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General disclosures

Basis for preparation

Asker's Sustainability Statement is prepared in accordance with the European Sustainability Reporting Standards (ESRS, EU 2023/2772), which have been incorporated into Swedish national legislation.

Consolidation

The Sustainability Statement has been prepared on a consolidated basis and encompasses the parent company Asker Healthcare Group AB and all its subsidiaries ("Asker"). It covers the period from 1 January 2025 to 31 December 2025. The scope of the consolidation is the same as for the consolidated financial statements of the Group (see Note PC5 Participation in Group Companies in the consolidated financial statements).

Upstream and downstream value chain

The report describes the calculation basis for GHG emissions, including whether the data are based on direct measurements or on estimates supported by third-party data or industry averages, as well as any limitations and uncertainties that may affect the results. Sustainability information concerning non-consolidated entities (i.e. upstream and downstream value chain entities) is disclosed separately from the Group's consolidated data.

Omission of information

Asker has not used the option to omit information related to intellectual property, know-how or innovation results, nor has it applied the exemption under Articles 19a(3) and 29a(3) of Directive 2013/34/EU, as these provisions are not applicable.

Phasing-in provisions

Asker has chosen to apply phase-in provisions for anticipated financial effects and III Health (S1-14) in accordance with ESRS 1, Appendix C (List of phased-in Disclosure Requirements).

See also ESRS Disclosure Index on pages 84–87.

Definitions of time horizons

In preparing the Sustainability Statement, the Group has applied the following forward-looking time horizons as defined in ESRS 1. These definitions are also consistent with Asker's financial reporting.

Short-term:	Within the next financial year
Medium-term:	Within 2–5 years
Long-term:	More than 5 years

Value chain estimation

Asker's Scope 3 greenhouse gas (GHG) emissions are calculated using a combination of primary data sources, such as energy use and transport data, and recognised secondary data sources, such as emission factors and industry averages. The use of secondary data sources leads to less precise information than if only primary sources had been used. For more information, refer to Calculation of greenhouse gas emissions on pages 81–82.

The Group is working to replace secondary data sources with primary data to improve the accuracy of Scope 3 greenhouse gas emission estimates. This is achieved by establishing collaboration with suppliers on greenhouse gas reporting.

Sources of estimation and outcome uncertainty

The report describes the calculation basis for GHG emissions, including whether the data are based on direct measurements or on estimates supported by third-party data or industry averages, as well as any limitations and uncertainties that may affect the results. For more information, refer to Calculation of greenhouse gas emissions on pages 81–82.

For Scope 3 greenhouse gas emissions, the calculation method used, which relies on emission factors from sources such as DEFRA and EEIO databases as well as on industry averages, introduces an inherent measurement uncertainty, as these are generalised estimates rather than precise, source-specific values.

As a complement to primary data, Asker has relied on secondary data in the form of estimations and extrapolations in the following cases:

- Primary data for emission calculations has been collected for the period January to October 2025. This data has been used to extrapolate emissions for November and December based on the Group's average monthly emissions.
- Companies with ten or fewer employees (number of people) have been omitted from primary data collection due to the high reporting burden and their minimal impact. Their metrics have instead been calculated using estimates.
- Acquisitions that are still in their onboarding period have been excluded from primary data reporting. Metrics for these companies have been estimated based on the average for existing companies in the Asker Healthcare Group.

Changes to the preparation and presentation of sustainability information

The following changes have been made:

- Changes to the double materiality assessment are described on page 60.

- All metrics for companies with fewer than 10 employees are calculated using an estimated average based on companies with more than 10 employees.
- Data related to signing the Supplier Code of Conduct, quality including incidents, warnings, recalls, penalties, audits and fines are collected at year-end from all companies.
- As in previous years, information on the number of employees, full-time equivalents, whistleblowing cases, fatalities and accidents is collected at year-end for all companies.
- Metrics related to disabilities and work-life balance have been removed following a revised materiality assessment. A metric for the total pay ratio has been added.
- New acquisitions are included from the date of acquisition based on Asker averages, and data points are collected after the onboarding period of 100 days.
- Metrics have been estimated for the companies Scandivet, Vitri Medical, Praximedico and Scan Modul due to a lack of reliable data.

Changes in reporting from prior periods

The base year for Scopes 1 and 2 has been adjusted to include all acquisitions during the year and is based on the Group's average. Scope 3.5 Waste has been recalculated due to a new methodology related to energy recovery. The gender pay gap has been recalculated for the reference year and is now consistent with the definition of the standard.

Disclosures stemming from other legislation, established frameworks or standards related to sustainability

Relevant ESRS disclosure requirements and datapoints that derive from other EU legislation are presented in the ESRS Disclosure Index on page 84–87.

Incorporation of ESRS requirements by reference

All required information is included in the Sustainability Statement, except for certain ESRS disclosures that are incorporated by reference in other sections of the report, as follows:

- Financial statements: Revenue breakdown across IFRS 8 segments is provided in Note 5 and Note 6 on pages 99–100.
- Corporate Governance Report: GOV-3 on pages 40–44.

Governance

Board and management responsibility for sustainability

Asker's Board of Directors is responsible for the Group's sustainability strategy and for ensuring that Asker achieves its long-term sustainability targets. The Board reviews and approves the materiality assessment and sustainability strategy as needed. This may for example apply in the event of changes in regulations, market conditions or the business model that affect the assessment of sustainability-related impacts, risks and opportunities. The Corporate Governance Report provides details on the composition of the Board of Directors, describes the responsibilities of the Audit and Remuneration Committees, and explains how sustainability-related performance is incorporated into incentive schemes.

Asker's Board members have collective expertise and experience in all material issues in Asker's double materiality assessment. All Board members are familiar with Asker's business model and, through their experience, they have the necessary expertise to select appropriate metrics and targets.

The Head of ESG ensures that timely and accurate information is made available to the Board of Directors and Group Management Team so that they are equipped to monitor performance and evaluate the effectiveness of the Group's due diligence process. Sustainability is a standing agenda item at the regular Group Management Team meetings and includes implementation of policies, actions and status of metrics and targets related to material impacts, risks and opportunities.

In 2025, the Board reviewed and approved Asker's double materiality assessment, focusing on the topics that have been reclassified since previous years, see page 60.

Statement on due diligence

Asker's sustainability strategy is supported by a due diligence process that aligns with the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises. This process is designed to identify, prevent, mitigate and manage potential and actual impacts on people and the environment across Asker's operations and supply chain. Sustainability and risk management due diligence practices are integrated into the Group's core policies, standards and procedures. The table to the right describes Asker's approach to due diligence and refers to further detailed information in the Sustainability Statement.

Core elements of due diligence	Section in the Sustainability Statement	Page
a) Embedding due diligence in governance, strategy and business model	General	56–58
	Environment	63–64, 67
	Social	70, 74, 77
	Governance	78
b) Engaging with affected stakeholders in all key steps of the due diligence process	General	59–60
	Environment	63–64, 67
	Social	70–71, 74–75
c) Identifying and assessing adverse impacts	General	59–60, 82
	Environment	63, 67, 82
	Social	70, 73, 75, 82
	Governance	78, 82
d) Taking actions to address those adverse impacts	General	56
	Environment	63–64, 67
	Social	70–71, 74–77
	Governance	78–79
e) Tracking the effectiveness of these efforts and communicating	General	56
	Environment	63, 80
	Social	71, 75, 77, 80
	Governance	78, 80

Risk management and internal controls over sustainability reporting

The Group's risk management and internal controls cover all aspects of the annual sustainability reporting. These processes include identifying, assessing and managing risks of material misstatements arising from, among other things, potential human error or incomplete data that could affect the reliability of reporting. Key components that are particularly relevant to sustainability reporting include:

- 1. Risk identification and risk assessment:** Systematic identification, assessment and continuous evaluation of potential risks that could lead to a lack of reliability, omissions or misstatements in sustainability reporting.
- 2. Control activities:** Implementation of controls to ensure data reliability, completeness and compliance with external reporting standards and internal governance documents.
- 3. Information and communication:** Effective communication channels to ensure that relevant information is disseminated throughout the entire organisation.
- 4. Monitoring:** Regular follow-ups and internal reviews to evaluate the effectiveness of controls and identify areas for improvement.

Risk assessment and risk prioritisation

The Group's risk assessment methodology involves a systematic assessment of potential risks based on their likelihood and impact. The assessment is updated every six months. Risks related to sustainability reporting are incorporated into the companies' risk management framework. The framework prioritises risks using a risk matrix that categorises the level of risk as high, medium or low. This methodology enables Asker to focus its resources on the most significant risks, including risks in the sustainability reporting process.

Identified risks and mitigation measures

Risks in sustainability reporting include incomplete data, lack of accuracy or non-compliance with laws and regulations. To mitigate these risks, internal controls are applied within the reporting processes, and a structured framework based on division of responsibilities, the four-eyes principle and data verification is under development. Changes and updates to laws and regulations are monitored to ensure compliance.

Integration of findings into internal functions and processes

Asker's ambition is for the companies in the Group to align their operations to the objectives of sustainability reporting, and for any identified risks to be managed quickly. The results of risk assessments and internal controls are integrated into internal functions through regular updates to policies, procedures and manuals. In addition, the Group conducts training activities, such as the ESG forum.

Reporting to the Board and Group Management Team

Information is shared with the Board of Directors, the Audit Committee and relevant stakeholders within the Group. The Board reviews and monitors impacts, risks and opportunities and integrates them into the Group's operations.

Development of internal control

The internal control framework for sustainability reporting is under development and will be fully implemented in 2026. Among other things, the Group intends to introduce an internal control function, which will regularly report the results of sustainability-related risk assessments and internal control reviews to relevant functions within Asker and to the Audit Committee.

Asker's Business model and value chain

Asker is a partner to caregivers and patients across Europe and provides medical products and solutions. The Group and its companies support the healthcare sector in its efforts to improve patient outcomes, reduce the total cost of care and ensure a fair and sustainable value chain. Asker's operations are in sourcing, quality control, distribution and service provision. Asker has only limited in-house manufacturing of products and does not provide healthcare.

Asker's decentralised business model is built on independent local companies combined with the advantages that a large company can offer in terms of knowledge, expertise and robust governance processes. Each local company decides which products and solutions to offer. By making decisions close to its customers, Asker remains resilient and flexible in managing changing trends and stakeholder expectations and in seizing opportunities for sustainable value creation.

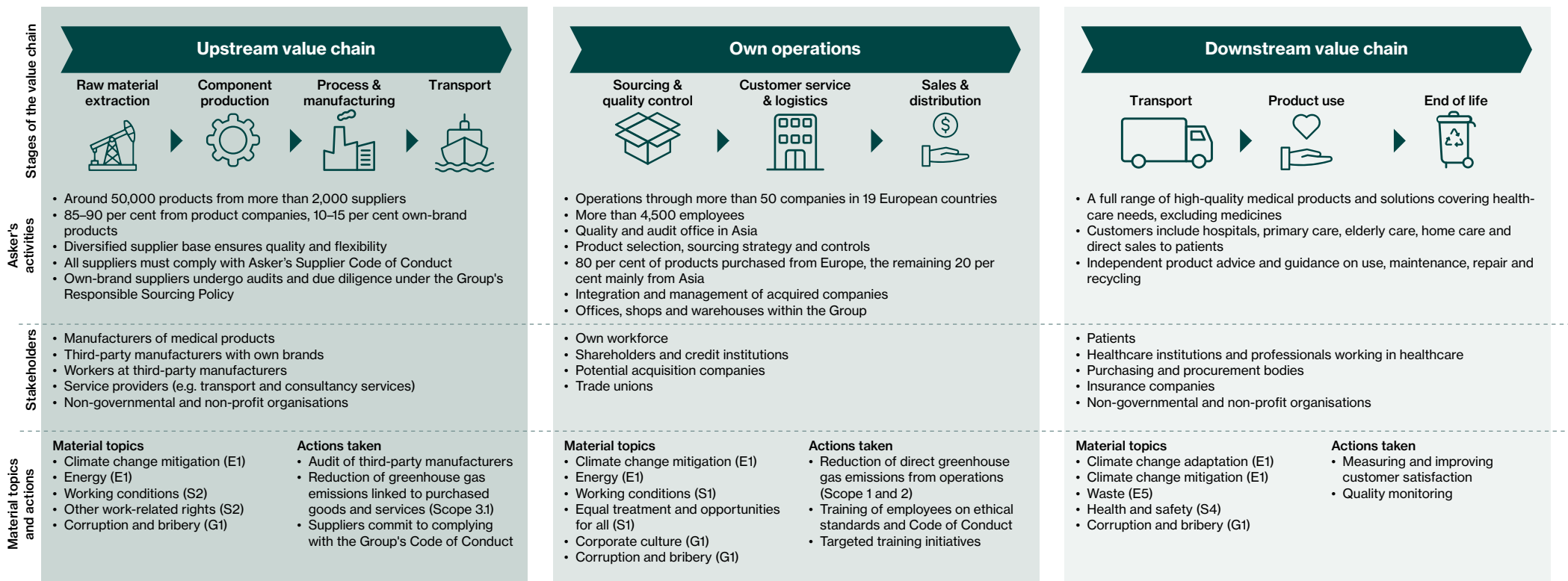
Asker ensures a wide product range through diversified purchasing, quality control and review processes and long-term supplier partnerships. The Supplier Code of Conduct defines suppliers' responsibility to fulfil Asker's requirements regarding product quality, ethics and environmental responsibility. Suppliers receive market insights, simplified distribution in Europe and access to complex healthcare markets from Asker's companies.

As part of the long-term partnership, Asker's companies contribute market insights, streamlined sales in Europe and access to complex healthcare markets. Asker provides medical products and solutions that help care providers deliver effective and safe care. Asker's product range is updated as more environmentally friendly alternatives become available from suppliers. Customers are supported with independent advice on product use, maintenance, repair and recycling.

Asker thus contributes to increased patient safety and cost efficiency and the reduced environmental impact of the healthcare supply chain.

The European healthcare sector is currently undergoing major changes, creating both risks and opportunities for companies. Rising costs of care and an ageing population are driving the demand for more cost-effective and home-based care models. Stricter laws and regulations on communicating sustainable options, as well as more stringent sustainability requirements, are making product sourcing and supply chain management more complex.

In 2025, there were no product recalls, temporary withdrawals or regulatory bans that materially affected the Group's product portfolio or its ability to access the markets in which the Group companies operate.



Strategy

Sustainability is an integral part of Asker's business strategy and underpins the Group's objective to deliver products and solutions that enhance healthcare by improving patient outcomes, reducing the total cost of care and ensuring a fair and sustainable value chain. Asker's sustainability strategy, "A Bigger Care", plays a crucial role in advancing the company's purpose, "Health in Progress". This is achieved by managing and mitigating adverse impacts on people and the environment in all markets in which Asker operates. The strategy is built on three interconnected focus areas that span the entire value chain, from production to end use: "Healthy Communities", "Healthy Planet", and "Healthy People". These focus areas have been established through stakeholder dialogues and a double materiality assessment, which ensures consistency with external expectations. Implementation and monitoring are supported by a group-wide governance framework, the Asker Management Standard (AMS).

The Asker strategy is guided by six fundamental principles:

1. Prioritise high impact risks and opportunities.
2. Integrate the strategy into all companies and business models.
3. Engage the organisation in initiatives that drive sustainable development.
4. Collaborate with customers, suppliers and third-party manufacturers to achieve the targets.
5. Use key performance indicators and external evaluations to drive continuous improvement.
6. Continuously develop the product portfolio for reduced environmental impact.

Asker encourages product innovation through partnerships in order to meet its challenge of achieving regulatory compliance and greater sustainability ambitions in response to growing customer demands. This allows products and solutions to be adapted to changing market needs. One such example is the brand Embra that develops products with a reduced environmental impact, thereby strengthening Asker's competitiveness in tenders.

Robustness of the strategy and main challenges ahead

Asker's strategy is designed to ensure organisational and operational resilience in a changing regulatory and market environment.

The decentralised structure of the Group allows the local companies to work independently while operating within a common governance framework. The Group's structure enables flexibility and adaptability to local markets, while the AMS defines the common standards. The AMS sets minimum requirements for all companies regarding business ethics, whistleblowing, anti-bribery and corruption measures, and the management of conflicts of interest. The Code of Conduct reinforces these standards, which cover integrity, human rights, environmental sustainability, protection of assets and confidential information.

Asker strives for equality, diversity and inclusion, supported by a zero-tolerance policy on harassment and discrimination. Talent management and succession planning are developed in collaboration with the Group's HR function, and compensation is designed to be fair, competitive and performance-based. Employee engagement is continuously monitored through dialogue with trade unions and annual employee surveys.




To increase resilience to environmental and regulatory changes, Asker has assessed potential impacts on operations and assets using climate scenarios based on the Shared Socioeconomic Pathways (SSPs). The locations of the Group's offices and warehouses have been analysed for potential climate risks and time horizons in line with the Paris Agreement's requirements for preparedness for future climate conditions.

Risks that have been identified include flooding and costs associated with regulations on greenhouse gas emissions. These risks are reduced, for example, by decreasing fossil-based energy use and by the companies leasing offices and warehouses.

A diversified supplier network and responsible sourcing strengthen business continuity and reduce dependence on individual suppliers. Product safety and customer incidents are proactively managed to minimise operational and reputational risks.

Asker's vision:

Asker aims to be the leading healthcare group in Europe within medical products and solutions, by building and acquiring companies that, together with healthcare providers and patients, create better health for all

<p>Commitment to sustainability</p>	 <p>Healthy Communities Asker will help to improve patient outcomes and reduce the total cost of care.</p>	 <p>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 solutions.</p>	 <p>Healthy People Asker shall be an attractive employer and provide products and solutions from a fair and sustainable value chain.</p>
<p>Material topics</p>	<ul style="list-style-type: none"> S4 Health and safety S4 Access to reliable information 	<ul style="list-style-type: none"> E1 Climate change adaptation E1 Climate change mitigation E1 Energy E5 Waste 	<ul style="list-style-type: none"> S1 S2 Working conditions S1 Equal treatment and equal opportunities for all S2 Other work-related rights G1 Corporate culture G1 Corruption and bribery
<p>Target 2030</p>	<ul style="list-style-type: none"> Over 90 per cent of companies measure customer satisfaction (measured in relation to Group sales) 	<ul style="list-style-type: none"> 42 per cent reduction in Scope 1 and 2 emissions 52 per cent reduction in Scope 3, category 1 emissions per SEK m gross profit 	<ul style="list-style-type: none"> Over 95 per cent of employees have completed e-learning on Asker's Code of Conduct Over 90 per cent of suppliers have signed Asker's Code of Conduct or an equivalent code

Stakeholder perspectives and views

Understanding the Group's impacts on the environment and people throughout the supply chain is crucial for advancing Asker's sustainability agenda and meeting stakeholder expectations. Through dialogue with relevant stakeholders, Asker gains valuable insights that make it possible to identify, assess and manage material impacts linked to the business related to social, health, safety, environmental and economic issues. This in turn provides a fundamental basis for shaping concrete and practical strategic plans and decisions in areas where the Group has identified impacts, risks and opportunities.

Asker engages in dialogue with stakeholders including unions, work councils, local community groups, NGOs, suppliers, business partners, customer representatives and associations. Dialogue is also conducted with sustainability experts, authorities, banks and investors who use Asker's Sustainability Statement to track progress towards targets. Such dialogue allows Asker to capture a range of perspectives and priorities to develop comprehensive strategies and achieve Asker's targets.

At both Group level and within the local companies, Asker promotes stakeholder dialogue through local community meetings, bilateral consultations and involvement in industry associations. Larger companies in the Group also facilitate cooperation between management and union or employee representatives, during which sustainability issues related to their own workforce are addressed and assessed. This facilitates prioritisation of material sustainability-related issues and contributes to the achievement Asker's sustainability targets.

Key stakeholder engagement activities during the year:

- In-depth interviews with customers to understand their expectations regarding human rights and environmental standards in complex supply chains
- Review of requirements of public-sector customers based on publicly available information, including websites and tender documents
- Dialogue with environmental certification bodies, life cycle assessment organisations, universities, government institutions and non-governmental organisations that advocate for workers' rights

- Collaboration with internal stakeholders including managers and employees, as well as capital market actors such as banks, owners and investors
- Interviews with workers in the value chain during audits of third-party manufacturers

Integration of stakeholder perspectives in strategy and business model

Asker integrates stakeholder feedback into its strategic planning and business model to ensure alignment with changing expectations. By maintaining open communication, Asker builds trust, increases transparency and positions itself to create long-term value for stakeholders.

The Group Management Team and Board of Directors are regularly updated on stakeholders' views through reports, dialogues, surveys and meetings. These insights guide decision-making and ensure that Asker's strategies are based on current feedback and stakeholder priorities, thereby strengthening Asker's sustainability efforts and focus on ethical, responsible and sustainable business practices.

How Asker interacts with different stakeholder groups

Stakeholder	Type of dialogue	Feedback and views	Actions following feedback received
Employees and potential employees Employees at all Group companies, as well as potential employees and employees at companies that may potentially be acquired.	<ul style="list-style-type: none"> • Annual employee/manager performance reviews • Ongoing dialogue with employees regarding Asker's Code of Conduct • Annual employee surveys • Dialogue with employee representatives • Feedback from employees via local HR representatives 	<ul style="list-style-type: none"> • Supportive and inclusive work environment • Opportunities for professional development, competitive salary and clear career progression • Emphasis on health and safety standards • Culture of innovation and co-operation • Clear sustainability targets • Ethical practices and continuous improvement 	<ul style="list-style-type: none"> • Updates to the Group's governing policies • Development of improvement plans and proposed actions • Increased focus and clearer communication from management on topics that matters to employees • Internal communication of the sustainability strategy
Owners and creditors Asker's largest owners and banks.	<ul style="list-style-type: none"> • Board meetings • Interviews with the largest owners • Regular discussion and feedback on sustainability-related topics • Annual dialogue to discuss sustainability targets and priorities • Approval of the double materiality assessment • Workshops organised by the largest shareholder focusing on impacts, risks and opportunities and double materiality assessment 	<ul style="list-style-type: none"> • Financial, operational and sustainability-related targets • Transparent governance, risk management and growth strategies • Ethical practices and innovation with robust returns and stability • Sustainable competitiveness • Responsible business practices and value creation • Net-zero target and SBTi 	<ul style="list-style-type: none"> • Action plans to improve sustainability rating • Feedback on creditor assessments • Updates and modifications to the sustainability strategy • Approval of the double materiality assessment and sustainability strategy
Purchasing managers at customers Buyers from hospitals, private healthcare institutions, nursing homes and public procurement bodies.	<ul style="list-style-type: none"> • Ongoing dialogue with buyers via the local companies' sales representatives • Participation in industry panels and fairs • Participation in industry networks (e.g. Swedish Medtech) 	<ul style="list-style-type: none"> • Expectations on quality, cost efficiency and compliance with agreed purchasing principles • Reliable delivery, transparent communication and innovative solutions • Strong relationships and good understanding of customer requirements 	<ul style="list-style-type: none"> • Increased focus on social and environmental requirements • Effective risk management of products and solutions • Development of customised sales strategies

Stakeholder	Type of dialogue	Feedback and views	Actions following feedback received
<p>Healthcare professionals</p> <p>Nurses, doctors and caregivers at nursing homes, elderly homes and hospitals, as well as sanitary workers.</p>	<ul style="list-style-type: none"> Feedback on products and solutions Product demonstrations and participation in trade fairs 	<ul style="list-style-type: none"> Fast access to safe, high-quality medical products Requirement for on-time delivery of medical products and solutions Need to improve clinical outcomes and streamline workflows 	<ul style="list-style-type: none"> Activities to fulfil customer requirements for high-quality products and sustainable supply chains Development of more sustainable products and solutions while reducing negative social and environmental impact
<p>Patients</p> <p>In countries where Asker companies sell directly to patients, patients are considered direct stakeholders. In cases where the customers are healthcare institutions, patients provide feedback via the healthcare providers who treat them.</p>	<ul style="list-style-type: none"> Direct communication with patients through call centres and customer feedback channels Collection of patient feedback through hospitals and other caregivers 	<ul style="list-style-type: none"> Fast access to safe, high-quality medical products Possibility for feedback via caregivers Transparent and effective communication and appropriate treatment methods Innovative solutions that enhance the healthcare experience Trust and loyalty that contribute to well-being and satisfaction 	<ul style="list-style-type: none"> Integration of patient feedback Product and service improvements Enhanced patient experience and greater satisfaction with products and services
<p>Suppliers</p> <p>Manufacturers of medical products, as well as third-party own-brand manufacturers and service providers (e.g. transport and consultancy services).</p>	<ul style="list-style-type: none"> On-site audits and follow-up of action plans Dialogues to encourage suppliers to set emissions targets and work towards ISCCplus certification Collecting feedback from suppliers on Asker's double materiality assessment 	<ul style="list-style-type: none"> Strong partnerships and transparent communication Commitment to high standards of quality Fair wages for workers in the value chain Enhanced sustainability and compliance 	<ul style="list-style-type: none"> Collaboration to improve product quality and streamline supply chains Strategic alignment Continuous improvement plans Selection of suppliers that share Asker's values Increase the use of renewable energy in the value chain
<p>Workers at third-party manufacturers</p> <p>Workers in the early stages of the value chain, especially at third-party manufacturers.</p>	<ul style="list-style-type: none"> Interviews during audits to monitor working conditions and identify areas for improvement 	<ul style="list-style-type: none"> Safe and fair working conditions Commitment to ethical sourcing and compliance with labour laws Supportive and transparent work environment Well-being and productivity Improved workplace safety and strengthened rights Quality and reliability of medical products 	<ul style="list-style-type: none"> Improved working and living conditions Development of a plan to introduce whistleblowing channels for workers
<p>Regulators and auditors</p> <p>Auditors of the annual report, notified bodies and representatives of public authorities in markets with a high share of public tenders.</p>	<ul style="list-style-type: none"> Continuous dialogue with regulatory authorities Dialogue with government and public organisations to understand their requirements for sustainable products and supply chains 	<ul style="list-style-type: none"> Compliance with legal and regulatory standards Transparency, ethical practices and adherence to public sector requirements High-quality standards and proactive communication Common sustainability targets 	<ul style="list-style-type: none"> Business model, strategy, policies and guidelines in line with legal requirements Value creation and risk minimisation through regulatory compliance Communication of sustainability strategy and double materiality assessment to government authorities and policy-makers
<p>Non-governmental and non-profit organisations</p> <p>Responsible Business Alliance (RBA), Ethical Trade Sweden, Transparency International (TI), Swedish Medtech, UN Global Compact and academic institutions.</p>	<ul style="list-style-type: none"> Participation in the UN Global Compact Meetings and training sessions with non-governmental organisations Collaboration with employees and university students 	<ul style="list-style-type: none"> Product safety, ethical sourcing and transparency Minimisation of environmental impact Increased positive impact on healthcare through local engagement and partnership Define social and environmental targets Ethical business practices and improved patient outcomes 	<ul style="list-style-type: none"> Adaptation of business model, strategy and policies for external requirements Ensuring value creation and risk mitigation through regulatory compliance Site-specific initiatives based on risks and opportunities Improved conditions for workers in the value chain
<p>Potential acquisitions</p> <p>European companies operating in the medical products and solutions sector.</p>	<ul style="list-style-type: none"> Communication of Asker's sustainability strategy Gathering information on their existing sustainability strategies Training in Asker's double materiality assessment and sustainability strategy 	<ul style="list-style-type: none"> Long-term strategic vision and growth potential Co-ordination and support linked to Asker's commitment to quality, innovation and sustainability Foster synergies and leverage shared expertise Enhanced market presence and operational efficiency Opportunities for collaboration 	<ul style="list-style-type: none"> Improved onboarding processes Acquisition of new companies with high sustainability standards Tailored training and targeted preparation during the onboarding process

Double materiality assessment

In 2025, Asker updated its double materiality assessment (DMA) through interviews with new owners as well as management teams and employees in integrated companies. The scope of the material topics has been slightly adjusted, but is largely unchanged compared to previous years.

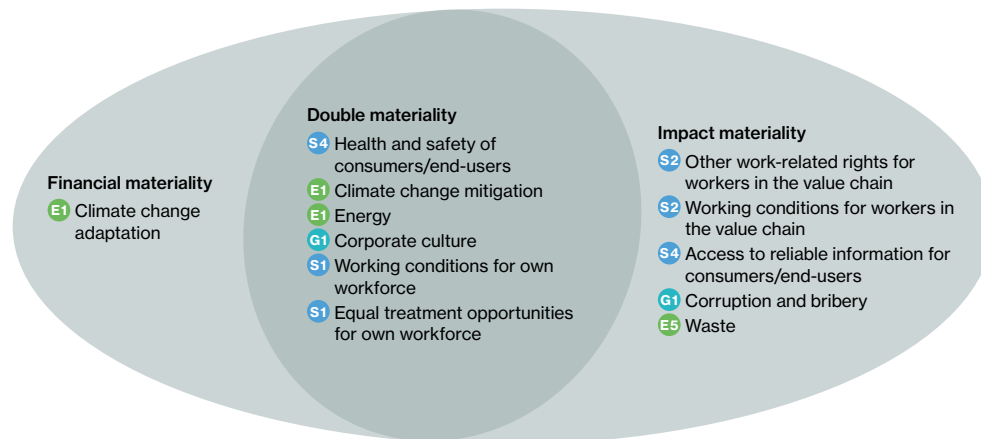
Newly acquired companies do not affect the double materiality assessment as their operations align with the Group's existing businesses. The methodology is continuously updated to reflect best practices and stakeholder views, while the materiality assessment itself is only revised in the event of major changes in trends, regulations, business models or stakeholder priorities.

The 2025 double materiality assessment shows that sub-topics within E1 (Climate change), S1 (Own workforce), S2 (Workers in the value chain), S4 (Consumers and end-users) and G1 (Business conduct) remain material, while sub-topics within E2 (Pollution), E3 (Water and marine resources), E4 (Biodiversity and ecosystems) and S3 (Affected communities) are still not material. The sub-topics Protection of whistleblowers (G1) and Equal treatment and opportunities for all (S2) are not material but will be reassessed in 2026 due to their importance.

The following changes have been made to the 2025 assessment:

- **E1 Climate change adaptation:** Reclassified from double material to financial material, as Asker's ability to influence climate change adaptation is limited.
- **E5 Waste:** Assessed as material from an impact perspective due to large amounts of waste generated from single-use products in healthcare, but not financially material as Asker can adapt its product range to reduce financial risks.
- **S1 Own workforce:** Sub-topics S1-12 (Persons with disabilities) and S1-15 (Work-life balance) are no longer considered to be material.

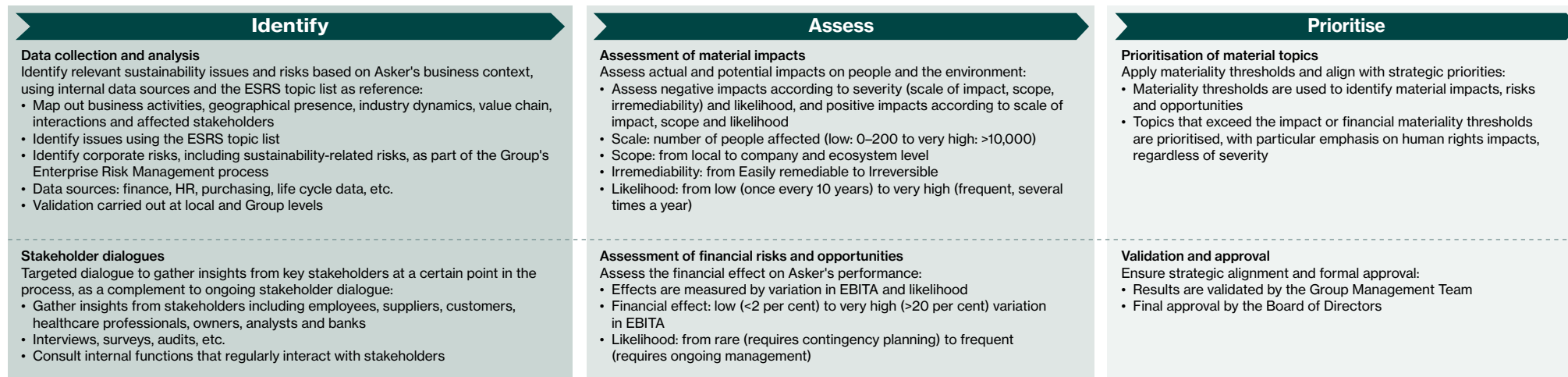
Asker's double materiality assessment



Asker's material impacts, risks and opportunities are listed on page 61, with further explanations in each section.

E Environment **G** Governance
S Social

Double materiality assessment process



Material impacts, risks and opportunities

Material topics	Sub-topic	Impacts, risks and opportunities	Description	Location in value chain	Time horizon
E1 Climate change	Climate change adaptation	O New business opportunities by offering products with reduced emissions	As climate-conscious purchasing increases in the healthcare sector, Asker can gain competitive advantage and grow revenues by offering low-emission products that are consistent with customers' sustainability goals.	○ ○ ●	S M L
		O Increased sales due to increasing health issues related to climate change	As demand increases due to more frequent heat waves, disasters and disease outbreaks linked to climate change, a reliable supply chain allows Asker to respond quickly to new customer needs and maintain business continuity.	○ ○ ●	S M L
	Climate change mitigation	-A Scope 1-3 greenhouse gas emissions	Scope 1-3 greenhouse gas emissions contribute to climate change and have negative effects on people and the global ecosystem.	● ● ●	S M L
		O New business opportunities that fulfil customers' requests for reduced carbon emissions	Asker can offer lower-emission products to meet customers' needs to reduce carbon dioxide emissions from their own value chains and thereby fulfil regulatory and procurement requirements.	○ ○ ●	M
	Energy	+P Use of renewable energy by suppliers and third-party manufacturers	Reducing energy consumption and increasing the share of renewable energy in the production processes of suppliers and third-party manufacturers are important for reducing Asker's total greenhouse gas emissions.	● ○ ●	S M L
		R Investment needs for energy transition	Transitioning to renewable energy may require investments in Asker's own organisation.	○ ● ○	S M L
E5 Resource use and circular economy	Waste	-A Waste from single-use products and packaging	Single-use products and packaging generate significant waste in the healthcare sector. Contamination in healthcare environments makes recycling of material difficult.	○ ○ ●	S M L
S1 Own workforce	Working conditions	+A Fair working conditions and well-being	Safe, fair and supportive working conditions improve employees' health, safety and job satisfaction. This reduces the risk of stress, injuries and sick leave due to work, and enhances the long-term well-being of Asker's employees.	○ ● ○	S M L
		O Innovation and long-term growth through employee well-being and retention	Healthy and safe working conditions reduce staff turnover and increase motivation. This enables higher productivity, increased attractiveness and long-term business growth through innovation and stability.	○ ● ○	S M L
	Equal treatment and equal opportunities for all	+A Diversity, inclusion and equal opportunities	Equal treatment, diversity and access to development opportunities reduce discrimination and support fair and inclusive access to employment and career development.	○ ● ○	S M L
		O Growth through an inclusive workplace environment	An inclusive work environment with a focus on skills development contributes to an innovative climate with high productivity, thereby increasing competitiveness.	○ ● ○	S M L
S2 Workers in the value chain	Working conditions	-P Unsafe or inadequate working conditions in the value chain	Unsafe or inadequate working conditions, such as excessive working hours or lack of protective equipment, can harm workers' physical and mental health.	● ○ ○	M
	Other work-related rights	-P Violations of workers' human rights in the value chain	Child and forced labour violate basic human rights, hinder development and contribute to intergenerational poverty.	● ○ ○	M
S4 Consumers and end-users	Health and safety	+A Safe and reliable medical products and services	By providing safe and reliable medical products and services Asker helps to improve patient outcomes and access to care for customers and end-users.	○ ○ ●	S M L
		-P Defective product quality and health outcomes	Products that do not comply with applicable quality or safety standards may cause to physical harm, to medical complications or to the failure to achieve expected health outcomes for customers and end-users.	○ ○ ●	S M L
		-P Jeopardising the safety of customers due to counterfeit products	Counterfeit products, for example those imported from unregulated markets, may lack necessary safety features. This can jeopardise the health of customers and end-users.	○ ○ ●	S M L
		O Demand for safe and reliable healthcare solutions and products	Offering cost-effective solutions without compromising on safety or quality strengthens Asker's competitiveness and lays the foundation for long-term revenue growth.	○ ○ ●	S M L
		R Defective product quality can result in non-compliance with laws and regulations and damage Asker's reputation	The sale of defective products can lead to poor care, penalties from regulators and a damaged reputation, which over time can lead to reduced revenue.	○ ○ ●	S M L
	Access to reliable information	-P Incorrect product information	If product information is incomplete or unclear, customers and end-users may use products incorrectly. This can lead to unintended health consequences or poor patient outcomes.	○ ○ ●	S
G1 Business conduct	Corporate culture	+P Corporate culture and values	A strong corporate culture based on shared values and a high level of business ethics leads to employee well-being, fair treatment and an inclusive work environment. It also lays the foundation for responsible business practices throughout the value chain.	○ ● ○	M
		O Efficiency gains from knowledge sharing	A shared corporate culture enables information sharing, exchange of best practices and coordination between companies in the Group, which can lead to increased efficiency and reduced duplication of efforts. This contributes to streamlined operations and supports innovation throughout the organisation.	○ ● ○	M
	Corruption and bribery	+A Awareness of corruption risks and prevention measures	Training on risks related to corruption, bribery and fraud raises employee awareness and enables early detection of misconduct, as well as strengthening ethical business practices and compliance throughout the organisation.	● ● ●	S

Impact +A Actual positive -A Actual negative +P Potentially positive -P Potentially negative
 Financial effect ○ Opportunity R Risk
 Location in value chain
 ● ○ ○ Earlier stage of the value chain (e.g. raw material extraction, components and final product manufacturing)
 ○ ● ○ Own operations (e.g. purchasing and logistics, customer service and sales)
 ○ ○ ● Later stage in the value chain (e.g. transport, product use and final treatment)
 Time horizon S Short term M Medium term L Long term

E Environment

Climate change E1

Sub-topic	Impacts, risks and opportunities	Location in value chain	Time horizon
Climate change adaptation	O New business opportunities by offering products with lower emissions	○ ○ ●	S M L
	O Increased sales due to more health problems related to climate change	○ ○ ●	S M L
Climate change mitigation	-A Scope 1-3 greenhouse gas emissions	● ● ●	S M L
	O New business opportunities that fulfil customers' desire to reduce carbon dioxide emissions	○ ○ ●	M
Energy	+P Renewable energy consumption in production earlier in the value chain	● ○ ●	S M L
	R Investment needs for energy transition	○ ● ○	S M L

Impact
 +A Actual positive
 -A Actual negative
 +P Potentially positive
 -P Potentially negative

Financial effect
 O Opportunity
 R Risk

Location in value chain
 ● ○ ○ Earlier stage of the value chain
 ○ ● ○ Own operations
 ○ ○ ● Later stage of the value chain

Time horizon
 S Short term
 M Medium term
 L Long term

Governing documents

- Quality and Environmental Policy

Target 2030

- 42 per cent reduction in Scope 1 and 2 emissions
- 52 per cent reduction in Scope 3, category 1 emissions per SEK m gross profit

Actions taken in 2025

- Reduced emissions from the vehicle fleet by switching to electric, hybrid and biodiesel vehicles
- Increased the share of renewable electricity in operations
- Encouraged the 50 largest suppliers to have their emission targets validated by the SBTi and to provide life cycle assessments and environmental product declarations for high-volume products
- Increased sales of products with lower emissions

- Group targets and results 2025 are presented on page 79
- Description of governing documents are presented on page 80
- Definitions, methods and assumptions are presented on pages 81-83

Why it matters

The healthcare system accounts for approximately 4.6 per cent* of global greenhouse gas emissions. As a key player in the healthcare value chain, Asker is positioned to promote sustainable practices at every stage, from production and transport to enabling customers to choose products with a lower environmental impact. With climate change threatening to increase health risks, the healthcare sector is under growing pressure to take responsibility for reducing emissions and lowering its environmental impact.

Material impacts, risks and opportunities

Asker has identified greenhouse gas emissions within Scope 1-3 across the value chain as a material actual negative impact contributing to climate change and adversely affecting people and ecosystems globally.

A potential positive impact has also been identified linked to reduced energy consumption and transition to renewable energy in upstream production processes. This would reduce the environmental impact, as the majority of energy used in Asker's value chain is consumed by suppliers and third-party manufacturers.

Asker has identified financial opportunities related to climate adaptation, as climate-conscious procurement increases in the healthcare sector. Asker can gain competitive advantage in this area and increase revenues by offering low-emission products that support customers in their efforts to reduce carbon emissions in their own value chains and fulfil regulatory and procurement requirements. Asker can also increase revenues by offering healthcare solutions as heat waves, disasters and disease outbreaks linked to climate change become more frequent. One material risk identified is that the transition to renewable energy may require investments in Asker's own operations.

Asker has assessed climate-related risks and opportunities in its own operations and value chain based on different future scenarios. The assessment covered physical risks (both short- and long-term changes), policy and legal risks, technology shifts, market changes and reputational risks. These risks were identified and evaluated over the short- and medium-term time horizons, and assessed in terms of their potential impact on the Group's ability to adapt, transition and manage disruptions effectively. The assessment showed that the Group is resilient to both transition and physical climate risks. As Asker leases its facilities and outsources production to external parties, the risk of flooding or heavy rainfall causing damage or disruptions in the supply chain is low. Overall Asker is assessed to have solid capacity to adapt to climate change in the short- to medium term, with no immediate need to relocate, upgrade or discontinue certain assets, products or services. Further information can be found in the section **Assessment of impacts, risks and opportunities on page 81.**

Transition plan for climate change mitigation

The Group's transition plan for climate change mitigation has been designed to achieve the 2030 targets in line with the Science Based Targets initiative (SBTi) and supports the vision of climate neutrality by 2050. Asker's plan follows the SBTi methodology and the Paris Agreement's 1.5°C goal, and Asker is included in the EU Paris-aligned Benchmarks. The Group has no locked-in emissions related to owned premises as it operates in leased premises, which provides flexibility to relocate operations if necessary to reduce emissions. A plan to achieve net-zero emissions by 2050 will be established before 2030. As the transition plan evolves, Asker's strategy and business model will be adjusted to enable achievement of the targets. Since the majority of Asker's emissions are related to purchased goods and services, success will largely depend on close collaboration with key suppliers who have their own transition plans and who regularly report their progress. 7.5 per cent of the Group's long-term incentive programme (LTIP) is linked to Scope 1 and 2 emission targets.

Governing documents

Asker's Quality and Environmental Policy sets out the Group's commitments and strategies for climate responsibility and environmental sustainability and applies to the entire organisation, including Asker's value chain. This framework is aligned with the SBTi and the Greenhouse Gas Protocol, which ensures compliance with international standards. The Head of ESG is responsible for oversight and implementation through internal training, ongoing communication and regular monitoring. Priority focus areas are as follows: reduce Scopes 1-3 greenhouse gas emissions; adapt operations to both physical and transition-related climate

* <https://medicine.yale.edu/news-article/2024-lancet-report-on-climate-change-reveals-record-breaking-health-threats-associated-with-climate-inaction/>

E1 Continued

risks; improve energy efficiency at all sites; and increase the share of renewable energy to 90 per cent by 2030.

These policy actions encompass all employees, managers, board members, consultants and interns to ensure a consistent approach across the Group. In developing the framework, Asker engaged with owners, employees, customers, suppliers, local community representatives and regulatory authorities through surveys, dialogues and collaboration with industry working groups and external experts. This ensured relevant perspectives and compliance with applicable regulations. The effectiveness of the policy implementation is tracked through the metrics and targets presented on the following page. The framework is regularly reviewed to keep it up-to-date and fit for purpose.

Actions

Asker's climate strategy aims to reduce emissions both in its own operations and throughout the value chain, and measures are prioritised to where they have the greatest impact. Asker purchases electricity and energy from external suppliers who offer fossil-free alternatives at a marginal additional cost. Investments for upgrading heating and cooling systems, such as switching to biogas-based heating systems or district heating, have not yet been calculated. All measures to reduce emissions are implemented with existing resources and no capital or operating expenditure has been budgeted. The major measures need to be implemented by suppliers, who are encouraged to reduce their carbon footprint. Product use accounts for only one per cent of the value chain's emissions and is therefore a low priority in the emissions reduction strategy.

Initiatives to reduce emissions in Asker's own operations:

- **Renewable electricity:** All electricity contracts are to be gradually transitioned to 100 per cent renewable sources. If green tariffs are not available, Asker will use Guarantees of Origin to compensate for non-renewable electricity use, especially in the Central and West business areas which have significant Scope 2 emissions.
- **More efficient use of energy:** Initiatives include improved insulation, better energy management and the installation of smart thermostats to optimise operations. Asker is upgrading to more energy-efficient cooling systems, with a particular focus on sites in the West and Central business areas where fossil-fuelled cooling pumps were previously used. Fossil-fuel heating systems are gradually being replaced by heat pumps, biogas and district heating in line with existing renovation plans and in accordance with local regulations.
- **Transition of the vehicle fleet:** Company vehicles are being replaced with electric or hybrid models, and the use of renewable fuels is encouraged, especially in the Central and West business areas where transport emissions are high.

Initiatives to reduce emissions in the value chain:

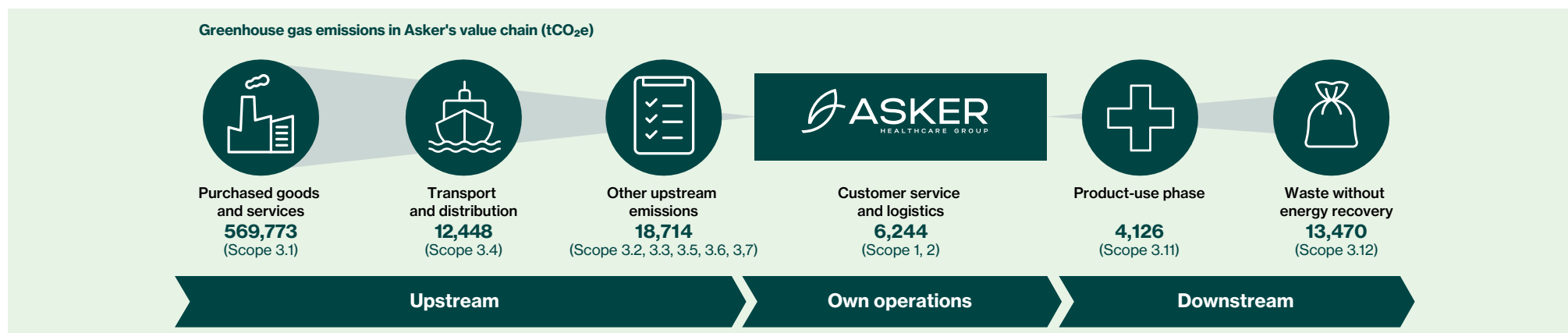
- **Supplier dialogue:** Suppliers are encouraged to conduct an emissions inventory, set science-based emission targets and provide life cycle assessments.
- **Product design:** Products are developed or adapted to minimise their environmental impact, for example by using bio-based or recycled materials.
- **Phasing out of fossil fuels by suppliers:** Third-party manufacturers are encouraged to improve energy efficiency, use renewable energy and use raw materials with lower climate impact. Initiatives include switching to biomass for heating production facilities, using raw materials with a lower curing temperature and switching to electricity from renewable sources.

Targets

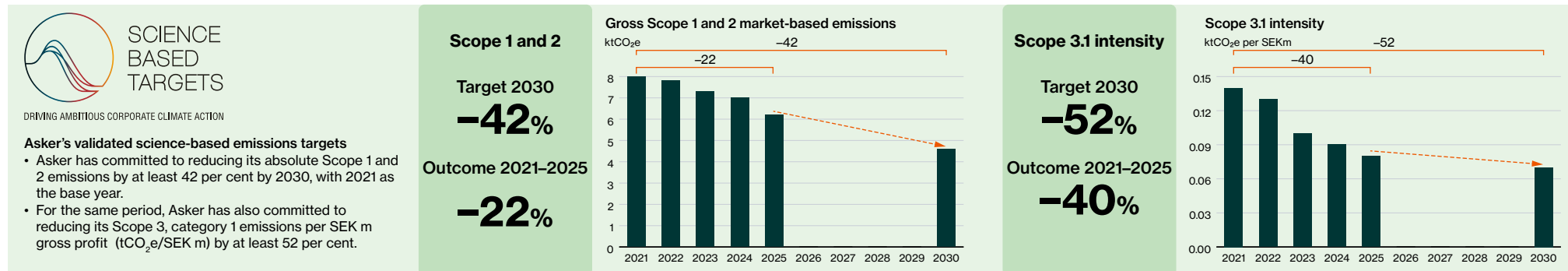
In 2023, Asker joined the SBTi and validated its emissions reduction targets in line with the Paris Agreement's 1.5°C goal. In accordance with the SBTi's near-term target guidance, Asker established targets based on carbon emissions levels in 2021 and projected growth through 2030. The base year is recalculated in accordance with the SBTi's requirements in the event of significant structural changes. To ensure the comparability of targets and emissions data, Scope 1 and 2 emissions of companies acquired after 2021 have been calculated and retroactively estimated to 2021.

For Scope 3.1 emissions, Asker has chosen to set an intensity target, allowing the measurement of relative reduction in emissions as the Group grows and emissions increase in absolute terms. Scope 3.1 emissions therefore do not need to be adjusted retroactively.

The 2030 target for Scope 1 and 2 is translated into annual targets per region based on regional emissions. This ensures that regions with lower emissions are not overburdened, while focusing emission reduction initiatives on regions with higher emissions. Progress is monitored twice a year, during which qualitative and quantitative information is collected to assess the status of planned and implemented initiatives. This process ensures that the targets are achieved as efficiently as possible within the specified time frames.



E1 Continued



Energy use and energy mix

The table summarises the energy use linked to processes owned or controlled by Asker. The data reflects actual energy use as reported in Scope 1 and 2 emissions. Asker's total energy use has increased compared to the prior year as a result of several new companies being integrated into the Group during the year. Asker does not operate in carbon-intensive sectors and does not trade in emission credits. The proportion of renewable energy increased in 2025 as the companies in the Group used a higher percentage of renewable energy. The main energy sources are diesel and petrol used in the Group's own vehicles. Asker generated 2,575 MWh of renewable energy during the year and does not produce any non-renewable energy. In 2025, 62 per cent of renewable electricity purchases were covered by green electricity contracts.

Energy consumption and energy mix	Consumption 2025	Consumption 2024
Total fossil energy consumption (MWh)	25,954	26,145
Share of fossil sources in total energy consumption (%)	66%	69%
Consumption from nuclear sources (MWh)	153	55
Share of nuclear sources in total energy consumption (%)	0%	0%
Total renewable energy consumption (MWh)	12,957	11,843
Fuel consumption from renewable sources (MWh)	619	979
Consumption of purchased or acquired electricity, heating, steam and cooling from renewable sources (MWh)	9,762	9,201
Consumption of self-generated non-fuel-based renewable energy (MWh)	2,575	1,663
Share of renewable sources in total energy consumption (%)	33%	31%
Total energy consumption (MWh)	39,064	38,042

Emissions development (tCO ₂ e)	Base year 2021	Target 2030	2025/2021
Scopes 1 and 2 (market-based)			
Scopes 1 and 2 (market-based)	8,004	-42%	-22%
Actions to reduce Scope 1 and 2 emissions			
Renewable energy (percentage)	72%	100%	69%
Transition of vehicle fleet (percentage of electrified)	17%	55%	30%
Scope 3.1 Purchased goods and services			
Scope 3.1 Purchased goods and services	366,455	525,232	203,318
Scope 3.1 Purchased goods and services per SEK m gross profit (tCO ₂ e/SEK m)	139	67	-56
Actions to reduce Scope 3.1 emissions			
Supplier dialogue	237,938	166,389	138,898
Product design	342	123	-309
Phasing out of fossil fuels by suppliers	50,269	36,696	7,446

E1 Continued

tCO ₂ e	Retroactive				2030	
	Base year 2021 (adjusted)	2024 (adjusted)	2025	2025/ 2024 (%)	Target 2030	Target 2030 /2021 (%)
Scope 1 greenhouse gas emissions						
Scope 1 greenhouse gas emissions (tCO ₂ e)	6,355	5,529	4,978	-10%		
Share of Scope 1 greenhouse gas emissions covered by regulated emissions trading schemes (%)	0	0	0	0		
Scope 2 greenhouse gas emissions						
Location-based Scope 2 greenhouse gas emissions (tCO ₂ e)	2,613	2,943	2417	-18%		
Market-based Scope 2 greenhouse gas emissions (tCO ₂ e)	1,648	1,450	1,266	-13%		
Scopes 1 and 2 (market-based)	8,004	6,979	6,244	-11%	4,642	-42%
Material Scope 3 greenhouse gas emissions						
Total Scope 3 greenhouse gas emissions (tCO ₂ e)	395,629	541,613	618,532	14%		
1 Purchased goods and services	366,455	503,418	569,773	13%		1
2 Capital goods	5,806	5,181	12,405	139%		
3 Fuel and energy-related activities	1,128	2,072	1,932	-7%		
4 Upstream transportation and distribution	11,993	9,967	12,447	25%		
5 Waste generated in operations	88	107	181	69%		
6 Business travel	233	2,015	2,056	2%		
7 Employee commuting	1,297	4,305	2,141	-50%		
11 Use of products sold	730	2,333	4,126	77%		
12 End-of-life treatment of products sold	7,899	12,215	13,470	10%		
Total greenhouse gas emissions						
Total greenhouse gas emissions (location-based) (tCO ₂ e)	404,597	550,085	625,927	14%		
Total greenhouse gas emissions (market-based) (tCO ₂ e)	403,633	548,592	624,776	14%		

1) See intensity target for 3.1

Gross and total Scope 1, 2 and 3 greenhouse gas emissions

All greenhouse gas emissions are reported on a gross basis. Compared to the 2021 base year, Scope 1 emissions have decreased, mainly due to reduced emissions from the vehicle fleet. Market-based Scope 2 emissions have decreased as a result of reduced emissions from district heating and electricity. Scope 3 emissions have increased compared to the prior year due to the addition of new companies to the Group.

Biogenic emissions outside Scopes 1–3, from the combustion of biodiesel in company-owned transport, amounted to 147 tCO₂e, representing a 38 per cent decrease in comparison to the prior year.

GHG intensity per net sales	2025	2024	2025/ 2024 (%)
Total greenhouse gas emissions (location-based) per net sales (tCO ₂ e/SEK m)	37.3	37.6	-0.8%
Total greenhouse gas emissions (market-based) per net sales (tCO ₂ e/SEK m)	37.2	37.6	-1.0%

Scope 3 emissions intensity has decreased as newly integrated companies in 2025 offer products and services with lower emissions intensity.

Carbon offsetting, internal carbon pricing and financial effects

The Group does not purchase carbon credits and does not finance offsetting or carbon capture projects, and there are no plans to do so in the medium term. Internal carbon pricing is not applied. A qualitative assessment of the financial effects of climate-related risks and opportunities has been carried out, including preliminary estimations of potential costs. At present, no significant physical or transition-related risks have been identified. The assessment is updated only in the event of material changes in market conditions or operations.

Resource use and circular economy E5

Sub-topic	Impacts, risks and opportunities		Location in value chain	Time horizon
Waste	-A	Waste from single-use products and packaging	○ ○ ●	S M L
Impact	Financial effect	Location in value chain	Time horizon	
+A Actual positive	○ Opportunity	● ○ ○ Earlier stage of the value chain	S Short term	
-A Actual negative	R Risk	○ ● ○ Own operations	M Medium term	
+P Potentially positive		○ ○ ● Later stage of the value chain	L Long term	
-P Potentially negative				

Governing documents

- Quality and Environmental Policy

Target 2030

- No targets have been defined yet

Actions 2025

- Conducted a study in collaboration with Chalmers on Business Model Life Cycle Assessment (BM-LCA) comparing circular rental models with linear sales models for mobility equipment
- Launched a project to analyse the impact of using reusable products in operating theatres
- Engaged with third-party manufacturers to achieve Zero Waste to Landfill certification by 2027

- Description of governing documents are presented on page 80
- Definitions, methods and assumptions are presented on pages 81–83

Why it matters

Large amounts of waste can contribute to pollution, strain natural resources and accelerate climate change. Reducing waste is therefore important for the environment, the economy and human well-being. Minimising waste throughout the product life cycle reduces the need for virgin raw materials, promotes more sustainable production and consumption, reduces the burden on waste management and creates healthier living environments. It is therefore crucial to reduce waste throughout the value chain and during the life cycle of products and to identify circular solutions after use.

Material impacts, risks and opportunities

Single-use medical products generate significant amounts of waste. In most cases, used products are considered contaminated and therefore have to be incinerated instead of recycled. Asker aims to reduce its environmental impact by minimising waste from used products, while continuously exploring opportunities for circular alternatives, such as rental and repair services. Addressing this challenge requires changes throughout the supply chain, in product development and in user behaviour. Waste has been identified as a material issue in the healthcare sector, based on research published by customers and industry organisations. Stakeholders, such as representatives of affected communities, have not been interviewed on this topic. No financially material risks or opportunities have been identified, as there is flexibility to switch suppliers and product offerings from single-use to circular solutions if such alternatives are offered by manufacturers and requested by customers

Governing documents

The Quality and Environmental Policy will be updated to ensure that principles related to circular economy and the waste hierarchy are integrated into product development, solution design and business models. Cooperation with stakeholders throughout the value chain will be promoted to minimise waste and maximise resource use. Life cycle assessments (LCA) will be used to quantify and assess the effectiveness of measures taken. Once the new governance mechanisms are in place, both compliance and the effectiveness of the measures will be monitored and reported in line with the Asker Management Standard (AMS).

Actions

The Group is evaluating different methods to measure waste reduction and the economic effect of circular business models, with a particular focus on companies specialising in the rental and repair of medical products. The purpose is to identify the most effective strategies to minimise waste and increase resource efficiency across the product life cycle.

Companies with own brands systematically review their product portfolios to determine which single-use items can be replaced by reusable alternatives. Companies that offer single-use products conduct targeted information initiatives to promote their appropriate and responsible use, with the aim of reducing unnecessary consumption. These initiatives cover both the use phase and the final disposal of products and include environmental assessments to identify opportunities for better recyclability, waste reduction and more sustainable disposal solutions.

Targets

Targets for resource use and circular economy have not yet been set. The first step will be to analyse how resource use and circularity can be measured, followed by identifying relevant metrics and targets for the organisation. There is an ambition to introduce reusable products as an alternative to single-use products in the healthcare sector. In addition, companies with own-brands are developing solutions to improve the recycling of paper and plastic packaging and to increase the use of recycled or recyclable materials in their products.

Resource outflows

Asker has determined that it is not currently possible to estimate the total amount of waste generated downstream in the Group's value chain. This is due to the complexity of the operations, involving many local companies and suppliers and a wide range of product categories, which require extensive product data to support reliable estimates. The necessary product data, such as weight and material composition, is not consistently reported or consolidated across the Group. Necessary product data such as weight and material composition are not currently reported consistently or collectively across the Group. Estimating the amount of waste would therefore require significant resources and investments that are currently not considered proportionate to the potential benefit.

Expected financial effect

Ongoing projects and actions will be implemented with existing resources, with no planned capital or operating expenditure.

EU Taxonomy

The EU Taxonomy enables companies to disclose which of their activities may be considered sustainable (Taxonomy-eligible) and the extent to which they meet EU sustainability requirements (Taxonomy-aligned).

For each relevant business activity, companies must report the proportion of their turnover, operating expenditures and capital expenditures that is eligible and aligned with the Taxonomy.

Accounting principles

- **Turnover is defined as the total revenue generated from the sale of goods and services according to the definition in IFRS 15.** The turnover metric is calculated by dividing the revenue eligible by the Taxonomy by total revenue. The revenue is presented in the consolidated income statement on page 90 and described in Note 5 on page 99.

- **Capital expenditure (CapEx):** CapEx is defined as additions to property, plant and equipment (IAS 16) and intangible assets (IAS 38), including leases in accordance with IFRS 16. The Taxonomy definition also includes business acquisitions. This means that business acquisitions involving customer relations, capitalised development expenditure, trademarks, patents, licences, properties, etc. are to be included. However, the definition excludes goodwill. The CapEx metric is calculated by dividing CapEx eligible under the Taxonomy by total CapEx. Asker currently does not have any specific CapEx plan related to the Taxonomy. CapEx is described in Note 15 and 16 on pages 105–107.
- **Operating expenditure (OpEx):** According to the taxonomy definition, OpEx includes costs relating to the operation of the business, including direct R&D costs not recognised as assets, building renovations, short-term leases, maintenance, repairs and other direct maintenance costs for properties, facilities, offices and equipment. The definition does not include consultancy services, insurance costs, water and electricity costs, cleaning services and similar costs. In addition, depreciation, interest and impairments are excluded. The OpEx metric is calculated by dividing OpEx eligible under the taxonomy by total OpEx and is described in Note 8 on page 101.

Economic activities

Asker's core business activity is providing medical products and solutions to the healthcare sector, which is not classified as an economic activity covered by the EU Taxonomy following a review of the regulation's delegated acts. Asker is an expanding group that grows partly through acquisitions. A growing share of Asker's operations relates to services. This part of the business has not been evaluated during 2025. Going forward, Asker will continue to assess whether any additional parts of its operations are eligible and possibly aligned with the rules of the EU Taxonomy.

At the end of 2025, investments and operating expenditures were identified in activities that may be eligible under the EU Taxonomy related to the activity "Acquisition and ownership of buildings" (CCM 7.7), as it covers Asker's acquisition and management of Real Estate. Asker will evaluate compliance with the criteria for substantial contribution, Do No Significant Harm, and the minimum social safeguards.

Turnover/CapEx/OpEx 2025

2025	Total (SEK m)	Proportion of taxonomy- eligible activities (%)	Taxonomy- aligned activities (SEK m)	Proportion of taxonomy-aligned activities (%)	Breakdown by environmental objectives of Taxonomy-aligned economic activities						Proportion of enabling activities (%)	Proportion of transitional activities (%)	Non-evaluated activities deemed not material (%)	Taxonomy -aligned activities 2024 (SEK m)	Proportion of taxonomy-aligned activities 2024 (%)
					Climate change mitigation (%)	Climate change adaptation (%)	Water (%)	Circular economy (%)	Pollution (%)	Biodiversity (%)					
Turnover	16 787	–	–	–	–	–	–	–	–	–	–	–	9	–	–
CapEx	2 638	12	–	–	–	–	–	–	–	–	–	–	–	–	–
OpEx	1 249	9	–	–	–	–	–	–	–	–	–	–	3	–	–

CapEx 2025

Reported KPI (CapEx)				Breakdown by environmental objectives of Taxonomy-aligned economic activities								
2025				Climate change mitigation (%)	Climate change adaptation (%)	Water (%)	Circular economy (%)	Pollution (%)	Biodiversity (%)	Enabling activity	Transitional activity	Proportion of taxonomy-aligned activities (%)
Economic activities	Code	Proportion of taxonomy-eligible CapEx (%)	Monetary value of taxonomy-aligned CapEx (SEK m)	Proportion of taxonomy-aligned CapEx (%)								
Acquisitions and ownership of buildings	CCM7.7	12	-	-	-	-	-	-	-	-	-	-
Sum of aligned activities by area				-	-	-	-	-	-	-	-	-
Total KPI (CapEx)		12	-	-	-	-	-	-	-	-	-	-

OpEx 2025

Reported KPI (OpEx)				Breakdown by environmental objectives of Taxonomy-aligned economic activities								
2025				Climate change mitigation (%)	Climate change adaptation (%)	Water (%)	Circular economy (%)	Pollution (%)	Biodiversity (%)	Enabling activity	Transitional activity	Proportion of taxonomy-aligned activities (%)
Economic activities	Code	Proportion of taxonomy-eligible OpEx (%)	Monetary value of taxonomy-aligned OpEx (SEK m)	Proportion of taxonomy-aligned OpEx (%)								
Acquisitions and ownership of buildings	CCM7.7	9	-	-	-	-	-	-	-	-	-	-
Sum of aligned activities by area				-	-	-	-	-	-	-	-	-
Total KPI (turnover/CapEx/OpEx)		9	-	-	-	-	-	-	-	-	-	-

S Social

Own workforce S1

Sub-topic	Impacts, risks and opportunities	Location in value chain	Time horizon
Working conditions	+A Fair working conditions and well-being	○ ● ○	S M L
	O Innovation and long-term growth through employee well-being and retention	○ ● ○	S M L
Equal treatment and equal opportunities for all	+A Diversity, inclusion and equal opportunities	○ ● ○	S M L
	O Growth through an inclusive workplace environment	○ ● ○	S M L

Impact	Financial effect	Location in value chain	Time horizon
+A Actual positive	O Opportunity	● ○ ○ Earlier stage of the value chain	S Short term
-A Actual negative	R Risk	○ ● ○ Own operations	M Medium term
+P Potentially positive		○ ○ ● Later stage of the value chain	L Long term
-P Potentially negative			

<p>Governing documents</p> <ul style="list-style-type: none"> • HR policy • Whistleblowing Policy • Code of Conduct <p>Target 2030</p> <ul style="list-style-type: none"> • Above 70 in employee engagement • Less than 15 per cent voluntary employee turnover • Less than 4 per cent sick leave • More than 3 training hours per employee provided at Group level • More than 40 per cent of the under-represented gender on the Board and Group Management Team 	<p>Actions taken in 2025</p> <ul style="list-style-type: none"> • Initiated a review of existing grievance processes by developing new metrics and monitoring these through the annual employee survey • Expanded group-wide training opportunities through Asker Business School • Prepared for the implementation of the EU Pay Transparency Directive in all local companies • Optimised local onboarding processes to improve the employee experience and integration of new employees • Strengthened local corporate culture initiatives, in line with the Group strategy, to enhance engagement and productivity • Further developed succession planning processes across the Group to strengthen continuity, adaptability and sustainable growth
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- Group targets and results for 2025 are presented on page 79
- Descriptions of governing documents are presented on page 80
- Definitions, methodologies and assumptions are presented on pages 81–83

Why it matters

Asker's own workforce is essential to the Group's long-term success. It provides the engagement, expertise and insights needed to run the business efficiently, uphold its corporate values and meet stakeholder expectations. Own workforce includes not only employees but also external resources, consultants, interns and temporary staff. Together they run the day-to-day operations and contribute to strategic initiatives that improve Asker's resilience and competitiveness.

Material impacts, risks and opportunities

Safe, fair and supportive working conditions enhance employees' health, safety and job satisfaction, while reducing the risk of work-related stress, injuries and sick leave. These priorities, together with equal treatment and development, are integrated into Asker's sustainability focus area "Healthy People" and local HR strategies. Asker does not have a centralised HR organisation. Instead, HR is managed in a decentralised manner across the Group, allowing local HR teams to adapt and implement initiatives that are most relevant to their operations, while ensuring alignment with the Group's values.

Asker strengthens its workforce and market position by meeting or exceeding legal requirements and prioritising diversity, inclusion and development. Equal treatment, diversity and access to development opportunities reduce discrimination and support fair and inclusive employment and career progression.

Initiatives such as improved onboarding for new employees, implementation of ISO 45001, expanded training opportunities, effective feedback mechanisms, and ambitions such as achieving gender balance in management by 2030, reflect Asker's commitment to continuous improvement.

This commitment is also reflected in talent management and succession planning, zero tolerance for harassment and discrimination, and fair and competitive compensation. These efforts enhance well-being, productivity and engagement, and build a collaborative and innovative culture for sustainable growth.

Risks of forced labour and corruption have been assessed as low in Asker's operations in Europe, where laws and regulations strongly govern working conditions and business ethics.

Governing documents

Policies relating to the Group's own workforce include Asker's Code of Conduct, HR Policy and Whistleblowing Policy. The Code of Conduct and HR Policy set out the Group's commitments to equality, health and safety, talent management and compensation, while the Whistleblowing Policy facilitates the reporting of unethical conduct to ensure compliance with the Code of Conduct. Together these policies lay the foundation for managing workforce-related impacts, risks and opportunities, ensuring compliance with applicable laws, and fostering a culture of fairness, safety and growth. Asker is dedicated to complying with internationally recognised human rights standards and has zero tolerance for abusive labour practices. In line with ILO conventions, the Group prohibits child labour, forced labour and human trafficking. Asker evaluates the effectiveness of its HR Policy through dialogues with workers, the annual employee survey and the whistleblowing channel described below.

Processes for engaging with own workforce and employee representatives

Stakeholder dialogue and engagement with stakeholders is an important part of Asker's HR strategy. The larger companies in the Group maintain ongoing dialogue with unions and employee representatives and gather insight through the annual employee engagement survey. These initiatives promote a working environment where employees feel valued, supported and motivated to contribute to Asker's long-term success.

S1 *Continued*

The Head of HR is responsible for ensuring effective engagement processes and that the outcomes of these processes are incorporated into strategies to address negative impacts on Asker's workforce.

Through its decentralised structure, workforce engagement is tailored to local practices while ensuring the local companies adhere to the Group's overall HR Policy. The local companies are required to engage employees through development programmes and annual performance reviews with managers. Depending on the size and geographic location of the companies, many also collaborate with worker representatives. The annual employee survey, which gathers data on gender equality, diversity, career development and other key factors, is an important part of Asker's strategy for workforce engagement. The survey is conducted at Group level, but it is the responsibility of the local companies to analyse the results and implement actions based on local findings and feedback. The survey is anonymous and conducted annually. This enables assessment of both employee engagement and the response rate to the questionnaires. The engagement activities have not specifically targeted vulnerable groups.

Process for addressing negative impacts and channels to raise concerns

Asker fosters a supportive working environment where employees can raise concerns and grievances confidentially and without fear of retaliation. An open corporate culture is important to ensure that employees feel comfortable discussing and addressing issues that may conflict with the company's values. Employees are encouraged to raise concerns with their manager or local HR representative to facilitate resolution.

Asker provides several whistleblowing channels that are managed by independent third-party providers. The channels are available 24 hours a day, all year round and in multiple languages, to ensure accessibility for all employees. In companies with more than 50 employees, local independent channels are also in place. Whistleblowing reports are investigated promptly and objectively by the Group Whistleblowing team, consisting of the Chief Executive Officer, the Head of HR and the General Counsel, and subsequently reported to the Board. Retaliation against people who report in good faith is prohibited, in accordance with the EU Whistleblowing Directive 2019/1937. All whistleblowing cases are investigated. Violations may lead to requirements for additional training, warnings, disciplinary action, dismissal or legal action. Awareness and transparency are further supported by mandatory e-learning on the Code of Conduct, which informs employees about the whistleblowing channels and emphasises the importance of transparency, confidentiality and protection against retaliation.

The effectiveness and accessibility of reporting mechanisms are continuously monitored and improved based on feedback from the workforce collected through the annual employee survey. In workplaces where there are employee representatives or trade unions, these also provide a channel through which workers can make their voices heard.

Actions

A strong commitment to fair working conditions, employee well-being and effective workforce management is maintained in accordance with the HR Policy. This commitment is put into practice through a continuous, systematic and structured process, involving regular review and analysis as well as actions and follow-up.

Learning, leadership and development: Asker Business School offers training on core values, ethics and strategy, as well as mandatory training on the Group's Code of Conduct. Management teams from newly acquired local companies participate in an in-person onboarding programme that provides an in-depth understanding of the Group's strategy and management model, while promoting networking and collaboration between managers within the Group.

Succession planning and talent development: Asker places great emphasis on succession planning and talent development to secure future competence in all companies and strengthen continuity, adaptability and sustainable growth. Through succession planning, which involves assessing the current capacity and identifying skills needed in the short and long term, Asker ensures that it has access to the right talent to meet future challenges.

Ensure fair and reasonable employment conditions: To ensure fair compensation, regular analyses of fair pay are carried out in the local companies. The aim is to verify that employees receive compensation that is fair, sustainable and aligned to local living conditions. Freedom of association, collective bargaining and social dialogue are respected and actively enforced. Asker's HR Policy ensures that all employment terms meet or exceed national standards and collective agreements. While there is no agreement on representation through a European Works Council (EWC) or a works council under Societas Europaea (SE) or Societas Cooperativa Europaea (SCE), employee representation and active participation are ensured through established working practices. The remuneration models comply with local laws and collective agreements. Annual analyses of gender pay gaps are carried out and any differences are addressed in cooperation with local companies.

Promotion of diversity and inclusion: Diversity and inclusion are core values that are integrated into the organisational strategy. In line with the HR Policy, equality across gender, age, nationality and other aspects of diversity is promoted at all levels of the organisation.

Health, safety and well-being: Compliance with mandatory social security and health insurance requirements is guaranteed in every country of operation. In regions where public healthcare and social insurance systems are inadequate, such as the Philippines and China, additional health insurance is provided above and beyond legal obligations.

Health and safety is a priority area, with systematic monitoring of workplace accidents, regular risk assessments and targeted initiatives to reduce potential risks and prevent accidents. A safe and healthy working environment is ensured for all employees, consultants, subcontractors and other persons working on

behalf of the Group. Full compliance with national health and safety requirements is a fundamental commitment, with the long-term target of achieving an accident-free workplace through proactive and preventive measures.

Each company within the Group is responsible for implementing its own occupational health and safety procedures. As in previous years, the greatest risk of accidents is in warehouse operations, but Asker is also seeing a risk of traffic-related accidents to and from the workplace. All incidents, such as occupational accidents, illnesses and process safety incidents, are documented, analysed and reported, in accordance with Group standards and local requirements. Many employees are covered by collective labour agreements, as larger companies in the Group usually have such agreements in place.

Promoting employee engagement and addressing concerns: Career progression is supported through regular skills assessments, structured onboarding for new staff, targeted training programmes, including leadership development, and regular performance reviews. Employees have access to digital learning platforms, which offer a variety of development opportunities. Before major business decisions are taken, dialogue is conducted with local workers' representatives and thorough risk assessments are conducted to ensure that practices do not lead to significant negative impacts on employees.

Resource allocation and evaluation of effectiveness: Although the actions require internal resources from local companies and their HR departments, no significant capital or operational expenditure has been budgeted, either now or in the future. Asker regularly assesses effectiveness and impact by analysing performance against workforce targets, as well as by reviewing the results of employee surveys and other engagement activities.

Targets

Targets have been set to foster a fair, inclusive and safe working environment. Members of the Group Management Team, the Group HR function and workers were involved in the process to ensure alignment with the Group's values. Targets have been set by comparing HR data against industry standards, complemented by insights from the annual employee survey, to ensure that targets are competitive and relevant to Asker's own workforce.

Regular engagement with employees, input from HR managers and insights from HR network meetings enable analysis of data, learning from experience and identification of areas for improvement. This feedback enables ongoing adjustments to the Group's strategies, ensuring that targets and actions remain relevant and feasible.

While the targets have not been validated by an external party, they have been formulated to encompass all employees.

S1 Continued

Information on the company's employees

As a result of acquisitions during the year, the number of employees has increased significantly compared to 2024. Refer to Note 10 in the Annual Report.

Number of employees by gender (number of people)

Gender	2025	2024
Men	2,123	1,774
Women	2,457	2,256
Other	–	–
Not reported	–	–
Total number of employees	4,580	4,030

Number of employees by region (number of people)

Country	2025	2024
Netherlands	2,085	2,029
Sweden	577	550
Germany	508	506
Other	1,410	945
Total number of employees	4,580	4,030

Employees by contract type and gender (number of people)

Gender	Women	Men	Other	Not reported	
				reported	Total
Number of employees	2,457	2,123			4,580
Number of permanent employees	2,153	1,817			3,970
Number of temporary employees	255	235			490
Number of employees with non-guaranteed hours	49	71			120
Number of full-time employees	1,229	1,600			2,829
Number of part-time employees	1,228	523			1,751

Employees by contract type and region (number of people)

Country	Netherlands	Sweden	Germany	Other	Total
Number of employees	2,085	577	508	1,410	4,580
Number of permanent employees	1,540	572	490	1,368	3,970
Number of temporary employees	445	3	18	24	490
Number of employees with non-guaranteed hours	100	2	0	18	120
Number of full-time employees	729	531	320	1,249	2,829
Number of part-time employees	1,356	46	188	161	1,751

Employee turnover	2025	2024
New employees		1,214
Voluntary employee turnover		532
Voluntary employee turnover, %		12.7%
Total employee turnover		726
Employee turnover, %		17.3%

Characteristics of non-employed workers

Benelux has a large number of non-employees due to seasonal variations. Non-employees play a significant role across Asker's local companies, particularly in warehouse operations, where there is often a need for temporary additional staff during peak periods, such as summer vacations. Non-employees also support essential functions in IT, finance and logistics. The number of non-employees remains stable in comparison to the size of the Group including acquisitions.

Non-employees (number of people)	2025	2024
Benelux	141	341
Germany	17	15
Sweden	79	66
Other	48	51
Group	285	473

Collective bargaining coverage and social dialogue

Degree of coverage	Employees EEA*	Employees non-EEA*	Workplace representation (only EEA)
0–19%	Germany		
20–39%			
40–59%			Germany
60–79%	Netherlands		
80–100%	Sweden		Netherlands, Sweden

*includes countries with more than 50 employees representing more than 10 per cent of the total number of employees

Percentage of employees	2025	2024
- covered by collective agreements	49%	69%
- represented by elected employee representatives	67%	47%

S1 Continued

Diversity metrics**Senior management gender distribution, 2025**

Number/percent	Women	Men	Percentage women	Percentage men
Group Management Team	4	5	44%	56%
Business Area Directors	0	3	0%	100%
Total	4	8	33%	67%

Employee age distribution

	2025	2024
Less than 30 years	18%	18%
30 – 50 years	49%	50%
More than 50 years	33%	32%

Adequate wages

In 2024, Asker benchmarked compensation for all employees against the Wage Indicator Foundation's Global Living Wage Database. Asker's salary evaluation confirmed that all employees in the Group receive a reasonable living wage and compensation packages that meet or exceed legal minimum requirements.

Social protection

Number of employees covered by social protection	2025	2024
Number of employees covered by social protection	4,204	3,948
Percentage of employees covered by social protection	100%	100%

Training and skills development metrics

Training hours	2025	2024
Total number of training hours (Group courses)	15,686	6,409
Average number of training hours (Group courses)	2.85	1.62
– for women	2.70	1.48
– for men	3.03	1.81
Total number of training hours	56,293	46,978
Average number of training hours per employee	10.51	11.87
– for women	9.74	11.24
– for men	11.45	13.79

Percentage of employees

	2025	2024
– who received career or skills development ¹	89%	84%
– who have skills and career development plans that are regularly updated	96%	98%

¹) Bosman and Medireva have been excluded due to lack of data.

Health and safety metrics

Accident frequency rate	2025	2024
Number of lost-time accidents (LTA) ¹	43	49
Number of accidents (AIR): LTA/200,000 working hours	1.26	1.45
Accident Frequency Rate (AFR): LTA/1,000,000 working hours	6.28	7.24
Fatal accidents	0	0

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

Percentage of employees	2025	2024
– covered by the health and safety management system	95%	92%
– who received training in health and safety	97%	98%
– represented by work environment committees	92%	90%

Sick leave

Sick leave has increased slightly in 2025, which is deemed to be due to organisational changes and a few long-term sickness absences.

Market	2025	2024
Austria	7,1%	4,9%
Baltic countries	1,4%	1,1%
Benelux	8,6%	7,2%
China	n/a	0,2%
Czech Republic	1,8%	0,9%
Denmark	3,5%	2,2%
Finland	1,4%	4,0%
Germany	8,5%	7,3%
Norway	6,3%	6,8%
Philippines	1,7%	0,8%
Poland	2,9%	7,4%
Sweden	5,0%	5,2%
Switzerland	5,7%	6,2%
UK	1,3%	1,4%
Group	6,6%	6,0%

Compensation metrics

Gender pay gap	Managers	Employees	Total
2025	24.3%	3.1%	12.0%
2024	19.8%	4.3%	12.3%

The root cause of the identified pay gap at managerial level is the higher number of men in senior positions. This will be addressed through Asker's diversity and inclusion strategy.

	Pay ratio
2025	24.53

The pay ratio is comparable to the industry benchmark.

Incidents, complaints and severe impacts on human rights

No serious human rights offences or incidents related to Asker's own workforce occurred in 2025.

Discrimination and harassment	2025	2024
Number of reported cases of discrimination and harassment	4	8
Fines, sanctions and damages resulting from incidents	0	0

Workers in the value chain S2

Sub-topic	Impacts, risks and opportunities	Location in value chain	Time horizon
Working conditions	-P Unsafe or inadequate working conditions in the value chain	● ○ ○	M
Other work-related rights	-P Violations of workers' human rights in the value chain	● ○ ○	M

Impact
 +A Actual positive
 -A Actual negative
 +P Potentially positive
 -P Potentially negative

Financial effect
 O Opportunity
 R Risk

Location in value chain
 ● ○ ○ Earlier stage of the value chain
 ○ ● ○ Own operations
 ○ ○ ● Later stage of the value chain

Time horizon
 S Short term
 M Medium term
 L Long term

Governing documents

- Responsible Sourcing Policy
- Supplier Code of Conduct
- Supplier Due Diligence Procedure
- Guideline for Human Rights Impact Remediation

Target 2030

- More than 90 per cent of third-party manufacturers audited against workers' rights criteria in the last 24 months
- More than 70 per cent of suppliers signed the Asker Code of Conduct or an equivalent code
- More than 90 per cent of suppliers (based on sales) signed the Asker Code of Conduct or equivalent code

Actions 2025

- Piloted operational-level grievance mechanisms at third-party manufacturers to enhance access to remedy for value chain workers
- Initiated the development of digital solutions for supply chain due diligence
- Increased focus on ensuring that all companies within the Group require their suppliers to sign the Supplier Code of Conduct

- Group targets and results for 2025 are presented on page 79
- Descriptions of governing documents can be found on page 80
- Definitions, methods and assumptions can be found on pages 81–83

Why it matters

Asker and the healthcare sector rely on global suppliers and subcontractors. In many markets, procurement models prioritise price without accounting for full life-cycle costs or the social and environmental impacts of production. This increases the risk of poor working conditions and human rights violations in the value chain. Through the materiality assessment, Asker has identified the groups of workers in the value chain that are most exposed to potential negative impacts: factory workers in production, logistics workers handling product transport and waste handlers. Healthcare professionals using Asker's products are also considered in the assessment but are categorised under "Consumers and end-users" (S4). Their safety is managed through product quality systems and user engagement processes.

Material impacts, risks and opportunities

A potential negative impact in the supply chain for medical supplies, devices and equipment relates to unsafe or unfair working conditions and human rights violations. Through risk assessments of the value chain, Asker has identified specific risks to workers at third-party manufacturers beyond Tier 1 suppliers in certain geographical areas and product categories. The assessments are based on audits,

external reports and industry data. Suppliers in risk areas are systematically and regularly monitored, and where deficiencies are identified, corrective actions are required and followed up until the deficiencies are resolved.

The focus is on preventing serious work-related problems such as excessive working hours, lack of personal protective equipment, insufficient rest, poor ergonomics, limited freedom of association, insecure employment, sub-standard housing, and lack of access to clean water and sanitation. Particularly vulnerable groups are prioritised in both risk assessments and mitigation efforts.

The most serious risks to workers in the supply chain relate to child labour and forced labour. Regular monitoring is therefore carried out in industries and regions with elevated risks, such as glove manufacturing in Malaysia and Thailand, surgical instrument production in Pakistan, and cotton-based manufacturing in India and China. Addressing these issues is essential not only for ethical reasons but also to ensure supply chain reliability, protect the Group's reputation and maintain eligibility for public contracts in regulated healthcare markets.

No material financial risks or opportunities have been identified, and reputational or contractual consequences are assessed as rare.

Governing documents

Asker has adopted a number of policies and guidelines to promote fair and safe working conditions and respect for human rights. These include zero tolerance for forced labour and child labour, fair wages, freedom of association, non-discrimination, occupational health and safety and environmental responsibility.

Process for engaging with workers in the value chain

Asker's responsible sourcing process is based on the OECD Due Diligence Guidance for Responsible Business Conduct. The process aims to prevent and address severe negative impacts on workers throughout the value chain, with a particular focus on eliminating forced labour and child labour. Efforts are based on the principles of transparency, accountability and risk-based decision-making, covering the entire product life cycle, from sourcing of raw materials and components in the earlier stages of the value chain to production, distribution and final handling. Key elements include supplier mapping and risk assessment, Code of Conduct signing requirements, ongoing supplier screening, on-site audits, and mitigation and corrective actions where shortcomings are identified. One important part of this work involves integrating workers' perspectives through interviews during supplier audits. These interviews ensure that assessments of working conditions at third-party manufacturers' sites are not based solely on management reporting. The process also includes clear escalation and response procedures.

Asker's ability to engage directly with workers in the value chain varies depending on the type of product and the relationship with the supplier. For distributed products, where Asker has no ownership or control over the production, influence is limited. For products marketed under Asker's own brands, the internal quality and audit office has a better possibility to engage with workers at third-party manufacturers' sites.

In high-risk countries, engagement is conducted prior to onboarding third-party manufacturers. This is done through risk-based audits aimed at identifying

S2 Continued

issues, monitoring improvements and intervening when specific concerns arise, such as recruitment fees. To ensure the inclusion of marginalised and vulnerable workers, Asker adapts its audit approach to reflect the specific characteristics of the workforce. This includes using female auditors for female-dominated factories and multilingual interviewers or interpreters at sites employing foreign migrant workers. Although Asker has not established a Global Framework Agreement (GFA) or a general process to engage all workers in the value chain, targeted engagement is embedded in the Group's audit and supplier management processes.

Process for addressing negative impacts and channels to raise concerns

Effective mitigation of negative impacts on workers at third-party manufacturers requires close collaboration. Priority is given to suppliers who demonstrate a commitment to ethical business practices, environmental management and continuous improvement. New suppliers with production in high-risk countries or manufacturers of products in high-risk categories are required to complete a self-assessment and undergo audits according to SA8000 or similar standards. Suppliers are scored based on the audit results and action plans are developed where necessary. Collaboration may be suspended or terminated in the case of serious violations. Planning and forecasting tools are used to help suppliers optimise workforce allocation and reduce the need for overtime and short-term hiring.

The results of supplier evaluations are shared with the suppliers to enhance accountability and knowledge sharing. Asker strives to consolidate purchasing volumes to fewer, more responsible third-party manufacturers, which reduces risks and creates better conditions for improved working conditions upstream in the value chain.

Multiple channels are available for workers in the value chain to raise concerns. The Group's whistleblowing channel is accessible via the websites of all Group companies and is described in the Supplier Code of Conduct, which is communicated to all suppliers and third-party manufacturers.

Asker also encourages third-party manufacturers to implement their own grievance mechanisms. Depending on risk levels and past performance, specific factories may be recommended or required to implement a digital reporting platform. Since Asker is a member of the Responsible Labour Initiative (RLI), Malaysian third-party manufacturers have access to RBA Voices, a secure and confidential platform through which workers can raise issues about working conditions and workers rights.

Asker ensures that reporting channels are accessible and effective, and that feedback from workers in the value chain is incorporated into the strategy to manage negative impacts and ensure continuous dialogue.

When grievances or audit findings indicate non-conformities, corrective action plans with clear timelines are developed in collaboration with third-party manufacturers. The effectiveness of these actions is checked through follow-up, including interviews with affected workers. In some cases, business relationships may be suspended until the issues have been resolved.

Actions

All companies in the Group are to adhere to the Supplier Due Diligence Procedure, which includes yearly identification of suppliers and third-party manufacturers with elevated risk based on product type and country of manufacture. The process also includes developing audit plans and risk mitigation measures. In 2025, no serious incidents were reported related to human rights issues in Asker's value chain.

Audits are conducted annually at third-party manufacturers. The target is to audit more than 90 per cent of all third-party manufacturers within a 24-month period. The number of audits and the third-party manufacturers to be audited are decided at the beginning of each year.

The due diligence process applies to both existing suppliers and third-party manufacturers and is based on a five-step process to identify, assess and manage actual and potential negative impacts on workers in the supply chain:

1. Supply chain mapping through documentation and understanding of sourcing relationships
2. Risk and impact assessment by evaluating suppliers and products to identify risk areas
3. Risk mitigation measures to manage and reduce identified risks
4. Compliance monitoring through audits and follow-ups at suppliers
5. Investigation and remediation by taking corrective actions and verifying improvements when non-compliances are identified

A country risk classification framework is used as the foundation for the risk-based due diligence processes. The framework is based on international indices to systematically assess potential risks related to human rights, working conditions, corruption, gender inequality and environmental governance in different countries. Countries with lower scores are classified as higher risk. Sources used for the assessment are the Corruption Perception Index from Transparency International and the Global Rights Index published by the International Trade Union Confederation (ITUC).

These indicators serve as an initial screening tool to identify countries that require special attention. The Group does not source from countries deemed to have unacceptably high levels of risk. This helps to ensure that operations and supply chains are in line with ethical standards and international practices. For own-brand products and in high-risk categories, controls may extend beyond first-tier suppliers. Production sites are monitored by Asker's local audit office in Asia, in accordance with OECD guidance, before being approved for third-party production.

Although the measures require internal resources from local companies and from the ESG team, no capital or operational expenditure has been budgeted, either now or in the future.

Targets

Targets have been set to ensure systematic auditing of third-party manufacturers against labour rights criteria, demonstrating the Group's commitment to high standards for working conditions. Targets and metrics have been validated by Asker's Group Sustainability Director. No external party has been involved in the validation.

Number of qualified suppliers (full year)	2025	2024
New third-party manufacturers phased in	14	12
Manufacturing sites (tier 1-3) phased out	4	4
Third-party manufacturers where co-operation was terminated due to failure to address serious negative impacts	0	0

Auditing of third-party manufacturers against workers' rights criteria

Rolling 24 months	2025	2024
Number of active third-party manufacturers in high-risk areas	50	37
Number of active third-party manufacturers in high-risk areas audited against labour law criteria in the last 24 months	47	35
Percentage of active third-party manufacturers audited in the last 24 months	94%	95%
Full year	2025	2024
Total number of audits carried out during the year (incl. active, phased-out, potential and agents)	37	32
Active third-party manufacturers	34	29
Tier 1 (direct suppliers)	30	27
Tiers 2-3 (indirect suppliers)	4	2
Number of phased-out third-party manufacturers	3	0
Number of potential third-party manufacturers	3	1
Number of agencies	0	2

Percentage of suppliers who have signed the Supplier Code of Conduct

	2025	2024
As a percentage of the number of suppliers	60%	47%
As a percentage of purchase value	85%	85%

The percentage of suppliers who have signed the Code of Conduct, based on purchasing value, has remained stable from 2024 to 2025. In several cases, the newly acquired local companies already have their own code of conduct that has been signed by suppliers but has not yet been compared and aligned with Asker's Code of Conduct. The process for having suppliers sign the Code of Conduct will be improved and strengthened in 2026 to improve performance.

Consumers and end-users S4

Sub-topic	Impacts, risks and opportunities	Location in value chain	Time horizon
Health and safety	+A Safe and reliable medical products and services	○ ○ ●	S M L
	-P Defective product quality and health outcomes	○ ○ ●	S M L
	-P Customer safety jeopardised due to counterfeit products	○ ○ ●	S M L
	O Demand for safe and reliable healthcare solutions and products	○ ○ ●	S M L
	R Defective product quality can result in non-compliance with laws and regulations and damage Asker's reputation	○ ○ ●	S M L
Access to quality information	-P Incorrect product information	○ ○ ●	S

Impact	Financial effect	Location in value chain	Time horizon
+A Actual positive	○ Opportunity	●○○ Earlier stage of the value chain	S Short term
-A Actual negative	R Risk	○○● Own operations	M Medium term
+P Potentially positive		○○● Later stage of the value chain	L Long term
-P Potentially negative			

<p>Governing documents</p> <ul style="list-style-type: none"> Quality and Environmental Policy Code of Conduct <p>Target 2030</p> <ul style="list-style-type: none"> More than 90 per cent of the companies report customer satisfaction Fewer than 100 product-related incidents, warnings or recalls received and processed No inspections from national regulators lead to business interruption No incidents resulting in fines, sanctions or warnings related to defective products or incorrect advice All audited companies fulfil the quality control requirements in the Asker Management Standard 	<p>Actions 2025</p> <ul style="list-style-type: none"> Established a Group Quality and Regulatory network to share best practices and knowledge Strengthened dialogue with stakeholders through patient feedback systems, transparent communication and training of staff and quality managers Conducted quality audits and continuously improved quality management systems to reduce risks to consumers and end-users
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- Group targets and results for 2025 are presented on page 79
- Descriptions of governing documents can be found on page 80
- Definitions, methods and assumptions can be found on pages 81–83

Why it matters

The share of the population in Europe aged 74 and over is expected to increase by around nine percentage points between 2023 and 2027, while overall population growth is expected to stagnate. This demographic shift in Europe brings with it a growing need for healthcare. As longer life expectancy often leads to increased and more complex care needs, demand for medical devices and services for the elderly is expected to rise. The rise in serious diseases and medical conditions is a growing challenge for healthcare across Europe, as it places greater pressure on healthcare services and increases healthcare costs. Cancer and diabetes are examples of serious diseases that are expected to continue rising.

Material impacts, risks and opportunities

The ageing population and increased care needs are expected to drive demand for medical products and solutions. Reliable, high-quality and safe products enable positive health effects, improving patient outcomes and reducing the total cost of care. Asker has a diverse customer base across the EU, including

hospitals, primary care, elderly care, home care and individual patients. Asker's consumers and end-users are mainly healthcare and medical professionals and patients.

Access to safe, reliable and high-quality healthcare products is crucial to patients' health and safety. Poor product quality, incorrect product information or the presence of counterfeit products can lead to serious negative consequences, such as incorrect treatment, poorer patient outcomes and, in the worst case, patient harm. Vulnerable groups, including children, the elderly and patients cared for at home, are at particularly high risk of being negatively affected.

Inadequate quality, safety or compliance carry material financial risks, including the risk of product recalls, regulatory sanctions, legal action and reputational damage. These risks can, in turn, have a negative effect on the Group's market position and business relationships. At the same time, the ability to meet high standards of quality, patient safety and regulatory compliance represents a material business opportunity, through strengthened trust among customer and healthcare providers, as well as increased opportunities to participate in public procurement and long-term partnerships.

Governing documents

Asker aims to uphold high ethical standards in its interactions with healthcare professionals and patients and to offer high-quality products and solutions. The Group's Code of Conduct and Asker's Quality and Environmental Policy, which are aligned with EU regulations and directives as well as standards such

as ISO 13485 and ISO 9001, form the foundation for quality and safety. Larger companies in the Group have implemented ISO certifications and all companies have processes in place to reduce quality issues and increase product safety. Asker's Guideline for Human Rights Impact Remediation emphasises the Group's responsibility for protecting human rights by ensuring product safety and ethical sourcing. Human rights considerations are integrated into Asker's management system, including through requirements for product safety and responsible sourcing, in order to protect product users.

Risks such as product recalls are continuously monitored and mitigation strategies are implemented where necessary. Although product usage by customers cannot be controlled, the Group has procedures in place to ensure that correct user information is provided with all products. Risks are also mitigated by evaluating and verifying products purchased from non-EU manufacturers and by maintaining vigilance against counterfeit products. Continuous improvement and risk management prevent sub-standard products from entering the market.

Process for engaging with consumers and end-users

The companies in the Group interact with diverse stakeholders, including patients, customers, suppliers and regulatory bodies, to ensure that products and solutions meet safety and quality standards. Interactions take place for example through customer surveys, requests for proposals and collaborative forums through the local companies' sales organisations. Interactions mainly take place through channels operated by the companies themselves, such as local

S4 Continued

customer service centres, the whistleblowing channel on asker.com, email, forms or face-to-face meetings. Asker manages customer complaints and defective products through a quality management system, which serves as a structured framework for collecting, analysing and managing safety-related information for products throughout their life cycle. The quality management system ensures compliance with requirements such as those in the EU Medical Devices Regulation. The Asker Management Standard (AMS) monitors the effectiveness of interactions with consumers and end-users by requiring the local companies to measure customer satisfaction.

Process for addressing negative impacts and channels to raise concerns

To support vulnerable groups, Asker provides opportunities for submitting complaints, including a whistleblowing channel as described on page 70.

The Medical Devices Regulation requires that all complaints and incidents involving vulnerable patients, such as those requiring intensive care or life support equipment, be reported. Furthermore, the regulation requires companies to have systems in place to record such events. Asker Business School provides training in legal requirements, quality management and patient safety to maintain high quality and safety standards throughout the Group.

Measures such as product recalls and corrective actions are managed through a Corrective and Preventive Actions (CAPA) framework or complaint handling procedures. Complaints concerning products are addressed to relevant parties, such as manufacturers, importers and authorised resellers. Incidents involving Asker's own operations, are followed up with a root-cause analysis, and corrective actions are taken to prevent the problem from recurring. The effectiveness of these actions is evaluated through internal quality audits. Consumers and end-users are informed about the status of complaints and reported problems via customer service.

During 2025, no complaints or incidents involving consumers or end-users, including those related to human rights issues, were reported to Asker, either directly or indirectly.

Actions

Asker applies quality controls and compliance procedures throughout the Group. Risk management is strengthened through compliance with the EU Medical Devices Regulation 2017/745, and other relevant regulations, ensuring that Asker's products meet the highest standards of safety and quality. As part of the AMS, companies are required to conduct at least one self-assessment per year, with the aim of identifying any shortcomings related to quality, compliance or effectiveness. This helps to identify and address any quality or process deficiencies and minimise the potential negative impact of defective products, ensure customer and patient safety and proper handling of information, and deliver cost-effective solutions. Local companies engage in dialogue with industry partners and regulatory bodies and apply relevant legislation and standards.

Actions identified through risk assessments and stakeholder consultations include:

- Ensuring that quality management training is provided in newly acquired companies in accordance with the AMS
- Implementing digital systems to avoid manual reporting errors, increase data quality and improve traceability
- Increasing quality controls and improving processes for identifying and addressing compliance shortcomings to ensure regulatory compliance
- Implementing improvement plans with dedicated resources allocated to the implementation of AMS in newly acquired companies
- Increasing the number of ISO certifications
- Managing whistleblower reports and involving stakeholders
- Increasing the use of digital solutions

Although the measures require internal resources from Group companies and Asker's Quality and Regulatory department, no significant capital or operational expenditure has been budgeted, either now or in the future.

Targets

Targets have been set to drive continuous improvement in product quality and safety, as well as regulatory compliance. The targets are aligned with international standards to ensure high-quality products. Targets are set in collaboration with internal and external stakeholders, based in part on information and data from resellers. Targets include customer satisfaction, product and service quality and external certification, to continuously ensure user and patient safety.

Customer satisfaction

In 2025, Asker has focused on coordinating and harmonising methods for measuring customer satisfaction, resulting in more companies in the Group measuring customer satisfaction.

Customer satisfaction	2025	2024
Percentage of companies that measure customer satisfaction, in relation to Group sales	90%	62%

External certifications

The increase in ISO 13485 certifications shows that a greater proportion of business activities are now covered by a medical device standard, and the coverage of ISO 9001 and/or 13485 has exceeded the target. ISO 14001 certifications have increased during the year, indicating strengthened environmental management practices. The percentage of sales covered by ISO 45001 has decreased as companies that have been integrated during the year have not yet implemented ISO 45001 to the same extent as existing companies in the Group.

Percentage of the Group's sales covered by ISO certification	2025	2024
ISO 9001	72%	72%
ISO 13485	42%	22%
ISO 14001	30%	27%
ISO 45001	17%	20%
ISO 9001 or ISO 13485 (import and distribution)	97%	91%
ISO 9001 or ISO 13485 (manufacturing)	100%	100%

Product and service quality

In 2025, the number of reported complaints increased as new companies in some cases defined complaints differently than Asker's definitions. The number of complaints is expected to decrease in 2026, as a new quality control standard is planned to be implemented.

Product and service quality (number of cases)	2025	2024
Product-related incidents, vigilance reports, warnings or recalls received and processed*	374	143
Complaints and negative product feedback received per million products sold for manufacturers	0.59	0.74
Complaints and negative feedback received per million products sold for distributors and importers*	7.31	6.96
Inspections from national regulators that have led to business interruption	1	0
Incidents that have led to fines, penalty fees or warnings related to defective products or incorrect advice	0	1

* Increase due to changes in definitions of the metric

G Governance

Business conduct G1

Sub-topic	Impacts, risks and opportunities	Location in value chain	Time horizon
Corporate culture	+P Corporate culture and values	○ ● ○	M
	○ Efficiency gains from knowledge sharing	○ ● ○	M
Corruption and bribery	+A Awareness of corruption risks and prevention measures	● ● ●	S

Impact
 +A Actual positive
 -A Actual negative
 +P Potentially positive
 -P Potentially negative

Financial effect
 ○ Opportunity
 R Risk

Location in value chain
 ● ○ ○ Earlier stage of the value chain
 ○ ● ○ Own operations
 ○ ○ ● Later stage of the value chain

Time horizon
 S Short term
 M Medium term
 L Long term

Governing documents

- Code of Conduct
- Supplier Code of Conduct
- Whistleblowing Policy
- Anti-Bribery and Anti-Corruption Policy

Target 2030

- More than 95 per cent of employees participated in Code of Conduct e-learning

Actions taken in 2025

- Evaluated business ethics of newly acquired companies as part of the due diligence process
- Conducted onboarding training on the business ethics requirements in the Asker Management Standard for newly acquired companies
- Rolled out Asker's Code of Conduct to newly acquired companies
- Expanded supplier due diligence processes in companies acquired prior to 2024 to include management of human rights risks
- Trained the whistleblowing function managers within the Group on the EU Whistleblower Protection Directive

- Group targets and results for 2025 are presented on page 79
- Descriptions of governing documents are presented on page 80
- Definitions, methods and assumptions are presented on pages 81–83

Why it matters

As the Group operates in diverse geographic locations with local laws, rules and cultures, there is a need for a unified corporate governance framework to ensure consistent engagement with customers and other stakeholders. Asker's framework reflects the Group's values and establishes standards for business conduct. At the core of this framework is the Code of Conduct, which includes clear guidance on business integrity, human rights, working conditions, environmental sustainability, protection of assets and confidential information.

Material impacts, risks and opportunities

A strong corporate culture that builds on shared values and good business ethics contributes to workers' well-being, fair treatment and an inclusive work environment. It also helps to maintain responsible business practices throughout the value chain. Anti-corruption, anti-bribery and anti-fraud training is provided through Asker Business School. E-learning and classroom training courses aim to raise awareness, enable early detection of potential misconduct and strengthen ethical business practices and compliance across the organisation.

A shared corporate culture enables information exchange, best practice sharing and coordination across Group companies. This can help increase efficiency and reduce duplication of efforts, as well as support innovation within the organisation, which can give rise to economic opportunities. Corruption and bribery are potential risks that can arise in business relationships such as those with customers or suppliers. The identified operational functions that are most exposed to such risks are therefore those with external business relationships. The risk is not considered financially material or material from an impact perspective for Asker, as any incident would likely be limited to a single company given the Group's decentralised structure.

Governing documents

Given Asker's decentralised structure, a strong governance model is essential to ensure responsible business ethics and compliance with the organisation's Code of Conduct. This is especially important in regions with lower Corruption Perception Index (CPI) scores, where there is a greater risk for misconduct in business relationships and in public procurement. Asker's governance framework includes clear policies on business ethics, whistleblowing, bribery, corruption and related-party transactions. An authorisation matrix is used to ensure that the relevant functions are involved in financial decisions, such as the review of donations and sponsorship. This strengthens transparency and accountability and supports Asker's clear commitment to integrity and ethical business practices.

These measures provide workers with the tools and conditions to deal with complex situations while upholding high ethical standards and ensuring compliance with laws and regulations. All workers must participate in an e-learning on Asker's Code of Conduct within six months of starting their employment, and all suppliers must sign the Supplier Code of Conduct or an equivalent code.

The Code of Conduct translates the organisation's values into practical guidance on how employees should act. Asker encourages a culture where employees can discuss ideas and problems openly. Breaches of the Code of Conduct are taken seriously and may lead to requirements for additional training, warnings, disciplinary action, dismissal or legal action. Employees are encouraged to report any breaches to their line manager or a more senior manager. A confidential, anonymous whistleblowing channel is available and is described on page 70.

Responsibility of the Board

Asker's Board, which has extensive expertise in responsible business conduct from different companies and industries, reviews the Code of Conduct and receives information on all cases reported via Asker's whistleblowing channel.

G1 Continued

Prevention and detection of corruption and bribery

The Code of Conduct training includes sections on measures for preventing and detecting incidents of corruption and bribery. The training is compulsory for all workers, including the Group Management Team and the Board, as well as consultants who represent Asker in their assignments.

Regular assessments are carried out to identify and reduce risks linked to bribery, corruption and anti-competitive conduct, particularly during the acquisition of new companies. Investigations are carried out immediately, independently and confidentially. All reported suspicions of non-compliance with the Code of Conduct or relevant laws and standards are evaluated annually.

Key findings from the Group's internal risk assessment conducted in 2022 show that the geographical risk of bribery and corruption is low at Asker's own sites. The exception is the Baltics (representing less than 2 per cent of the Group's operations), where the Corruption Perception Index (CPI) indicates a slightly higher risk than in other regions where Asker operates.

Business ethics risk in Asker's customer segments are considered low due to reliance on well-regulated electronic public procurement processes and minimal involvement from intermediaries. Product and IT risks are low, as most of the Group's companies are ISO 9001 or ISO 13485 certified and have implemented robust IT security measures.

Policy and process risks are managed through the implementation of the AMS. For all new companies, business ethics risks are assessed during the M&A due diligence process to ensure that the Group's risk assessment remains continuously updated.

Functions with external business relationships, such as sales and purchasing, have been identified as especially exposed to risk. Asker does not monitor participation in Code of Conduct e-learning specifically for these functions, as the participation rate among all employees remains consistently high year on year. The participation level is generally around 90 per cent. In countries where participation is lower it is mainly due to specific roles, such as warehouse workers, not having access to the tools required to complete the e-learning modules.

In addition, the Group has implemented an Internal Control Framework over Financial Reporting (ICFR), which aims to prevent and detect possible irregular transactions by applying controls such as segregation of duties and the four-eyes principle.

Actions

To effectively manage risks and opportunities related to business ethics, Asker has developed a Code of Conduct e-learning provided to employees across the Group, including those in newly acquired companies. The high participation rate in the e-learning ensures that Asker's expectations are communicated to all workers. All suppliers must sign the Asker Supplier Code of Conduct or have their own equivalent code of conduct. The percentage of suppliers that have signed the Supplier Code of Conduct is presented in the section Workers in the value chain. These actions aim to reduce business ethics risks. Although the implementation of actions requires internal resources from companies and from the Group Sustainability Director and Center of Excellence Purchasing, no significant capital or operational expenditure has been budgeted, either now or in the future.

Targets

Metrics and targets align with the UN Agenda 2030 and reflect requirements from governments, policy-makers, owners, banks, customers and EU regulators. The targets have been set by the Board and implemented across all Group companies through the Asker Management Standard. Metrics and targets related to the Supplier Code of Conduct are presented in the section Workers in the value chain.

Incidents of corruption, bribery and fraud

In 2025, one incident of corruption, bribery and fraud was reported through the whistleblowing channel or other channels. No negative financial effects for the Group resulted from fines or penalties related to corruption or bribery. No fines were paid for breaches of anti-corruption or anti-bribery laws and no action was required to address breaches of anti-corruption and anti-bribery procedures or standards.

Corruption, bribery or fraud	2025	2024
Number of reported cases	1	0
Total amount for fines, sanctions and damages as a result of the incidents	0	0

Percentage of employees that participated in Code of Conduct e-learning

Country	Participation 2025	Number of employees 2025	Participation (%) 2025	Participation (%) 2024
Austria	87	96	91%	92%
Baltic countries ¹⁾	17	87	20%	100%
Benelux	1,915	2,058	93%	80%
China	n/a	n/a	n/a	100%
Czech Republic	47	47	100%	100%
Denmark	222	222	100%	100%
Finland	103	104	99%	100%
Germany	468	476	98%	100%
Norway	144	144	100%	100%
Philippines	33	33	100%	100%
Poland	37	38	98%	100%
Sweden	513	573	90%	92%
Switzerland	74	80	92%	75%
United Kingdom	222	246	90%	100%
Total	3,882	4,204	92%	87%

1) Low participation due to late integration of ITAK

Group targets and results 2025

ESRS topic	Key performance indicator	Metric	Result 2024	Result 2025	Target 2030	Progress to target	SDG
E1 Climate change	Share of renewable energy	%	33%	33%	>90%		
	Change in Scope 1 and 2 greenhouse gas emissions (market-based) compared to 2021	%	-13%	-22%	-42%		13
	Change in Scope 3, category 1 greenhouse gas emissions, per SEK m gross profit (tCO ₂ e SEK m) compared to 2021	%	-38%	-40%	-51.6%		
S1 Own workforce	Employee engagement		75	76	>70		
	Employee turnover (voluntary)	%	13%	13%	<15%		
	Sick leave	%	6.0%	6.6%	<4%		
	Number of accidents		49	43	0		
	Work-related fatalities		0	0	0		
	Share of employees who received training in health and safety	%	98%	97%	100%		
	Share of employees who received career or skills development	%	87%	68%	100%		
	Share of employees with regular performance and career progression plans	%	98%	96%	100%		5
	Average number of training hours per employee ¹		1.62	2.85	>3		8
	Share of the under-represented gender on the Board	%	33%	33%	>40%		
	Share of the under-represented gender in the Group Management Team	%	44%	44%	>40%		
S2 Workers in the value chain	Difference in basic salary and compensation between women and men at manager level	%	19.8%	24.3%	0%		
	Difference in basic salary and compensation between women and men for all employees	%	4.3%	3.1%	0%		
	Share of third-party manufacturers audited against workers' rights criteria in the last 24 months	%	95%	94%	>90%		
S4 Personal safety of consumers/end-users	Share of suppliers who have signed Asker's Supplier Code of Conduct or an equivalent code	%	47%	60%	>70%		
	Share of suppliers, based on purchase value, who have signed Asker's Supplier Code of Conduct or an equivalent code	%	85%	85%	>90%		
	Share of companies that measure customer satisfaction, in relation to Group sales	%	62%	90%	>90%		
	Product-related incidents, vigilance reports, warnings or recalls received and processed		143	374	<100		
	Complaints and negative product feedback received per million products sold for distributors ²	CPM	6.96	7.31	<1		
	Complaints and negative product feedback received per million products sold for manufacturers ³	CPM	0.74	0.59	<1		
	Inspections by national regulators that have led to business interruption		0	1	<1		
	Incidents that have led to fines, sanctions or warnings related to defective products or incorrect advice		1	0	<1		3
	Share of the Group's sales covered by ISO 9001	%	72%	72%	>85%		
	Share of the Group's sales covered by ISO 13485	%	22%	42%	>35%		
G1 Business conduct	Share of the Group's sales covered by ISO 14001	%	27%	30%	>40%		
	Share of the Group's sales covered by ISO 45001	%	20%	17%	>30%		
G1 Business conduct	Share of the Group's sales covered by ISO 9001 or ISO 13485 for distributors ² or importers ⁴	%	91%	97%	>95%		
	Share of the Group's sales covered by ISO 9001 or ISO 13485 for manufacturers ³	%	100%	100%	100%		
G1 Business conduct	Share of employees who have participated in Asker's Code of Conduct e-learning	%	87%	92%	>95%		16

Target achieved According to plan Below expectation

1) Includes only the digital courses provided at Group level. 2) Distributor: An entity, other than a manufacturer or importer, that makes a product available on the market in the EU/EEA.

3) Manufacturer: An entity that places its name and/or brand on product in accordance with the MDR.

4) Importer: An entity established in the EU/EEA, that brings in products from manufacturers outside the EU/EEA, and releases these products on the market inside the EU/EEA.



Governing documents

Policy	Contents	Scope	Responsibility	Standards/ third-party initiatives	Stakeholder considerations	Availability
Code of Conduct	Sets expectations for ethical behaviour, business integrity and respect for human rights. It guides decisions and includes a responsibility to raise concerns. All employees must complete Code of Conduct training and sign a confirmation.	All companies and employees within the Group. Governs all operations across the entire value chain, including suppliers and partners where applicable.	Head of ESG Approved by the Board	UN and ILO frameworks	Codes of conduct from other industry players, customers, employees and suppliers.	Intranet and Asker's public website. All employees complete the e-learning course and sign a confirmation.
Quality and Environmental Policy	Sets requirements for quality, safety and environmental performance in all operations. Encompasses compliance, continuous improvement, customer satisfaction, product safety, internal performance measures, climate strategy and environmental commitments and considerations.	Applies to all companies, operations and business areas within the Group.	Head of ESG Approved by the Board	UN and ILO frameworks, as well as the Paris Agreement, MDR, IVDR, GDPR, ISO 13485 and ISO 9001.	Customers, suppliers and employees.	Intranet and Asker's public website.
HR Policy	Lays the foundation for human resource management processes for Asker's own employees, including recruitment, development, workplace environment and inclusion. The policy is designed to create a safe, healthy and inclusive workplace and contribute to the long-term progress of the organisation.	All departments within the Group, including employees, managers, the Board of Directors, the CEO and the Group Management Team.	Head of HR Approved by the Board	Relevant external standards and initiatives will be integrated into the HR Policy in 2026.	Employees and internal HR representatives.	Intranet.
Whistleblowing Policy	Describes the framework for reporting serious misconduct. It ensures confidentiality, anonymous reporting and protection in line with the EU Directive. Available to all internal and external stakeholders.	All employees and activities of the Group, including upstream and downstream in the value chain.	General Counsel Approved by the Board	EU Directive 2019/1937	Customers, suppliers and employees.	Intranet.
Anti-Bribery and Anti-Corruption Policy	Sets out Asker's zero-tolerance stance and expectations for employees and partners to act with integrity. Contains examples of misconduct, risk exposure and mandatory procedures.	All Group companies and external parties working on behalf of the Group.	Head of ESG Approved by the Board	UN and ILO frameworks	Public procurement, human rights experts and organisations that represent workers' rights.	Intranet.
Supplier Code of Conduct	Defines minimum standards for suppliers regarding ethical conduct, working conditions and environmental responsibility. Requires compliance with human rights, health and safety and anti-corruption practices.	All suppliers and third-party manufacturers in Asker's value chain, including their employees.	Head of ESG Approved by the Group Management Team	UN and ILO frameworks and the Paris Agreement	Codes of conduct from other industry players, customers and suppliers.	Intranet and Asker's public website. New suppliers review and confirm the Code of Conduct as part of the onboarding process.
Responsible Sourcing Policy	Describes the requirements for ethical sourcing for own-brand products and operations. Includes expectations regarding workers' rights, environmental impact and traceability.	All purchasing activities related to Asker's own brands, and to direct and indirect suppliers.	Head of ESG Approved by the Board	UN and ILO frameworks and international sanctions lists.	Public procurement, human rights experts and organisations that represent workers' rights.	Intranet.
Guideline for Human Rights Impact Remediation	Provides structured guidance to address human rights violations in the value chain. Describes when and how to take action, including restitution and follow-up.	Any person or group negatively affected by activities within Asker's value chain.	Head of ESG Approved by the Business Ethics Council	UN and ILO frameworks	Public procurement, human rights experts and organisations that represent workers' rights.	Intranet.
Supplier Due Diligence Procedure	Provides structured guidance on how to perform due diligence in the supply chain.	All companies in the Group.	Head of ESG Approved by the Group Management Team	UN and ILO frameworks and international sanctions lists.	Public procurement, human rights experts and organisations that represent workers' rights.	Intranet.

Definitions, methodologies and assumptions

Assessment of impacts, risks and opportunities

- Climate-related impacts:** Asker has consistently tracked its gross greenhouse gas emissions and refined its approach to enhance emissions coverage, increase the proportion of primary activity data and improve calculation accuracy. The majority of Asker's emissions come from activities in other parts of the value chain while a smaller part is generated by Asker's own operations. Asker's climate-related impact includes the Group's total gross greenhouse gas emissions and targets for climate change mitigation and adaptation.
- Climate-related physical risks:** Asker has assessed climate-related risks and opportunities using the IPCC SSP scenarios (SSP1-2.6, SSP2-4.5, SSP5-8.5), which cover a range from well below 2°C to the 'worst case' scenario of 4°C by 2100. Asker's main focus was on SSP5-8.5 for 2050, taking into account Asker's primary assets and the Paris Agreement's timelines. This scenario assumes continued use of fossil fuels, rapid technological progress and growing global economies, leading to higher temperatures and potential impacts on logistics and warehousing. Using Munich Re's Location Risk Intelligence software, Asker has analysed 73 locations across nine indices and multiple time horizons (from the present to 2100) with high geographical precision. In 2022, a workshop was held with experts to identify and prioritise climate-related risks and opportunities. These findings were updated in 2024 to incorporate new data, new acquisitions and the evolution of the business strategy, as well as to align with the double materiality assessment. Climate-related physical and transition risks are expected mainly after 2050, i.e. outside the scope of the double materiality assessment. The analysis of climate scenarios is consistent with the assumptions made in the financial statements. The scenario analysis shows that Asker's main physical risk is supply chain disruptions due to flooding and heavy precipitation that could potentially affect logistics, warehousing and operations. According to the SSP5, most of Asker's warehouses face only minor risks up to 2050, although some may be exposed to moderate to high risk due to drought, heat or heavy rain. Asker's leasing model for premises enables operational flexibility and resilience to physical risks.
- Climate-related transition risks:** In 2024, Asker assessed transition-related risks and opportunities using the IEA's Net Zero Emissions (NZE) scenario for 2050. This scenario assumes that global warming is limited to 1.5°C through the achievement of net zero emissions by 2050. This scenario is driven by advances in energy efficiency, technological innovation and shifts in global energy demand, particularly in the context of economic growth and demographic changes in the southern hemisphere. These trends will shape Asker's climate strategy and increase pressure from stakeholders and regulatory authorities to establish net-zero targets. Expected regulations such as higher emission taxes and stricter rules could lead to increased costs for Asker. However, the actions Asker is taking to reduce emissions across the value chain strengthen the Group's resilience and reduce its exposure to regulatory and financial risks.
- Climate-related opportunities:** Asker's assessment is based on customer dialogues and industry reports and identifies a growing demand in the healthcare sector for products with a lower environmental impact. By developing products that use less energy in manufacturing, Asker can meet this demand and achieve

its climate targets. In addition, rising temperatures and extreme weather are expected to increase the incidence of diseases and disasters, further driving demand for medical products and solutions.

- Waste-related impacts:** Asker has evaluated its impacts related to waste in the upstream value chain through research and reports issued by external organisations, including Healthcare Without Harm and Swedish Medtech. Most of the goods purchased by Asker that pass through the warehouses of the Group companies become waste in the later stages of the value chain. Asker companies maintain a close dialogue with their customers about waste in the value chain, and they have repeatedly expressed the need for circular solutions as they generate large amounts of waste from single-use products. In some markets, there is also a demand for circular solutions and alternatives to single-use products in public procurement.
- Impacts, risks and opportunities related to own workforce:** Asker has assessed the impacts, risks and opportunities related to its own workforce through internal employee engagement surveys, health and safety reports and exit interviews, and in consultation with HR teams, department heads and employee networks, and externally through insights from labour unions, industry experts, sector benchmarks and external reports.
- Impacts, risks and opportunities related to workers in the value chain:** Asker conducted risk assessments and audits of third-party manufacturers and interviewed representatives of workers in the value chain. Information was also collected by analysing industry reports from workers' rights advocacy organisations in different industries and countries, and through regular dialogue with these organisations to ensure that impacts on workers in the value chain was assessed correctly.
- Impacts, risks and opportunities related to consumers and end-users:** Asker applied a structured approach to assess impacts, risks and opportunities related to consumers and end-users, including product testing, compliance audits and monitoring of customer feedback. The assessment also encompassed insights from regulations such as the EU Medical Device Regulation and analyses of market trends to understand evolving consumer needs and expectations. Internal teams cooperated with the functions responsible for quality and regulation to evaluate risks pertaining to non-EU suppliers and ensure that safety and quality standards were implemented correctly. This laid the foundation for Asker's strategic models, including system solutions and digital health solutions, that have been designed to increase patient safety and satisfaction, as well as trust in Asker's products.
- Impacts, risks and opportunities related to business ethics:** Asker assessed business ethics risks such as bribery, corruption, anti-competitive behaviour and human rights violations within its own operations and across its value chain using a process based on geographical risk assessments. Transparency International's Corruption Perceptions Index (CPI) was used in this assessment together with analyses of customer segments, product categories, IT security, policy and process controls, whistleblower reports and evaluations of compliance from third-parties. Risks were also identified using Asker's Enterprise Risk Management Procedure, Supplier Due Diligence Procedure and M&A Due

Diligence Procedure for new acquisitions. The results were compared with other companies in the industry to ensure comprehensive risk management.

Climate change (E1)

Definitions of emissions

Emissions were calculated based on the GHG Protocol using an operational control approach. The following definitions, methodologies and key assumptions are used to calculate total greenhouse gas emissions:

- Gross Scope 1 and 2 emissions:** Asker identified all relevant sources of energy within the Group to calculate Scope 1 and 2 greenhouse gas emissions. Emission inventory and scopes are updated annually to include new acquisitions.
- Gross Scope 1 emissions:** Includes emissions from stationary combustion at sites under Asker's operational control as well as emissions from vehicles owned by Group companies. Consumption is multiplied by the latest UK Government (BEIS) emission factors. Biogenic carbon dioxide emissions are calculated using the BEIS emissions factors outside Scopes 1–3, which includes carbon dioxide emissions from the combustion of biofuels. For sites with limited data, emissions figures are extrapolated based on the emissions intensity per square metre from sites for which data is available.
- Gross location-based Scope 2 emissions:** Includes emissions from purchased electricity, heating and cooling. This is calculated using the latest country-specific International Energy Agency (IEA) emission factors. District heating and cooling emissions are calculated using BEIS factors.
- Gross market-based Scope 2 emissions:** Includes emissions from purchased electricity, heating and cooling based on contracts with the energy suppliers. This calculation approach prioritises supplier-specific emission factors. When these are not available, residual mix factors from the Association of Issuing Bodies (AIB) are used. In cases where AIB factors are not available, the location-specific IEA factors are applied. For district heating and cooling, BEIS factors are used in the absence of supplier-specific data. For sites with limited data, emissions figures are extrapolated based on the emissions intensity per square metre from sites for which data is available.
- Biogenic carbon dioxide emissions outside of Scopes 1–3:** Asker calculates biogenic carbon dioxide emissions from the consumption of biofuels in company-owned vehicles. This is calculated using fuel-specific BEIS carbon dioxide emission factors outside of Scopes 1–3, which include carbon dioxide emissions from the combustion of biofuels. Emissions of CH₄ and N₂O are included in the Scope 1 and 2 inventory.
- Gross Scope 3 emissions:** To calculate upstream and downstream value chain emissions, Asker carried out a benchmark analysis and a detailed assessment of business activities to ensure that all relevant Scope 3 categories are included in the inventory. Sources of emissions linked to significant risks and opportunities have been given particular attention in terms of data quality. For Scope 3 calculations, 80 per cent of the data used was primary data.

Material Scope 3 categories

- **Scope 3.1 Emissions from purchased goods and services:** A hybrid approach is applied to calculate emissions from purchased goods and services. Where weight and material data are available, emissions are calculated using the latest Ecolvent factors. Life cycle assessments (LCA) have been carried out for products that account for a significant share of the Group's emissions, enabling the use of LCA-based emission factors when available. In the absence of activity data, spend-based BEIS factors are applied. Asker works constantly to improve data quality for purchased goods and services by integrating supplier-specific information and expanding the use of environmental product declarations (EPD) to increase the accuracy of product-based emissions data.
- **Scope 3.2 Emissions from capital goods:** Emissions are calculated by linking capital expenditure to spend-based conversion factors from BEIS.
- **Scope 3.3 Emissions from fuel- and energy-related activities:** Reflects the emissions from consumed fuel and energy earlier in the value chain, while direct emissions are accounted for under Scope 1 and 2. Emissions from earlier stages of the value chain are calculated using BEIS well-to-tank (WTT) factors based on reported consumption.
- **Scope 3.4 Emissions from transportation:** Includes emissions from the transport and distribution of purchased products distributed between Asker and transportation providers. This includes inbound and outbound logistics, as well as transport between Asker's own sites. Depending on data availability, the emissions are based on carriers' emission reports, carrier-specific emission factors, the Global Logistics Emissions Council (GLEC) Framework, WTT emission factors or data on consumed fuel. A spend-based method is used for carriers that do not have specific information.
- **Scope 3.5 Emissions from waste in own operations:** Emissions are calculated by multiplying waste volumes by the relevant BEIS emission factors based on waste type and disposal method.
- **Scope 3.6 Emissions from business travel:** Includes emissions from employees' business travel. This category currently focuses solely on air travel, which constitutes the majority of Asker's business travel. Emissions from air travel are calculated using primary data from travel agencies and extrapolations for companies that do not use travel agencies.
- **Scope 3.7 Emissions from employee commuting:** Includes emissions from the means of transport used by Asker's employees to commute between home and work by bus, train or metro. Due to the limitations in data regarding commuting methods and distances, emissions are estimated using the number of FTEs and secondary data on transportation methods and commuting distances. Even though primary HR data is used for the calculation, Asker does not have primary data on commuting methods and distance per employee.
- **Scope 3.11 Emissions from use of sold products:** This category includes direct emissions generated during the use phase of products sold over their expected lifetime. Emissions are estimated by multiplying the volume of energy-using products sold by emission factors derived from supplier-reported data for products that directly consume energy when used. Due to the limited availability of primary data, emissions are calculated based on product categories and the average emissions reported by the largest suppliers.
- **Scope 3.12 End-of-life treatment of sold products:** This category includes emissions from the disposal and treatment of products at the end of their life cycle. The calculation is based on the same hybrid approach as described for

Scope 3.1 Emissions from purchased goods and services, applying relevant emission factors for end-of-life treatment processes. Continuous improvements in data quality and data availability for Scope 3.1 strengthen the accuracy and reliability of data reported in this category.

Non-material Scope 3 categories

- **Scope 3.8 Leased assets earlier in the value chain:** Asker does not lease any assets that have not already been accounted for in other emissions categories. This includes leased premises and leased vehicles, which are covered in Scope 1 and 2 emissions.
- **Scope 3.9 Downstream transportation and distribution:** In the absence of a clear cost allocation, all transport and distribution emissions are reported under Scope 3.4.
- **Scope 3.10 Further processing of products sold:** Asker only sells products that do not require any further processing.
- **Scope 3.13 Downstream leased assets:** Asker does not lease any assets to third parties.
- **Scope 3.14 Franchises:** Asker does not have any franchisees.
- **Scope 3.15 Investments:** Asker does not have investments that have not already been included in Scopes 1 and 2.

Scope of Science Based Targets initiative

In 2023, Asker joined SBTi and validated its emission reduction targets in line with the Paris Agreement's 1.5°C target, using a base year of 2021 and projected growth until 2030. The baseline is recalculated annually to include emissions from newly acquired companies. This is done through a retroactive adjustment of Scope 1 and 2 emissions to the 2021 base year to ensure comparability. Scope 1 includes direct emissions from owned or controlled sources, Scope 2 includes indirect emissions from purchased electricity, steam, heating and cooling, and Scope 3.1 includes indirect emissions from purchased goods and services. Scope 3.1 emissions are monitored using an intensity reduction target (emissions in relation to gross profit), with no retroactive adjustment, allowing continuous improvement despite rapid growth. The target also includes biogenic carbon dioxide emissions outside of Scope 1 and 2, which are minimal (0.1 per cent) and not subject to any reduction targets. Asker's targets cover all main greenhouse gases, including CO₂, CH₄, N₂O, HFC, PFC, SF₆ and NF₃, as well as biogenic emissions. With these adjustments, Asker is well on track to reach its Scope 1 and 2 targets by 2030. The Scope 3.1 targets represent 90 per cent of the total Scope 3 emissions in the base year. Asker's emissions inventory now covers 100 per cent of the Group's emissions, exceeding the SBTi recalculation threshold.

Own workforce (S1)**Definitions of employees**

Asker's workforce includes employees and non-employees, including consultants (both self-employed and employed by third parties). This report covers all employees and non-employees unless otherwise stated. Employees who resign voluntarily or are made redundant remain in the headcount until the end of their notice period.

- **Full-time employees:** Employees whose contracted working hours meet the national full-time employment standard.

- **Part-time employees:** Employees whose contracted working hours are lower than the national full-time employment standard.
- **Permanent employees:** Employees with indefinite-term contracts, whether full- or part-time
- **Temporary employees:** Employees on fixed-term contracts with no expectation of continued employment beyond the contract duration.

Definitions of differences in pay

The **CEO pay ratio** is based on the ratio of the annual total compensation of the highest paid person to the median total compensation of all employees (excluding the highest paid person). This includes the fixed basic salary and all variable compensation (such as bonuses and commissions) paid during the year and, where applicable, additional monthly salaries beyond the standard twelve.

Definitions of metrics and targets

- **Employee engagement >70:** Encompasses all questions in the employee survey. The metric validates the effectiveness of Asker's workforce management. After assessment in collaboration with external parties, it was concluded that a value of over 70 is a good target level. Communicated as part of feedback on the employee survey and in the HR Network.
- **Employee turnover (voluntary) <15%:** Percentage of employees who voluntarily leave the company during the year. An employee turnover rate of below 15 per cent is in line with industry benchmarks for Asker's operations in Europe. These insights are communicated to the HR network and to senior management.
- **Sick leave <4%:** Total sick leave as a percentage of regular working hours. A high level of sick leave can indicate underlying health issues, problems with work-life balance or low employee engagement. Long-term target for a stable rate of sick leave, with 4% set as an aspirational target. The metric serves to highlight broader actions and activities that impact the performance. Communicated to the HR network.
- **Total number of accidents 0:** Number of lost-time accidents during the year. Shows Asker's commitment to health, safety and well-being and emphasises preventive measures to reduce the number of accidents, benefiting the workforce and the Group as a whole. The long-term vision of zero accidents underscores the importance of continuous improvement in this area. Communicated in the HR Policy and continuously in dialogue and training with employees, consultants and suppliers.
- **Work-related fatalities 0:** Number of work-related fatalities during the year. Communicated through the HR Policy and related training and within the HR network.
- **Average training hours per employee >3:** Average number of recorded training hours per employee. Only digital courses provided at Group level are included. The target reflects Asker's investment in developing the skills and knowledge of its workforce and underscores Asker's commitment to continuous learning, which supports competitiveness and the ability to attract and retain talent. Target based on internal ambition. Communicated as part of Asker's culture and within the HR network.
- **Percentage of the under-represented gender on the Board >40%:** Diversity within the Board of Directors. Helps ensure that the under-represented gender has fair opportunities for leadership roles and fair compensation in line with the company's commitment to inclusion. Reduces bias in hiring and remuner-

ation decisions. Established to reflect the EU Directive on Gender Balance on Corporate Boards. Communicated to the Group Management Team and at Board meetings.

- **Percentage of the under-represented gender in the Group Management Team >40%:** Diversity in the Group Management Team. Established to reflect the EU Directive on Gender Balance on Corporate Boards. Communicated to the Group Management Team and at Board meetings.
- **Gender pay gap at managerial level 0%:** Difference in compensation between women and men in leadership positions. Based on the principle of equal pay. Communicated through the HR Policy and in related training programmes.
- **The pay ratio is the average compensation level of female employees divided by the average compensation level of male employees, expressed as a ratio.** 2023 is the base year for all targets.

Workers in the value chain (S2)

Definitions of metrics and targets

- **Percentage of suppliers, based on purchase value, who have signed Asker's Supplier Code of Conduct or an equivalent code:** The scope is limited to suppliers of medical supplies and medical equipment. Therefore, the metric does not include service providers or suppliers of non-medical products. The supplier or original equipment manufacturer can sign Asker's Supplier Code of Conduct. Suppliers are allowed to use their own code of conduct if Asker's gap analysis shows that it is equivalent.
- **Percentage of third-party manufacturers audited against workers' rights criteria:** Includes all active third-party manufacturers of own-brand products audited for workers' rights compliance in the last 24 months. The 90% target is applied to companies in their second year as part of the Asker Group. This is currently Asker's only time-bound and performance-based target specifically targeting workers in the value chain and it underlines the Group's commitment to high standards concerning labour law and ethical business conduct. Newly acquired companies have 12 months to fulfil the business ethics requirements. 2023 is the base year for all targets. Workers are not currently involved in setting targets.

Consumers and end-users (S4)

Definitions of metrics and targets

- **Percentage of companies that measure customer satisfaction, in relation to Group sales:** Asker's aim is to steadily increase the share of the Group's sales for which customer satisfaction is measured and to reach over 90 per cent by 2030, even when new companies join the Group. The metric shows the percentage of the Group's companies that measure customer satisfaction, in relation to revenue. This is to support substantial improvement.

Product and service quality

The selected metrics reflect standard quality metrics for medical products and are designed to identify potential negative impacts on consumers and end-users due to defective products or products that pose a safety risk when used. The target is to reduce the number of reported product incidents, recalls and complaints in relation to the number of products sold.

- **Number of complaints and negative product feedback per million products sold (CPM) for manufacturers:** Measures the total number of complaints and negative feedback received from customers and distributors regarding own brands sold as manufacturers, divided by the number of million units sold. Complaints and feedback include product problems such as the product not meeting expectations or specifications, problems with usability as well as service-related matters. Target 2030: <1 CPM ensures high level of product quality and minimises negative impacts while Asker also transitions to sustainable solutions. The target of <1 is a typical, general quality target for CPM.
- **Number of complaints and negative feedback received per million products sold (CPM) for distributors and importers:** Shows the total number of complaints and negative feedback from customers, divided by the number of units sold, for all products and services offered. This includes complaints and negative feedback related to products sold as well as feedback related to the Asker companies' own distribution and import operations. Target 2030: <1 CPM ensures high level of product quality and minimises negative impacts while Asker also transitions to sustainable solutions.
- **Number of product-related incidents, product safety reports, warnings or recalls received and processed:** The total number of registered incidents related to product issues, product safety reports, warnings or recalls that have been identified and addressed within a Group company in its capacity as a distributor, usually dealt with and sent to the manufacturer. Target 2030: <100 incidents to reduce risks, maintain operational integrity and ensure timely response and resolution. The target has been set to prioritise improvement of quality controls and collaboration with suppliers to improve the quality of products delivered.
- **Number of audits from national regulators that have led to business interruption:** Shows the number of audits by regulatory authorities that have caused disruption in business operations, including stoppages or interruptions. Target 2030: <1 audit to ensure business continuity and compliance with regulatory standards. The target has been set to ensure minimal acceptance of deficient compliance, thereby minimising impacts and risks to Asker.
- **Number of incidents resulting in fines, penalty fees or warnings related to defective products or incorrect advice:** Measures the number of cases when companies in the Group have received fines, penalty fees or warnings due to defective products or services, incorrect handling of products or incorrect advice to customers. Target 2030: <1 incident to minimise legal risks and maintain product integrity. The target has been set to ensure minimal acceptance of deficient compliance, thereby minimising impacts and risks to Asker.

External certifications

The target strategy aims to maintain or increase the share of product sales coming from companies with third-party certifications, even when new companies are acquired. Targets are set realistically based on current status and can be revised annually. By increasing the share of certified companies, Asker demonstrates high quality in operations and builds trust with stakeholders. The target group includes only companies with active operations, provided that the certifications cover all their activities.

- **Percentage of the Group's sales covered by ISO 9001:** Measures the percentage of the Group's product sales covered by Asker companies that have ISO 9001 certification, a standard for quality management systems. Target 2030: >85 per cent, aiming for operational efficiency, reduction in variations in delivery and product quality, and an increase in overall customer satisfaction by

ensuring uniform processes throughout the Group. A lower result is acceptable if the proportion of companies with ISO 13485 increases to the same extent, for example when companies change from ISO 9001 to ISO 13485.

- **Percentage of the Group's sales covered by ISO 13485:** The percentage of the Group's product sales covered by Asker companies that have ISO 13485 certification, a standard that is specifically for medical products and related regulatory compliance. Target 2030: >35 per cent, which reinforces Asker's commitment to fulfilling high standards of safety and efficiency, ensuring regulatory compliance and building trust with healthcare professionals and patients.
- **Percentage of the Group's sales covered by ISO 14001:** States the percentage of the Group's product sales covered by ISO 14001 certification, a standard for environmental management systems. Target 2030: >40 per cent. This metric supports Asker's sustainability targets as companies establish clear internal processes to reduce environmental impact and establish targets for sustainable practices.
- **Percentage of the Group's sales covered by ISO 45001:** Illustrates the percentage of the Group's product sales covered by ISO 45001 certification, a standard for processes that focus on occupational health and safety. Target 2030: >30 per cent, aiming to improve workplace safety, reduce risks and promote a work place culture that supports employee well-being and organisational resilience.
- **Percentage of products sold covered by ISO 9001 or ISO 13485 (import and distribution):** The percentage of sales generated by companies in the Group (acting as legal importers or distributors), that are certified according to ISO 9001 or ISO 13485, reflecting compliance with the main EU quality management standards for the related industry. Target 2030: >95 per cent, which ensures distributors and importers have high quality standards and contributes to the integrity, quality and safety of the products, as well as to customer trust, and enhances Asker's reputation in the market.
- **Percentage of products sold covered by ISO 9001 or ISO 13485 (manufacturing):** Reflects the share of the Group's sales generated by companies acting as manufacturers, that are certified according to ISO 9001 or ISO 13485, reflecting compliance with the main EU quality management standards. Target 2030: 100 per cent, which ensures that all own-brand products manufactured by third-party manufacturers are developed and manufactured under a quality management system in accordance with relevant standards and processes, reinforcing Asker's commitment to excellence, quality and reliability. The base year for all targets is 2023, with the exception of the two new targets related to ISO certification that were adopted in 2024, which is therefore the base year.

Business conduct (G1)

Definitions of metrics and targets

- **Participation in Code of Conduct e-learning:** Given the continuous integration of new companies and employees, achieving 100 per cent is challenging. 95 per cent is considered a realistic target. Annual reviews ensure that progress towards targets is followed up, fostering continuous improvement and maintaining high ethical standards.
- **Incidents of corruption and bribery:** Asker's target is to have 0 cases of corruption, bribery or fraud by 2030.

ESRS Disclosure Index

The table below presents all disclosure requirements under ESRS 2 as well as the topical standards identified as material for Asker. The table also includes datapoints derived from other EU legislation that are referenced in ESRS 2, Appendix B. For each disclosure requirement and datapoint, the table indicates where the information can be found in the Sustainability Statement and, where applicable, whether the datapoint has been assessed as not material. For disclosure requirements where information is not yet available, no reference is provided.

Disclosure requirement	ESRS data points that derive from other EU legislation	Other applicable EU legislation	Datapoint not material	Page	
ESRS 2 – General disclosures					
BP-1	General basis for preparation of the sustainability statement			55	
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GOV-2	Information provided to, and sustainability matters addressed by, the company's administrative, management and supervisory bodies	21 (e) Percentage of independent Board members		Benchmark regulation 39–44	
GOV-3	Integration of sustainability-related performance in incentive schemes			42	
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GOV-5	Risk management and internal control over sustainability reporting			56	
SBM-1	Strategy, business model and value chain	40 (d) i	Involvement in activities related to fossil fuels	SFDR, pillar 3, benchmark regulation Not material	57–58, 74–75
		40 (d) ii	Involvement in activities related to chemical production	SFDR, benchmark regulation Not material	
		40 (d) iii	Involvement in activities related to controversial weapons	SFDR, benchmark regulation Not material	
		40 (d) iv	Involvement in activities related to cultivation and production of tobacco	Benchmark regulation Not material	
SBM-2	Interests and views of stakeholders			59–60	
SBM-3	Material impacts, risks and opportunities and their interaction with the strategy and business model			56, 61–63, 67, 70, 74, 76, 78	
IRO-1	Description of the process to identify and assess material impacts, risks and opportunities			61, 82	
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Disclosure requirement	ESRS data points that derive from other EU legislation	Other applicable EU legislation	Datapoint not material	Page
ESRS E1 – Climate change				
E1-GOV-3	Integration of sustainability-related performance in incentive schemes			56
E1-1	Transition plan for climate change mitigation	14 Transition plan to reach climate neutrality by 2050 16 (g) Companies excluded from EU reference benchmarks for Paris Agreement alignment	EU Climate Law Pillar 3, benchmark regulation	63 Not material
E1-SBM-3	Material impacts, risks and opportunities and their interaction with the strategy and business model			63
E1-IRO1	Description of the process to identify and assess material climate-related impacts, risks and opportunities			82
E1-2	Policies related to climate change mitigation and adaptation			62–63, 81
E1-3	Actions and resources in relation to climate change policies			63–64
E1-4	Targets related to climate change mitigation and adaptation	34 Greenhouse gas emission reduction targets	SFDR, pillar 3, benchmark regulation	64–65, 80–82
E1-5	Energy consumption and energy mix	38 Energy consumption from fossil sources disaggregated by source (only high climate impact sectors)	SFDR	65
		37 Energy consumption and energy mix	SFDR	
		40-43 Energy intensity associated with business activities in high climate impact sectors	SFDR	
E1-6	Gross and total Scope 1, 2 and 3 greenhouse gas emissions	44 Gross and total Scope 1, 2 and 3 greenhouse gas emissions	SFDR, pillar 3, benchmark regulation	66
		53-55 Gross greenhouse gas emissions intensity	SFDR, pillar 3, benchmark regulation	
E1-7	Greenhouse gas removals and mitigation projects financed by carbon credits	56 Greenhouse gas removals and carbon credits	EU Climate Law	66
E1-8	Internal carbon pricing			66
E1-9	Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	66 Exposure of the benchmark portfolio to climate-related physical risks	Benchmark regulation	66
		66 (a) Disaggregation of monetary amounts by acute and chronic physical risk; 66 (c) Location of significant assets at material physical risk	Pillar 3	
		66 (c) Breakdown of the carrying value of real estate assets by energy-efficiency classes	Pillar 3	
		69 Degree of exposure of the portfolio to climate-related opportunities	Benchmark regulation	
ESRS E5 – Resource use and circular economy				
E5-SBM-3	Material impacts, risks and opportunities and their interaction with the strategy and business model			67
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E5-5	Target for resource use and circular economy	37 (d) Non-recycled waste	SFDR	67
		39 Hazardous waste and radioactive waste	SFDR	
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Disclosure requirement	ESRS data points that derive from other EU legislation	Other applicable EU legislation	Datapoint not material	Page
ESRS S1 – Own workforce				
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		14 (g) Risk of incidents of child labour	SFDR	
S1-1	Policies related to own workforce	20 Human rights policy commitments	SFDR	70, 81
		21 Due diligence policies on issues addressed by the fundamental International Labour Organisation (ILO) Conventions 1–8	Benchmark regulation	
		22 Processes and actions for preventing human trafficking	SFDR	
		23 Workplace accident prevention strategy or management system	SFDR	
S1-2	Processes for engaging with own workforce and employee representatives regarding impacts			70–71
S1-3	Processes to remediate negative impacts and channels for own workers to raise concerns	32 (c) Mechanisms for grievance/complaint handling	SFDR	71
S1-4	Actions regarding material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities regarding own workforce, and effectiveness of those actions			70–71
S1-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities			71, 80, 83
S1-6	Information on the company's employees			72, 82
S1-7	Characteristics of non-employees in the undertaking's own workforce			72
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S1-14	Health and safety metrics	88 (b) Number of fatalities and number and proportion of work-related accidents and (c)	SFDR, benchmark regulation	73
		88 (e) Number of days lost to injuries, accidents, fatalities or illness	SFDR	
S1-16	Compensation metrics (pay gap and total compensation)	97 (a) Unadjusted gender pay gaps	SFDR, benchmark regulation	
		97 (b) Excessive CEO pay ratio	SFDR	73
S1-17	Incidents, complaints and severe impacts on human rights	103 (a) Incidents of discrimination	SFDR	73
		104 (a) Non-respect of UN Guiding Principles on Business and Human Rights and OECD guidelines	SFDR, benchmark regulation	

Disclosure requirement	ESRS data points that derive from other EU legislation	Other applicable EU legislation	Datapoint not material	Page
ESRS S2 – Workers in the value chain				
S2-SBM-2	Interests and views of stakeholders			59–60
S2-SBM-3	Material impacts, risks and opportunities and their interaction with the strategy and business model	11 (b) Significant risk of child labour or forced labour in the value chain	SFDR	74
S2-1	Policies related to workers in the value chain	17 Human rights policy commitments	SFDR	74, 81
		18 Policies related to workers in the value chain	SFDR	
		19 Non-respect of UN Guiding Principles on Business and Human Rights and OECD guidelines	SFDR, benchmark regulation	
		19 Due diligence policies on issues addressed by the fundamental International Labour Organisation (ILO) Conventions 1–8	SFDR, benchmark regulation	
S2-2	Processes for engaging with workers in the value chain about impacts			74–75
S2-3	Processes to remediate negative impacts and channels for workers in the value chain to raise concerns			75
S2-4	Actions regarding material impacts on workers in the value chain, and approaches to managing material risks and pursuing material opportunities regarding workers in the value chain, and effectiveness of those actions	36 Human rights issues and incidents connected to the upstream and downstream value chain	SFDR	74–75
S2-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities			75, 80, 83–84
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		17 Non-respect of UN Guiding Principles on Business and Human Rights and OECD guidelines	SFDR, benchmark regulation	
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S4-3	Processes to remediate negative impacts and channels for consumers and end-users to raise concerns			77
S4-4	Actions regarding material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities, and effectiveness of those actions			76–77
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G1-1	Policies for business ethics and corporate culture	10 (b) United Nations Convention against Corruption	SFDR	78, 81
		10 (d) Protection of whistleblowers	SFDR	
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G1-4	Incidents of corruption and bribery	24 (a) Fines for violation of anti-corruption and anti-bribery laws	SFDR, benchmark regulation	79
		24 (b) Standards for anti-corruption and anti-bribery	SFDR	