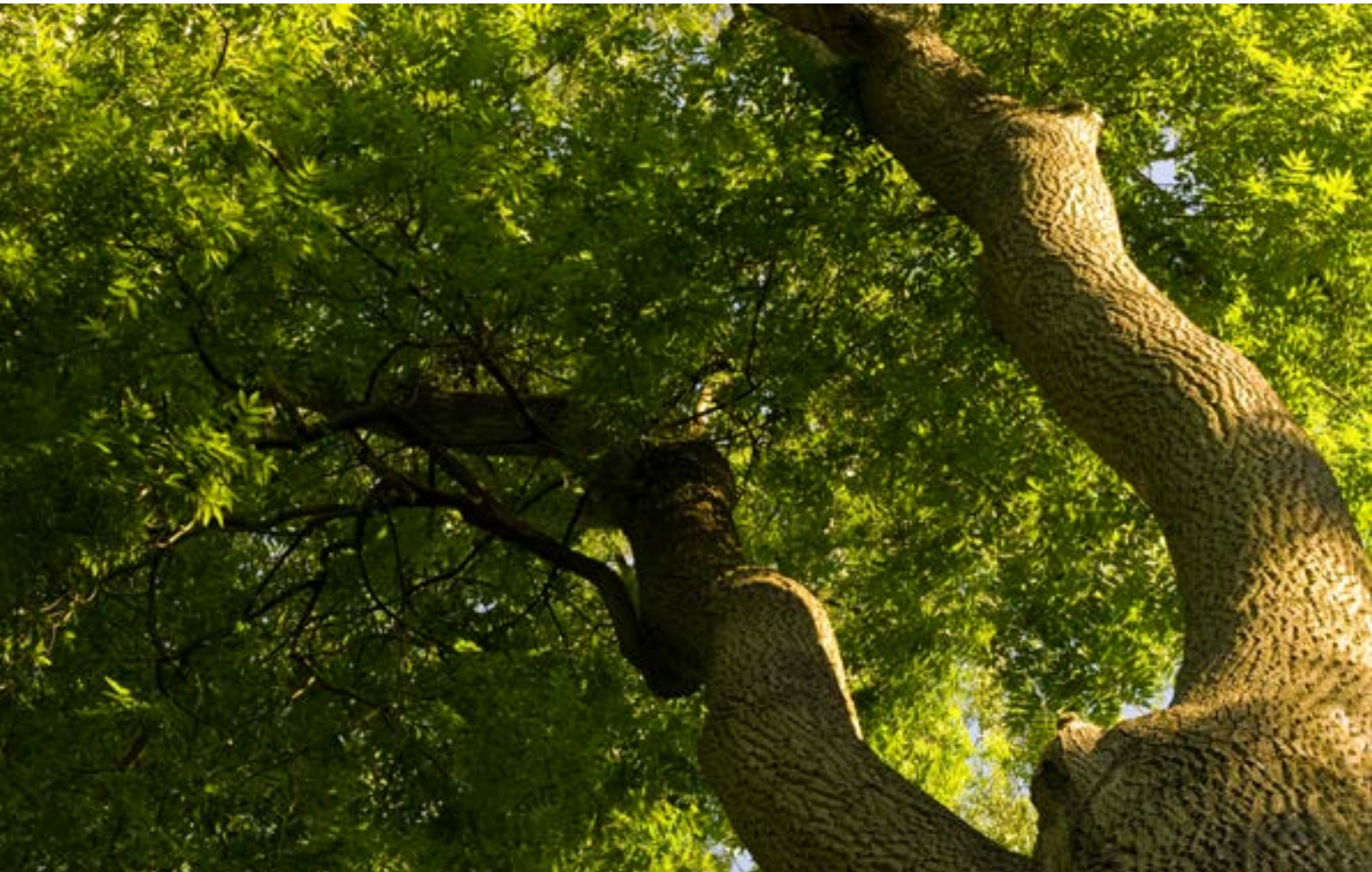


Responsible Sourcing Policy

ASKER HEALTHCARE GROUP

Asker Healthcare Group Responsible Sourcing Policy Overview

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Background and purpose

Responsible sourcing is a key focus area for Asker that needs to be managed through formal processes with clearly defined commitments and responsibilities.

The background and purpose of this Responsible Sourcing Policy (“Policy”) for Asker Healthcare Group (“Asker” or the “Group”) is to secure that Asker only source from companies that fulfil our requirements related to human rights, environment and ethical business conduct.

Scope

The Policy regulates the following:

- The division of sourcing responsibilities between Group and Local Companies, and
- Asker’s management approach to environment, human rights and labour rights risks in the value chain.

All Asker employees and representatives are expected to read, understand and follow the standards and expectations that are set out in this Policy.

In this Policy the following terms are used:

- “Supplier”: is a supplier that delivering medical supplies, medical devices and medical equipment or provide products or services used in healthcare and care settings to Asker and its subsidiaries,

- “Third party Manufacture”: all manufacturers of products under Asker’s private label brands.
- “Third party”: is a Supplier, Third party Manufacture or any other natural or legal person, entity, or organization that is not part of the Asker Group and with whom the Asker has, or contemplates entering into, a direct or indirect commercial, contractual, or operational relationship.

The requirements of this Policy provide minimum, not maximum standards:

- Where they differ from the provisions of national laws or regulations, the highest standard shall apply.
- Should they conflict with national laws or regulations, the Third party should notify Asker without delay.

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 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 is committed to responsible business conduct, including respecting internationally recognised human rights, protecting the environment and upholding high standards of ethical business conduct. This commitment is guided by the UN Guiding Principles on Business and Human Rights, the OECD Due Diligence Guidance for Responsible Business Conduct and the Ten Principles of the United Nations Global Compact.

Asker's commitments in these areas are further described in Appendix 1 – Asker's Principles for Responsible Business Conduct.

Group responsibilities

The Group Support Function (ESG Team) has the responsibility to communicate and explain the requirements of this Policy to the Local Companies as well as provide training material, conduct trainings on responsible sourcing and support the Local Companies in their human rights due diligence work, including providing capabilities for social audits.

- The ESG Team should ensure that 90% of Asker's third party manufacturers of own brands get audited every 24 months.
- The Local Companies can request support for audits from the Centers of Excellence if they identify Suppliers in high-risk areas.

This Policy is reviewed on an annual basis to ensure it stays up-to-date and relevant.

Local responsibilities

Asker strives to maintain relationships with Third parties built on common values and expected behaviours. The ethical behaviour of the Third parties with which Asker engages can affect Asker's reputation and success. As such, it is essential that when contracting with an Third

party, Asker ensures that the Third party understands the Supplier Code of Conduct ("Supplier Code").

The Supplier Code contains the relevant aspects of the Asker Code of Conduct with which Third party is expected to comply in its work with Asker. The Local Companies should engage with their Third parties in constructive dialogue regarding the Supplier Code and conducting business together in an ethical manner.

Local Companies should secure that by 2030 100% of Suppliers and Third-party manufactures:

- a) comply with the requirements in this Policy by conducting due diligence according to the Asker supplier due diligence procedure (including the below risk evaluation); and
- b) have provided
 - a written confirmation of the undertakings in the Asker Supplier Code of Conduct, or
 - are listed on Asker's list of Suppliers with an already approved code of conduct, or
 - request approval from the ESG team by sending the Supplier's Code of Conduct to ESG@asker.com in case they introduce a new Supplier to the group that is not yet on the approved supplier list.

Risk evaluations must be carried out on all Third parties following the Due Diligence Procedure. Sanctions legislation should be reviewed in the evaluation. Consideration must be given to the risks associated with different types of external parties. Parties should not be ignored on the basis that they are too large or small, or that Asker's relationship with them is long term or short term. It is, however, recognized that a pragmatic risk-based approach should be adopted, and therefore the level of detail with which the risk assessment is undertaken must be appropriate to be able to assess the risks of the various

external parties. The ESG Team may guide on the risk evaluation. However, the final assessment should always be done by the Local Company.

Third parties who are identified as high risk should be audited before the contract is concluded.

With regards to due diligence, monitoring and audit of Third parties, the Local Company must ensure that these activities are carried out with the proper level of independence, ensuring that those involved are not themselves at risk of a conflict of interest.

Local Companies are responsible for conveying this Policy to their respective employees and ensuring that the standards are followed. Business Area Directors, Country Managers and Local Managing Directors are responsible for setting up the necessary structure to implement the principles of this Policy in their organizations. This may include developing relevant processes and allocating responsibilities to local process.

All Local Companies placing products on the market under their own brands shall make sure that their Third-party manufacturers located in high-risk countries or supplying high-risk categories should pass a social audit every 24 months in cooperation with the ESG Team.

Awareness and training

It is mandatory for all the management teams and purchasers in the Local Companies to complete the responsible sourcing training available at the Asker Business School platform.

Reporting violations

All Asker employees have an obligation to report any situation that involves a potential or actual violation of the Asker Code of Conduct or this Policy. In case a facilitation payment is offered to an Asker employee or representative this should be reported immediately.

Any Asker employee who suspects violations of this Policy is expected to speak up and raise the issue to their line manager, Country Manager, Business Area Director, Legal Affairs or the Group CEO. Asker's Whistleblowing



system may also be used. Asker's Whistleblowing system is available on Asker.com.

Anyone reporting a violation shall, to the extent legally permissible, have the possibility to remain anonymous. At Asker, we do not accept any form of retaliation against someone who speaks up, expressing concerns or opinions.

Verification

The Local Companies shall make sure all Third parties are able to:

- Show how they, and any potential subcontractors, work to comply with the requirements in this Policy.
- Provide relevant documentation for auditing purposes as well as improvement action plans and monitoring the implementation of the plans.

Reference to associated governing documents

Code of Conduct
 Supplier due diligence procedure
 Supplier Code of Conduct

Approved by the Board of Directors May 2026