

Quality and Environmental Policy

ASKER HEALTHCARE GROUP

Asker Healthcare Group Quality and Environmental Policy Overview

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Background and purpose

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

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

The purpose of this Policy is to:

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

Definitions

Term	Description
Quality Commitments	The set of actions and standards that ensure Asker’s products and services meet legal and regulatory requirements, with a focus on patient safety, customer satisfaction, and business excellence.
Environmental Commitments	Measures and objectives aimed at minimizing Asker’s environmental impact through the reduction of emissions, waste management, and the use of renewable resources, in line with the Group’s sustainability goals.
Scope 1, 2, 3 Emissions	Greenhouse gas emissions classified into direct emissions (Scope 1), indirect emissions from purchased electricity (Scope 2), and all other indirect emissions from the value chain (Scope 3) as per the Greenhouse Gas Protocol.
SVHC List (REACH)	A list of Substances of Very High Concern under the REACH regulation (Registration, Evaluation, Authorisation and Restriction of Chemicals), which Asker commits to phasing out from its products by 2030.
ESG Team	The Asker team responsible for overseeing the environmental, social, and governance aspects of Asker’s operations, including the implementation and monitoring of this Policy.

Term	Description
Asker Management Standard	Governance framework used by the Asker Healthcare Group to ensure compliance across its decentralized organization. This framework consists of policy documents and guidelines that are regularly updated to align with new regulations and requirements. It forms the foundation for how Asker manages its business units, ensuring consistency, ethical standards, and regulatory compliance across the group.
Whistleblowing System	A confidential reporting channel within Asker that allows employees to report violations of this Policy or other serious concerns, with the option to remain anonymous where legally permissible.
MDR	Medical Device Regulation (EU) 2017/745, which sets the standards for the safety and performance of medical devices within the EU market.
IVDR	In Vitro Diagnostic Regulation (EU) 2017/746, which regulates the safety and performance of in vitro diagnostic medical devices in the EU.
PPE	Personal Protective Equipment Regulation (EU) 2016/425, which governs the design, manufacture, and marketing of personal protective equipment to ensure users' safety.
GDPR	General Data Protection Regulation (EU) 2016/679, which establishes the rules for data protection and privacy in the EU.
Business Area Directors	Senior executives within Asker responsible for managing specific geographic or business areas, ensuring compliance with this Policy across their divisions.
Local Companies	Subsidiaries and affiliated entities within Asker Healthcare Group that are responsible for implementing the Quality and Environmental Policy at a local level, aligned with both Group and local regulations.
Security of a Person	Refers to policies and measures aimed at safeguarding the personal security of individuals, particularly patients and customers, through rigorous quality controls and safety standards in products and services. This relates to CSRD directive and related ESRS standard.
Health and Safety	Refers to policies and practices that ensure the health and safety of all stakeholders, including patients, customers, and employees, through compliance with safety regulations, continuous improvement of products, and maintaining safe working environments. This relates to CSRD directive and related ESRS standard.
Stakeholders	Groups or individuals who have an interest in or are affected by Asker's operations, including employees, customers, suppliers, shareholders, regulators, and the broader community.
ISO Certifications	International standards for quality management (ISO 9001), environmental management (ISO 14001), medical devices (ISO 13485), and occupational health and safety (ISO 45001), which Asker seeks to attain and maintain across its operations.
KPIs (Key Performance Indicators)	Specific, measurable indicators that Asker uses to monitor and assess the effectiveness of its quality and environmental management systems, such as emissions, energy consumption, customer satisfaction, and product quality metrics.

Scope

The Policy framework regulates the following:

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

Audience and accountability

This Policy applies to all entities and subsidiaries of which Asker Healthcare Group AB exercises decisive control and employees, managers, board members, consultants, interns or similar within the Group.

In the event of any contradictions between this Policy and any other local governing documents, this Policy prevails (unless local legislation prescribes differently). The Group CEO is ultimately accountable for this Policy, but it resides with the document owner, Head of ESG, to be responsible for its content, implementation and monitoring compliance with the Policy.

Violations of this Policy may be reported to the Head of ESG, Group CEO or the Board of Directors, either directly or via a manager, HR, the Audit Committee or any other appropriate corporate body. Anyone reporting a violation shall, to the extent legally permissible, have the possibility to remain anonymous. Serious violations may also be reported via the Whistleblowing System where any employee can submit reports confidentially and anonymously. Asker has a non-retaliation rule and will ensure that there are no adverse work-related consequences for any employee who, in good faith, alerts management of possible violations of this Policy.

Roles and responsibilities

The Board of Directors of Asker Healthcare Group AB (the “Board of Directors” or the “Board”) reviews and approves this Policy. The Group CEO has delegated to the Head of ESG to be the owner of this Policy. The Head of ESG is therefore responsible for the content, implementation and monitoring of compliance with the Policy. This Policy should be subject to annual review and approval by the Board, or when updates needed due to the assessment by the Head of ESG. Any changes to the Policy are subject to approval by the Board.



Policy statement

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

- Climate change adaptation (E1)
- Climate change mitigation (E1)
- Energy (E1)
- Health and safety for end-users (S4)

Furthermore, the analysis identified these additional topics as impact material:

- Security of a person (S4)
- Access to (quality) information for customers and/or end-users (S4)

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

Quality commitments

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

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



Environmental commitments

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

Climate action and commitment

Asker is committed to take action to combat climate change and its impacts and work on both climate change mitigation and adaptation.

Climate Change Mitigation:

Asker's Science-Based Targets were approved by the Science Based Targets initiative (SBTi) in 2024 to reduce greenhouse gas emissions in line with the Paris Agreement:

- Reduce absolute Scope 1 and 2 GHG emissions 42% by 2030 from a 2021 base year.
- Reduce Scope 3 GHG emissions from purchased goods and services with 51.6% per MSEK value added by 2030 from a 2021 base year.
- Measure and disclose Scope 1, 2 and 3 emissions in accordance with the Greenhouse Gas Protocol and implement reduction initiatives.

Climate Change Adaptation:

- Asker shall conduct screenings against the Task Force on Climate-related Financial Disclosures (TCFD) requirements bi-annually to identify and manage physical and transitional climate-related risks in our operations.
- Local Companies shall be trained through Asker Business School to ensure they implement robust climate change risk mitigation activities.

Energy consumption:

Asker also targets to reach 90% renewable electricity at offices and warehouses by 2030. The renewable electricity policy encompasses all Asker-operated sites. It is based on Asker's energy and GHG emissions accounting exercise and follows GHG Protocol criteria, considering only 100% renewable energy as appropriate.

- Local Companies shall implement energy efficiency measures across all sites
- Asker shall support and guidance to Local Companies in developing and implementing effective energy-saving activities

Monitoring performance

Environmental

Asker monitors environmental management performance through Key Performance Indicators (KPIs) applicable to all Local Companies:

- Scope 1, 2 and 3 emissions (CO₂e)
- Total energy consumption (MWh and % of renewable)
- Total water consumption in own operation (m³)
- Total waste from own operations (m³)

Quality & Regulatory

Asker monitors quality management performance through Key Performance Indicators (KPIs) applicable to all Local Companies:

- Quality and environmental management certifications per site, ISO 9001, ISO 13485, ISO 14001, ISO 45001. ISO certification is endorsed, not mandatory.
- Number of companies measuring customer satisfaction
- Percentage of companies measuring customer satisfaction
- Number of reported product incidents, withdrawals and complaints in relation to number of products sold.
- Number of complaints and negative product feedback per million products sold (CPM)
- Number of product-related incidents, vigilance, warnings or recalls received and processed
- Total number of Non-Conformities found through internal and external audits
- Percentage of third-party manufacturers or suppliers of own brand products quality audited within last 24 months
- Number of audits from national regulators that have led to business interruption
- Number of incidents resulting in fines, penalties or warnings related to defective products or incorrect advice

To ensure safe products in the whole value chain, Asker conducts regular reviews of its health and safety metrics to identify potential risks to persons' security and adjust its policies and procedures accordingly.

Group responsibilities

The ESG Group Function (ESG Team) has the responsibility to set up the overall quality and environmental strategy for the implementation of the commitments across the Group.

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

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

Furthermore, the ESG team is responsible for:

- Through Asker Business School, train relevant employees on this Policy both to cover (i) how to recognize environmental risks and build risk mitigation plans and (ii) in quality and safety standards
- Conduct quality and environmental due diligence on potential new acquisitions in conjunction with the Group Support Function M&A.
- Make sure environmental and quality and regulatory risks are included in the Enterprise Risk Management Report
- Update double materiality analysis yearly
- Ensure processes are in place for a rapid response to address and resolve any quality issues promptly, such as vigilance and recall procedures.
- Periodically review and conduct audits of products compliance in all Local Companies in accordance with Asker Management Standard. Audits shall be done based upon a risk assessment and depending on high risk products.
- Foster transparent communication with stakeholders about safety and quality measures in place, as well as measures to safeguard the security of persons, maintaining rigorous safety standards and transparency in collaborations and communication.



Local responsibilities

Local Managing Directors of all Local Companies shall ensure compliance with applicable law and regulation of its products sold, including quality and regulatory but also environmental.

Business Area Directors and Country Managers are responsible for establishing the necessary structures to implement the commitments of this Policy in the Local Companies including:

- Develop relevant processes and assigning responsibilities to local process owners including (i) specific processes for safeguarding the security of individuals (Security of a Person) and ensuring the health and safety (Health and Safety) of all stakeholders involved in the supply chain, especially in the handling and use of medical devices and other high-risk products and (ii) established quality control measures for suppliers and their products to ensure cost-effective products meet high safety and quality standards.

- Establish communication channels towards stakeholders, such as customer satisfaction ratings or reviews.
- Conduct quality and environmental due diligence within their operations and value chains to identify and mitigate negative impacts in accordance with Asker Management Standard.
- Actively engage with suppliers and other stakeholders, such as representatives of patients and customers, to implement initiatives improving quality and reduce the negative impact on the environment. The objectives of these initiatives could include, but are not limited to reduce energy and water consumption, waste and emissions within Local Companies' operations and across their value chains and ensure suppliers commit to the Science Based Targets initiative.
- Establish quality and environmental management systems to implement (i) the commitments of this Policy for example by implementing relevant standards (such as ISO 9001, ISO 13485, ISO 14001, ISO 45001, or similar) and (ii) maintain testing and quality control measures to minimize defects for own brands, such as pre-shipment inspections and post market monitoring and surveillance
- Report on the Groups determined KPIs
- Regular assess and manage health and safety risks in the whole value chain associated with its products and operations, ensuring these risks are continuously monitored, and necessary actions are taken to mitigate them.
- Immediately inform the Quality and Regulatory Director and General Counsel of potential breaches of product compliance or environmental laws or regulations. Reporting shall also be included in the applicable reporting to the Group.
- Eliminate harmful chemicals from the Substances of Very High Concern (SVHC) List under REACH from all products by 2030.
- Ensure that at least 90% of operational waste is recycled by 2030.

Stakeholder engagement

In developing this Policy, Asker shall consider the interests of key stakeholders including customers, and regulatory bodies. Input shall be gathered through review of applicable regulations and standards, surveys, dialogues with key opinion leaders, and industry working groups.

Relevant stakeholders shall be consulted related to this Policy when updating content. Feedback and engagement from stakeholders is necessary when making adjustments and changing circumstances.

Stakeholders shall be considered when setting sustainability targets and defining metrics. Metrics to be identified from best practices in the relevant field such as med tech industry as well as from related industry standards to ensure stakeholder alignment and to establish ambitious yet achievable targets with reflection of priorities.

Approved by the Board of Directors November 2024