of employment, recruitment and promotion, education and skills development. These are conducted through collaborative working groups in which employee representatives and employees proactively identify ways to develop and improve the workplace.

In one specific example, the working groups distributed digital and anonymous employee surveys linked to specific topics, analysed the results and proposed potential areas for improvement.

Results of the surveys carried out so far show that the majority of employees have not experienced any form of discrimination or unequal treatment. Employees express that they are generally satisfied with Onemed's efforts to ensure equal rights and opportunities in the workplace, and in 2023 the Employee Net Promoter Score (eNPS) rose to 33 (from 25 in 2022).

Actions so far include:
- Training on setting of salaries and on the salary policy for managers.
- Updating of the internal Code of Conduct.
- Produced check-list for managing employee work time in the period before, during and after parental leave.

Plans for 2024
Ahead of 2024, Onemed Sweden has planned a digital training programme to promote equal treatment and prevent discrimination. The aim of the programme is to increase knowledge of laws and regulations in the area and raise awareness of own behaviours and how staff express themselves, and how these are connected to the company's culture.

Social security and health insurance
Asker complies with all the mandatory social security and health insurance requirements in the individual countries where it operates. In countries where public healthcare and social security may be considered inadequate, for example, China, India and Malaysia, employees have access to 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.

Workers in the value chain (S2)

Asker places great emphasis on social responsibility and works to ensure good working conditions throughout the entire value chain. The supply chains for medical supplies, devices and equipment are often complex and consist of materials and components from several different countries. There is also a risk of inadequate social responsibility further along the chain than Asker's direct suppliers. Asker must promote transparency and responsibility in its supply chain to be able to work with social and environmental responsibility throughout a product's entire life cycle.

Audits and risk assessments
In order to manage any shortcomings in social responsibility that exist in Asker's value chain, Asker performs risk assessments and audits beyond its direct suppliers, and in some cases all the way back to the commodity supplier level. Asker involves and trains suppliers in how to implement the OECDs guidelines in their operations. The audits focus specifically on detecting risks and eliminating them before business relationships are established.

Code of Conduct for suppliers

Asker's Code of Conduct for suppliers forms the basis for Asker's work with suppliers. The Code of Conduct states the requirements that Asker has of its suppliers with regard to the environment, human rights and animal protection. All Asker's suppliers have to sign the Code of Conduct or have their own corresponding standards. Asker's Code of Conduct for suppliers conforms with the UN Guiding Principles on Business and Human Rights.

Suppliers to Asker have to demonstrate a systematic approach to the Group's Code of Conduct and act to address the sustainability risks that Asker's companies identify. For instance, these suppliers may need to provide evidence of environmental certifications or workplace environment audits, or participate in collaborative projects with several stakeholders. Asker's suppliers are screened against sanctions lists and whether they have been mentioned in the media for failings in business ethics, and the products are checked if they are produced in high-risk countries. All Asker's third-party manufacturers are audited according to social and environmental sustainability requirements, including risks related to human rights such as forced labour, health and safety and child labour. The audits focus specifically on detecting risks and eliminating them before business relationships are established.

Over the years, when Asker has discovered specific risks such as working conditions for migrant workers in the glove industry or risks of discrimination, harassment and restricted right of association, the Code of Conduct for suppliers has been updated to specifically highlight and minimise these risks.

Identifying risk areas

Asker has identified product categories such as medical examination gloves, disposable instruments, cotton products, surgical garments and electronic equipment as categories with a higher risk of forced or child labour in the manufacturing process.

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

Low risk

High risk

Source: Transparency International, CPI 2021
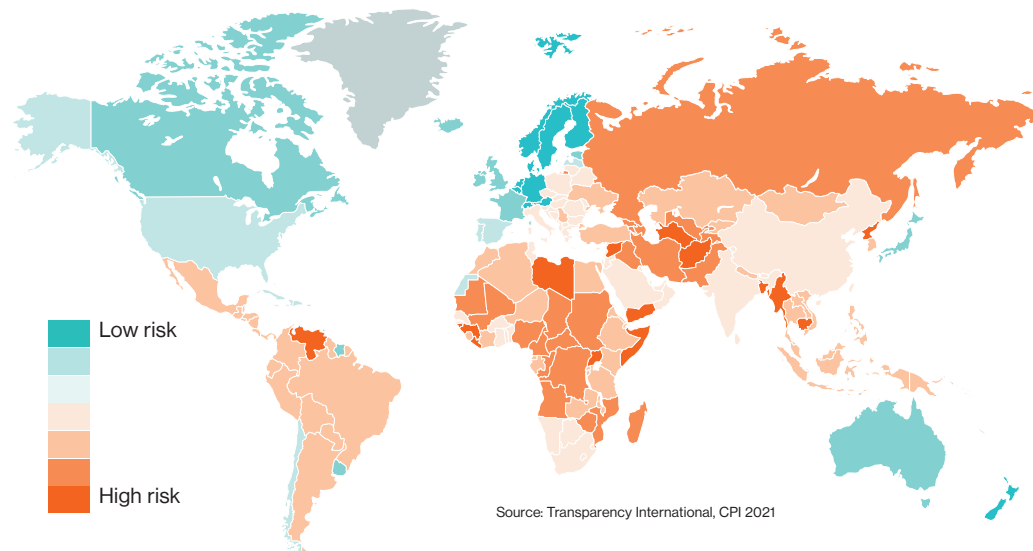
The risk is greatest in Asia where there is generally a higher proportion of forced labour and child labour.

Audits in high-risk areas

To ensure that audits of third-party manufacturers in high-risk areas are objective, audits are performed by qualified, trained employees. During the audit they examine whether the third-party manufacturer adheres to the requirements in Asker's Code of Conduct and whether applicable laws and regulations are complied with.

An audit usually involves a comprehensive inspection of the organisation – from stock-taking to final product. By auditing relevant documents and registers, conducting employee interviews and interviews with the factory management, the auditors can form a view of the entire production flow. If any discrepancies arise in relation to codes of conduct or applicable laws and regulations, these are registered in the audit report and in a corrective action plan. In most cases, deviations can be addressed quickly and it is rare that discrepancies are discovered that are so critical that they need to be addressed immediately. Improvements in processes or work methods often require some time to implement, and if this is necessary the third-party manufacturers are given more time to integrate the measures systematically into their management system. Asker supports the manufacturers

throughout the entire improvement process. For instance, Asker can provide knowledge or visit the manufacturer regularly to jointly follow up on progress regarding the corrective measures. 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.

Supported by Asker Management Standard

In accordance with the Asker Management Standard, all companies in the Group are required to conform with Asker's supply chain due diligence process. This process starts with a business ethics audit that includes sanctions-checking and risk assessments of product categories and countries of origin. Third-party manufacturers in high-risk countries are audited through in-person visits, as are third-party manufacturers to new companies in the Group, which are audited on-site as soon as possible after the new company has been integrated into the Group.

Collaborative projects

Asker is a member of the Ethical Trading Initiative (ETI), which facilitates co-operation with customers who are invited to participate in on-site audits of third-party manufacturers. 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, third-party manufacturers are encouraged to allow and facilitate alternative forms of employee representation through associations and bargaining.

In cases where negative social impact has been identified, Asker has collaborated with third-party manufacturers to remedy problems.

Asker's risk assessment process for risks linked to suppliers and third-party manufacturers
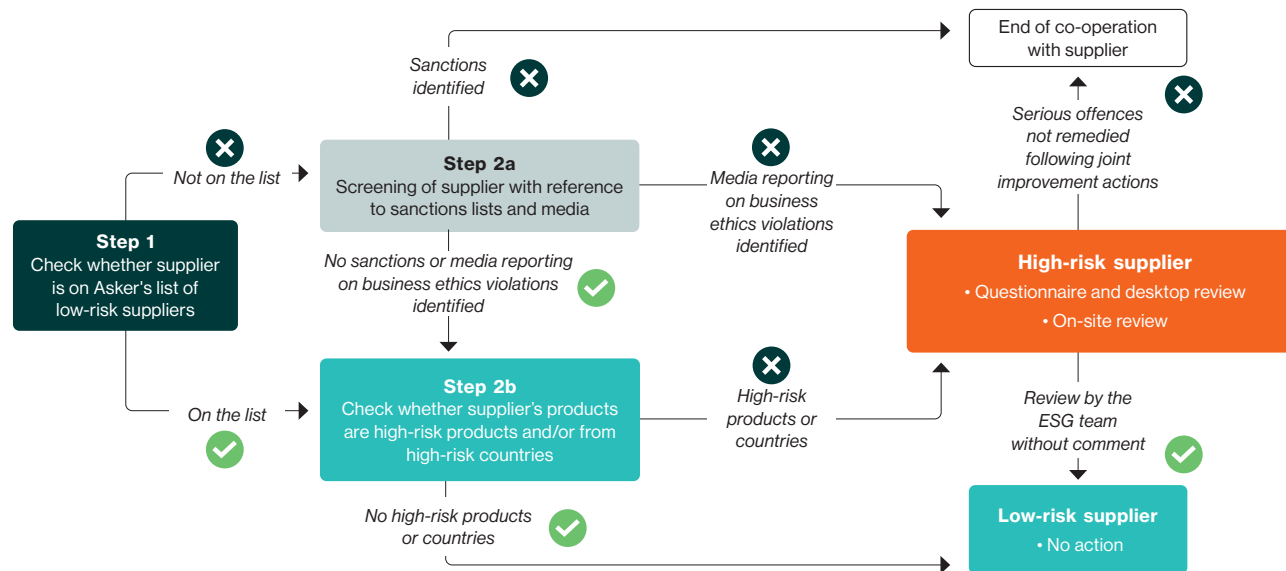
As a result of the collaboration between Asker and other members of the Responsible Business Alliance (RBA), manufacturers have raised the compensation for migrant workers and have also paid extra salary retrospectively.

Audits in 2023

Asker has carried out several on-site audits in Pakistan to improve working conditions, increase compensation and improve occupational safety for workers who manufacture disposable instruments. Third-party manufacturers in Pakistan are audited with a specific focus on detecting employment of minors or hazardous work being performed without proper safety equipment. No cases of employment of minors were identified during the audits in 2023.

An increased risk of poor working conditions for migrant workers was identified in Taiwan during the 2023 audits. Taiwan is not normally a country that is linked to a high risk of human rights violations. Asker consequently reinforced its auditing of third-party manufacturers in Taiwan.

Business conduct (G1)

Asker's guidelines on business ethics and conduct apply to all employees in the Group and reflect Asker's view on responsible business conduct. Asker's Code of Conduct is based on international guidelines and covers areas such as responsible deals, bribery and anti-corruption. The Code of Conduct is based on the UN's Universal Declaration of Human Rights, the European Convention for the Protection of Human Rights, the Conventions of the International Labour Organization, OECD guidelines for multinational companies, UN Convention on the Rights of the Child and the UN Global Compact. The Code of Conduct demonstrates how the Group constantly reinforces its commitment and the systems in place for ensuring compliance. The Code of Conduct is available on Asker's intranet and at asker.com. All employees do training in the Code of Conduct, either in person or digitally through Asker Business School. This also applies for anti-corruption and whistleblowing training.

In 2023 the Group drew up an anti-corruption and anti-bribery policy which clearly states that Asker does not tolerate any form of bribery, corruption or anti-competitive conduct.

Whistleblowing

Asker is committed to creating an open corporate culture whereby the company's employees are encouraged to discuss, react and take action to address any business-related behaviour that goes against the company's values. The Group has implemented an external channel for whistleblowing https://www.report.whistleb.com/asker. The whistleblower service is anonymous and managed by a third party. It is available 24 hours a day all year round and available in several countries and in different languages.

Employees are encouraged to report suspected ethical breaches and conduct that breaches laws, internal regulations, processes or codes of conduct. Asker does not tolerate any form of reprisals against a person who has reported a suspected case of ethical violations. All whistleblowing cases are reported to the company's Board, and reports are shared externally if required. Any necessary actions are to be taken immediately.

Business ethics risk analysis

During 2022, Asker analysed its business ethics risks regarding bribery, corruption and anti-competitive behaviour. The risk analysis covered 61 percent of the Group's total sales, or 98 percent of the sales in 78 percent of the companies. It highlighted the businesses, countries and external business relationships that Asker needs to focus on to minimise these risks. Controls were introduced thereafter to lower risk exposure and a training programme has been developed in the Asker Business School for employees in roles that are particularly exposed to a high risk of bribery, corruption and anti-competitive conduct.

The findings from the risk assessment indicate that:
- Geographical risk is low, apart from in the Baltics (<2% revenue) where the risk of corruption is higher than in Asker's other markets.
- 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.
- Product and IT risks are low, as several companies are covered by ISO 13485 and IT security is high.
- Policy and process controls are limited due to a high degree of decentralisation and a high pace of integration of new companies.

Better conditions in the value chain through local presence

Many countries have adopted laws intended to deal with poor working conditions and environmental pollution. Unfortunately compliance with these laws is sometimes inadequate. To ensure the compliance of third-party manufacturers, Asker has its own audit office based in China, India and Malaysia.

The office carries out routine visits and audits, including unannounced ones, to ensure that all third-party manufacturers meet Asker's standards. Since the Shanghai office was set up in 2012, they have carried out more than 225 audits.

These have led to clear improvements in the health and safety of workers, reasonable working hours and the implementation of robust systems for ensuring that third-party manufacturers fulfil their social responsibility.

Allen Fang is the Supplier Sustainability Manager and has worked in Asker's audit office since 2013. He has learnt many things over the years.

What's the most important thing to keep in mind when planning an audit?
"It's incredibly important to ensure that our audits have the desired effect. We conform with recognised, international standards and each audit visit is tailored to deal with the risks specific to the factory or site to be audited. Our team is trained in how to carry out audits under SA8000, and we ensure that all audits are performed correctly and followed up and escalated if required."

What are the biggest challenges?
"We always need to keep ourselves updated on new or changing laws and regulations. Sometimes the third-party manufacturers aren't completely transparent and hide information about actual working hours or the actual supply chain. In between the audits we put a lot of time into checking that they implement actions to address the problems that we've identified."

Can you give an example of an audit when you identified a problem and the supplier then implemented improvements?
"We carried out an audit in Pakistan where a third-party manufacturer had a four-storey building with only one emergency evacuation exit. As a secondary exit was required, we suggested that they install an outside staircase, which they had done by the next time we visited them.

Another example is a Chinese third-party manufacturer that engaged a full-time environment, health and safety (EHS) specialist to manage EHS risks as a direct consequence of poor results in our audit.

During an audit in Taiwan, we discovered that foreign workers from Indonesia had paid recruitment fees to the third-party manufacturer to be able to get jobs there. These fees have been paid back to the workers."

When did you realise that you wanted to work with human rights and business ethics?
"It was when I travelled to Malaysia for the first time ten years ago. I saw 30-40 migrant workers squeezed into a small dormitory, with no access to their passports.

I felt that there was a lot of opportunity for me to make a difference, and even if it takes time, improvements are happening. During the last eight years enormous changes have taken place, and many things are completely different now compared to before, although there is always more than can be done.

Allen Fang is part of Asker's audit office that is based in China, India and Malaysia.

It's a great advantage to have employees on the ground in Asia to supervise and implement social standards at the Asker companies' third-party manufacturers:

- Provides more in-depth monitoring through local knowledge of the culture and conditions
- Enables rapid local support and training and direct communication
- Reduces language barriers
- Enables hands-on support for implementation of and compliance with social standards and continuous access to expertise
- Enables continuous monitoring

Governance and management of sustainability work

Asker's management and owners – Nalka, AP6 and Ilmarinen – have a long-term owner strategy which gives high priority to Asker's sustainability work.

Board follow-up
The Board has the ultimate responsibility for Asker's sustainability strategy and for ensuring that Asker achieves its long-term sustainability goals. Every year the Board provides its input to and signs off the company's materiality assessment and sustainability strategy. The Board also receives regular updates on the outcomes of the work on sustainability as well as more specific updates on areas of sustainability on which the Board requests more information. Major complaints, incidents and actions (whistleblower cases) are reported to the Board continuously. 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. Beyond this, other items on the Board agenda in 2023 have included follow-up on CSRD preparations, ethical risks in certain production countries and community projects.

Responsibility of the CEO and Group Management
Asker's CEO and Group Management bear operational and strategic responsibility for ensuring that the company's purpose and vision are achieved and values are upheld, and for reviewing and approving processes, goals and reporting regarding the outcomes of the sustainability work. The Group Management is also responsible for preparing the Sustainability Report. Sustainability is a standing agenda item of the Group Management's monthly meetings with representatives from every function of the company, where the Head of ESG reports on progress and current initiatives. The central ESG team works alongside the local ESG representatives in each part of the business.

Sustainability criteria are part of the variable remuneration
Sustainability criteria are part of the Group's variable remuneration scheme for Group Management and Business Area Directors and Managing Directors in the companies. The remuneration structure is devised by the CEO and approved by the Board. At least ten percent of the variable remuneration for the Group Management and Business Area Directors is linked to sustainability and is subject to three sustainability targets being achieved. In 2023, all three targets were achieved.

Increasing positive impact and reducing risk through training
Asker is committed to increasing the company's positive impact on society, both upstream and downstream, and does so by training employees regularly through Asker Business school.

As an example, Asker's Code of Conduct is a compulsory training course for all employees. It deepens employees' understanding of Asker's core values, and ensures that they act in accordance with them.

All employees that have external supplier relationships are provided training in responsible sourcing and learn how to apply Asker's due diligence process throughout the entire supply chain. The employees subsequently educate suppliers in Asker's requirements for respecting human rights, providing reasonable living wages, and zero-tolerance for bribery, corruption, harassment and discrimination.

All employees are offered training in quality to ensure that they have risk processes in place to minimise quality risks and to follow up key performance indicators. This leads to suppliers improving their processes in order to fulfil the requirements set by Asker.

All employees who work in warehousing operations receive extensive and compulsory training in safety, which ensures that they adhere to safety procedures, thus reducing the risk of accidents.

Reviewing sustainability data
Asker's ESG team is in charge of consolidating, measuring and following up the companies' non-financial reporting, and evaluating progress versus the Group's sustainability targets. The Group Sustainability Manager reviews the sustainability data that is reported by all the companies in the Group. During the first quarter of the year, data is collected for the prior year's reporting. The sustainability data is checked by the Group Sustainability Manager and is reviewed by an external party. Starting in 2024, Asker will use a new tool for the companies to report sustainability data.

Basis of Asker's sustainability work:

Policies (*out of a total of 17 policies, nine 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
• Policy against corruption, bribery and anti-competitive behaviour
• 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
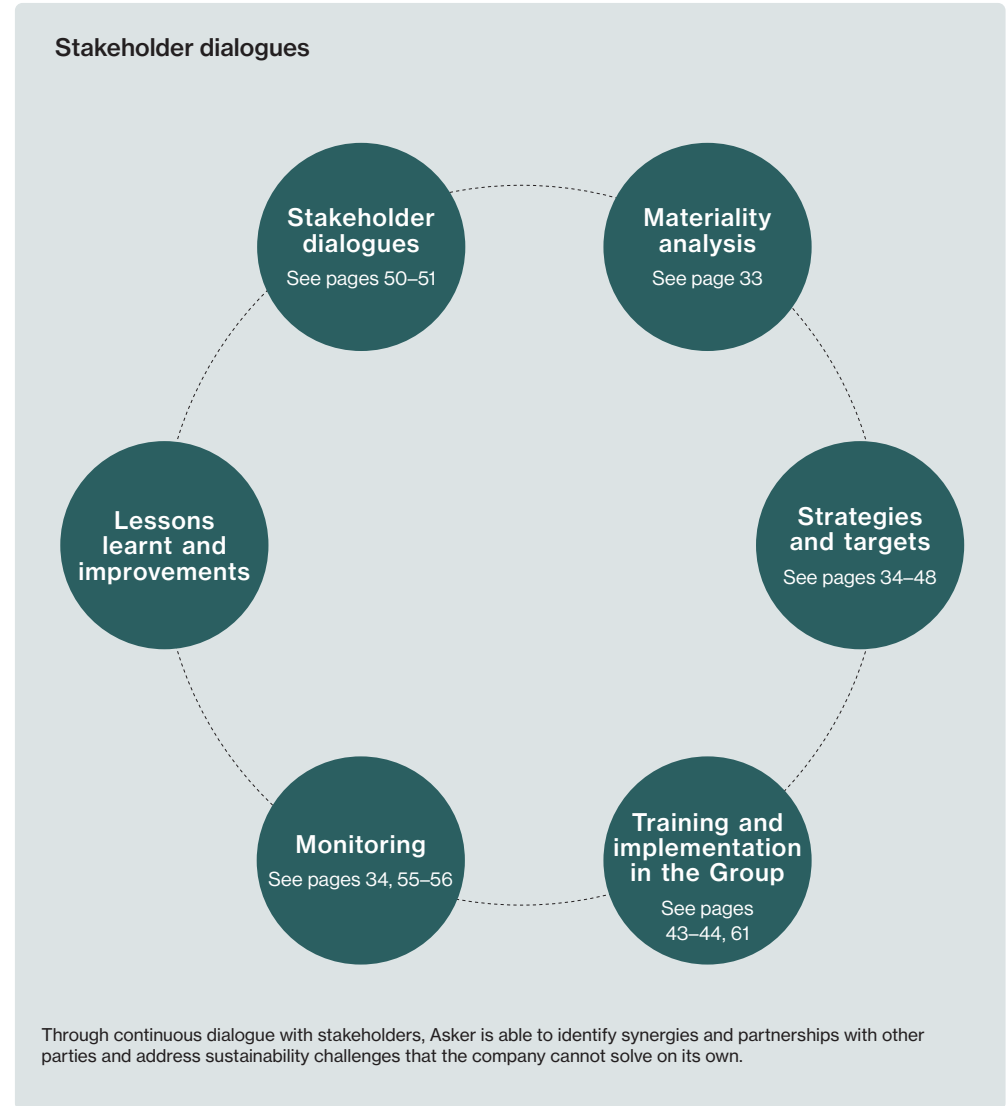• Swedish Anti-Corruption Institute

Stakeholder dialogues

Asker conducts continuous dialogues with its stakeholders through which it receives views on the sustainability issues that are material in the businesses and the value chain.

Pursuing Asker's sustainability agenda requires an understanding of the company's impact on the environment and people, as well as governance of the business so that it minimises negative impacts.

Continuous dialogue with different internal and external stakeholder groups gives Asker insight into the sustainability issues that are deemed to be significant. Findings from the ongoing dialogue provide the foundation for Asker's assessment of the issues that are material. Asker has carried out in-depth interviews with priority stakeholder groups, such as customers that prioritise sustainability issues such as the risk of human rights violations in complex supply chains, and requirements for environmental and climate criteria in purchasing and procurements.

Stakeholder dialogues have been supplemented with surveys to managers and employees that work closely with customers, as well as to representatives from the capital markets, such as banks, owners and investors. In 2023, more in-depth stakeholder dialogues have been held with eco-certification organisations, life cycle assessment organisations, universities, state-owned institutions, and non-profit organisations that represent workers in the value chain.

Stakeholder dialogues

- **Stakeholder dialogues** — See pages 50–51
- **Materiality analysis** — See page 33
- **Strategies and targets** — See pages 34–48
- **Training and implementation in the Group** — See pages 43–44, 61
- **Monitoring** — See pages 34, 55–56
- **Lessons learnt and improvements**

Through continuous dialogue with stakeholders, Asker is able to identify synergies and partnerships with other parties and address sustainability challenges that the company cannot solve on its own.

Ongoing dialogues with priority stakeholders

CUSTOMERS AND CONSUMERS (healthcare providers, patients and civil society)

How Asker companies involve their customers:

Example: public and private-sector customers in the Nordic region.
- Quarterly or semi-annual meetings with customers' sustainability departments to discuss how Asker can assist in their sustainability work.

- Round-table discussions on specific sustainability challenges in the healthcare sector, along with Asker's customers' sustainability departments and non-profit organisations (NGOs).

TRANSPORT OPERATORS

How Asker companies involve their transport operators:

Examples: Schenker, Postnord, Kuehne + Nagel and other transport operators/forwarders handling the company's logistics.
- Quarterly meetings at Group level to develop green transport initiatives and improve emissions reporting.

- Monthly operational follow-up meetings to ensure effective implementation of emission reduction initiatives.

EMPLOYEES

How Asker involves its employees:
- Annual employee/manager performance reviews to monitor performance, identify development opportunities and draw up a plan that aligns with Asker's objectives and the employee's personal ambitions.

- Ongoing dialogue with employees on Asker's Code of Conduct, including training and discussions on ethical dilemmas.

- Annual employee survey for all employees in the Group. The survey is followed up through discussions of the findings and the development of plans for areas of improvement within each individual work team.

OWNERS, BOARD OF DIRECTORS AND CREDITORS

How Asker involves its owners:
- 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.

- Annual dialogue that serves as the basis for the sustainability goals that are relevant to Asker's majority owners.

- Asker's owners share useful examples from their holdings including, but not limited to, training for Asker's Group Management Team.

NON-GOVERNMENTAL AND NON-PROFIT ORGANISATIONS

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 Swedish Medtech; and academic institutions.

How Asker involves non-profit organisations:
- 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 SDGs.

- 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 (Nordic Ecolabel).

- Meetings with employees and university students to collaborate on sustainability projects (e.g. value chain mapping and risk assessments of potential human rights violations).

SUPPLIERS

Examples: Suppliers of medical devices and equipment and third-party manufacturers of own brands.

How Asker involves its suppliers:
- Process initiated to ensure that all suppliers' products comply with the new Medical Device Regulation.

- Direct contact with the suppliers producing the Group's own brands, via on-site audits.

- 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.

- Suppliers are expected to set emissions targets that align with the Paris Agreement and to have them validated by the Science Based Targets initiative.

- Suppliers are expected to work with ISCC+ certification when using recycled material.

ESRS – impact and financial materiality

Every sustainability topic has been assessed for impact and financial materiality, as described below.
The sustainability issues are mapped out in the materiality assessment on page 33.

	Topic	Impact materiality	Financial materiality
S1	Own workforce	Asker supports freedom of association and collective bargaining and ensures that all employees in its own businesses are offered reasonable remuneration. Laws and regulations reduce potential workplace-related risks as Asker's own operations are located in Europe. Health and safety procedures are required in all offices and warehouses to limit the risk of accidents. Asker's business operations primarily take place in warehouses containing final products which means that the company's personnel are not exposed to the generally high risks that arise in heavy industry or through the use and manufacturing of hazardous chemicals. Asker ensures equal salaries are paid for equal responsibilities, and offers employees training and skills development.	Asker's own businesses are based in Europe, which means that there is a low level of risk related to human rights violations for the company's own employees. Improvement in productivity may lead to a 2–5 percent effect on the EBITA. No single Asker company is large enough to have a significant impact.
S2	Workers in the value chain	Medical supplies, devices and equipment are often manufactured in regions where there is a higher risk of workers receiving a lower salary than the reasonable living wage, and a risk of forced labour and child labour. Asker can have a positive impact on third-party manufacturers in these markets through Asker's Code of Conduct and by training third-party manufacturers in how to improve living and working conditions for their employees. The negative effects can be very serious which is why Asker has implemented robust control mechanisms, such as Asker's supplier due diligence process, to ensure control, as well as regular dialogues with third-party suppliers in high-risk countries and for high-risk products.	Reputational risks and loss of income if Asker is unable to manage the risks of forced labour and child labour or other violations of human rights that occur in the value chain. Risk of fines for deficient compliance with upcoming regulations such as CSDDD may be up to 5 percent of the Group's sales, but the probability of deficient compliance is low as Asker has a due diligence process that extends throughout the entire value chain.
S3	Affected communities	Asker has identified the business models that work best for improving patient outcomes at a lower total cost of care. System sales – Long-term contracts through which the customer, often a region or a municipality, is provided with its complete needs for medical supplies, devices and equipment, or its entire needs for products within a specific product category. The product portfolio is compiled to optimise value for the customer by offering the best possible product quality and performance at the lowest possible cost of care. Fourth-party logistics (4PL) – These contracts comprise the customer's entire supply chain in the form of handling product deliveries from different manufacturers, repackaging of products in accordance with the customer's requirements, optimisation of logistics flow and delivery to the customer's loading bays or the customer's hospital departments. Direct-to-patient – Patients are supported by a customer service centre whose personnel, often qualified nurses, possess the right knowledge to recommend products from different manufacturers that are best suited to the patient's needs.	Asker delivers customer value through successful business models such as direct-to-patient, system sales and 4PL services, to improve patient outcomes and reduce the total cost of care. The objective of these business models is to support customers so that patients receive the best products for their health conditions, and to support patients in making better product choices based on health, cost and environmental impact. There is a very large economic opportunity from providing support to customers and patients and from improving patient outcomes at a reduced total cost of care.
S4	Health of consumers	Asker is devoted to good health and well-being for patients and the healthcare professionals who use the products. The products and services sold by Asker have a direct impact on millions of people in Europe. Asker also provides digital solutions such as the OneWound app and the Diabetes.nl website, to ensure improved patient outcomes at a lower cost.	The potential to improve people's health lies at the heart of Asker's purpose and mission, and Asker is dedicated to providing improved patient outcomes at a reduced total cost of care.

	Topic	Impact materiality	Financial materiality
S4	Information-related impacts for consumers	Asker handles patient data such as names, addresses and products bought by the patient. Given this patient data and the increased use of digital tools, there is a risk of negative impacts on the privacy of individuals. Protecting patients' personal data is important and it is a right for the patient. As patient data handled by Asker rarely consists of actual medical records, and is more often data that allows conclusions to be drawn about the patient's health status, the level of severity is somewhat lower even though a large number of people could suffer. The probability of personal data leaking, which would be the most serious of incidents, or of data being misused is small given the GDPR and Asker's security controls.	The assessment of the financial impact is consistent with the company's systematic risk management work which defines IT-related incidents and cybersecurity as very high risks. Asker's operations are primarily within the EU/EES where the GDPR applies. GDPR fines can amount to 4 percent of the Group's annual sales, but as the probability for compliance with laws and regulations is high within the Group, and as control processes have been implemented, the risk to the EBITA is only estimated to be high.
S4	Safety of consumers	The safety and quality of medical supplies, devices and equipment is very important to Asker. Asker must comply with the prevailing laws and regulations and take responsibility for ensuring that all producers fulfil quality requirements. When sterile products are handled, the right processes and procedures must be followed to prevent the sterile packaging from getting damaged. A small percentage of sales is for invasive medical products which constitute a higher risk for the patient. Patients or customers may be adversely affected in the event of defective product quality, and it is important that Asker has processes in place to ensure that the suppliers take responsibility for minimising such risks. Manufacturers carry the largest risk and in cases where Asker provides its own brands, the risk is lower as the products are not invasive.	Asker sells products that are manufactured by other companies, and these companies are responsible for product quality and have to comply with the Medical Device Regulation. When Asker is registered as the responsible manufacturer or the importer of products into the EU, the financial impact is considered to be relatively low as these companies do not sell products with higher than a class II MDR classification.
S4	Social inclusion of consumers	Asker sells products to public healthcare providers, insurance companies and other healthcare providers. Patients are provided products in accordance with the reimbursement system of each country's healthcare system.	Low financial impact on Asker's business as Asker mainly operates in markets where society is responsible for all citizens receiving care as needed.
E1	Climate change	Asker's total climate footprint is approximately 500 kt CO_2e. The entire healthcare sector accounts for approximately 4.4 percent of global emissions, with the products accounting for approximately 70 percent of the emissions of health institutions' value chains. Asker has assessed that its impact on climate change is medium-high. Asker has set approved SBTi targets to reduce emissions in line with the Paris Agreement. Climate change is a subject that worries customers, owners and employees and has a negative effect on human health.	Through its position in the value chain, between customers and producers, Asker has the opportunity to support customers with their climate strategy. Offering products with a lower climate footprint, or service solutions that help to reduce emissions, can create new business opportunities and increase sales. Asker's TCFD reporting (Task Force on Climate-Related Financial Disclosures) shows that Asker's physical risks are relatively low as Asker rents offices and warehouses and therefore has the possibility to relocate, for example if these places are affected by extreme weather or as a result of climate change. If Asker does not manage to reduce its own emissions or offer products with a lower climate impact, the transition risks may rise which could lead to lower sales or could adversely affect Asker's brand or reputation.
E2	Pollution	Asker will carry out an in-depth analysis of the environmental consequences of suppliers that are at risk of polluting air, land or water. Asker's own operations do not pollute air, land or water as Asker handles final products in warehouses. However, pollution does occur in certain parts of the value chain during the manufacturing of medical supplies, devices and equipment. Asker works actively with suppliers and third-party manufacturers to raise awareness of their impact from air, water and land pollution. Asker has also commenced full environmental assessments of third-party suppliers.	Asker will request analyses from suppliers related to air, water and land pollution of different product groups, with high-risk products being prioritised. The risk of losing customers due to suppliers' air, water and land pollution is deemed to be low as Asker is able to switch products and suggest alternative products to customers if suppliers do not address the problems.

	Topic	Impact materiality	Financial materiality
E3	Water and marine resources	Asker uses small amounts of water in its own operations as the company does not conduct any manufacturing of its own. However, some of the products that Asker purchases require large amounts of water during production. Asker will carry out an in-depth analysis of the impact on water consumption and marine resources in those instances where production demands large amounts of water or where products are produced in areas where there is a shortage of water. There can, for example, be a risk of high water consumption in glove manufacturing. However, as production takes place in areas where water is not a scarce resource, the risk is deemed to be low, and water consumption can be reduced through the introduction of systems for water recycling. Large amounts of water are also used on cotton plantations, and cotton is used for wound care products. Asker is therefore currently in the process of exchanging cotton-based wound care products for other materials. Asker has also commenced full environmental assessments of third-party suppliers.	Asker will request analyses from suppliers related to the impact of different product groups on water and marine resources. The risk of losing customers due to suppliers' impact on water and marine resources is deemed to be low as Asker is able to switch products and suggest alternative products to customers if suppliers do not address the problems. Water consumption in the glove industry is state-controlled and the suppliers are responsible for complying with prevailing laws and regulations, and the sector is constantly improving. Sales of cotton products comprise less than 1 percent of Asker's sales.
E4	Biodiversity and ecosystems	Asker will carry out an in-depth analysis of the impact on biodiversity of suppliers that manufacture products made of commodities such as paper, pulp, cotton, viscose and sugar cane, which are used in personal protective and incontinence products. The majority of the products sold are disposable products, made from plastic, which are incinerated after use in the countries where Asker sells such products. Use of wood-based material for packaging, sugar cane for aprons and cotton which is used in certain wound care products has an impact on biodiversity when the commodity is extracted. Asker has commenced comprehensive environmental audits of third-party suppliers.	Asker will request analyses from suppliers related to the impact of product groups on biodiversity and ecosystems. The risk of losing customers due to suppliers' impact on biodiversity and ecosystems is deemed to be low as Asker is able to switch products and suggest alternative products to customers if suppliers do not propose solutions or address the problems.
E5	Resource use and circular economy	The volumes of inflows and outflows of materials in Asker's own operations are almost the same because Asker buys and sells final products. Packaging waste is generated by Askers' business activities. Given the high proportion of disposable products sold, the majority of the plastic waste is generated after the product has been used. A substantial amount of non-recyclable waste, including consumer-related waste from disposable products, has a negative impact on the environment. Large amounts of oil-based, virgin commodities are used in the products. The products are also usually incinerated after usage rather than being recycled or reused.	The demand for circular products and reductions in waste will rise globally, especially in Europe as a result of the EUs Green Deal. Asker can collaborate with customers and suppliers to develop circular solutions for medical devices and equipment. There are already some circular initiatives underway in the healthcare sector, but more progress can be made. It is very likely that this will happen as customers are increasingly requesting multi-use products rather than products for single-use applications, which has been a trend over the last few decades. There is a potential conflict between manufacturing products based on recycled material and the MDR requirements on medical devices and equipment, which must be taken into account in the innovation process.
G1	Business conduct	Asker has a positive impact on the sector through a code of conduct that places stringent requirements on employees and suppliers. Asker Management Standard ensures that Asker upholds good business ethics. Asker's risk analysis for corruption, bribery and fraud carried out in 2022 shows that there is a low risk of exposure to bribes, corruption and fraud within the Group due to the nature of Asker's market and the high proportion of public procurements within the healthcare sector.	In the event of a breach of the policies or procedures in the business or by employees within the Group, there is a risk of a negative impact on Asker's reputation, which could lead to lower income. Total sales generated from products from the Group's largest supplier represents more than 2 percent of the Group's EBITA. If a supplier relationship is terminated due to a breach of Asker's Code of Conduct, this could lead to a loss of profits for all products from that supplier.

Sustainability data

Impact and governance of Asker's sustainability work

		Healthy Communities	**Healthy Planet**	**Healthy People**
Impact	Asker's opportunity to have a positive impact	• Provide more cost-effective, high-quality products • Innovative solutions	• Choice of suppliers, materials and transport that help reduce emissions along the value chain	• Place high standards on suppliers and monitor compliance with the Code of Conduct for suppliers
	Negative impact from activities and business relationships	• Hazardous substances, disposable items • Waste from the production and supply chain • Products that fail to meet product and patient safety requirements	• The company's own activities and activities in the value chain have a negative impact on the climate • Long-term, financial impact if Asker does not succeed in realigning its operations	• Potentially negative impact from a complex supply chain in high-risk countries • Violations of human rights and children's rights • Corruption and bribery
Governance	Policies and commitments	• Code of Conduct • Code of Conduct for suppliers • Quality and environmental policy • HR policy • IT policy	• Code of Conduct • Code of Conduct for suppliers • Quality and environmental policy	• Code of Conduct • Code of Conduct for suppliers • Quality and environmental policy • Responsible sourcing policy • HR policy • Policy against corruption, bribery and anti-competitive behaviour
	Section in Asker Management Standard, see page 74	• IT security and integrity • Quality and regulatory	• Environment	• Business ethics • HR and health & safety • Core values
Actions	Actions to manage impacts	• Quality management system • Customer satisfaction survey • Processes to ensure product compliance with: MDD/MDR, IVDD/IVDR and PPE	• Emissions (Scopes 1–3) have been mapped • Climate risks included in the company's ERMP process	• Audits of suppliers • Audits of third-party suppliers • Employee anti-corruption training • Whistleblower system • Employee survey
Monitoring	Monitoring the effectiveness of actions taken	• Internal monitoring and reporting to Management and Board	• 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

Overall principles for reporting

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 out-comes are provided where the data is presented. Unless otherwise indi-cated, the information presented refers to the 2023 calendar year. All Asker companies were included in the reporting, apart from the compa-nies that have not been part of the Group for twelve months. In addition, companies with fewer than 10 employees are excluded from environ-mental reporting as they have an insignificant impact on the Group's results. In 2023, 38 companies were included in the reporting. In 2022, 24 companies were included. The difference in the number of compa-nies between the years affects the year-on-year comparison.

Companies not included in the sustainability reporting

All the companies listed on pages 121–122 are included in the sustaina-bility reporting, apart from the companies listed below that were acquired during 2023 and were only included in the calculation of number of employees.

Dispo Medical
Genimedical
Instrumenta
Adcare
Dico
Vitri Medical
CRS medical
Eumedics
Vegro
Apotheekzorg Hulpmiddelen (partnership via Bosman)
Asker Healthcare Service s.r.o.
SmedicoPhils Inc (subsidiary to Gribi AG Belp)

Data was obtained through a number of channels, including a new reporting system that was implemented in 2023 and Asker's financial management system. The data was provided by the local companies and consolidated by the group's ESG team. For the Scope 1, 2 and 3 cal-culations, the ESG team was assisted 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 and energy consumption. These updates were made as errors were detected in the data reported previ-ously and to reflect new data that was not available during the previous reporting period.

Healthy Communities

Affected communities (S3)	2023
Number of companies that measure customer satisfaction	39
Percentage of companies that measure customer satisfaction	93%
Number of companies that use digital patient solutions or product guides	7
Percentage of companies that use digital patient solutions or product guides	17%

Consumers and end-users (S4)	2023
Number of complaints per million products sold (CPM) for manufacturers	0.08
Number of complaints received per million products sold (CPM) for distributors and importers	0.2
Number of product-related incidents, warnings or recalls received and processed	66
Number of audits from national regulators that have led to business interruption	0
Number of incidents resulting in fines, penalties or warnings related to defective products or incorrect advice	0

Information-related impacts for consumers (S4)	2023
Number of personal data incidents (leaks identified, theft or loss of data) related to customers	157
Number of personal data incidents (leaks identified, theft or loss of data) related to customers, that have been reported to authorities	124

All identified personal data incidents reported herein took place in 2023 and are not related to prior years. All incidents were reported by cus-tomers or were identified via internal processes, and none came from external supervisory bodies. A significant amount of the incidents were caused when the forwarding agent delivered a home delivery to the wrong person. In approx. 90 percent of cases, Asker handles personal

data as the data processor, with the caregiver being the data controller and thus the party that assesses whether an incident should be reported to the authorities or not. Asker does not have any information from caregivers on whether incidents have been reported to authorities. The number of incidents reported is therefore based on Asker's internal criteria for whether an incident must be reported to authorities, and not on whether it has actually been reported by the caregiver.

External certifications	2023
ISO 9001	>74% of Group sales
ISO 13485	>12% of Group sales
ISO 14001	>27% of Group sales
ISO 45001	>25% of Group sales

Healthy Planet

Climate change (E1)

Energy consumption, MWh	2023	2022	2021
Total consumption of non-renewable fuel (natural gas, diesel and petrol)	9,380	8,959	7,158
Total consumption of renewable fuel (biodiesel)	691	217	27
Purchased electricity, heating, cooling and steam for consumption	14,681	14,053	11,488
- of which energy purchased for cooling	146	163	66
- of which energy purchased for electricity	7,609	8,230	6,373
- of which energy purchased for heating	6,926	5,661	5,049
- of which energy purchased for steam	N/A	N/A	N/A
Percentage of renewable energy	49%	26%	27%
Self-generated electricity, heating, cooling and steam not consumed		–	–
Electricity, heating, cooling and steam sold		–	–
Total	**24,752**	**23,229**	**18,673**

Energy consumption increased in 2023 compared to 2022 due to new companies being integrated into the Group. Companies that become part of the Group the year before are included in the energy reporting

the subsequent year. Unlike emissions calculations, the baseline for energy consumption is not adjusted upwards, which explains the large increases in energy consumption from year to year.

In the updated reporting process, local data contributors collected energy data for their warehouses, office and company car fleet and reported them into a new system for reporting. A local data approver then controlled the data against evidence documents to ensure accurate reporting. Additional data boundaries were introduced this year and data providers had to provide an explanation if their reported activity data differed by more than 10 percent compared to the previous reporting period.

Emissions

Scope 1 includes emissions from company cars, stationary heating and own vehicles 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, and location-based where GHG emissions are based on an average value of grid electricity in the region/country.

Scope 3 categories included:
- 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 business operations
- Category 6: Business travel
- Category 7: Employee commuting
- Category 11: Use of products sold
- Category 12: Final treatment of products sold

The categories not reported (Categories 8–10 and 13–15) 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.

Update of baseline for emission calculations

The Group has set 2021 as the base year for its science-based targets which makes it the base year for the annual reporting of emission changes compared to the base year.

Historical data for Scope 1 and 2 and Scope 3, category 1 that are linked to the science-based targets has been updated to include companies integrated into the Group after 2021. As a result the same updates have also been made to Scope 3, categories 3 and 12 that are linked to Scope 3, category 1. There has been no baseline update for Scope 3, categories 2, 4, 5, 6, 7 and 11 as they are not included in the science-based target.

Emission calculations

The emission calculations include the following greenhouse gases: CO_2, CH_4, N_2O, HFC, PFC, SF_6, NF_3, 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. 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.

Where possible, emissions data was collected in carbon dioxide equivalents to avoid conversion. When data was 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_2 to CO_2e.

Scope 3 upstream emissions (categories 1–7)

Data for upstream emissions is based on various sources of data. For Scope 3 category 1, calculations are based on sales data coupled with emission factors applied in order of accuracy and data availability. These range from primary data from suppliers in the form of EPD and LCAs, weight-based emission factors by material composition from EcoInvent, and if no other data is available, spend-based emission factors from DEFRA. Scope 3, category 7 has been calculated by applying DEFRA emissions factors to CAPEX. For Scope 3, category 2, all reporting companies provided a combination of activity data and emission reports from local partners, such as transport providers and waste management companies. When activity data was provided, relevant emission factors

from DEFRA, IEA and Ecoinvent were applied for the emissions calculations. An extrapolation was used for part of the Scope 3, category 4 calculations to compensate for a lack of primary emissions data for inbound transportation of branded suppliers. Statistical data has been used to estimate distances and modes of transport for Scope 3, category 7.

Scope 3 downstream emissions (categories 11 and 12)

Input for Scope 3, category 11 is based on a mapping of sold products that use electricity during their use-phase. IEA emission factors were applied to the life-time electricity consumption of these products to calculate the emissions for this category. Scope 3, category 12 uses the same input data as Scope 3, category 1. DEFRA and EcoInvent emission factors based on material composition and end-of-life treatment were applied for the final calculations.

Scopes 1 and 2 (tCO$_2$e)[1]	2023	2022	2021
Scope 1	2,245	2,579	2,823
Scope 2 (market-based)	903	1,145	1,087
Scope 2 (location-based)	2,161	1,843	1,724
Total, market-based emissions	**3,148**	**3,724**	**3,910**
Total, location-based emissions	**4,406**	**4,422**	**4,547**

1) For Astomed, an estimate of the emissions was made based on the number of employees.

Scope 1 and 2 emissions per SEK m (tCO$_2$e/SEK m)	2023	2022	2021
Scope 1	0.17	0.22	0.30
Scope 2 (market-based)	0.07	0.10	0.12
Scope 2 (location-based)	0.16	0.16	0.18
Total, market-based emissions	**0.23**	**0.32**	**0.42**
Total, location-based emissions	**0.33**	**0.38**	**0.49**

Scope 1 and 2 emissions have been adjusted for both 2021 and 2022 compared to last year's report, due to the inclusion of new acquisitions, updated activity data and emissions factors, and corrections of errors related to data input from the local companies and the earlier manual process used for data consolidation.

Scope 3 emissions (tCO$_2$e)	2023	2022	2021
Category 1: Purchased goods and services	435,091	489,062	465,012
Category 2: Capital goods	3,363	5,092	5,806
Category 3: Fuel and energy-related activities	1,369	1,164	1,128
Category 4: Upstream transport and distribution[1]	15,839	13,799	11,993
Category 5: Waste generated by business operations[1]	1,128	304	88
Category 6: Business travel	915	577	233
Category 7: Employee commuting	1,975	1,772	1,297
Category 11: Use of products sold	7,061	1,442	730
Category 12: Final treatment of products sold	17,935	17,073	17,047
Total	484,676	530,285	503,334

1) No primary data was provided by Astomed for Scope 3, categories 3-5 and Aichele for Scope 3, categories 4 and 5.

Scope 3 emissions for 2021 and 2022 have been adjusted compared to last year's report due to an updated method of calculation for category 1 and category 4, recalculation of the Scope 1 and 2 emissions that affect category 3, correction of data errors in last year's report for categories 5 and 6, updated method of calculation for category 7, error corrections for the estimation of energy consumption in category 11, and the new method recommended by SBTi to calculate energy recovery for category 12.

Emissions intensity including Scope 3

	2023	2022	2021
Scope 3, category 1 emissions per SEK m gross profit (tCO$_2$e/SEKm)	97.1	120.8	117.9
Scopes 1, 2 and 3 emissions per SEK m net sales (tCO$_2$e/SEKm)	36.3	45.6	54.2

Emission reduction

Asker's science-based targets were validated in 2023. With a base year of 2021, Asker set absolute emission targets for Scopes 1 and 2 of a reduction of 42%, and an intensity target for Scope 3, category 1 of a reduction of 52% compared to SEK m of gross profit, which is consistent with the global target to limit global warming to 1.5°C.

For Scope 1, policies are being implemented to favour electric or hybrid cars and for using 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.

Reductions in Scopes 1 and 2 compared to 2022 can mainly be attributed to a switch to renewable diesel in Finland and the consolidation of warehouses in Switzerland.

Biogenic emissions[1]		2023	2022	2021
Biodiesel	tCO$_2$e	146	56	8

1) 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 life cycle assessments are not available for bio-based products.

Water and marine resources (E3)

Water consumption	2023	2022	2021
m^3 consumed water[1]	16,394	6,635	2,963

1) The following companies did not report water consumption in 2023: Diashop, Ascan, Onemed Services, Astomed and Smedico.

The data reported includes water used by the companies' personnel in offices and warehouses. Asker does not have any production which is why its water consumption is low.

Biodiversity and ecosystems (E4)
Biodiversity

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

Circular economy (E5)

Waste from own operations1) (mT	2023	2022	2021
Recycled waste	1,395	740	746
Waste to landfill	25	51	19
Incinerated waste with energy recovery	228	243	38
Incinerated waste without energy recovery	492	7	N/A
Other waste management methods (non-hazardous)	212		
Other recycling methods (non-hazardous)	4		
Hazardous waste	19	17	28
Unknown waste management method		506	N/A
Total	2,356	1,564	831

1) Aichele and Astomed did not report waste management data for 2023.

The reported data refers 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 reporting. Also excluded are companies where waste management data is not available, or where such data was 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 sub-groups.

Healthy People

Own workforce (S1)
Total number of employees as of 31 December 2023

Region	Permanent employees, Women	Permanent employees, Men	Temporary employees, Women	Temporary employees, Men	Number of employees, by country
Austria	36	48		1	85
Baltic countries	17	5	3		25
Benelux	490	354	257	134	1,235
China	4	3			7
Czech Republic		3			3
Denmark	61	54	5	10	130
Finland	63	41	1	1	106
Germany	295	142	13	7	457
Norway	63	84			147
Philippines	20	8			28
Poland	6	10			16
Sweden	237	269	3	2	511
Switzerland	43	38	2	1	84
Total	**1,335**	**1,059**	**284**	**156**	**2,834***

The total number of employees on 31 December 2023, divided into full-time and part-time employees, and non-guaranteed working hours divided into women and men.

Region	Full-time, Women	Full-time, Men	Part-time, Women	Part-time, Men	Non-guaranteed hours, Women	Non-guaranteed hours, Men	Number of employees by country
Austria	28	48	8	1			85
Baltic countries	20	5					25
Benelux	143	344	582	114	22	30	1,235
China	4	3					7
Czech Republic		3					3
Denmark	49	44	17	17		3	130
Finland	61	40	3			2	106
Germany	125	122	175	14	8	13	457
Norway	62	82	1	2			147
Philippines	19	7	1	1			28
Poland	6	10					16
Sweden	213	257	24	14	3		511
Switzerland	20	31	25	8			84
Total	**750**	**996**	**836**	**171**	**33**	**48**	**2,834**

*The number of employees rose in 2023 compared to 2022 because of the new companies added to the Group in 2023.

Age structure of employees as of 31 December 2023 (%)

	Female	Male
Less than 20 years	1%	2%
21 - 30 years	9%	8%
31 - 40 years	15%	12%
41 - 50 years	13%	10%
51 - 60 years	14%	10%
More than 60 years	3%	3%
Total	**55%**	**45%**

Age and gender distribution refers to the distribution as of December 2023 for all employees where data is available in Asker's financial system. Data for employees in Business Area Central is missing from the system and is therefore excluded.

Total number of non-employed workers as of 31 December 2023 (number)

	2023	2022
Asia	4	4
Austria	6	0
Baltic countries	10	0
Benelux	284	163
Denmark	3	2
Finland	0	1
Germany	1	2
Norway	51	27
Poland	2	0
Sweden	50	46
Switzerland	1	0
Total	**412**	**245**

Workers who are not employees work mainly in the warehouse operations in the Netherlands, where they are employed by temporary staffing agencies and work in the warehouse during periods of higher customer demand. The reason for the increase in non-employed workers in 2023 compared to 2022 is an increased need to engage consultants that have specific knowledge in areas such as IT, finance and logistics.

Employee turnover	2023	2022	2021
New employees	419	527	217
Voluntary employee turnover	330	445	107
Total employee turnover	401	520	197
Employee turnover, percent[1]	17.7%	24.8%	15.5%

1) Including internal employee turnover

Employee turnover was highest in the Netherlands, where labour demand exceeds supply, but is also affected by internal personnel movements between Group companies. All Group companies continuously seek to be an attractive employer, by offering competitive terms and conditions, along with development opportunities and training.

Discrimination and harassment	2023	2022	2021
Number of reported cases of discrimination/harassment	0/1	1/0	0/2

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 manager above or to 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.

Ratio of basic salary and remuneration of women to men

	2023		2022	
	Managers	Employees	Managers	Employees
Total	91%	98%	88%	98%

Basic salary refers to full-time monthly salaries in December 2023 for all employees where data is available in Asker's financial management system. There is no salary data in the salary reporting system for employees in Business Area Central, which is therefore excluded. 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 are to be based on local market conditions and individual remuneration levels are to be

based on experience, skills, responsibilities 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 to the pay gap for managers. Salary differences between female and male managers have decreased compared to last year's measurement. Asker will continue to focus on narrowing the pay gap between women and men through follow-up and training of managers.

Health and safety

Accident frequency rate	2023	2022	2021
Number of Lost Time Accidents (LTA)[1]	29	21	11
Number of accidents (Incidence Rate, IR): LTA/200,000 working hours	1.59	1.47	1.29
Frequency Rate, (FR): LTA/1,000,000 working hours	7.97	7.35	6.46
Accident Severity Rate (ASR): DLA[2] to LTA ratio	0.08	0.03	N/A
Fatal accidents	0	0	0

1) Accidents that prevent an employee from working the next scheduled working day or shift.
2) Number of working days lost due to a LTA.

The outcomes for 2021 were based on regular working hours, while the outcomes for 2022 and 2023 were based on actual working hours. As a result of improved monitoring of accident numbers in 2023, the number of recorded accidents increased. The highest risk of occupational accidents or injuries exists in warehouse operations, because the work environment there consists of heavy objects, machines and moving parts.

Asker is proactive and systematic in improving health and safety, and has a zero-vision for work-related accidents. Risk assessments are carried out 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 avoided in the future.

Sick-leave	2023	2022	2021
Austria	5.2%	N/A	N/A
Baltic countries	0.5%	0.6%	0.2%
Benelux	5.8%	6.1%	6.3%
China	0.8%	0.8%	0.5%
Denmark	2.9%	4.0%	3.4%
Finland	3.5%	1.8%	2.2%
Germany	5.6%	8.4%	N/A
Norway	7.7%	9.9%	5.2%
Sweden	5.0%	5.0%	6.8%
Switzerland	4.9%	3.6%	3.7%
Group	5.1%	5.7%	5.5%

Total sick-leave in 2023 was 5.1 percent (5.7). The level decreased in 2023 compared to 2022 as the numbers in 2022 were still affected by absenteeism due to the pandemic.

Anti-corruption, bribery and fraud	2023	2022	2021
Number of reported cases of corruption, bribery and fraud	0	0	0

Social security, health insurance and collective bargaining agreements

Asker's businesses 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 get 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.

Percentage of total number of employees[1] (%)

	2023
Percentage of employees who received training in health and safety	97%
Percentage of employees represented in formal joint health and safety committees	86%
Percentage of employees covered by formal collective bargaining agreements	88%
Percentage of employees represented by formally elected employee representatives	49%
Percentage of employees who received career or skills development training[2]	91%
Percentage of employees with performance and career development plans that are regularly updated	98%

1) 87% of all employees are included
2) Bosman and Medireva are not included

Percentage of suppliers of medical supplies, devices and equipment who have signed the Asker Code of Conduct or similar code of conduct

	2023	2022
As percentage of number	58%	37%
As percentage of purchasing value	88%	71%

Training and education	2023	2022
Total number of training hours in the Group[1]	3,148	3,069
Average number of training hours per employee	1.11	1.32

1) Only training hours provided by Asker Business School and Onemed Academy (Benelux only) via e-learning or via the Asker Leadership Conference.

Asker invests in employee training as the Group understands the importance of training to long-term profitability in all companies. Formal training, alongside other personal development activities such as coaching, may be used to supplement continuous learning at work.

Training provided by the local companies (for example, skills training, certifications and local leadership programmes) has been excluded from the reporting.

Workers in the value chain (S2)
Auditing of third-party manufacturers against social criteria

	2023	2022	2021
Number of active third-party manufacturers in high-risk areas	29	25	26
Number of active third-party manufacturers in high-risk areas audited against labour rights criteria in the last 24 months	27	21	14
Percentage of active third-party manufacturers in high-risk areas audited in the last 24 months	93%	84%	54%
Number of manufacturing sites audited	32	26	18
Number of audits conducted on existing, potential and new third-party manufacturers	36	32	23
Number of new third-party manufacturers	9	3	0
Percentage of third-party manufacturers audited against labour rights criteria in the last 24 months	100%	100%	N/A
Number of third-party manufacturers identified as having a major negative social impact	1	4	8
Number of third-party manufacturers that have remedied major negative social impact	1	3	8
Number of third-party manufacturers with which Asker terminated cooperation during the year due to major negative social impact	1	2	0
Cases of discrimination at, and measures taken by, third-party manufacturers	0	2	2
Third-party manufacturers where the right to freedom of association and collective bargaining may be at risk	27	24	21
Third-party manufacturers where there is a risk of child/forced labour	0/0	1/3	1/0

Auditing of third-party manufacturers against environmental criteria

	2023	2022
Number of active third-party manufacturers	29	25
Number of active third-party manufacturers audited against environmental criteria	10	1
Percentage of active third-party manufacturers audited against environmental criteria	34%	4%

Reporting encompasses all third-party manufacturers for Evercare Medical and Gribi. Third-party manufacturers for companies that joined the Group in 2021 and later will be included in the reporting from 2024.

Business conduct (G1)
Code of Conduct for employees

Country/ Region	Number of e-learning programmes conducted	Total number of employees[1]	E-learning programmes conducted/ Total number of employees[1]
Austria	68	74	92%
Baltic countries	25	25	100%
Benelux	267	304	88%
China	7	7	100%
Denmark	130	130	100%
Finland	99	99	100%
Germany	241	247	98%
Norway	124	124	100%
Sweden	464	464	100%
Switzerland	77	81	95%
Group	**1,518**	**1,571**	**97%**

1) Total number of employees offered Code of Conduct training in 2023 as they have been part of the Group for the entire year. Employees in Bosman and Medireva are excluded due to errors in their reporting system.

About the Sustainability Report

The Sustainability Report is an integral part of Asker's 2023 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 2023 (listed on page 56). The reporting is aligned with Asker's financial year and thus covers the period 1 January 2023 to 31 December 2023. The Sustainability Report has been audited by an external party. The Auditor's Assurance Report is on page 68.

The Sustainability Report presents the Group's ambitions, its long-term goals and the outcomes of the year's work. It is a progress report that describes what Asker does to develop its sustainability work and reports on the progress made. The sustainability reporting is based on Asker's regular stakeholder dialogues, the materiality analysis and the company's ESG strategy.

The sustainability reporting is an important part of Asker's dialogue with various stakeholders and aims to promote transparency and continuous improvement. The scope of the Sustainability Report is specified in the GRI index on pages 63–67. 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. For any questions or feedback regarding the report or Asker's sustainability work, contact: esg@asker.com.

Asker was awarded a Platinum rating by EcoVadis
In 2023, Asker Healthcare Group was awarded a Platinum rating by EcoVadis, a world-leading provider of independent sustainability assessments. The Platinum rating ranks Asker in the top one percent of the more than 100,000 companies assessed by EcoVadis worldwide. This is the second year that Asker has been assessed by EcoVadis. In 2022, Asker was awarded a Gold rating and was amongst the top 5 percent of companies ranked. Asker improved its rating in 2023 by setting higher targets and constantly improving processes. EcoVadis ranked Asker particularly high in the area of sustainable procurement. Sustainable procurement includes supplier evaluations, third-party audits, and ensuring that suppliers sign the Code of Conduct for suppliers.

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 opinions from external experts and stakeholders.

GRI content index

General disclosures (2021)

Level of application: Asker has reported in accordance with GRI standards for the period 1 January 2023 to 31 December 2023.
GRI 1: Foundation 2021.

Disclosure	Page reference	Deviations		
		Deviation from requirements	Reason	Explanation
2-1 Organisational details	20, 56, 74			
2-2 Entities included in the organisation's sustainability reporting	20, 55–61, 120–121			
2-3 Reporting period, frequency and contact point	62			Report was signed on 10 April 2024
2-4 Restatements of information	57			
2-5 External assurance	68			
2-6 Activities, value chain and other business relationships	2–3, 5, 11–12, 16, 44–48			
2-7 Employees	59			
2-8 Workers who are not employees	59			
2-9 Governance structure and composition	74–79, 80–82	2–9 C) vi and viii	Not applicable	There are no employee representatives on the Board.
2-10 Nomination and selection of the highest governance body	76–81			
2-11 Chair of the highest governance body	76, 80–81			
2-12 Role of the highest governance body in overseeing the management of impacts	49–50, 77			
2-13 Delegation of decision-making for the management of impacts	49–50			
2-14 Role of the highest governance body in sustainability reporting	49, 77			
2-15 Conflicts of interest	77	B)	Not applicable	Conflict of interests are not shared with stakeholders.
2-16 Communication of critical concerns	49, 55			

Disclosure	Page reference	Deviations		
		Deviation from requirements	Reason	Explanation
2-17 Collective knowledge of the highest governance body	49			
2-18 Evaluation of the performance of the highest governance body	75–78			
2-19 Remuneration policy	49, 78, 120			
2-20 Process to determine remuneration	49, 76, 78–79	2–20b	Not applicable	Asker has a process for the Board to adopt and approve remuneration, but does not prepare a public remuneration report. The major shareholders are represented in the remuneration committee.
2-21 Annual total compensation ratio		2–21	Missing/ incomplete information	Asker does not collect data centrally as business operations are run locally.
2-22 Statement on sustainable development strategy	7			
2-23 Policy commitments	35–36, 39, 43–47, 49, 55			
2-24 Embedding policy commitments	18, 43–47, 49, 75–76			
2-25 Processes to rectify negative impacts	35, 44, 49, 72–73, 79			
2-24 Mechanisms for seeking advice and reporting concerns	36, 43–47, 49, 79			
2-27 Compliance with laws and regulations	35–36, 49, 79			No significant breaches of laws or regulations were reported during the period.
2-28 Membership associations	49			
2-29 Approach to stakeholder engagement	50–51			
2-30 Collective bargaining agreements	43–44, 61			

Area-specific data

GRI standard/Other source	Disclosure	Page reference	Deviations		
			Deviation from requirements	Reason	Explanation
Material topics					
GRI 3: Material topics in 2021	3-1 Process to determine material topics	33, 50–51			
	3-2 List of material topics	33			
Anti-corruption					
GRI 3: Material topics in 2021	3-3 Management of material topics	35–49, 55, 75–76			
GRI 205: Anti-corruption in 2016	205-1 Operations assessed for risks related to corruption	44–50, 61			
Energy					
GRI 3: Material topics in 2021	3-3 Management of material topics	34, 39–42, 50–51, 55–56			
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	56			
Emissions					
GRI 3: Material topics in 2021	3-3 Management of material topics	34, 39–42, 55, 57–58			
GRI 305: Emissions 2016	305-1 Direct greenhouse gas (GHG) emissions (Scope 1)	57–58			
	305-2 Indirect greenhouse gas (GHG) emissions (Scope 2)	57–58			
	305-3 Other indirect greenhouse gas (GHG) emissions (Scope 3)	57–58			
Training and education					
GRI 3: Material topics in 2021	3-3 Management of material topics	34, 35, 43, 49, 55			
GRI 404: Training and education 2016	404-1 Average hours of training per year per employee	61	Data not broken down by gender and role.	Data not available.	

GRI standard/Other source	Disclosure	Page reference	Deviations		
			Deviation from requirements	Reason	Explanation
Diversity and Equal Opportunity					
GRI 3: Material topics in 2021	3-3 Management of material topics	34, 43–44, 55, 60			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity in leadership and amongst employees	43, 80–83	Governance body's age distribution has not been included in the overview.		Information on governance body's age distribution can be found on page 79–81.
	405-2 Ratio of basic salary and remuneration of women to men	60			
Non-discrimination					
GRI 3: Material topics in 2021	3-3 Management of material topics	34, 43–44, 55, 60			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	60–61			
Freedom of association and collective bargaining					
GRI 3: Material topics in 2021	3-3 Management of material topics	34, 43–44, 55, 61			
GRI 407: Freedom of association and collective bargaining 2016	407-1 Operations and suppliers where the right to freedom of association and collective bargaining may be at risk	61			
Child labour					
GRI 3: Material topics in 2021	3-3 Management of material topics	34, 43–48, 55, 61			
GRI 408: Child labour 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	45–46, 61			
Forced or compulsory labour					
GRI 3: Material topics in 2021	3-3 Management of material topics	34. 44–48, 55, 61			
GRI 409: Forced or compulsory labour 2016	409-1 Businesses and suppliers at significant risk for incidents of forced or compulsory labour	61			

GRI standard/Other source	Disclosure	Page reference	Deviations		
			Deviation from requirements	Reason	Explanation
Supplier social assessment					
GRI 3: Material topics in 2021	3-3 Management of material topics	34, 44–48, 55, 61			
GRI 414: Supplier social assessment 2016	414-1 New suppliers that were audited against social criteria	61			
	414-2 Negative social impacts in the supply chain and actions taken	61			
Customer health and safety					
GRI 3: Material topics in 2021	3-3 Management of material topics	34–36, 55–56			
GRI 416: Customer health and safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	56			
Information-related impacts for consumers					
GRI 3: Material topics in 2021	3-3 Management of material topics	34–36, 55–56			
GRI 418: Customer privacy 2016	418-1 Number of formal complaints concerning loss of customer data	56			
Resource-efficient and climate-efficient or circular products and services					
GRI 3: Material topics in 2021	3-3 Management of material topics	34, 39–42, 55			
	Number of products specifically designed based on resource-efficiency, climate-efficiency and circularity criteria	5, 39–42			

Auditor's Limited Assurance Report on Asker Healthcare Group AB's Sustainability Report and auditor's opinion on the statutory sustainability report

This is the translation of the auditor's report in Swedish.
To Asker Healthcare Group AB, org.nr 559184-9848

Introduction
We have been engaged by the Board of Directors of Asker Healthcare Group AB to undertake a limited assurance engagement of Asker Healthcare Group AB's Sustainability Report for the year 2023. The scope of the Sustainability Report has been defined by the company to the areas referred to in the GRI index on pages 63-67. The scope of the Statutory Sustainability Report has been defined by the company to the areas defined on page 62.

Responsibilities of the Board and Executive management
The Board of Directors and Executive Management are responsible for the preparation of the Sustainability Report in accordance with applicable criteria. The criteria are defined on page 62 in 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 reporting, and of the company's own accounting and calculation principles. This responsibility includes the internal control relevant to the preparation of a Sustainability Report that is free from material misstatements, whether due to fraud or error.

Responsibilities of the auditor
Our responsibility is to express a conclusion on the Sustainability Report based on our limited assurance procedures. Our engagement is limited to historical information presented in this document and does therefore not cover future-oriented information.

We have conducted our engagement in accordance with ISAE 3000 (Revised) *Assurance engagements other than audits or reviews of historical financial information*. A limited assurance engagement consists of making inquiries, primarily of persons responsible for the preparation of the Sustainability Report, and applying analytical and other limited assurance procedures. Our examination regarding the Statutory Sustainability Report has been conducted in accordance with FAR's accounting standard RevR 12. A limited assurance engagement and an examination according to RevR 12 is different and substantially less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden.

The firm applies ISQM 1 (International Standard on Quality Management) which requires the firm to design, implement and maintain a system of quality control including documented policies and procedures regarding compliance with ethical requirements, 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 limited assurance procedures performed and the examination according to RevR 12 do not enable us to obtain assurance that we would become aware of all significant matters that might be identified in an audit. The conclusion based on a limited assurance engagement and an examination according to RevR 12 does not provide the same level of assurance as a conclusion based on an audit.

Our procedures are based on the criteria defined by the Board of Directors and the Executive Management as described above. We consider these criteria suitable for the preparation of the Sustainability Report.

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

Conclusions
Based on the limited assurance procedures we have performed, 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 defined by the Board of Directors and Executive Management

A Statutory Sustainability Report has been prepared.

Stockholm, 10 April 2024
Ernst & Young AB

Stefan Andersson Berglund   **Outi Alestalo**
Authorized Public Accountant   Expert member of FAR