

SUSTAINABILITY

AddLife and sustainability

Below is AddLife's sustainability report, which describes the business operations and value chain from a sustainability perspective. The report serves as preparation for the implementation of the Corporate Sustainability Reporting Directive (CSRD).



AddLife's business model in relation to sustainability

AddLife's vision is to improve people's lives by being a leading and value-creating partner in Life Science. AddLife creates value by offering high-quality products and services that enhance healthcare, elderly care, and research. Through the Group's product and service offerings, AddLife also supports customers in reducing their environmental impact, including reducing packaging material, products with lower carbon footprints, and reuse initiatives.

AddLife's sustainability work is based on three central factors:

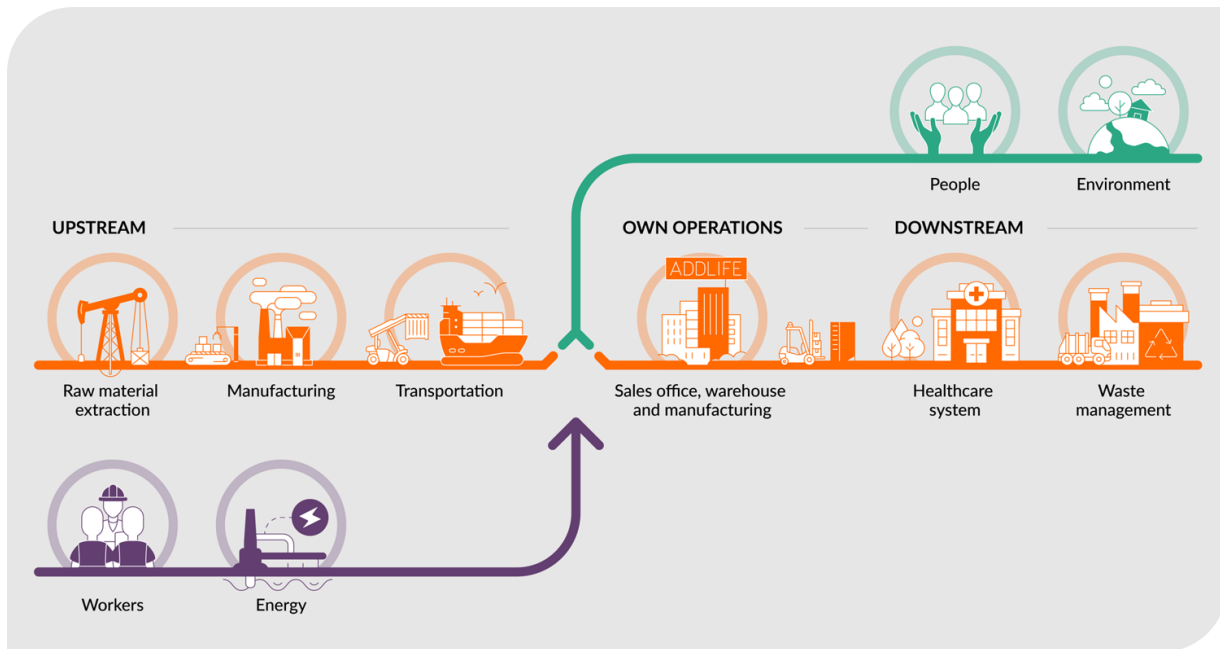
- Employee engagement – AddLife focuses on healthy work environments, competence development, and an inclusive corporate culture.
- Product quality and safety – AddLife's products are strictly regulated and must meet high safety requirements to ensure a positive impact on people's lives.
- Sustainability in the supply chain – AddLife strives to ensure that the Group's suppliers meet sustainability requirements and social standards.

AddLife's value chain

AddLife's upstream value chain includes raw material extraction, material processing, and component manufacturing. Suppliers extract metals, plastics, and chemicals, which are then processed and assembled into medical devices and laboratory equipment. Manufacturing takes place globally and involves sustainability challenges such as energy-intensive production and chemical use. AddLife has started to work actively with sustainability due diligence to manage social and environmental risks, particularly in the supply chain.

The company's own operations include logistics, warehousing, distribution, and to some extent, manufacturing, in Europe. Products are stored, redistributed, and delivered to customers, primarily via land transport. When needed, AddLife makes product adaptations and offers technical support and training.

In the downstream value chain, products are used in healthcare, laboratories, and research environments. They are delivered to hospitals, laboratories, and healthcare institutions, where they are used for diagnostics, treatment, and research. AddLife's product range plays a central role in improving healthcare quality and public health by contributing to more effective treatments and safer diagnoses for patients. At the same time, many of the products generate waste, particularly single-use items, which requires sustainable waste management and material recycling opportunities. Distribution mainly takes place via road transport.



Sustainability strategy

AddLife works with sustainability based on three focus areas:

- Sustainable solutions for health – Offering solutions in Life Science to improve people's lives
- Sustainable culture – Building an entrepreneurial, inclusive, and responsible culture
- Sustainable supply chain – Strengthening sustainable practices within the supply chain

AddLife sees sustainability as a business opportunity and works to create value for both customers and society.



Sustainable solutions for health

AddLife creates competitive advantages by offering high-quality products and value-creating services, combined with environmentally smart solutions. The Group's role in the value chain, primarily as a distributor, means a close dialogue with many local customers and collaboration with leading global suppliers. This is a unique opportunity to support a sustainable transition together with the Group's partners and develop solutions that can also positively impact business operations. AddLife encourages innovative and smart solutions to always stay at the forefront, and AddLife also reviews existing products and services to identify where improvements can be made in material consumption, packaging, transportation, and reuse opportunities.

During 2024, AddLife began developing the Group's climate strategy, which will be finalized and implemented in 2025. As part of the strategy, AddLife will establish new targets with the ambition of getting them validated by the Science-Based Targets initiative when the new net-zero standard is published. For more information on AddLife's new climate strategy, as well as how the Group is performing against the current climate goal, see the section [Climate Change](#).

IMPROVE PEOPLE'S LIVES

AddLife offers Life Science solutions that improve people's lives by:

- Providing products and services that improve human health and well-being and facilitate research in Life Sciences
- Creating competitive advantages through high-quality products and value-adding services, coupled with climate-smart and circular solutions
- Working together on sustainable offerings aimed at benefitting research, healthcare systems, healthcare professionals, care providers, patients and users



TARGET: Reduce the intensity of emissions in scope 1 and scope 2 per SEK million sales by 25 percent by 2025, using 2021 as the base year.

Sustainable culture

AddLife's employees' engagement is key to the Group's success. AddLife strives to create an inclusive organization for its talented and engaged colleagues, characterized by diversity. To achieve this, the Group focuses on issues related to employee satisfaction, diversity, and inclusion. AddLife is proud of its corporate culture and takes responsibility for how it conducts business. During 2025, AddLife will further develop the Group's strategy for employee well-being and inclusion. AddLife will develop better guidance and tools to support its subsidiaries in this work. For more information, see the sections [Own Workforce](#) and [Corporate Governance](#).

ENTREPRENEURIAL CULTURE

AddLife builds an entrepreneurial, inclusive and responsible culture by:

- Supporting the professional development of our employees through training, knowledge sharing and growth opportunities
- Creating a diverse, inclusive and entrepreneurial organisation that ensures the well-being of our employees
- Running our business responsibly with integrity and transparency



TARGET: 40/60 percent gender balanced representation at all levels of management by 2027.

Sustainable supply chain

AddLife is committed to environmental and social issues throughout the supply chain. This work involves evaluating, communicating with, and influencing AddLife's suppliers, as well as identifying new market-leading alternatives. AddLife's role in the value chain provides the Group with an opportunity to develop solutions together with its partners to take responsibility for the Group's overall impact. Each individual subsidiary is responsible for selecting suppliers and evaluating new and existing ones, a continuous process where one selection criterion is that suppliers respect the UN Global Compact's principles.

During 2024, AddLife began developing the Group’s sustainability due diligence process with a focus on human rights in the supply chain. As part of the strategy, AddLife will establish long-term sustainability goals for the supply chain in 2025 and begin implementation within the Group. For more information, see the section [Workers in the Value Chain](#).

SUSTAINABILITY IN THE SUPPLY CHAIN

AddLife wants to strengthen its sustainability efforts in the supply chain by:

- Cooperating with our suppliers to reduce the climate footprint of our products
- Respecting human and labour rights, protecting the environment and fighting corruption in our supply chain together with our suppliers
- Supporting our customers in developing new procurement models to ensure a sustainable supply chain



TARGET: Evaluate 90 percent of our new suppliers from a sustainability perspective in 2024.

Implementation of our sustainability strategy

During 2024, AddLife has taken important steps to operationalize the Group’s sustainability strategy. The focus is now on:

- Integrating sustainability into the operations of subsidiaries through operational goals and actions.
- Utilizing data and monitoring to ensure that AddLife’s sustainability goals are achieved
- Strengthening customer and supplier relationships through joint sustainability initiatives

By systematically integrating sustainability throughout the business, AddLife creates long-term value for customers, investors, and society.

BIOMEDICA MEDIZINPRODUKTE RECEIVED ISO 37001

Biomedica Medizinprodukte received an ISO37001 – Anti-Bribery Management System certification by QualityAustria. This milestone is a testament to our unwavering commitment to EthicalBusiness practices, transparency, and accountability. By implementing the rigorous standards of ISO37001, we reinforce a culture of integrity and ensure robust safeguards against bribery and corruption across all operations.

[Read more!](#)



GENERAL DISCLOSURES

Statutory sustainability report

AddLife has prepared a sustainability report for the financial year 2024, covering the parent company AddLife AB (publ), org. no. 556995-8126, as well as approximately 85 operational subsidiaries. The Board of Directors has approved the report in connection with the signing of the 2024 Annual Report.

The sustainability report provides an overall description of AddLife's operations from a sustainability perspective and highlights the material sustainability aspects that impact the company's development, position, performance, and its external consequences. The European Sustainability Reporting Standards (ESRS) have been used as a guideline, although no reporting standard has been fully applied. The report has been prepared in accordance with the Swedish Annual Accounts Act in its version prior to July 1, 2024.

The report outlines AddLife's impact on people and the environment, as well as the financial consequences of sustainability factors on the business. It is integrated into the annual report, with pages 35–93 constituting the statutory sustainability report.

The report is structured into four main sections:

- General Disclosures
- Environmental Information
- Social Information
- Governance Information

These sections provide a clear picture of AddLife's sustainability efforts and how the company manages key sustainability issues across its operations and value chain.

General disclosures

Basis for preparation

General basis for preparing sustainability statements

The sustainability report has been prepared on a consolidated basis and includes the same scope of subsidiaries as the financial reporting. However, during the year, the subsidiary Camanio was divested, meaning it is no longer included in the group's sustainability reporting.

The reporting covers AddLife's entire value chain, both upstream and downstream, and includes direct and indirect business relationships that have a material impact on sustainability aspects.

AddLife has chosen not to omit any information based on intellectual property rights, know-how, or innovation outcomes. Furthermore, no exemptions have been applied to avoid reporting on future developments or ongoing negotiations.

Disclosures on specific circumstances

TIME HORIZONS

AddLife has not deviated from the standardized time horizons outlined in ESRS 1 § 6.4. The following definitions are used for reporting sustainability information:

- Short-term: Less than 1 year
- Medium-term: 1–5 years
- Long-term: More than 5 years

These time horizons form the basis for AddLife's strategic planning, risk assessment, and monitoring of sustainability objectives.

ESTIMATION OF VALUE CHAIN

AddLife uses indirect sources when calculating climate impact in Scope 1, 2, and 3, which are the only key indicators where indirect sources are applied in sustainability reporting.

For **Scope 1 and 2**, climate calculations are primarily based on own activity data, such as energy consumption and fuel usage, though the emission factors used are often generic for industries and regions.

In **Scope 3**, indirect sources are used more extensively, particularly for estimating emissions linked to suppliers' and customers' activities, where economic data and expenditure-based models are applied to assess climate impact across parts of the value chain. To estimate downstream emissions, AddLife has developed a model based on assumptions regarding the products sold, where the level of uncertainty is higher due to reliance on proxy data and general assumptions.

To improve data accuracy and quality in climate calculations, AddLife aims to enhance the collection of supplier-specific data, reduce dependence on generic emission factors, and further develop models to better reflect actual emission patterns.

SOURCES OF UNCERTAINTY IN ESTIMATES AND OUTCOMES

AddLife identifies greenhouse gas emissions within Scope 3 as the most uncertain key figure in the sustainability report, as the calculations largely rely on generic emission factors and estimates of supplier and customer emissions. The main sources of uncertainty in these measurements are the lack of primary data across the entire value chain, variations in available emission factors, and assumptions regarding product usage and lifecycle.

In its calculations, AddLife has used sectoral averages, economic modeling, and assumptions about product lifespan and usage patterns. These assumptions and approximations are made to ensure that the reporting best reflects reality but also introduce a certain margin of uncertainty. In the long term, AddLife also anticipates that future financial assessments of sustainability-related costs and investments may become an additional source of uncertainty, as such calculations are often dependent on external factors such as market developments and regulations.

When AddLife discloses forward-looking information, such as long-term sustainability targets and strategic initiatives, it is stated that such information may be uncertain. Forecasts may be influenced by external factors such as legislation, market changes, and technological advancements, meaning that actual outcomes may differ from what is reported today.

CHANGES IN THE PREPARATION OR PRESENTATION OF SUSTAINABILITY INFORMATION

For this year's sustainability report, AddLife has expanded the scope of the report and updated the methodology to better prepare for CSRD and improve the accuracy of the reported sustainability information. As part of this development, AddLife has conducted a comprehensive inventory of greenhouse gas emissions, resulting in a more extensive climate footprint than in previous years and higher data quality through updated calculation methods.

Since methods and data collection have changed, the greenhouse gas emissions inventory is not directly comparable to previous years. Where prior year data could be adjusted, AddLife has included revised comparative figures, but in some cases, it has not been practically feasible to make retrospective adjustments. In such cases, it is clearly stated that previous years' figures are not fully comparable to the data reported this year.

Where differences exist between previous and revised comparative figures, these have been disclosed along with an explanation of the difference and the reason for the change. AddLife strives to ensure full transparency in sustainability reporting and explains how methodological changes impact the long-term comparability of data.

REPORTING OF ERRORS IN PREVIOUS PERIODS

During this year's review of sustainability information, AddLife identified an error in the previously reported figure on gender equality in AddLife's management teams (S1-9). The error affected only the previous reporting period and was due to an incorrect categorization of certain management positions, which impacted the gender equality statistics.

The error has been corrected, and the revised figures have been included in this year's sustainability report. Since it only affected the most recent reporting period, no further adjustments to historical data were necessary.

AddLife continuously works to improve the quality of data collection and ensure consistent methodologies to minimize the risk of similar errors in the future.

DISCLOSURES DERIVED FROM OTHER LEGISLATION OR GENERALLY ACCEPTED SUSTAINABILITY REPORTING STANDARDS

AddLife's sustainability reporting follows only the requirements of the Swedish Annual Accounts Act (ÅRL) and is not based on any other legislation mandating sustainability disclosures. AddLife also does not apply other generally accepted standards or frameworks for sustainability reporting beyond ESRS. Consequently, other reporting standards are not partially applied, which would require additional specific references in the reporting.

INCORPORATION BY REFERENCE

AddLife has not used incorporation by reference in its sustainability reporting. All disclosure requirements under ESRS are reported directly in this document.

APPLICATION OF PHASE-IN RELIEF MEASURES UNDER APPENDIX C IN ESRS 1

AddLife applies the phase-in relief measures to quantify financial effects.

Governance

The role of the administrative, management, and supervisory bodies

AddLife's Board of Directors consists of six members, none of whom hold an executive role or serve as employee representatives. The board members have experience in Life Science, medical technology, finance, and industry, reflecting the company's business areas and geographical presence.

The board's gender composition is 50 percent women and 50 percent men, ensuring balanced gender representation. AddLife does not follow additional quantitative indicators for other diversity aspects; however, when composing the board, factors such as international experience and specialized expertise in relevant sectors are considered. Regarding board independence, all members are independent in relation to the company and its management, while 67 percent of the members are also independent concerning major shareholders.

The Board of Directors of AddLife is responsible for the overall governance of the company's operations, including managing impacts, risks, and opportunities related to sustainability. Sustainability responsibility is integrated into the company's governance documents and policies. The board's mandate includes direct oversight of AddLife's impact on social, environmental, and business ethics-related sustainability, as outlined in the company's sustainability strategy and code of conduct.

The CEO is responsible for ensuring that sustainability efforts are implemented throughout the organization and align with the board's guidelines. The operational responsibility for sustainability is delegated to the Head of Sustainability, who oversees environmental, social impact, and corporate governance matters.

To ensure the effective implementation of sustainability initiatives, the company has a sustainability steering group, convened by the Head of Sustainability and comprising business unit managers and the CFO. The steering group is responsible for preparing key sustainability matters for the Group, with a particular focus on how sustainability strategies and initiatives are implemented in practice. The group reports directly to the executive management team, ensuring that sustainability topics are integrated into the strategic decision-making process. The company also applies dedicated processes to manage sustainability-related risks and opportunities, which are embedded in the overall risk management framework and business strategy.

Sustainability targets are set by AddLife's executive management in collaboration with the Head of Sustainability and are ultimately approved by the Board of Directors. The board and executive management review sustainability targets annually to ensure that the company's development aligns with its long-term strategy and sustainability ambitions.

The board ensures that it has the relevant sustainability expertise to oversee the company's sustainability efforts, including material impacts, risks, and opportunities. This expertise is developed through ongoing training and access to external experts when necessary.

During the year, the board participated in an internal training program focusing on CSRD, CSDDD, and their implications for AddLife. The program aimed to strengthen the board's understanding of sustainability reporting and its strategic significance for the company. When necessary, the board also consults external sustainability experts to ensure access to up-to-date expertise and analysis.

The Head of Sustainability ensures that the executive management team and the steering group have the necessary knowledge to effectively oversee and manage sustainability matters. Through regular briefings and support in strategic decisions, sustainability-related risks and opportunities are addressed in a structured manner throughout the organization.

This competence development is directly linked to AddLife's material impacts, risks, and opportunities. Sustainability issues related to environmental impact, regulatory requirements, and social aspects within the Life Science sector are particularly prioritized areas where the board actively works to ensure the necessary expertise.

Information provided to and sustainability matters addressed by the company's administrative, management, and supervisory bodies

The Board of Directors and the executive management were regularly informed about material impacts, risks, and opportunities during the reporting period. The executive management receives continuous updates as important issues arise, the steering group is updated monthly, and the board is informed quarterly. The Head of Sustainability is responsible for compiling and presenting updates during these occasions. The reporting covers the monitoring of policies, actions, key performance indicators, and the effectiveness of the company's sustainability strategy.

The Board of Directors and the executive management have started integrating sustainability aspects into their processes for strategy, major transactions, and risk management. The analysis of trade-offs between impacts, risks, and opportunities is continuously evolving, with the goal of creating a balanced and long-term sustainable business. During the year, the board has specifically addressed material issues such as:

- Regulatory requirements related to CSRD and CSDDD, including how the company adapts its strategy to new legal requirements and the development of AddLife's materiality analysis.
- Climate and environmental measures, with a focus on AddLife's greenhouse gas emissions and climate-related financial risks.
- The sustainability impact of the supply chain, where a due diligence process has been developed to manage impacts and risks related to human rights.

These aspects have been central to the work of the Board of Directors and the executive management during the reporting year.

Integration of sustainability-related performance in incentive schemes

AddLife has a remuneration policy that includes both fixed and variable compensation for members of the executive management team and certain key personnel. For the CEO and other senior executives, variable compensation can amount to a maximum of 40 percent of the fixed annual salary. The Board of Directors does not receive variable compensation.

Performance is evaluated based on financial, operational, and sustainability-related targets. Sustainability targets are included in the variable compensation for senior executives, with indicators related to the company's sustainability strategy considered in remuneration assessments. Sustainability targets generally account for 15 percent of the total bonus in the variable compensation as well as in the long-term incentive program for 2024.

Explanation of due diligence

During the year, AddLife has developed a sustainability due diligence process that will be implemented in the operations in 2025. The process aims to identify, assess, and manage material sustainability-related risks and impacts, particularly in areas such as the supply chain and human rights.

To ensure transparency and traceability, AddLife has integrated the main aspects and steps of the process into relevant sections of AddLife's sustainability report, as shown in the table below.

Core elements of due diligence	Paragraphs in the sustainability statement
Embedding due diligence in governance, strategy and business model	Workers in the Value Chain: Management of Impacts, Risks, and Opportunities
Engaging with affected stakeholders in all key steps of the due diligence	Workers in the Value Chain: Procedures for Engagement with Value Chain Workers Regarding Consequences
Identifying and assessing adverse impacts	General Disclosures: Description of the Process for Identifying and Assessing Material Impacts, Risks, and Opportunities Workers in the Value Chain: Measures Regarding Material Impacts on Value Chain Workers and Strategies for Managing Material Risks and Leveraging Material Opportunities Related to Value Chain Workers, as well as the Effectiveness of these Measures
Taking actions to address those adverse impacts	Workers in the Value Chain: Metrics and Targets
Tracking the effectiveness of these efforts and communicating	

Risk management and internal control over sustainability reporting

AddLife is actively working to develop its risk management and internal control processes related to sustainability reporting. In 2025, AddLife plans to integrate sustainability into the Group's existing internal control framework, which will enhance AddLife's ability to ensure the quality of sustainability information.

The primary risk identified by AddLife concerning sustainability reporting is ensuring sufficient quality in the collected data across the Group's decentralized organization to meet the requirements of CSRD. This includes challenges related to data collection and traceability across multiple companies and systems.

To mitigate this risk, AddLife is implementing strategies such as:

- Development of standardized processes and guidelines for data collection across the entire Group.
- Clear reporting structures and training for subsidiaries to ensure consistent and accurate sustainability reporting.
- Integration of sustainability reporting into existing financial control systems to enhance quality assurance and monitoring.

In 2025, AddLife will continue working to integrate the results of the risk assessment and internal controls into relevant internal functions and processes. This will ensure that sustainability reporting becomes a natural part of the overall governance of risks and internal control.

The results of this development will be reported regularly to the executive management team and the Board of Directors, ensuring that sustainability risks and reporting-related challenges receive strategic attention at the highest management level.

Strategy

Strategy, business model, and value chain

AddLife offers a wide range of products and services in medical technology, home care, diagnostics, biomedical research, and laboratory analysis, divided into the business areas Medtech and Labtech. AddLife's customers are primarily found in healthcare, research, and diagnostics, with a strong presence in Europe. During the reporting year, no significant changes have occurred in the product offering, markets, or customer groups. AddLife has approximately 2,400 employees in 30 European countries, with the largest concentration in the United Kingdom, Ireland, Spain, Sweden, Denmark, Norway, Germany, Austria, Finland, Italy, and Poland. AddLife does not sell any products or services that are prohibited in the Group's markets.

AddLife reports revenue according to two main segments:

- Labtech: Sales of products for research, diagnostics, and biomedicine.
- Medtech: Sales of medical technology and equipment for hospitals and home healthcare.

These business areas constitute AddLife's primary revenue sources, in line with industry standards. No additional ESRS sectors have been identified beyond these. The company does not operate within fossil fuels, chemical production, controversial weapons, or tobacco.

In 2024, AddLife has initiated work to develop new sustainability targets, with a particular focus on:

- Climate impact: Formulation of new climate targets and measures to reduce greenhouse gas emissions.
- Sustainability in the supply chain: Development of a more systematic process for due diligence and risk management among suppliers.

These targets will be aligned with AddLife's overall strategy and integrated into operations starting in 2025. For current products, services, and markets, the company is in line with its sustainability strategy, but further development is ongoing to strengthen the integration between business operations and sustainability goals.

In the process of further developing its sustainability strategy, AddLife identifies the following key challenges and focus areas moving forward:

- Implementation of new climate targets and reduction of climate emissions in the value chain.
- Improved supplier monitoring through a strengthened due diligence process.
- Enhancing the Group's efforts in inclusion and diversity.
- Increased transparency and compliance with CSRD and related requirements.

These initiatives are crucial to ensuring that AddLife works proactively with sustainability and meets growing regulatory and market expectations. AddLife relies on a combination of in-house products and external suppliers, with the Group's key efforts including:

- Medical technology components and laboratory equipment from global and European suppliers.
- Specialized expertise in sales, service, and product development, ensured through AddLife's decentralized business model.
- Partnerships with leading suppliers, enabling AddLife to offer high-quality products tailored to healthcare and research.

To ensure a stable supply chain, AddLife engages in supplier evaluations and fosters long-term relationships. During the year, AddLife has developed a sustainability due diligence process, which is planned for implementation in 2025. The objective is to strengthen AddLife's management of risks related to quality, the environment, and social responsibility within the supply chain.

Through its products and services, AddLife creates value for multiple stakeholders:

- AddLife's customers, including healthcare providers, laboratories, and research institutions, gain access to high-quality and innovative products.
- AddLife's investors benefit from the Group's diversified and stable business model, which ensures continuous growth and profitability.
- Society at large benefits from improved medical diagnostics, research, and patient care, ultimately contributing to better public health.

AddLife continues to strengthen its service offering and product portfolio, with a long-term ambition to further integrate sustainability into AddLife's product development and supply chain.

AddLife holds a clear position in the value chain, acting as a distributor, advisor, and development partner.

Upstream in the value chain (suppliers):

- AddLife collaborates with globally established manufacturers of medical technology products and laboratory equipment.
- AddLife applies evaluation processes to ensure quality and compliance with sustainability standards. The due diligence process is under development and will be implemented in 2025.

Downstream in the value chain (customers):

- AddLife sells directly to hospitals, laboratories, and research institutions, as well as through public procurement.

- AddLife focuses on product customization, training, and service to ensure that its customers receive the best possible solutions.
- AddLife's largest markets are in Europe, where its subsidiaries maintain stable demand and long-term customer relationships.

AddLife's value chain has remained stable throughout the year, and efforts continue to strengthen the Group's partnerships within the supply chain and enhance customer relationships.

Stakeholder perspectives and interests

At AddLife, active dialogue with the Group's stakeholders is seen as a central part of its sustainability efforts. AddLife's key stakeholders include:

- Customers (hospitals, laboratories, research institutions, and healthcare providers)
- Suppliers and business partners
- Employees and organizations that may represent them
- Investors and analysts
- Patients and end users, as well as organizations that may represent them
- Workers in the supply chain and organizations that may represent them

AddLife engages these stakeholders through various channels, such as customer meetings, supplier dialogues, employee surveys, investor meetings, and industry forums. The purpose of AddLife's stakeholder dialogue is to identify material sustainability issues, gain insights that can improve operations, and ensure that AddLife's strategy aligns with stakeholders' expectations.

Through stakeholder dialogue, AddLife has identified the following key sustainability issues:

- Climate action – Reducing emissions and carbon footprint
- Good business conduct and governance – Compliance with legislation, regulatory adherence, and business ethics
- Product safety and positive human impact – Ensuring high quality and safety standards in AddLife's products
- Sustainable supply chains – Increased transparency and stricter monitoring procedures for suppliers
- Transparency on biodiversity – Enhanced efforts and reporting on ecosystem impacts
- Work environment and employee well-being – Attractive workplace, competence development, and greater focus on staff well-being

These issues have guided AddLife in further developing its sustainability strategy.

Based on the stakeholder dialogue, AddLife has initiated efforts to:

- Develop new climate targets and improved measures to reduce AddLife's environmental impact
- Strengthen supplier monitoring through a more systematic sustainability due diligence process, to be implemented in 2025
- Deepen AddLife's work on inclusion and diversity, both internally and in relation to the Group's suppliers

These initiatives are ongoing, and AddLife is assessing how they may influence the business model and stakeholder relationships. The plan is to implement these initiatives during the 2025–2026 period. Stakeholder perspectives and feedback are communicated to the executive management team on an ongoing basis as important issues arise and to the Board of Directors annually as part of the materiality analysis update. This ensures that stakeholder insights are considered at a strategic level and integrated into business decisions.

Material impacts, risks, and opportunities and their relationship to strategy and business model

Through the Group's materiality analysis, AddLife has identified the following material impacts, risks, and opportunities, concentrated in different parts of the company's operations and value chain:

Upstream in the value chain:

- Human rights and labor rights – Risks related to raw material extraction and production, where working conditions

may vary, and traceability is a challenge.

- Greenhouse gas emissions – Indirect emissions (Scope 3) from transportation, production, and energy use in the supply chain.
- Biodiversity and pollution – Potential negative effects from supplier production, particularly in chemical use and waste management.

Own operations:

- Climate impact – Emissions from offices, warehouses, transportation, and energy use.
- Business ethics and regulatory compliance – Ensuring responsible business practices, including measures against bribery and corruption.
- Employee well-being and inclusion – Workload, job-related stress, and gender equality.

Downstream in the value chain:

- Product safety – Ensuring that products meet regulatory requirements and are used properly by end customers.
- Positive impact on users and patients – AddLife’s products are used in healthcare and research, where proper handling and safety are critical.

The impacts, risks, and opportunities identified in the Group’s materiality analysis influence AddLife’s business model, value chain, and strategic decisions. Upstream in the value chain, increased regulations and customer demands drive a stronger focus on supplier monitoring and climate strategy. Within its own operations, sustainability requirements lead to energy efficiency improvements and enhanced efforts in corporate culture, well-being, and inclusion. Downstream, product development is driven by regulatory requirements and the ambition to improve the quality of life for patients and users.

AddLife is not making significant changes to its business model but actively supports its subsidiaries with sustainability resources and expertise. Through the Group-wide strategy, AddLife strengthens supplier responsibility, internal efficiency, and long-term competitiveness.

Upstream in the value chain, AddLife faces risks of negative impacts on human rights and labor rights, including poor working conditions and forced labor, as well as negative impacts on the climate and local environment due to pollution, which in turn can harm biodiversity. AddLife depends on its suppliers for product distribution and manufacturing and is either directly linked to or contributes to impacts through business relationships. These impacts occur in the short, medium, and long term.

In own operations, AddLife faces risks of negative climate impacts through energy consumption and transportation, as well as workplace risks related to factors such as workload and a non-inclusive psychosocial work environment. AddLife is directly responsible for these impacts through its operational decisions. These impacts occur in the short, medium, and long term.

Downstream in the value chain, AddLife faces risks of negative impacts on patients and users if products are used incorrectly or fail to meet safety requirements, as well as environmental impacts from waste generated by disposable products. At the same time, AddLife has a significant positive impact through its products and services, which contribute to improved health, quality of life, and patient safety. AddLife is directly linked to these impacts through its product development and distribution chain. These impacts occur in the short, medium, and long term.

AddLife continuously monitors the financial effects of material risks and opportunities on the company’s financial position, performance, and cash flows. Currently, AddLife does not anticipate significant cost increases related to sustainability initiatives or regulatory requirements. However, future regulatory tightening and increased customer demands may lead to increased expenditures in supplier audits, development, and product adaptation.

In the short term, AddLife does not expect significant changes in costs related to sustainability measures. However, in the medium and long term, costs may increase due to stricter legal requirements and customer expectations for due diligence and emissions reductions, as well as economic consequences of physical climate risks, such as rising insurance costs or supply chain disruptions. These costs may arise through investments in supplier development, product innovation, and business model adjustments. The financing of these initiatives will be managed through internal resource reallocation, reinvested profits, and product price adjustments for customers.

AddLife has conducted an initial assessment of the Group’s strategic and business resilience in relation to identified

material impacts, risks, and opportunities. AddLife's strategy is based on mitigating risks through due diligence processes and the Group's risk management framework, while also creating business opportunities through AddLife's business development efforts, which have a positive impact on people's lives.

The analysis follows short- (<1 year), medium- (1–5 years), and long-term (>5 years) horizons, with AddLife continuously evaluating its business model to ensure long-term stability and resilience. By coordinating the Group's sustainability capacity and strengthening support for its subsidiaries, AddLife is building a more resilient business over time.

AddLife has not identified any significant changes in the Group's material impacts, risks, or opportunities compared to the previous reporting period. The Group's primary sustainability factors and strategies remain unchanged.

The material impacts, risks, and opportunities described in this report are primarily covered by ESRS Disclosure Requirements, particularly in the following areas:

- Climate Change
- Pollution
- Biodiversity and Ecosystems
- Resource Use and Circular Economy
- Own Workforce
- Workers in the Value Chain
- Consumers and End Users
- Governance

Beyond these standard ESRS requirements, AddLife has also included a company-specific aspect on the positive impact of its products and services on patient and user health.

Management of Impacts, Risks, and Opportunities

Description of the process for identifying and assessing material impacts, risks, and opportunities

AddLife conducts its materiality analysis in accordance with the double materiality perspective outlined in ESRS, considering both financial materiality and impacts on people and the environment. AddLife utilizes a combination of:

- Impact, risk, and opportunity analysis through AddLife's sustainability due diligence and risk management process
- Scenario analysis for climate based on the TCFD framework, including IPCC's RCP 8.5 and RCP 2.6
- Stakeholder dialogues with customers, suppliers, and employees
- Data collection from internal systems and external reports to ensure a robust analysis

The impact analysis includes:

- Focus on high-risk areas, including the supply chain and geographically high-risk markets
- Assessment of impacts through the company's operations and business relationships, informed by AddLife's newly established due diligence process
- Dialogues with stakeholders and external experts
- Prioritization of negative impacts based on severity and likelihood, and positive impacts based on scale, scope, and likelihood
- Criteria for determining reporting-relevant sustainability issues, in accordance with ESRS 1 section 3.4

The risk and opportunity analysis combines:

- Potential financial effects based on impacts, dependencies, and relationships
- Risk classification according to probability, scope, and type of effect, as per ESRS 1 section 3.3
- Prioritization of sustainability-related risks in comparison with other business risks within AddLife's overarching Group-level risk management framework

The materiality analysis has been presented to the executive management team and approved by the Board of Directors. In 2025, AddLife will integrate sustainability into the Group's existing internal control processes. Sustainability-related risks are incorporated into the company's overall risk assessment, where material risks identified in the materiality analysis are evaluated alongside the company's overall risk register. Sustainability-related opportunities are managed within the Group's business development efforts.

AddLife uses a combination of internal and external data sources, including:

- Stakeholder dialogues and monitoring of industry standards
- Internal monitoring systems and supplier evaluations
- Official sources such as IPCC, government agencies, and industry reports

AddLife has not made any significant changes compared to the previous reporting period. The company's methods and processes remain unchanged, but analyses and data collection methods are continually being refined and developed.

Disclosure Requirements from ESRS standards covered by the company's sustainability statement

In preparing this sustainability report, the European Sustainability Reporting Standard (ESRS) has been used as a reference framework to structure and present relevant information. Based on the Group's materiality assessment, AddLife has identified the most relevant Disclosure Requirements and included them in the report.

However, AddLife has not fully adopted ESRS nor undergone a formal review against the standard's requirements. For transparency, AddLife has chosen to include references to relevant ESRS sections in tables to illustrate how the report aligns with the structure and requirements of the standard. These references are intended to facilitate reading and understanding but should not be interpreted as a claim of full compliance with ESRS.

Table A: Overview of ESRS 2 Disclosure Requirements

Category	Disclosure Requirement	Covered in the Report	Page Number	Comment
1. Basis for Preparation	BP-1 – General Basis for Preparation of Sustainability Statements	Covered	37	
	BP-2 – Disclosures in Relation to Specific Circumstances	Covered	37-39	
2. Governance	GOV-1 – The Role of the Administrative, Management, and Supervisory Bodies	Covered	39-40	
	GOV-2 – Information Provided to and Sustainability Matters Addressed by the Undertaking's Administrative, Management, and Supervisory Bodies	Covered	40	
	GOV-3 – Integration of Sustainability-Related Performance in Incentive Schemes	Covered	40	
	GOV-4 – Statement on Sustainability Due Diligence	Covered	40-41	
	GOV-5 – Risk Management and Internal Controls Over Sustainability Reporting	Covered	41	
3. Strategy	SBM-1 – Strategy, Business Model, and Value Chain	Covered	41-43	
	SBM-2 – Interests and Views of Stakeholders	Covered	43	
	SBM-3 – Material Impacts, Risks, and Opportunities and Their Interaction with Strategy and Business Model	Covered	43-45	
4. Impact, Risk and Opportunity Management	IRO-1 – Description of the Processes to Identify and Assess Material Impacts, Risks, and Opportunities	Covered	45-46	
	IRO-2 – Disclosure Requirements in ESRS Covered by the Undertaking's Sustainability Statement	Covered	46-52	

Table B: Overview of ESRS E1 Disclosure Requirements (Climate Change)

Category	Disclosure Requirement	Covered in the Report	Page Number	Comments
Governance	ESRS 2 GOV-3 – Integration of sustainability-related performance in incentive schemes	Covered	53	
Strategy	E1-1 – Transition plan for climate change mitigation	Covered	53-54	
	ESRS 2 SBM-3 – Material impacts, risks, and opportunities and their interaction with strategy and business model	Covered	54-57	
Impact, Risk & Opportunity Management	ESRS 2 IRO-1 – Description of the processes to identify and assess material climate-related impacts, risks, and opportunities	Covered	57-58	
	E1-2 – Policies related to climate change mitigation and adaptation	Covered	58	
	E1-3 – Actions and resources in relation to climate change policies	Covered	58	
Metrics & Targets	E1-4 – Targets related to climate change mitigation and adaptation	Covered	58-59	
	E1-5 – Energy consumption and mix	Covered	59	
	E1-6 – Gross Scopes 1, 2, 3, and Total GHG emissions	Covered	59-60	
	E1-7 – GHG removals and GHG mitigation projects financed through carbon credits	Not material	–	Not material as AddLife does not engage in carbon credits or similar instruments.
	E1-8 – Internal carbon pricing	Not material	–	Not material as AddLife does not use an internal carbon price.
	E1-9 – Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	Covered	60	

Table C: Overview of ESRS E2 Disclosure Requirements (Pollution)

Category	Disclosure Requirement	Included in the Report	Page Number	Comments
Management of Impacts, Risks, and Opportunities	ESRS 2 IRO-1 - Description of the process to identify and assess material pollution-related impacts, risks, and opportunities	Included	61	
	E2-1 – Policies related to pollution	Included	61	
	E2-2 – Actions and resources related to pollution	Included	61-62	
Metrics & Targets	E2-3 – Targets related to pollution	Included	62	
	E2-4 – Pollution of air, water, and soil	Not material	–	Not material AddLife's own operations, only relevant in the supply chain and therefore not applicable.
	E2-5 – Substances of concern and substances of very high concern	Included	62	
	E2-6 – Anticipated financial effects from pollution-related impacts, risks, and opportunities	Included	62	

Table D: Overview of ESRS E4 Disclosure Requirements (Biodiversity and Ecosystems)

Category	Disclosure Requirement	Covered in the Report	Page Number	Comments
Strategy	E4-1 – Transition plan and consideration of biodiversity and ecosystems in strategy and business model	Covered	62	
	ESRS 2 SBM-3 – Material impacts, risks, and opportunities and their interaction with strategy and business model	Covered	62	
Impact, Risk & Opportunity Management	ESRS 2 IRO-1 – Description of processes to identify and assess material biodiversity and ecosystem-related impacts, risks, and opportunities	Covered	62-63	
	E4-2 – Policies related to biodiversity and ecosystems	Covered	63	
	E4-3 – Actions and resources related to biodiversity and ecosystems	Covered	63	
Metrics & Targets	E4-4 – Targets related to biodiversity and ecosystems	Covered	63	
Biodiversity Impact & Financial Effects	E4-5 – Impact metrics related to biodiversity and ecosystem change	Not material	–	Not material in our own operations, only relevant in the supply chain and therefore not applicable.
	E4-6 – Anticipated financial effects from biodiversity and ecosystem-related risks and opportunities	Not material	–	Not material as biodiversity and ecosystem changes are not considered financially material.

Table E: Overview of ESRS E5 Disclosure Requirements (Resource Use and Circular Economy)

Category	Disclosure Requirement	Covered in the Report	Page Number	Comments
Impact, Risk & Opportunity Management	ESRS 2 IRO-1 – Description of the processes to identify and assess material resource use and circular economy-related impacts, risks, and opportunities	Covered	64	
Policies & Actions	E5-1 – Policies related to resource use and circular economy	Covered	64-65	
	E5-2 – Actions and resources related to resource use and circular economy	Covered	65	
Metrics & Targets	E5-3 – Targets related to resource use and circular economy	Covered	65	
Resource Data & Financial Effects	E5-4 – Resource inflows	Covered	65	
	E5-5 – Resource outflows	Covered	65-66	
	E5-6 – Anticipated financial effects from resource use and circular economy-related impacts, risks, and opportunities	Covered	66	

Table F: Overview of ESRS S1 Disclosure Requirements (Own Workforce)

Category	Disclosure Requirement	Covered in the Report	Page Number	Comments
Strategy	ESRS 2 SBM-3 – Material impacts, risks, and opportunities and their interaction with strategy and business model	Covered	68-69	
Impact, Risk & Opportunity Management	S1-1 – Policies related to own workforce	Covered	69-70	
	S1-2 – Processes for engaging with own workers and workers’ representatives about impacts	Covered	71	
	S1-3 – Processes to remediate negative impacts and channels for own workers to raise concerns	Covered	71-72	
	S1-4 – Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	Covered	72-73	
Metrics & Targets	S1-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Covered	73	
	S1-6 – Characteristics of the undertaking’s employees	Covered	74	
	S1-7 – Characteristics of non-employee workers in the undertaking’s own workforce	Not material	–	AddLife does not have many non-employees in the organization.
	S1-8 – Collective bargaining coverage and social dialogue	Covered	75	
	S1-9 – Diversity metrics	Covered	75	
	S1-10 – Adequate wages	Not material	–	AddLifes does not operate in countries or industries where low wages are an issue.
	S1-11 – Social protection	Not material	–	AddLife does not operate in countries or industries where inadequate social protection is an issue.
	S1-12 – Persons with disabilities	Not material	–	Not identified as a material discrimination issue in the materiality analysis.
	S1-13 – Training and skills development metrics	Covered	76	
	S1-14 – Health and safety metrics	Covered	76-77	
	S1-15 – Work-life balance metrics	Covered	77	
	S1-16 – Compensation metrics (pay gap and total compensation)	Covered	77	
	S1-17 – Incidenter, klagomål och allvarliga kränkningar av mänskliga rättigheter	Omfattas	77-78	

Table G: Overview of ESRS S2 Disclosure Requirements (Workers in the Value Chain)

Category	Disclosure Requirement	Covered in the Report	Page Number	Comments
Strategy	ESRS 2 SBM-3 – Material impacts, risks, and opportunities and their interaction with strategy and business model	Covered	78-79	
Impact, Risk & Opportunity Management	S2-1 – Policies related to value chain workers	Covered	80	
	S2-2 – Processes for engaging with value chain workers about impacts	Covered	81	
	S2-3 – Processes to remediate negative impacts and channels for value chain workers to raise concerns	Covered	81-82	
	S2-4 – Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions	Covered	82	
Metrics & targets	S2-5: Targets for managing material negative impacts, enhancing positive impacts, and addressing material risks and opportunities	Covered	83	

Table H: Overview of ESRS S4 Disclosure Requirements (Consumers and End Users)

Category	Disclosure Requirement	Covered in the Report	Page Number	Comments
Strategy	ESRS 2 SBM-2 – Interests and views of stakeholders	Covered	84-85	
	ESRS 2 SBM-3 – Material impacts, risks, and opportunities and their interaction with strategy and business model	Covered	85	
Impact, Risk & Opportunity Management	S4-1 – Policies related to consumers and end-users	Covered	85	
	S4-2 – Processes for engaging with consumers and end-users about impacts	Covered	85	
	S4-3 – Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	Covered	85-86	
	S4-4 – Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions	Covered	86-87	
Metrics & Targets	S4-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Covered	87	

Table I: Overview of ESRS G1 Disclosure Requirements (Business Ethics and Governance).

Category	Disclosure Requirement	Covered in the Report	Page Number	Comments
Governance	ESRS 2 GOV-1 – The role of the administrative, supervisory, and management bodies	Covered	88-89	
Impact, Risk & Opportunity Management	G1-1 – Corporate culture and business conduct policies	Covered	89	
	G1-2 – Management of relationships with suppliers	Covered	90	
	G1-3 – Prevention and detection of corruption and bribery	Covered	90-91	
Metrics & Targets	G1-4 – Confirmed incidents of corruption or bribery	Covered	91	
	G1-5 – Political influence and lobbying activities	Not material	–	Not material as AddLife does not engage in lobbying.
	G1-6 – Payment practices	Not material	–	Not material as no risks or impacts have been identified in the materiality analysis.

ENVIRONMENTAL INFORMATION

Climate change

Governance

Integration of sustainability-related performance in incentive systems

AddLife has a remuneration policy that includes both fixed and variable compensation for members of the group management and selected key personnel. The board of directors receives only fixed remuneration without any link to sustainability or climate targets. For the CEO and senior executives, variable compensation can amount to a maximum of 40 percent of the fixed annual salary.

Performance is evaluated against financial, operational, and sustainability-related targets. Sustainability targets are included in the short-term incentive programme for senior executives, where specific indicators related to the company's overall sustainability strategy are considered in remuneration assessments. The share of variable compensation linked to sustainability usually amounts to 15 percent of the total bonus, of which approximately 5 percent pertains to climate-related targets, such as goals for reducing greenhouse gas (GHG) emissions.

Strategy

Transition plan for climate change mitigation

During 2024, AddLife has undertaken work to develop a climate action plan aimed at mitigating climate change and ensuring that the group's emission reduction targets align with the Paris Agreement's goal of limiting global warming to 1.5°C. The plan identifies climate-related transition risks and opportunities and has resulted in concrete measures to reduce the group's climate impact. As part of the action plan, AddLife plans to update the group's existing climate targets by applying for Science Based Targets (SBT) for Scopes 1-3 when the new net-zero standard is published, ensuring that the group's emission reduction targets are validated against the scientifically based 1.5°C roadmap. AddLife will set both short- and long-term SBTs, ensuring that the group's efforts are aligned with the limitation of global warming to 1.5°C in accordance with the Paris Agreement and the goal of achieving climate neutrality by 2050. The plan will be finalised in 2025 and approved by the board of directors.

The key drivers for phasing out fossil fuels identified by AddLife include increased engagement from both customers and investors. Through these engagements, AddLife also sees new business opportunities that strengthen the group's market position. The key measures planned by AddLife include:

- Collaborating with AddLife's suppliers to reduce emissions in the supply chain.
- Improving the management of refrigerants.
- Replacing fossil fuels in AddLife's own operations with bio-based alternatives.
- Transitioning to renewable electricity.
- Conducting a thorough review of AddLife's product portfolio

The purpose of the portfolio review is to identify which products have the potential to become more emission-efficient, both in the upstream value chain and during the usage phase. Since the action plan was developed at the end of 2024, it will be implemented and reported starting in 2025.

As the Group's climate action plan was finalised at the end of 2024, no financial calculations or quantifications of the specific measures have yet been conducted. AddLife has already initiated the reporting of its taxonomy activities, which means that certain key performance indicators for taxonomy-aligned capital and operating expenditures are already available.

AddLife has concluded that the group currently does not have any taxonomy-aligned activities, meaning that the related capital and operating expenditures are equal to zero. As a first step towards achieving taxonomy alignment (with respect to the environmental objective "Climate Change Mitigation" (CCM)), AddLife, as part of the group's climate action plan, plans to conduct physical climate risk analyses for AddLife's owned and leased properties (CCM: 7.7 Acquisition and ownership of buildings). This is because such analyses are a crucial component in meeting the criteria for being considered environmentally sustainable and can provide valuable insights into which properties are at risk of physical climate-related

risks. For more information on AddLife and the EU Taxonomy, please see the [EU Taxonomy Report 2024](#).

Our climate action plan is intended to become an integrated part of the group's overall business strategy and financial planning. The plan focuses on minimising climate-related risks while leveraging business opportunities arising from the transition to a more sustainable business model. This means that the actions are not merely isolated measures but rather connected to investment and operational decisions. The climate action plan and its measures will serve as a guiding factor in AddLife's financial planning going forward.

In AddLife's climate risk and opportunity analysis, which forms the basis of the climate action plan, certain potential locked-in greenhouse gas emissions have been identified that may be difficult to reduce. AddLife has identified, among other things, that there may be conflicts between product development and the requirements of the Medical Devices Regulation (MDR) and the In Vitro Diagnostic Medical Devices Regulation (IVDR), which could limit the group's ability to market products with a lower climate footprint. AddLife plans to conduct a deeper analysis to determine exactly which products may be affected. Another potentially problematic area is the greenhouse gas emissions related to the use of our products, as several of AddLife's products rely on electricity during the usage phase. Another potentially problematic area is the end-of-life management of our products. This is because, in the majority of cases, responsibility for disposal at the end of the product's lifecycle lies with the end user. However, some of our companies take back larger products, such as X-ray machines, to reuse parts. When products reach the end of their lifespan, it can be difficult to ensure that they are handled in an environmentally sustainable manner.

AddLife is not excluded from the EU benchmarks for alignment with the Paris Agreement in accordance with the exclusion criteria in Article 12.1 d-g and 12.2 of Commission Delegated Regulation (EU) 2020/1818.

Material impacts, risks, and opportunities and their relationship with strategy and business model

As part of the development of AddLife's Climate Action Plan, the Group has conducted a climate risk and opportunity analysis in line with the recommendations of TCFD (Task Force on Climate-related Financial Disclosures). As part of this, a scenario analysis has been carried out based on two scenarios: RCP 8.5 - Continuation of high carbon dioxide emissions and RCP 2.6 - Carbon dioxide emissions will peak around 2020. The scenarios are from the IPCC's (Intergovernmental Panel on Climate Change) Fifth Assessment Report. The IPCC's scenarios are based on the latest scientific research and rely on extensive climate studies from around the world. Using RCP 8.5 and RCP 2.6 together provides a broad perspective on possible futures by highlighting both extreme and optimistic scenarios. In the Group's analysis, the scenarios have been applied at a regional level, and AddLife has considered several key drivers (main factors) in each scenario to ensure a relevant and well-founded assessment of climate-related risks and opportunities. The table below outlines the key assumptions for each scenario.

Scenario	Scenario description
RCP 8.5 - Continued High Carbon Emissions	<p>This scenario assumes continued high emissions with no significant measures to mitigate climate change. Actions are primarily reactive responses to climate disasters.</p> <p>Key features:</p> <ul style="list-style-type: none"> • Carbon emissions triple, leading to a temperature increase of over 4°C by 2100. • Fossil fuels dominate energy production. • Rapid population growth and economic expansion drive increased emissions. • Polar ice caps and glaciers melt rapidly, significantly raising sea levels. • Extreme weather events such as heatwaves, droughts, and storms become more frequent. • Ecosystems and biodiversity are threatened, with many species unable to adapt. • Declining air quality, health issues, and food and water shortages increase, particularly for vulnerable groups. • Climate change contributes to conflicts, migration, and economic instability.
RCP 2.6 - A Scenario with Strong Climate Action	<p>In this scenario, proactive measures are taken to mitigate climate change, leading to lower warming and less severe consequences compared to RCP 8.5.</p> <p>Key features:</p> <ul style="list-style-type: none"> • Carbon emissions peak around 2050 and then decline through strong interventions. • Global temperature increase is limited to 1.5–2°C above pre-industrial levels by 2100. • Rapid transition to renewable energy and improved energy efficiency. • Moderate sea level rise and fewer extreme weather events compared to high-emission scenarios. • Ecosystems and biodiversity are less affected, allowing species better chances to adapt. • Health risks such as air pollution and heat stress decrease but persist in some regions. • Socioeconomic impacts are more manageable, with fewer conflicts and climate-related migration.

The scenario analysis has helped AddLife identify both transition and physical risks as well as opportunities, which have formed the basis for the development of AddLife’s Climate Action Plan. From a global perspective, we have not yet seen the significant emission reductions necessary to align with the RCP 2.6 scenario (substantially reduced carbon dioxide emissions), and we are in a situation where the world is approaching the RCP 8.5 scenario (continuation of high carbon dioxide emissions) unless more ambitious measures are implemented. However, global efforts to reduce emissions are still ongoing, which means that AddLife’s material risks and opportunities fall somewhere between both scenarios. The material risks and opportunities identified are described in the table below.

Physical climate risks	Potential economic effects
Acute risks	<p>AddLife's significant physical climate risks are primarily linked to acute events due to their high potential economic impact and sudden onset, such as extreme weather events. These risks affect the entire value chain as they can cause immediate disruptions in logistics, production schedules, and infrastructure.</p> <ul style="list-style-type: none"> • Revenue loss caused by delays • Destroyed inventory of raw materials and finished products in storage • Repair costs related to damage to owned warehouses and production facilities • Increased transportation costs
Chronic risks	<p>AddLife's significant chronic risks are connected to acute risks but are less time-sensitive, as climate impacts take longer to manifest compared to acute events (e.g., flooding). However, the risk of increased insurance premiums for owned facilities is an exception, as insurance companies are already considering higher premiums or reduced coverage in response to acute climate risks.</p> <ul style="list-style-type: none"> • Increased insurance premiums for owned facilities
Transition-related climate risks	Potential economic effects
Policy and legal risks	<p>Stricter climate policies and legal measures in AddLife's value chain create several risks for the group. Potential financial effects related to these risks:</p> <ul style="list-style-type: none"> • Higher costs for raw materials, components, and supplier compliance monitoring • Higher carbon prices from carbon taxes or fees • Increased internal compliance costs • Revenue loss due to reduced customer purchasing power • Decreased sales or fines resulting from accusations of greenwashing
Technology risks	<p>New regulations and expectations to transition to low-carbon technologies and processes in AddLife's value chain create the following potential financial effects:</p> <ul style="list-style-type: none"> • Increased procurement costs • Higher costs for upgrading facilities, adopting cleaner technologies, and complying with stricter carbon regulations and environmental standards
Market risks	<p>Changes in customer preferences for products with lower climate impact threaten the relevance and demand for AddLife's offerings if these sustainability standards are not met. This issue is particularly concerning given potential conflicts between product development and the requirements of MDR and IVDR, which may limit our ability to sell lower-impact products. Potential financial effects related to this risk:</p> <ul style="list-style-type: none"> • Revenue loss from reduced market share
Reputation risks	<p>Increased regulatory scrutiny and public interest in climate change threaten AddLife's reputation if we or our suppliers fail to meet new sustainability standards.</p> <ul style="list-style-type: none"> • Decreased sales
Climate-related opportunities	Potential economic effects
Resource efficiency	<p>Opportunities to improve resource efficiency have been identified in relation to AddLife's suppliers and the group's own operations.</p> <ul style="list-style-type: none"> • Reduced costs for suppliers and internal operations
Energy source	<p>The opportunity to transition to renewable energy sources has been identified in relation to AddLife's own operations.</p> <ul style="list-style-type: none"> • Reduced long-term energy costs
Products and services	<p>Increased demand for climate-adapted Labtech and Medtech solutions, along with growing climate awareness among healthcare providers, creates opportunities for AddLife to develop innovative products that address climate-related health issues.</p> <ul style="list-style-type: none"> • Revenue growth from increased market share
Resilience	<p>Strengthening the resilience of supply chains and operations against climate impacts can create opportunities for AddLife to ensure long-term viability and mitigate risks associated with climate change.</p> <ul style="list-style-type: none"> • Cost savings through reduced disruptions, lower emissions, and potential operational efficiencies in the supply chain • Long-term cost savings by upgrading facilities and investing in renewable energy and energy-efficient technologies

AddLife has conducted a resilience analysis as a natural step in the Group's climate risk and opportunity analysis. This analysis has helped the Group understand how AddLife's operations are affected by both physical and transition-related climate risks. By identifying potential weaknesses, AddLife has been able to develop measures in the Group's Climate Action Plan to strengthen resilience to climate change and adapt operations to the associated risks and opportunities.

The climate risk and opportunity analysis was conducted from a value chain perspective and was carried out during the autumn of 2024. The scenarios used are RCP 8.5 and RCP 2.6, which are designed for projections beyond the year 2100. In the double materiality analysis, AddLife's climate-related risks and opportunities are analyzed within the same time horizon as other risks and opportunities, namely short term (the reporting period for the Group's financial reports, corresponding to 1 year), medium term (1–5 years), and long term (>5 years).

The risks and opportunities identified through the scenarios are therefore related to these time horizons rather than the year 2100, ensuring that AddLife can act on and manage the risks within timeframes relevant to the Group's operations.

Regarding financial effects, no specific estimates have been made for risks and opportunities. The current assessments are based on qualitative evaluations rather than quantitative estimates. The potential financial impacts and measures to mitigate risks and seize opportunities are documented in AddLife's overarching Climate Action Plan. AddLife continues to allocate resources for planned measures and is proactively starting work to ensure long-term resilience.

Management of impacts, risks, and opportunities

Description of the process for determining and assessing material climate-related impacts, risks, and opportunities

AddLife's negative climate impact is primarily concentrated upstream in the value chain. This is due to the extraction of resources required for manufacturing the products and components that AddLife distributes and uses in AddLife's own production, which has a significant climate impact. In particular, mining for mineral and metal extraction as well as oil extraction for plastic manufacturing are highly energy-intensive processes that consume large amounts of fossil energy. The manufacturing of the components and products AddLife distributes has a lower climate impact than raw material extraction, as these processes are less energy-intensive. In the own operations, it is primarily fuel consumption in vehicles as well as electricity consumption, district heating, and cooling for offices that contribute to AddLife's emissions. The use of refrigerants for certain products also causes greenhouse gas emissions. Customers' use of AddLife's products and waste management of these result in additional emissions downstream in the value chain.

Since AddLife is a decentralized group with approximately 85 operational companies operating in different geographical markets within Life Science, physical climate-related risks are assessed as less material from a Group perspective (though still material) compared to transition risks. The material climate risks for AddLife primarily consist of transition risks affecting all companies within the Group. The EU Corporate Sustainability Due Diligence Directive (CSDDD) could result in negative financial consequences in the medium and long term, mainly through increased costs to manage climate impact in the supply chain. However, AddLife's ability to reduce customers' greenhouse gas emissions is considered to have a positive financial impact on the Group.

Several of AddLife's suppliers and subsidiaries are located in Southern Europe, a region more exposed to extreme weather events, increasing the likelihood of physical climate-related risks. Disruptions from climate-related events can therefore result in significant negative financial consequences, particularly since 90% of the Group's sales derive from distribution rather than in-house production. This can include delays in manufacturing, higher transport costs, and potential damage to raw materials or products. If products are destroyed or damaged during storage or transport, this can cause not only direct financial losses but also negatively impact the company's reputation and customer relations. Despite only 10% of production being internal, climate-related events such as flooding, increased energy costs, and higher insurance premiums can have negative financial consequences. Since subsidiaries within the Group handle the warehousing of most end products, physical risks, such as flooding, can result in lost products becoming very costly.

AddLife has identified its climate-related impact through an analysis of activities and emission sources in the value chain – upstream, within the own operations, and downstream. In 2024, AddLife collected greenhouse gas emissions data for all applicable scope 3 categories for the first time. This has provided the Group with a more detailed understanding of its specific impact and its extent. AddLife's climate risk and opportunity analysis has also been conducted from a value chain perspective, where AddLife has analyzed both transition risks and physical risks. See the section Material Impacts, Risks, and Opportunities and Their Relationship with Strategy and Business Model for more information on the Group's climate risk and opportunity analysis. The identification of impacts, risks, and opportunities has been informed by, among other

things, dialogues with the Group's investors, interviews with several of the Group's subsidiaries, and insights from external experts.

Policies for climate change mitigation and adaptation

Currently, AddLife is developing a climate policy as part of the Group's climate action plan. The policy is planned to be implemented throughout the Group in 2025.

Actions and resources concerning climate change policies

In AddLife's climate action plan, several measures have been established to reduce the Group's greenhouse gas emissions and manage physical climate-related risks, both within its own operations and upstream and downstream in the value chain. Each measure is linked to a specific climate-related risk or opportunity, enabling a structured follow-up on how these are handled. Once AddLife has set its short- and long-term climate goals in line with SBT, a clear timeline will be developed for each measure in relation to the achievement of the climate goals. AddLife will also establish "adaptation targets" to address physical risks and opportunities.

The key measures AddLife is planning include:

WITHIN ITS OWN OPERATIONS:

- Improved management of refrigerants (Scope 1)
- Replacing fossil fuels with bio-based alternatives (Scope 1)
- Transitioning to renewable energy (Scope 2)

UPSTREAM AND DOWNSTREAM IN THE VALUE CHAIN:

- Reviewing AddLife's product portfolio to identify products with the potential to become more emission-efficient, both in the supplier stage and during the usage phase (Scope 3 up stream)
- Collaborating with AddLife's suppliers to reduce emissions in the supply chain (Scope 3 down stream)

AddLife is continuously allocating resources for the climate action plan. The climate action plan was finalized at the end of 2024, which is why no financial calculations or quantifications of the specific measures have yet been conducted. AddLife has already begun reporting the Group's taxonomy activities, which means that certain key performance indicators for taxonomy-aligned capital and operational expenditures are already available. As was the case last year, AddLife currently has no taxonomy-aligned activities, meaning that the related capital and operational expenditures amount to zero. Read more about AddLife and the EU taxonomy on the page [EU Taxonomy Report 2024](#).

Metrics and Targets

Targets for climate change mitigation and adaptation

AddLife has previously set a target to reduce Scope 1 and Scope 2 emissions intensity by 25 percent per MSEK turnover by 2025, using 2022 as the base year. AddLife's Scope 1 and Scope 2 emissions have increased as data's scope and quality improved over 2021–2024. This makes it impossible to compare the outcomes for these years.

In 2025, AddLife plans to update the Group's climate targets in accordance with criteria for Science Based Targets (SBT). The aim is to ensure that AddLife's climate efforts align intending to limit global warming to 1.5°C under the Paris Agreement and to achieve climate neutrality by 2050. Since 2024 is the first year with complete data for all scopes, it will be established as AddLife's new base year for all climate targets. The new targets will be linked to specific measures in the Group's climate action plan to address identified impacts, risks, and opportunities. Progress will be measured by monitoring AddLife's Scope 1–3 emissions. The targets will be sent in for validation once the new net-zero standard is published.

	2024	2023	2022 (Base Year)
Greenhouse Gas Emissions Intensity per Net Revenue (tCO₂eq/SEKm)			
Greenhouse gas emissions (Scope 1 + Scope 2 market-based) per net revenue	0.7	0.7	0.5

Energy use and energy mix

Since AddLife does not operate in sectors with high climate impact, no further breakdown of fossil energy sources is required. The data is based on internal measurements and calculations according to established methods but has not been validated by an external party.

AddLife uses a data collection and consolidation system for sustainability data, which is utilized by all subsidiaries for reporting. Energy-related data is primarily sourced from supplier invoices or recorded in internal systems such as ERP. The emission factors used for calculating climate impact are either country-specific for the respective subsidiary's location or supplier-specific, depending on availability and reliability.

Energy consumption and mix (MWh)	2024
Total fossil energy consumption	42,588
Share of fossil sources in total energy consumption, %	26
Consumption from nuclear sources	447
Share of consumption from nuclear sources in total energy consumption, %	0.3
Fuel consumption from renewable sources	202
Consumption of purchased or acquired electricity, heat, steam and cooling from renewable sources	123,472
Consumption of self-generated non-fuel renewable energy	13
Total renewable energy consumption	123,687
Share of renewable sources in total energy consumption, %	74
Total energy consumption	166,722

Energy intensity

AddLife has no activities in sectors with high climate impact, resulting in the Group's energy intensity per net revenue in these sectors being zero. An external third party has not validated the data.

Energy intensity per net revenue in high climate impact sectors (kWh/MSEK)	2024	2023
Total energy consumption from activities in high climate impact sectors per net revenue from activities in high climate impact sectors	0	0

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

During the year, AddLife has updated the Group's calculation methods, expanded the reporting scope, and revised emission factors, making previous years' data non-comparable. AddLife has selected 2024 as the base year for the Group's new climate targets, which are currently being developed. The company reports only the Scope 3 categories deemed relevant.

The calculation of upstream emissions is primarily based on a spend-based method, while downstream emissions are estimated using a model for the lifetime energy consumption of products. This model accounts for the number of products sold, power, daily usage, annual operation, expected lifespan, markets, and the electricity grid in which the products are used. For Category 11, the use of refrigerants and aerosols is also estimated.

Emissions in Category 12 (End-of-Life Treatment of Sold Products) are based on either actual weight or estimates of waste quantities during the year, with assumptions about waste management aligned with average levels in the European healthcare sector.

The reporting relies on data from the subsidiaries' sustainability systems, with primary sources including supplier invoices and internal financial and ERP systems. Emission factors are either generic for the countries in which AddLife operates or supplier-specific, depending on data availability and quality. The data has not been verified by a third party.

Emissions of greenhouse gases (Tonne CO₂e)	2024
Gross Scope 1 GHG emissions	5,088
Gross location-based Scope 2 GHG emissions	1,374
Gross market-based Scope 2 GHG emissions	1,635
Total Gross indirect (Scope 3) GHG emissions	418,136
<i>where of Category 1: Purchased goods and services</i>	<i>350,250</i>
<i>where of Category 2: Capital goods</i>	<i>6,739</i>
<i>where of Category 3: Fuel- and energy-related activities</i>	<i>1,622</i>
<i>where of Category 4: Upstream transportation and distribution</i>	<i>18,615</i>
<i>where of Category 5: Waste generated in operations</i>	<i>79</i>
<i>where of Category 6: Business travel</i>	<i>3,203</i>
<i>where of Category 7: Employee commuting</i>	<i>3,111</i>
<i>where of Category 9: Downstream transportation and distribution</i>	<i>2,319</i>
<i>where of Category 11: Use of sold products</i>	<i>30,622</i>
<i>where of Category 12: End-of-life treatment of sold products</i>	<i>1,576</i>
Total GHG emissions (Scope 1 + Scope 2 market-based + Scope 3)	424,859
Total GHG emissions (location-based)	424,598

Emissions intensity

The data has not been validated by an external third party.

GHG intensity per net revenue (tCO₂eq/SEKm)	2024
Total GHG emissions (location-based) per net revenue	41
Total GHG emissions (market-based) per net revenue	41

Expected financial effects of material physical risks, transition risks, and potential climate-related opportunities

AddLife has identified several material physical and transition-related climate risks and opportunities in its climate risk and opportunity assessment. These have the potential to impact AddLife in both the short and long term, and the Group expects them to significantly affect its financial position, performance, and cash flows.

In the short term, physical climate risks such as extreme weather events may cause immediate disruptions to AddLife's production and distribution chains, leading to delays and higher costs for repairing damaged infrastructure and inventories. This could affect AddLife's revenues, mainly if the Group cannot deliver products within customers' expected timeframes. In the medium term, stricter climate policies and legal measures, such as increased carbon pricing and stricter environmental standards, may lead to higher operational costs and require investments in new technology. If AddLife does not adapt to these changes, its competitive advantages may be reduced, leading to lost market share and revenue decline.

In the long term, failure to meet sustainability requirements and changing customer preferences poses a risk of lost business opportunities and reputational damage, which could harm AddLife's brand and reduce sales. The costs associated with complying with new regulations and transitioning to more sustainable production methods could negatively impact the Group's cash flow during a transition period, even though the long-term benefits may include a strengthened market position and a more sustainable business model. Therefore, it is crucial that AddLife proactively manages these risks to protect the Group's financial stability and ensure long-term growth.

Regarding climate-related opportunities, AddLife has identified several factors that could significantly impact the Group's financial position and short- and long-term performance. In terms of resource efficiency, cost savings both internally and among the Group's suppliers provide a direct and immediate improvement in profitability, strengthening cash flows in the short term. The transition to renewable energy sources not only reduces long-term energy costs but also creates stable and predictable expenses, positively impacting the Group's financial position and cash flows over time. On the market side, increased demand for climate-adapted products creates opportunities for revenue growth and increased market share, contributing to long-term financial growth. Lastly, by strengthening its resilience against climate impacts in the supply chain and internal operations, AddLife can reduce disruptions and risks while achieving long-term savings through investments in renewable energy and energy-efficient technologies, providing the Group with a stable and strong financial foundation in the medium and long term. For more information on AddLife's climate-related risks and opportunities, see the section Material impacts, risks, and opportunities and their relationship to strategy and business model above. For details on the Group's climate risk and opportunity assessment method, see the section Description of the process for identifying and assessing material climate-related impacts, risks, and opportunities.

Pollution

Management of impacts, risks, and opportunities

Description of the process for identifying and assessing material impacts, risks, and opportunities related to pollution

In dialogue with its subsidiaries, AddLife has assessed the Group's operations in relation to pollution. AddLife has not identified emissions of pollutants from its direct operations. However, there is a risk of land, air, and water pollution within the supply chain, as well as in the handling of waste from certain products sold by the Group.

AddLife's subsidiaries within Labtech distribute products containing substances with potentially severe and long-term effects on human health and the environment. These substances, known as Substances of Very High Concern (SVHC), are primarily present in reagents supplied to customers for use in diagnostics or research. They may also be found in instruments used for the same purposes. The distribution of these substances is regulated under the REACH and CLP regulations, which govern their handling and usage within the Group's operations. AddLife considers the distribution of these substances to be a material potential negative impact.

AddLife has not yet identified any significant financial risks or opportunities related to pollution. The Group has not conducted consultations with local communities that may be affected by pollution within its value chain, as it lacks sufficient transparency and knowledge regarding the geographical areas that should be prioritized. Once a clearer understanding of high-risk areas within the supply chain has been established, AddLife will strive to initiate dialogue with affected local communities or credible representatives.

Policies related to pollution

AddLife currently has no Group-wide policy regulating pollution. In 2025, the Group intends to update its Code of Conduct for all employees and its Supplier Code of Conduct to include guidelines for limiting pollution and managing substances of concern and substances of very high concern (SVHCs).

Several of AddLife's subsidiaries, particularly within diagnostics, have their own policies regulating the use of these substances, as they are present in reagent distribution. AddLife has limited influence over chemical substance selection, as it is the Group's suppliers that determine the composition of the reagents and instruments distributed by AddLife. Nevertheless, the Group's subsidiaries actively engage in dialogue with suppliers to promote the reduction of substances of concern and substances of very high concern.

Although AddLife aims to reduce the use of these substances, the Group acknowledges that this is a complex challenge due to regulatory and technical constraints within the industry. At present, the use of these substances is necessary to enable certain diagnostic activities.

To minimize risks of incidents and emergencies, AddLife has established procedures and provides safety data sheets to its customers. These data sheets contain detailed information on the safe handling and disposal of products. The Group's customers are generally well-trained and possess the necessary expertise to understand and comply with these instructions.

In the event of an incident, it is crucial to quickly contain and mitigate its impact on people and the environment. AddLife is committed to complying with regulations and ensuring that its products are handled safely. These measures are part of the Group's efforts to ensure that its products not only meet high quality standards but also contribute to safe and sustainable use throughout the value chain.

Measures and resources related to pollution

In recent years, the industry and the EU have undertaken extensive work to reduce the presence of substances of concern and substances of very high concern. As part of this development, certain harmful substances, such as arsenic, have been gradually phased out due to their adverse effects on both human health and the environment.

At present, no active efforts are being made within AddLife's subsidiaries to phase out additional substances, as there are no technical alternatives that allow certain diagnostics to function without these substances. However, AddLife is continuously working to ensure responsible and safe handling of these substances within its operations. This work is part of the subsidiaries' alignment with the In Vitro Diagnostic Regulation (IVDR). See section [Consumers and End Users](#) for more

information.

In 2025 and 2026, AddLife plans to conduct a more detailed analysis to define a clear ambition and a feasible action plan for future efforts.

Metrics and targets

Targets related to pollution

AddLife currently has no Group-wide targets related to pollution or to substances of concern and substances of very high concern. Some subsidiaries have previously set targets to reduce the use of these substances, but progress has been challenging due to technical constraints within the industry and the Group's limited influence over the selection of chemical substances. In 2025 and 2026, AddLife plans to establish a Group-wide target and relevant key performance indicators (KPIs) to structure efforts in this area.

Since substances of concern and substances of very high concern are regulated, all subsidiaries handling these substances actively work to ensure responsible management. This includes monitoring policies and implemented measures, often within the framework of environmental or quality management efforts at the subsidiary level. Given that the matter is regulated and subject to technical constraints, it is not considered strategically significant but is instead managed as a compliance issue, with regular follow-ups to ensure proper handling of these substances.

Substances of concern and substances of very high concern

Currently, no data is available on the quantity of substances of concern and substances of very high concern distributed within the operations in 2024. However, AddLife is working to develop a methodology that will enable calculation and monitoring from 2025 onwards.

Biodiversity and ecosystems

Strategy

Transition plan and consideration of biodiversity and ecosystems in strategy and business model

AddLife has not yet conducted a resilience analysis related to biodiversity and ecosystems, nor has the Group developed a transition plan in this area. During 2025 and 2026, AddLife plans to conduct an analysis based on the TNFD framework to better understand its impact and integrate insights into its strategy and business model.

Material impacts, risks, and opportunities and their relationship to strategy and business model

The impact of biodiversity and ecosystems has been assessed as material for AddLife, primarily upstream in the value chain. Consequently, AddLife has not conducted a more detailed analysis of biodiversity in locations where the Group has operations and operational control. AddLife's own operations, consisting mainly of sales offices, warehouses, and in some cases production facilities, are located in densely populated urban areas with low ecological value. In the Group's materiality analysis, AddLife has not identified any significant impacts related to land degradation, desertification, or land sealing. Additionally, no operations have been identified as having an impact on threatened species.

Management of impacts, risks, and opportunities

Description of the process for identifying and assessing material impacts, risks, and opportunities for biodiversity and ecosystems

The materiality analysis included a broad evaluation of biodiversity and ecosystems. A review of AddLife's offices, warehouses, and production units found no significant negative impacts. However, the assessment identified potential negative impacts on biodiversity within the supply chain due to the sourcing of materials.

This review also highlighted dependencies on natural resources and ecosystem services essential for the production of the products AddLife distributes. However, the Group has not yet evaluated the likelihood of disruptions to these ecosystem services.

No transition risks, physical risks, or systemic risks related to biodiversity and ecosystems have been thoroughly analyzed

to date. Likewise, AddLife has not consulted affected local communities regarding biological resources and ecosystems. Since significant impacts occur further down the supply chain, identifying and consulting relevant local communities remains a challenge.

Biodiversity and ecosystems are considered material in AddLife's supply chain but not in the Group's own operations or downstream in the value chain. AddLife's business mainly consists of sales offices, warehouses, and, in some cases, production facilities, all located in densely populated urban areas with low ecological value. As a result, biodiversity is not considered material in the Group's own operations.

However, negative impacts on biodiversity in the supply chain are deemed significant, primarily due to pollution, land use changes, and climate change. Water and air pollution frequently occur during the extraction and processing of materials used in medical and laboratory equipment, especially within the oil, mining, and forestry industries. Additionally, cotton used in medical consumables is associated with soil and water pollution, negatively affecting biodiversity.

Land-use changes due to mining, oil extraction, forestry, and cotton cultivation have a substantial negative impact on biodiversity, as do the effects of climate change. Environmental pollution in the supply chain is assessed as severe, further exacerbating its negative impact on biodiversity.

The loss of biodiversity can disrupt ecosystems, favoring certain species—including potential disease carriers—and increasing their ability to spread. Reduced biodiversity can also weaken ecosystems' natural disease barriers, facilitating pathogen transmission to both humans and animals.

This may represent a potential financial opportunity for AddLife, as the Group's distribution of laboratory technology contributes to society's ability to diagnose and manage infectious diseases, such as COVID-19.

Policies for biodiversity and ecosystems

AddLife's Code of Conduct currently addresses environmental issues from a broad perspective but does not specifically include biodiversity. Furthermore, AddLife's subsidiaries have no policies that explicitly cover biodiversity-related aspects.

To date, AddLife has not focused on actively directing its subsidiaries' actions in this area, as biodiversity has not been of direct strategic significance to the Group's business model. However, AddLife acknowledges the growing importance of biodiversity and is working to integrate these aspects into its sustainability strategy, in line with evolving market expectations and regulatory requirements.

AddLife also recognizes that biodiversity is gaining increased attention from the Group's external stakeholders and is becoming an increasingly important societal issue, particularly in relation to climate change. In light of this, AddLife plans to update both its Code of Conduct and its Supplier Code of Conduct in 2025 to include biodiversity considerations.

Measures and resources for biodiversity and ecosystems

AddLife currently does not have a Group-wide Biodiversity Action Plan, as it has not been of direct strategic significance to the business model. However, during 2025 and 2026, AddLife plans to develop such a plan.

Metrics and targets

Targets for biodiversity and ecosystems

AddLife currently lacks specific targets related to biodiversity and ecosystems. The plan for 2025 and 2026 includes exploring what types of targets could be established. Given that the Group does not yet have a policy or action plan in place, AddLife does not currently monitor their effectiveness. The 2025–2026 plan also includes developing methods for tracking the Group's future biodiversity policy and transition plan.

Resource use and circular economy

Management of impacts, risks, and opportunities

Description of the process for identifying and assessing material impacts, risks, and opportunities related to resource use and the circular economy

The conducted materiality analysis included a comprehensive review of the group's inflows and outflows of resources, as well as waste generation throughout the value chain. The analysis involved mapping the product categories sold by the companies and their role as either distributors or producers.

Furthermore, the analysis assessed negative impacts within the value chain, focusing on the materials contained in identified product groups. The process was carried out through interviews with internal stakeholders. However, AddLife has not conducted consultations with affected local communities within the scope of this analysis.

The entire business is dependent on a stable inflow of key materials, including metals, minerals, plastics, chemical compounds, textiles, and ceramics. These resources are essential for the group's distribution and production, though the group's overall consumption of these materials is relatively low compared to other industries such as the construction sector.

AddLife efficiently manages the group's inventory, ensuring that products from suppliers are quickly distributed to customers, thereby optimizing cash flow. As a result, nearly the entire resource inflow is converted into outflow, although some products are discarded.

However, the consumables provided by AddLife, often single-use products, significantly contribute to waste generation. The healthcare sector, which is a primary market for these products, is not among the most waste-intensive industries, but the environmental impact of such waste is still considered significant.

As consumables represent a substantial portion of AddLife's revenue, the group is sensitive to measures implemented by the EU to achieve the goals of the Green Deal, particularly regarding decoupling resource consumption from economic growth.

To ensure the long-term sustainability of the group's operations, AddLife needs to reduce dependency on revenue from disposable products and identify new business models. One opportunity is to develop circular business solutions that help the group's customers reduce material use and waste generation, which in turn could generate new revenue streams.

Circular services within the medtech sector generally have strong margins, but the market is currently relatively small in the short and medium term. In the long term, however, demand is expected to grow, in line with EU initiatives for a circular economy gaining momentum.

The transition to circular business models must be undertaken in collaboration with AddLife's customers, which poses a challenge as public procurement currently neither promotes nor enables circular business models to any significant extent. Resource use is primarily concentrated in the early stages of the value chain, where extraction and processing of materials require large amounts of resources before products are subsequently sold to the healthcare sector, elderly care, and research institutions. Similarly, the negative environmental impacts of resource consumption are most significant in these early stages of the value chain.

This concentration of resource use also poses a financial risk, particularly in the form of increasing material costs, further underscoring the need for strategic measures to address these challenges.

Policies for resource use and circular economy

AddLife's Code of Conduct currently addresses environmental issues from a broad perspective but does not include specific aspects such as the transition from primary resources to secondary, recycled, or renewable resources. However, several of AddLife's subsidiaries have their own policies regulating resource consumption and circular economy.

So far, AddLife has not prioritized active management of its subsidiaries' resource consumption and circular initiatives, as these areas have not had sufficient strategic significance for the group's business model. However, AddLife recognizes the growing importance of resource efficiency and circular economy and is therefore working to integrate these aspects into the group's sustainability strategy, in line with evolving market expectations and regulatory requirements.

AddLife also clearly sees that a more resource-efficient operation will contribute to achieving the group's future climate goals, given that a significant portion of the group's emissions originates from resource use in the supply chain. Based on this, AddLife plans to update both its group-wide Code of Conduct for all employees and the Supplier Code of Conduct in 2025 to include guidelines for resource use and circular economy.

Measures and resources for resource use and circular economy

AddLife currently does not have a group-wide action plan for resource use and circular economy, for the same reason that the group lacks a group-wide policy (see above). However, AddLife recognizes that this area will become an important part of the group's efforts to reduce its climate impact and therefore plans to integrate it into the group's future transition plan.

AddLife's subsidiaries are aware of the importance of optimizing resource use. However, the ability to change material use is limited by strict regulations and the need to ensure product efficiency and safety.

As part of their environmental management systems or equivalent, the subsidiaries undertake various initiatives to reduce resource use. These efforts have primarily focused on reducing the amount of packaging material, minimizing production waste, reducing the disposal of expired products, and ensuring proper waste management.

For electronic products, which often have a long lifespan, service agreements are in place in many cases to further extend the product's usage time. However, the ability to influence the design of these products is limited, as this is determined by the suppliers.

Since 2015, HC21, one of AddLife's subsidiaries, has been operating one of the first large-scale centers for the decontamination and reuse of healthcare products. The company delivers products and solutions for primary care and home healthcare that promote independence for the elderly and people with disabilities. The team handles everything from electric beds and powered wheelchairs to lifting devices, toilet aids, and pressure-relieving mattresses and cushions. This is a clear example of a circular business model within the group that extends product lifespan and reduces resource consumption.

Measurements and targets

Objectives for resource use and circular economy

AddLife currently has no group-wide objectives for resource use and circular economy. During 2025 and 2026, AddLife plans to include this issue in the group's sustainability strategy, with the goal of developing common group objectives for increased resource efficiency and circular economy.

Some subsidiaries have their own objectives for resource use and circular economy, adapted to their specific operations. However, at the group level, there is currently no tracking of these initiatives. Nevertheless, subsidiaries, where relevant, monitor their efforts within the framework of their environmental management systems or equivalent processes.

Resource inflows

AddLife's products can be broadly categorized as follows: electronic products, plastic products, metal products, textile products, ceramic products, biological materials, and chemical products. Packaging materials mainly consist of plastic and cardboard. At present, AddLife lacks data on the group's resource inflows. Collecting this information is a complex task given the group's extensive product portfolio, which includes approximately 18 million unique products. During 2025, AddLife plans to develop a method for estimating resource inflows to the group's subsidiaries. This method will be further developed and refined in the coming years.

Resource outflows

For the products distributed by AddLife, the group's subsidiaries rely on suppliers to determine the expected lifespan of instruments. Suppliers provide a lifecycle plan for the instruments, including maintenance schedules, which often follow industry standards. However, the group's subsidiaries may establish their own lifespan expectations in their service agreements, sometimes deviating from those of the suppliers to ensure high service quality.

The reparability of the group's products varies significantly. Smaller products are often non-repairable and replaced when defective, whereas larger products allow for extensive repairs using spare parts from the supplier.

At present, AddLife lacks data on the proportion of recycled materials in the group's products and packaging materials, but is working on developing a solution for this in 2025. Many subsidiaries actively work to reduce packaging waste, although this is challenging due to the need for temperature-controlled shipping for certain products. The group's subsidiaries also attempt to influence suppliers to reduce excessive packaging, but changes require validation to ensure product safety

during transport, which presents a challenge. The same applies to the increased use of recycled materials in products, as this may require products to undergo regulatory approval processes again to obtain market authorization in Europe, which is a complex process.

Waste

In 2024, AddLife generated a total of 878 tons of waste, of which 618 tons were diverted from disposal through recycling. Of the recycled waste, 255 tons were hazardous and 363 tons non-hazardous. None of the waste was sent for preparation for reuse or other recovery methods beyond recycling. AddLife had no radioactive waste in 2024.

A total of 260 tons of waste were sent for final disposal, of which 24 tons were hazardous and 236 tons non-hazardous. The majority of hazardous waste was managed through incineration (21 tons), while a smaller portion was sent to landfill (3 tons). For non-hazardous waste, 101 tons were incinerated and 135 tons were landfilled. The proportion of the group's total waste that was not recycled amounts to 30 percent.

AddLife's waste reporting is based on data collected through the group's sustainability system, where subsidiaries report their waste volumes. Primary data sources include invoices from waste management providers and records in internal systems such as financial systems or ERP systems. In some cases, data is estimated based on the value of discarded products.

Disposal methods have either been reported by the group's waste management providers or estimated based on national statistics for each respective country. AddLife only discloses waste categories relevant to its operations.

Currently, the data quality is assessed as low, and AddLife will actively work to improve both the coverage and accuracy of the group's future waste reporting. The group's calculations have not been validated by an external party.

Waste (Ton)	2024
Waste diverted from disposal	618
Hazardous waste	255
- of which preparation for reuse	0
- of which recycling	255
- of which other recovery operations	0
Non-hazardous waste	363
- of which preparation for reuse	0
- of which recycling	363
- of which other recovery operations	0
Waste directed to disposal	260
Hazardous waste	24
- of which incineration	21
- of which landfill	3
- of which other disposal operations	0
Non-hazardous waste	236
- of which incineration	101
- of which landfill	135
- of which other disposal operations	0
Total amount of waste	878
Total amount of non-recycled waste	260
Percentage of waste not recycled	0

The waste generated within AddLife primarily consists of products that must be discarded once they pass their expiration date and can no longer be guaranteed as effective or sterile. The group's operations also generate household waste, but the volumes are considered insignificant. The waste largely consists of the same materials as the input resources described above, including electronic waste, plastic waste, metal scrap, textile waste, ceramic waste, biological waste, and chemical waste.

EU Taxonomy Report 2024

This is AddLife's EU Taxonomy Report, based on the EU regulation establishing a framework to facilitate sustainable investment (the "EU Taxonomy"). The purpose of the EU taxonomy is to establish common definitions and reporting on which economic activities are in line with the EU's 2030 sustainability goals. The EU taxonomy describes which sectors should report, which economic activities 'should be covered by the taxonomy' (are within its scope) and which activities fulfil the technical screening criteria to be 'taxonomy compliant' in line with EU objectives.

Identification and assessment of activities covered by the taxonomy

AddLife has reviewed its financial activities in accordance with the EU Taxonomy Regulation (EU 2020/852) and related provisions, known as the Taxonomy. The distribution and manufacturing of products within Life Science, which is AddLife's main activity, does not fall within the scope of the current version of the taxonomy. To assess relevant economic activities, a threshold is used based on external revenue, i.e. net sales in the group's income statement. Internal consumption that does not generate external revenue is not considered to be part of the economic activities in the taxonomy. Economic activities related to climate change adaptation have not been considered relevant as they do not generate external revenue, operating costs or investments. Two relevant financial activities related to capital expenditure were identified during the review. No relevant economic activities were identified for sales or operating expenditure. AddLife lacks sufficient data to determine the requirements for substantial contribution or the principles of not causing significant harm (DNSH) are met for the relevant economic activities. Consequently, a conservative assessment has been made to report these activities as non-aligned.

Accounting principles - denominator

The proportion of the business operations that are environmentally sustainable according to the EU Taxonomy Regulation should be reported using three financial metrics. To calculate the three ratios, turnover, capital expenditure (CapEx) and operational expenditure (OpEx) must be identified according to the taxonomy.

Turnover

The Group's total turnover equals net sales ([Note 5](#)) in the consolidated income statement under IFRS.

Capital expenditure

Reporting of total capital expenditure refers to additions to tangible assets during the year before depreciation, revaluation and impairment and excluding changes in fair value. Also included are property, plant and equipment arising from business combinations. See [Notes 15, 16 and 17](#).

Operational expenditure

In the framework of the EU taxonomy and according to the Regulation, operational expenditure is defined as direct non-capitalised costs that relate to research and development (R&D), building renovations, short-term leases, maintenance and repairs, as well as direct expenditure related to the day-to-day maintenance of the assets, i.e. not the total operating costs, but only costs related to the maintenance of the assets. This report only includes R&D, repairs and maintenance, as the other areas are considered to be of negligible importance.

Transport by motorbikes, passenger cars and light commercial vehicles

Several companies in the Group use leased cars in their operations, where the investment costs related to these vehicles become relevant from a taxonomy standpoint. No assessment has been made to determine whether these are aligned environmentally sustainable activities.

Acquisition and ownership of buildings

AddLife leases premises that are recognised as right-of-use assets in [Note 17](#), which is covered by the taxonomy. No assessment has been made to determine whether these are aligned environmentally sustainable activities.

Proportion of turnover from products or services associated with Taxonomy-aligned economic activities – disclosure covering year 2024

Financial year 2023				Year			Substantial contribution criteria					DNSH criteria ("Does Not Significantly Harm")					Minimum Safeguards (17)	Proportion of Taxonomy-aligned (A.1.) or -eligible (A.2.) turnover, year 2023 (18)	Category enabling activity (19)	Category transitional activity (20)
Economic Activities (1)	Code (2)	Turnover (3)	Proportion of Turnover, year 2024 (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution(8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation(11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)					
A. TAXONOMY-ELIGIBLE ACTIVITIES																				
A.1 Environmentally sustainable activities (Taxonomy-aligned)																				
Activity 1		0	-	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	-	-	-	-	-	-	-	-	-		
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	-	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	-	-	-	-	-	-	-	-	-		
Of which enabling		0	-	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	-	-	-	-	-	-	-	-	E		
Of which transitional		0	-	N/EL						-	-	-	-	-	-	-	-	T		
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																				
Activity 1		0	-	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL									-		
Turnover of Taxonomy- eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		0	-	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL									-		
A. Turnover of Taxonomy-eligible activities (A.1+A.2)		0	-	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL									-		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																				
Turnover of Taxonomy- non-eligible activities		10 286	100%																	
TOTAL		10 286	100%																	

Proportion of CapEx from products or services associated with Taxonomy-aligned economic activities – disclosure covering year 2024

Financial year 2023				Year			Substantial contribution criteria					DNSH criteria ("Does Not Significantly Harm")					Minimum Safeguards (17)	Proportion of Taxonomy-aligned (A.1.) or -eligible (A.2.) CapEx, year 2023 (18)	Category enabling activity (19)	Category transitional activity (20)
Economic Activities (1)	Code (2)	CapEx (3)	Proportion of CapEx, year 2024 (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution(8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation(11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)					
A. TAXONOMY-ELIGIBLE ACTIVITIES																				
A.1 Environmentally sustainable activities (Taxonomy-aligned)																				
6.5 Transport by motorbikes, passenger cars and light commercial vehicles	N77.1.1	0	0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL	-	-	-	-	-	-	-	-	-		
7.7 Acquisition and ownership of buildings	L68	0	0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL	-	-	-	-	-	-	-	-	-		
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0%	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	-	-	-	-	-	-	-	-	-		
Of which enabling		0	0%	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	-	-	-	-	-	-	-	-	E		
Of which transitional		0	0%	N/EL						-	-	-	-	-	-	-	-	T		
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																				
6.5 Transport by motorbikes, passenger cars and light commercial vehicles	N77.1.1	86	39%	EL	N/EL	N/EL	N/EL	N/EL	N/EL									-		
7.7 Acquisition and ownership of buildings	L68	137	61%	EL	N/EL	N/EL	N/EL	N/EL	N/EL									-		
CapEx of Taxonomy- eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		223	100%	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL									-		
A. CapEx of Taxonomy-eligible activities (A.1+A.2)		223	100%	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL									-		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																				
CapEx of Taxonomy- non-eligible activities		307	61%																	
TOTAL		506	100%																	

Proportion of OpEx from products or services associated with Taxonomy-aligned economic activities – disclosure covering year 2024

Financial year 2023	Year			Substantial contribution criteria						DNSH criteria (“Does Not Significantly Harm”)						Minimum Safeguards (17)	Proportion of Taxonomy-aligned (A.1.) or -eligible (A.2.) turnover, year 2023 (18)	Category enabling activity (19)	Category transitional activity (20)		
	Code (2)	Turnover (3)	Proportion of Turnover, year 2024 (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution(8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation(11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)						
A. TAXONOMY-ELIGIBLE ACTIVITIES																					
A.1 Environmentally sustainable activities (Taxonomy-aligned)																					
6.5 Transport by motorbikes, passenger cars and light commercial vehicles	N77.1.1	0	0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL	-	-	-	-	-	-	-	-	-			
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL	-	-	-	-	-	-	-	-	-			
Of which enabling		0	0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL	-	-	-	-	-	-	-	-	E			
Of which transitional		0	0%	EL						-	-	-	-	-	-	-	-	T			
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																					
6.5 Transport by motorbikes, passenger cars and light commercial vehicles	N77.1.1	0	0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL									-			
Turnover of Taxonomy- eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		0	0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL									-			
A. Turnover of Taxonomy-eligible activities (A.1+A.2)		0	0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL									-			
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																					
Turnover of Taxonomy- non-eligible activities		76	100%																		
TOTAL		76	100%																		

Nuclear and fossil gas related activities

Nuclear energy related activities

1.	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	No
2.	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	No
3.	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	No

Fossil gas related activities

4.	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	No
5.	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	No
6.	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	No

SOCIAL INFORMATION

Own Workforce

Strategy

Material impacts, risks, and opportunities and their relationship to strategy and business model

AddLife's workforce primarily consists of employees in sales, administration, and service, while some subsidiaries also have employees in warehouse operations, production, and technical service. All individuals in AddLife's workforce who may be materially affected by the company's operations are included in the reporting under ESRS 2. This includes both employees of AddLife and, in some cases, contracted personnel or self-employed individuals working within the group's operations.

Employees of AddLife

- White-collar employees in sales, administration, and service
- Warehouse and production staff in certain subsidiaries
- Technical service employees working with product installation and support.

External Workforce (Not employed by AddLife)

- Contracted personnel from third-party companies, mainly within warehousing and logistics
- Self-employed individuals and consultants engaged for specialized assignments

AddLife considers all these groups in its company-wide assessment of impacts and risks related to working conditions, workload, and skills development.

The main negative impact concerns work-related stress and an uneven gender distribution in leadership positions. These are not isolated incidents but rather recurring and structural issues that AddLife actively seeks to address. The group's annual employee survey shows that 19 percent of employees often or very often experience work-related stress. 81 percent consider the work culture to be inclusive, while 5 percent report experiencing discrimination. The overall gender distribution within the group is 55 percent men and 45 percent women, but in leadership positions, the proportion of men is higher (65 percent men, 35 percent women). AddLife has not identified any systemic risks related to child labor, forced labor, or other serious labor rights violations in the countries and regions where the company operates.

The positive impact primarily consists of investments in skills development, with AddLife Academy playing a central role by offering training programs that enhance employees' competencies and career development.

These impacts are strongly linked to AddLife's business model and strategy. Workload and stress partly result from the high pace of change within the Life Science industry, where rapid adaptation and development are required. The group's long-term strategy includes initiatives in education and leadership development to address these challenges.

The identified risks and opportunities have a long-term impact on AddLife's business model, competitiveness, and employee well-being. To ensure sustainable development, AddLife plans to conduct a group-wide review of its HR strategy.

At the same time, subsidiaries implement measures tailored to their specific operations. An internal HR network, consisting of HR managers from subsidiaries with dedicated HR functions, is developing guidelines for subsidiaries on how to handle HR-related issues. These guidelines were initiated in 2024 and are scheduled for completion and implementation in 2025.

AddLife is also working on a company-wide diversity and inclusion strategy, which will be developed in 2025 and launched in 2026. The strategy aims to ensure a more inclusive work environment and equal career opportunities.

The time horizon varies depending on the impact:

- Work-related stress requires continuous efforts and ongoing monitoring.
- Gender equality and inclusion efforts are a long-term process, where effects may gradually become visible during 2025–2026 with the launch of group-wide strategies.
- Skills development through AddLife Academy has both short-term benefits (increased competence in the present) and long-term effects by strengthening the company's adaptability.

The impacts and risks within the group's workforce primarily stem from AddLife's own operations rather than from external business relationships. Work-related stress and gender equality are mainly driven by internal factors such as workload, leadership, and recruitment processes.

An assessment has been conducted of the identified risks and opportunities related to work-related stress, gender equality, and skills development. AddLife has not identified any material financial effects on the group's financial position, results, or cash flows from a group perspective.

In the long term, investments in training programs and guidance for subsidiaries may incur costs related to implementation and training, but these are expected to be limited and managed within ongoing operations. AddLife does not anticipate any material changes to the group's financial position related to these initiatives.

AddLife has not conducted a specific resilience analysis related to the identified risks and opportunities in terms of work-related stress, gender equality, and skills development. However, AddLife continuously supports its subsidiaries by providing guidance on relevant HR issues and by further developing AddLife Academy.

AddLife assesses that the group's decentralized business model allows subsidiaries to adapt to their specific needs and challenges regarding work environment and skills supply. These initiatives may contribute to strengthening resilience on a local level, but no group-wide quantitative or qualitative analysis of strategic resilience has been conducted.

AddLife has not identified any changes in the material impacts, risks, or opportunities for its own workforce compared to the previous reporting period. AddLife has not included any company-specific disclosures in the group's materiality analysis, but has solely based its assessment on the impacts, risks, and opportunities defined according to ESRS Disclosure Requirements.

AddLife has assessed potential risks and impacts on the group's workforce linked to its plans to reduce environmental impact and meet international climate targets. No material negative effects or transition-related risks—such as restructuring, job losses, or the need for extensive retraining or upskilling—have been identified.

Furthermore, AddLife has conducted a risk assessment of the group's operations and has not identified any operations where there is a significant risk of forced labor or child labor, either based on geographic location or the nature of the business.

Management of impacts, risks, and opportunities

Policies for the own workforce

AddLife's Code of Conduct is a group-wide policy designed to ensure a work environment that promotes ethics, inclusion, non-discrimination, equal opportunities, and safety for all employees. It is structured to address material impacts, risks, and opportunities related to working conditions, human rights, and occupational health and safety.

The policy covers these aspects in the following areas:

- Promotion of diversity and inclusion and elimination of discrimination and harassment, with a focus on creating an inclusive work environment based on equal opportunities.
- Prohibition of child labor, forced labor, and violations of fundamental human rights, ensuring that operations align with international standards and minimizing compliance risks.
- Occupational health and safety, where AddLife actively works to ensure a physically and psychosocially safe work environment while minimizing the risk of workplace accidents.

The policy specifically prohibits discrimination based on gender, gender identity or expression, age, sexual orientation, disability, ethnicity, religion, political opinion, national and social origin, and other forms of discrimination covered by EU and national legislation. While there are currently no explicit policy commitments for affirmative actions targeting particularly vulnerable groups, AddLife is reviewing how inclusion can be strengthened in future policy work.

To ensure compliance with the Code of Conduct and to engage employees on these matters, AddLife has implemented the following mechanisms:

- Whistleblower service, an anonymous reporting channel for handling violations of policies and ethical guidelines. This platform serves as a confidential mechanism to identify and address cases of discrimination and other breaches of the

Code of Conduct.

- Regular training, where all employees receive information about their rights and responsibilities related to the Code of Conduct.
- Internal reporting and monitoring, allowing AddLife to proactively identify and manage human rights-related risks.
- Further development of structured dialogues, reinforcing internal reporting channels and establishing forums where employees can discuss labor rights and workplace conditions.

As part of the Code of Conduct's update, AddLife is reviewing additional processes to strengthen compliance control across all company operations.

The Code of Conduct applies to all employees within the group, regardless of geographic location. It establishes guidelines for working conditions, human rights, and ethics within AddLife's own operations.

- Value chain: The policy does not directly cover suppliers or customers, but AddLife imposes requirements on business partners through the Supplier Code of Conduct.
- Geographic application: The policy applies globally and is adapted to local legal requirements.
- Stakeholders: The policy is primarily targeted at employees but also indirectly impacts business partners.

Currently, no specific exemptions exist for the Code of Conduct, but a review is ongoing as part of the planned update in 2025.

At present, AddLife does not have a formalized process for ensuring remediation in cases of negative human rights impacts. However, as part of its group-wide update of the Code of Conduct, AddLife is planning to establish such a mechanism in 2025. The purpose is to ensure that identified issues are handled transparently and fairly, with defined action plans and follow-ups.

In the context of updating its Code of Conduct, AddLife plans to establish such a mechanism in 2025. The objective is to ensure that identified issues are addressed transparently and fairly through defined action plans and follow-up processes.

The responsibility for implementing AddLife's Code of Conduct lies with corporate management, with the Group CEO being the highest responsible person. At the subsidiary level, the respective subsidiary CEO is responsible for ensuring the implementation of the Code of Conduct within the subsidiary's operations.

AddLife's Code of Conduct is based on international guidelines such as the UN Global Compact, the UN Universal Declaration of Human Rights, the ILO Core Conventions, and the OECD Guidelines for Multinational Enterprises. The OECD Guidelines have previously been part of the Group's policy framework, but the current update of the Code aims to further clarify and strengthen the Group's alignment with these guidelines. The Code of Conduct is also adapted to continue complying with the UN Guiding Principles on Business and Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work.

The current Code of Conduct prohibits child labor and forced labor in accordance with international standards but does not specifically mention human trafficking. As part of the planned update in 2025, AddLife will explicitly include its commitment to combating human trafficking in the Code of Conduct.

During the Code of Conduct update, AddLife is working to identify appropriate methods to incorporate stakeholder interests. The focus is on ensuring that the Code reflects relevant labor rights aspects and business ethics policies in accordance with Disclosure Requirement S1-4 – Taking Action on Material Impacts.

AddLife continuously works to ensure that the Code of Conduct is accessible and understood by both employees and business partners. Currently, the code is available through internal communication channels, and AddLife offers regular training on its content. At the same time, AddLife evaluates how the policy can be made clearer for business partners and how it is integrated into the group's processes.

AddLife's Code of Conduct also includes commitments to ensure a safe work environment and prevent work-related accidents. Each subsidiary is responsible for maintaining a safe work environment in the way that best suits its operations. Some subsidiaries are certified according to ISO 45001, while the majority operate in accordance with the statutory requirements in their respective countries.

Procedures for engagement with employees and their representatives regarding workplace conditions

AddLife regularly engages with its employees to ensure that their perspectives are considered in decisions and activities

related to working conditions and corporate culture. A key part of this effort is the annual employee survey, which is sent to all employees across the group. The survey provides insights into the work environment, leadership, and opportunities for improvement.

Engagement takes place directly with the company's employees through this survey, where all employees have the opportunity to share feedback about their work situation. In addition to the employee survey, engagement occurs through ongoing dialogue in management and team meetings, as well as through individual feedback between managers and employees. These forums enable continuous feedback collection and allow for corrective actions to be taken between survey periods. The group management is responsible for the survey, while the CEOs of each subsidiary are responsible for ensuring that employees can participate and that the results lead to relevant actions.

AddLife currently does not have a global framework agreement with employee representatives but plans to evaluate the possibility of strengthening cooperation with trade unions in certain parts of the business.

To assess the effectiveness of employee engagement, both response rates and qualitative analysis of the survey results are used. Additionally, AddLife is working to identify further methods for systematically following up on actions and ensuring that employees' perspectives have a real impact on decision-making.

At present, AddLife has no established method for specifically considering the perspectives of vulnerable groups, such as women, LGBTQ+ individuals, or migrants, but the group views this as an area for improvement. As part of its ongoing development efforts, AddLife plans to explore how the group can systematically capture insights from these groups, for example, through targeted dialogues or complementary surveys.

Procedures for remedying negative impacts and channels for employees to report Issues

AddLife currently lacks a formalized process for remedying negative impacts on its own workforce. As part of the group's ongoing sustainability due diligence efforts, AddLife plans to develop such a process in 2025. The objective is to ensure that identified cases of negative impact are handled transparently, fairly, and with clear action plans.

Currently, the primary mechanism for identifying and managing potential cases of negative impact is the group's whistleblowing system, which is provided by an external partner. The whistleblowing channels include a group-wide channel and local channels in certain subsidiaries. Reports submitted to the group-wide channel are handled by AddLife's CFO and the chairman of the audit committee, while reports in the local whistleblowing systems are processed by individuals from each subsidiary's management team.

At present, AddLife does not have a formal employee grievance mechanism. During 2025-2026, AddLife plans to expand the whistleblowing system into a broader grievance mechanism capable of addressing all types of personnel-related issues. This mechanism will include a more structured process to ensure that identified issues lead to concrete actions.

To ensure accessibility to these channels, AddLife has integrated the whistleblowing system into the group's internal communication and Code of Conduct training, which all employees must complete. Information about the whistleblowing channels is easily accessible via the group's website. AddLife is also working to identify additional ways to improve accessibility for employees to report concerns.

All whistleblower cases are stored in third-party software, where we document the handling of each case, follow-ups, and the final action taken. We continuously review how our whistleblowing channels function, including their usage and how reported cases are managed. We intend to enhance our monitoring of the whistleblowing function's effectiveness to ensure that it remains a reliable channel for employees.

To ensure that our employees are aware of and have confidence in our reporting channels, we actively communicate about the whistleblowing system through internal channels and Code of Conduct training. All employees undergo this training as part of the onboarding process and through regular updates. Additionally, information about the whistleblowing channels is made available on our website and internal platforms.

As part of the update to our Code of Conduct, we will clarify the protection for whistleblowers, including measures to prevent retaliation against individuals who report in good faith. This effort aims to ensure that the whistleblowing function is safe for all employees to use.

Measures regarding significant impacts on the workforce and strategies to mitigate key risks and leverage opportunities related to the workforce, and the effectiveness of these measures

Significant impacts, risks, and opportunities related to the workforce are primarily managed by each subsidiary based on insights gained through employee surveys and direct dialogue with employees.

AddLife identifies and assesses actual and potential negative impacts on the workforce through a combination of employee surveys, direct dialogue with employees, and analysis of key indicators in sustainability reporting.

- Data collection and identification: Data from employee surveys and direct dialogues are analyzed to detect trends or specific problem areas.
- Evaluation and prioritization: The management teams of the subsidiaries are responsible for assessing which identified risks or impacts require action.
- Decision-making and action planning: If a significant impact is identified, action proposals are developed at the group or company level.
- Implementation: Approved actions are carried out, such as policy updates, training sessions, or occupational health and safety initiatives.
- Follow-up and improvement: The effectiveness of implemented actions is monitored through subsequent employee surveys and continuous key indicator analysis.

Through this process, AddLife ensures that negative effects are identified in a timely manner and that corrective measures are taken where needed.

Action	Status	Expected/Actual Outcome	Time Horizon
HR Handbook	In development	Strengthened HR structures in subsidiaries	2024–2025
Follow-up through employee survey	Ongoing	Utilize employees' interests	Annually
Further development of AddLife Academy	Ongoing	Increase employees' professional knowledge	Annually
Strategy for diversity, equality, and inclusion	Planned	Create safer and more inclusive workplaces	2025
Development of a remediation process	Planned	Ensure measures for negative impacts	2025–2026

During 2024, AddLife has been working on developing an HR handbook, specifically aimed at subsidiaries without a dedicated HR function, to support effective and consistent management of HR-related matters. The launch of the handbook is scheduled for 2025. In parallel, AddLife is developing a strategy for diversity, equality, and inclusion, with the aim of establishing governance and tools to support subsidiaries in achieving the group's strategic sustainability goals.

AddLife currently does not have an implemented process for remedying negative impacts but considers this a central part of the group's work in the coming years. Such a process is planned for development during 2025–2026 to ensure that appropriate measures are taken in the event of any negative impact.

AddLife invests in competence development through AddLife Academy, which offers training programs to empower employees and establish a shared corporate culture. All employees undergo mandatory training in Vision and Corporate Philosophy as well as the group's Code of Conduct, which clarifies expectations and obligations.

AddLife also offers open training programs in areas such as sales, leadership, and negotiation techniques, with a focus on instructor-led learning for experience sharing and networking. In addition to this, training programs are tailored based on the needs of the subsidiaries, often linked to "commercial excellence."

Group-wide work on employee-related matters is monitored through annual employee surveys and key performance indicators collected within the framework of AddLife's sustainability reporting. The respective management teams of the subsidiaries are responsible for identifying and implementing measures appropriate to addressing actual or potential significant negative or positive impacts on their workforce.

AddLife allocates resources in the form of time, expertise, and follow-up mechanisms to manage significant impacts on the workforce and ensure the implementation of planned measures. Management is carried out at both the group and subsidiary levels, where subsidiary management teams are responsible for taking action based on identified needs, while the group provides guidance and strategic tools.

At present, AddLife assesses that these efforts do not entail any significant operational (Opex) or capital (Capex) costs. If future needs for substantial financial investments arise, this will be reported in upcoming sustainability disclosures.

AddLife has not identified any significant workforce-related risks or opportunities at the group level. However, AddLife

continuously monitors potential changes through employee surveys, direct dialogue, and sustainability reporting to enable relevant actions as needed.

Subsidiary management teams are responsible for identifying and managing potential workforce-related risks or opportunities. The group management follows up on this through annual reports from subsidiaries on financial risks and opportunities.

AddLife actively works to ensure that the group's operations do not cause or contribute to significant negative impacts on the workforce. How AddLife identifies and manages these issues is described at the beginning of this section. AddLife also strives to strengthen the group's internal processes related to data security to protect both employees' and customers' information. For more information on this work, see [Business Conduct](#).

Metrics and targets

Targets for managing significant negative impacts, strengthening positive impacts, and addressing key risks and opportunities

AddLife has established group-wide sustainability targets related to its employees to ensure a safe, inclusive, and developmental work environment. These targets are set by group management and approved by the Board of Directors.

These targets have been determined by group management without direct participation from employees or employee representatives. However, they are based on insights gained through annual employee surveys and other internal analyses.

The targets are monitored through continuous data collection, where AddLife identifies progress and areas for improvement. The subsidiaries' performance is analyzed annually and compared with previous years' measurements.

Although the targets are set centrally, follow-up is conducted locally within the subsidiaries, many of which use the employee survey as the basis for discussions on improvements and concrete actions. This approach allows for adaptations based on local needs and experiences.

Methodology for target management

Each target is described according to the following structure:

- **Baseline and development:** The starting point is based on current data from the previous year, with annual follow-ups.
- **Timeframe and milestones:** The targets have a defined endpoint and may include interim milestones.
- **Methodology and assumptions:** Data is sourced from internal HR systems and complies with relevant regulations.
- **Scientific basis:** Not applicable, as this only pertains to environmental targets according to ESRS.
- **Potential changes:** Adjustments may be made as methodologies develop, and such changes are reported transparently.
- **Measurement method:** Continuous tracking is conducted at both the group and subsidiary levels, with analyses serving as the basis for improvement measures.

Strategic social sustainability target

AddLife has a strategic gender equality target aimed at achieving a balanced gender representation when summarizing group management and all subsidiary management teams. Below is the outcome over the past three years. See also the Diversity Indicators section below.

Share of men and women in management level, %	2024	2023	2022
Men	65	66	68
Women	35	34	32
Others	0	0	0

Category	Description
Goals and Measurement Scope	Applies to the entire group, measured through gender distribution statistics for leadership positions within the parent company and subsidiaries.
Baseline and Development	Baseline from 2022, with annual follow-ups.
Timeframe and Interim Targets	The goal should be achieved by 2027 at the latest. Annual follow-ups are conducted at the group level.
Methodology and Assumptions	HR data follows national labor law requirements.
Potential Changes	If data collection methods change or the methodology is developed, these changes will be communicated in future reports.
Measurement Method	Follow-ups are conducted annually via internal systems and analyzed at both the group and subsidiary levels.

Social targets and threshold values

In addition to the gender equality target, AddLife is working towards the following goals related to work environment, inclusion, and ethics:

Ambition	2024	2023	2022
Employee satisfaction score at 4.3	4.1	4.1	4.0
100% of employees completing and signing off AddLife's Code of Conduct training	92%	97%	-
Unadjusted gender pay gap at 0%	9%	1%	14%
90% of employees find AddLife to be an inclusive workplace	81%	81%	79%
No cases of discrimination	0	7	4
100% of our employees shall have career performance and development reviews	81%	78%	76%

These targets are monitored using the same methodology outlined earlier, with annual measurements and ongoing analysis at both the group and subsidiary levels.

Employee involvement in follow-Up

Although employees or employee representatives have not been directly involved in setting the targets, they play an active role in the follow-up process through the employee survey. Several subsidiaries use survey results to discuss and identify improvement measures in collaboration with their employees.

Performance monitoring and changes over time

- Monitoring and adjustments: Key indicators are tracked annually, and progress is compared with previous years.
- Changes in targets or methodology: Any methodological changes or adjustments to target reporting are identified and communicated transparently.

Employee Data

In line with the group's decentralized business model, AddLife does not have a central HR system, meaning that data is collected from local internal systems within the group's subsidiaries. Consequently, the data collection methodology may vary between entities and markets.

Changes in the number of employees may be influenced by factors such as recruitment, employee turnover, or organizational changes during the year. All data is reported through the group's consolidation system for financial reporting or the consolidation system for sustainability reporting.

The reported data has not been validated by an external party. AddLife aims to improve comparability and ensure high data quality in future reporting years.

Number of employees divided by gender (headcount)	2024
Male	1,241
Female	1,013
Other	2
Not disclosed	0
Total number of employees	2,256

Number of employees divided by country (headcount)	2024
Ireland	348
Spain	284
Sweden	274
Denmark	230
UK	196
Norway	181
Germany	162
Austria	140
Finland	133
Italy	127
Poland	55
Other	275
Total number of employees	2,405

Number of employees divided by contract (headcount)	2024
Permanent employees	2,181
Temporary employees	53
Non-guaranteed hours employees	22
Total number of employees	2,256

Collective bargaining coverage and social dialogue

Within AddLife, a portion of employees are covered by collective bargaining agreements or other forms of organized labor representation. Coverage rates vary between countries and regions depending on local labor market conditions. AddLife has not entered into any agreements for representation through a European Works Council (EWC), Societas Europaea (SE) Works Council, or Societas Cooperativa Europaea (SCE) Works Council.

The data is based on reporting from AddLife's subsidiaries and their internal HR systems. Methods and data sources may vary between entities and countries. AddLife's calculations have not been validated by an external party.

Share of employees covered by a collective bargaining agreement or social dialogue

Coverage	Collective Bargaining Coverage		Social dialogue
	Employees - EEA	Employees - Non-EEA	Workplace representation*
0-19%			Sweden, Austria, Denmark, Spain
20-39%			
40-59%			
60-79%	Denmark		
80-100%	Sweden, Austria, Spain		Italy

Diversity indicators

This measurement includes the number of men and women in group management as well as in the local management teams of the group's subsidiaries. The data is reported by the subsidiaries through internal systems and compiled centrally.

During the year, a reporting error was identified in the 2023 data from one of the group's subsidiaries, which has been corrected in this year's compilation. Due to this adjustment, the figures for 2023 presented in this year's report differ from the corresponding data in the previous annual report.

The figures are based on the actual headcount at the time of reporting and rely on self-reported gender identity. Since gender is defined and reported by the subsidiaries, variations in reporting practices may occur between different entities and markets.

AddLife currently does not have external validation of this data beyond the internal review process during the compilation of the sustainability report. AddLife continuously works to improve data collection, ensure consistent classification of leadership positions, and enhance data quality across the group.

Share of men and women in management level, %	2024	2023	2022
Men	65	66	68
Women	35	34	32
Others	0	0	0

Share of employees divided by age, %	2024	2023
< 30	11	10
30-50	52	54
>50	38	36

Metrics for training and skills development

The data is based on reporting from subsidiaries as well as results from the group's employee survey. Since training and development initiatives are managed in a decentralized manner, variations in data collection may exist between entities and markets. For 2024, a detailed breakdown of these key figures by gender is not available; however, AddLife plans to collect this information in future reporting periods to improve the monitoring of training initiatives from a gender equality perspective.

Reported training hours include both formal training programs and internal learning initiatives. Efforts not recorded in the subsidiaries' internal systems, such as informal learning, self-study, and certain ad-hoc training sessions, may result in underreporting of total training outcomes.

The data has not been validated by an external party at the time of reporting. AddLife is continuously working to strengthen data collection, improve comparability between subsidiaries, and ensure that future reporting provides a more comprehensive view of company-wide training and development efforts.

Training and development*	Men	Women	Other	Total
Share of employees that participated in performance and career development reviews	-	-	-	78%
Average training hours per employee	-	-	-	6

* The information on the share of employees who participated in performance reviews and the average training hours per employee, broken down by gender, is missing for 2024. We plan to gather this information for 2025 and beyond

Metrics for work environment

The data on the work environment is based on reporting from subsidiaries and is collected via local HR and occupational health and safety systems. Occupational health and safety management systems cover operations in accordance with legal requirements and/or recognized standards, but the scope and application may vary between countries and entities.

Work-related accidents and health issues are reported in accordance with national regulations, which may affect comparability between markets. Data on audited and certified management systems is limited, and variations in reporting may occur due to local processes and definitions.

At present, AddLife does not have uniform external validation of work environment data beyond the internal review conducted during the compilation of the sustainability report. AddLife is continuously working to improve data collection and ensure consistent and reliable reporting.

Remuneration metrics	2024
Percentage of own workers in headcount who are covered by the company's health and safety management system based on legal requirements and/or recognised standards or guidelines	92 %
Percentage of own workers who are covered by a health and safety management system which is based on legal requirements and/or recognised standards or guidelines and which has been internally audited and/or audited or certified by an external party	0
Number of fatalities as a result of work-related injuries and work-related ill health	0
Number of recordable work-related accidents (excluding fatalities)	16
Rate of recordable work-related accidents	5
Number of cases of recordable work-related ill health	6
Number of days lost to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health	394

Metrics for work-life balance

The data on family-related leave is based on reporting from subsidiaries, where information is collected through internal HR systems and administrative records. Definitions and implementation of family-related leave may vary between countries due to local legal requirements and internal company policies, which may affect data comparability.

AddLife is working to ensure consistent reporting of this indicator and plans to improve data collection to obtain a more comprehensive view of how leave is utilized within the group. The data has not been validated by an external party at the time of reporting.

Measure for work-related grievances, incidents and complaints, %	2024
Percentage of employees entitled to take family-related leave	91
Percentage of entitled employees that took family-related leave	13

Compensation metrics (pay gaps and total compensation)

The pay gap is primarily influenced by gender differences in occupational roles and compensation structures. A predominant number of men work in roles with variable compensation, such as sales and leadership, while women are more often found in roles that typically lack variable compensation, such as administrative functions. Men are also more frequently represented in leadership positions, which results in a higher average compensation level.

The reduction in the pay gap from 2023 to 2024 is mainly due to several subsidiaries decreasing their pay gap in 2024. In particular, the group's aggregated pay gap has decreased because some of AddLife's largest subsidiaries have reduced their internal pay disparities.

Data collection is based on reporting from subsidiaries and is compiled centrally. Salaries are analyzed without adjustments for factors such as age, experience, education, or job complexity, meaning that the figures represent a total average pay gap without accounting for occupation-specific variables.

AddLife plans to continue developing the group's salary analysis to increase transparency and ensure a fair compensation structure. The data has not been validated by an external party.

Remuneration metrics, %	2024	2023	2022
Unadjusted gender pay gap*	9	14	14

**The wage gap mainly stems from gender differences in occupational roles and compensation structures. A majority of men work in roles with variable compensation, such as sales, while women work more in areas that typically lack variable compensation, such as administration. Additionally, men are more frequently in leadership positions, resulting in higher compensation.*

Incidents, complaints, and severe human rights consequences

In 2024, no incidents of discrimination or harassment were reported within AddLife. However, according to the employee survey, 5 percent of employees felt they had experienced discrimination during the year. In 2025, we will further develop the group's efforts on inclusion and anti-discrimination, aiming to encourage more employees to come forward if they feel discriminated against.

No complaints were received through our reporting channels, including whistleblowing mechanisms, and no cases were submitted to the National Contact Points for the OECD Guidelines for Multinational Enterprises. No fines, sanctions, or compensations related to such incidents have been recorded, and no severe human rights incidents related to our workforce have been identified.

Despite the absence of reported discrimination cases, it is likely that some underreporting exists. To ensure employees feel safe reporting potential incidents, we continue to actively strengthen our reporting systems and awareness of our whistleblowing channels.

Data is collected through internal reporting systems at both the group and subsidiary levels. Differences in local legal requirements and practices may affect the reporting of incidents and complaints in some countries. Our data has not been externally validated at the time of reporting, but we are continuously working to improve our data collection and ensure transparent and reliable reporting.

Measure for work-related grievances, incidents and complaints	2024
Total number of incidents of discrimination, including harassment	0
Number of complaints filed through channels for own workers to raise concerns (including grievance mechanisms)	0
Number of complaints filed through channels for own workers to raise concerns (including grievance mechanisms) to the National Contact Points for OECD Multinational Enterprises	0
Total amount of fines, penalties, and compensation for damages as a result of incidents and complaints (SEK)	0
Total number of severe human rights incidents connected to the company's workforce	0

Workers in the Value Chain

Strategy

Material Impacts, risks, and opportunities and their relationship to strategy and business model

AddLife has identified that certain groups of workers in the group's value chain may be particularly vulnerable to negative impacts related to human rights and working conditions. These workers are primarily found in the supply chain, particularly in the extraction, processing, and manufacturing of the products AddLife distributes. In its analysis, AddLife has identified five categories of workers in the value chain who may be significantly affected:

1. WORKERS OPERATING AT ADDLIFE FACILITIES BUT NOT PART OF THE COMPANY'S DIRECT WORKFORCE

These workers include, for example, temporary labor operating at AddLife's offices, warehouses, and production facilities but employed by other companies. At present, these groups have been assessed as not material and are therefore not further analyzed in this report.

2. WORKERS IN THE UPSTREAM VALUE CHAIN

The most significant risks of negative impacts are found upstream in the value chain, particularly among workers in:

- Raw material extraction and Processing – Exposure to forced labor and child labor in countries where these risks are systemic, as well as health risks associated with hazardous working conditions.
- Manufacturing and component production – Systematic risks related to low wages, long working hours, and limited trade union rights in certain regions where our suppliers operate.

Although AddLife currently has no confirmed cases of human rights and labor rights violations within its direct supplier network, the company acknowledges, based on existing industry data, that these issues likely exist within its supply chains. Therefore, AddLife considers these identified impacts as material to its business operations and integrates them into its due diligence efforts.

These risks arise as a direct consequence of AddLife's business model, where the company, primarily as a distributor, is dependent on an extensive supplier network to ensure product availability. Traceability in these complex supply chains presents a challenge, requiring AddLife to continuously develop and strengthen its due diligence processes to identify, manage, and mitigate these risks.

The identified risks have led to increased internal requirements for traceability and supplier accountability in the company's procurement processes. As part of its strategic adaptation, AddLife is developing guidelines and processes to better integrate sustainability due diligence into its decision-making. In the long term, this may affect the company's supplier relationships and procurement strategy, with AddLife prioritizing partnerships with entities that share its commitment to human rights and sustainable business practices.

The financial impacts of these risks and opportunities are not yet fully quantified, but AddLife already sees that increased traceability and supplier controls may raise operating costs. In the short term, this entails higher expenses for supplier evaluations and the development of expanded due diligence processes. In the medium and long term, changes in supplier relationships and stricter regulatory requirements in regions like the EU and Norway may lead to adjusted procurement costs and potential price shifts in the company's product range. To address these financial implications, AddLife will allocate internal resources to ensure that its sustainable supply chain strategy remains both economically viable and generates long-term value.

Beyond the risks associated with human rights management in the supply chain, AddLife also identifies business opportunities linked to its sustainability due diligence efforts. By strengthening traceability in the supply chain and ensuring favorable working conditions, AddLife can reduce financial and operational risks, enhance its reputation, and create competitive advantages. Increased regulatory requirements may initially lead to costs but also provide opportunities to position AddLife as a leading company in sustainable supply chains. Additionally, AddLife sees a potential positive financing impact by attracting investors and customers with growing demands for corporate social responsibility.

3. WORKERS IN THE DOWNSTREAM VALUE CHAIN

This category includes workers in logistics, distribution, and retail. While some negative impacts may occur, such as poor working conditions in transportation and warehousing, the most significant risks are assessed to be in the upstream value chain.

4. WORKERS IN JOINT VENTURES AND SPECIAL PURPOSE ENTITIES INVOLVING ADDLIFE

After reviewing its business model and organizational structure, AddLife concludes that it has no joint ventures or special purpose entities directly involving the company. Therefore, this category of workers in the value chain is not considered material and is not further analyzed in this report.

5. PARTICULARLY VULNERABLE WORKERS

AddLife has identified that certain workers in the value chain face a higher risk of exploitation and other negative impacts, including:

- Migrant workers – Often lacking legal protection and at risk of forced labor or precarious employment conditions.
- Women and children – Women in certain manufacturing industries may face discrimination and unsafe working conditions, and child labor remains present in some high-risk raw material sectors.
- Trade union-affiliated workers – In some regions, these workers may face retaliation or obstacles to organizing.

AddLife actively works to increase its understanding of these risks and will strengthen traceability in its supply chains, improve engagement with suppliers and external experts, and develop measures to minimize negative impacts.

Beyond these specific groups, the company's analysis indicates that the risks of child and forced labor are relevant across all of its value chains, although AddLife currently lacks detailed traceability at the geographical level. The raw materials identified as particularly high-risk include metals, cotton, ceramics/composites, and petroleum-based materials for plastic production. To understand and manage these risks, AddLife regularly analyzes industry data and engages in dialogues with suppliers and external experts. The company actively works to enhance supply chain traceability and implement measures to reduce these risks.

The identified financial risks are particularly relevant in supplier networks with a high concentration of low-income workers, migrant workers, and workers in countries with weak labor regulations. Increased traceability and compliance requirements may lead to higher costs for suppliers in these regions, which could, in turn, affect the company's procurement prices. At the same time, improved management of working conditions may strengthen business relationships and reduce the risks of supply chain disruptions. In the longer term, this can create competitive advantages and strengthen the company's brand in procurement processes where social sustainability is a key factor.

Managing Impacts, Risks, and Opportunities

Policies for workers in the value chain

As part of AddLife's sustainability due diligence process, which will be implemented in 2025, the Supplier Code of Conduct will be updated to ensure compliance with international guidelines and to strengthen requirements for working conditions in the supply chain. The update will include:

- Stricter requirements for suppliers regarding labor conditions, including protection against forced labor, child labor, and human trafficking, as well as ensuring safe working environments.
- Consideration of particularly vulnerable groups, such as migrant workers and women in the supply chain.
- Implementation and monitoring mechanisms, including evaluation processes and action plans for deviations.

In addition, the Due Diligence Policy for Sustainability and Guidelines for Sustainable Procurement will be updated to

better integrate sustainability principles and ensure responsible management of social and environmental impacts in the value chain. These updates will include:

- Clarified processes for identifying and managing sustainability-related risks in the supply chain, aligned with OECD guidelines and the UN Guiding Principles on Business and Human Rights.
- Concrete requirements for sustainability evaluations of suppliers, along with specific methods for monitoring and reporting.
- Integration of sustainability into procurement decisions, including guidelines for selecting suppliers that actively work with climate and social issues.

Compliance with these policies will be monitored through continuous supplier audits, evaluations via third-party tools such as EcoVadis, and internal follow-ups. Deviations will be managed according to an action plan with clear consequences for non-compliance, along with potential support from AddLife for corrective measures.

AddLife currently does not have a systematic reporting mechanism to compile cases of non-compliance with the UN Guiding Principles, the ILO Declaration, or the OECD Guidelines in its supply chain. Within the framework of the group's sustainability due diligence process, AddLife plans to implement such a structure in 2025 or 2026 to systematically identify and manage deviations.

The updated policies will cover the entire upstream value chain, ensuring that suppliers, including their subcontractors, are subject to requirements related to labor conditions, human rights, and sustainability performance. AddLife's Board of Directors is ultimately responsible for the implementation and monitoring of these policies. These policy updates are designed to align with the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights, and the ILO Core Conventions.

In developing these new policies, AddLife has engaged experts who have conducted dialogues with external stakeholders. These insights have helped identify challenges and areas for improvement regarding the situation of workers in the supply chain. The policies governing suppliers, primarily the Supplier Code of Conduct, will progressively be incorporated into the company's supplier agreements and serve as the foundation for AddLife's sustainability dialogues with suppliers.

To ensure understanding and compliance, AddLife plans to make the policy content accessible to suppliers through dedicated training initiatives as well as by publishing it on the group's website.

AddLife currently has no established model for direct engagement with workers in the value chain but is exploring methods to facilitate this. As part of the group's development efforts, AddLife will evaluate various approaches, such as collaborations with industry organizations, external experts, and third-party assessments, to better understand and address risks related to working conditions in the supply chain.

At present, AddLife lacks a formalized process to ensure remediation of negative human rights impacts in the supply chain. Within the framework of the group's due diligence process, AddLife plans to develop such a mechanism in 2025 or 2026. The aim is to establish structured procedures for managing identified deviations, including action plans and follow-up requirements for suppliers.

Procedures for contact with workers in the value chain regarding impacts

As AddLife is a distributor operating further down the value chain, establishing direct contact with workers in the supply chain presents a challenge. Therefore, the group's engagement primarily occurs through credible intermediaries, i.e., organizations and experts with a deep understanding of the situation of these workers. These intermediaries include civil society organizations, international trade unions, and industry actors focused on sustainability and human rights, who act as intermediaries to ensure that workers' perspectives are considered.

The group's previous materiality analysis and risk assessment have shown that certain regions and industries within the supply chain present an elevated risk of labor rights challenges. This has been a guiding factor in the decision to strengthen dialogue with credible intermediaries and, in the long term, explore the possibility of direct contact with workers in these areas.

So far, AddLife's dialogue with credible intermediaries has taken place within the scope of its materiality analysis and risk assessment of the supply chain. The company is working to establish structured procedures for ongoing dialogue regarding workers' rights, both with credible intermediaries and with its suppliers. In the long term, AddLife intends to develop methods for direct dialogue with workers or their representatives, particularly in the supplier tiers where the company has identified an elevated risk due to labor rights challenges.

Currently, the group's engagement with credible intermediaries takes place in connection with risk assessments and supplier evaluations. AddLife is exploring the possibility of integrating more regular engagement into its processes, for example, through:

- Recurring consultations with credible intermediaries.
- Dialogues with suppliers during relevant business interactions.

These measures aim to ensure that workers' perspectives are considered and that AddLife can proactively address human rights risks in its value chain.

AddLife's Head of Sustainability is responsible for ensuring that these dialogues take place and that insights from them inform corporate decision-making and processes. The Head of Sustainability reports to executive management, and the outcomes of these dialogues are included in sustainability reporting presented to the Board of Directors.

At present, AddLife does not have global framework agreements with trade unions related to workers in the value chain. However, the company is considering the possibility of strengthening collaboration with global labor organizations and industry initiatives on human rights.

Insights from dialogues with credible intermediaries are currently used to inform risk assessments and potential actions in the supply chain. During 2025–2026, AddLife plans to further develop its methodology for systematically evaluating whether its engagement leads to actual improvements for workers, such as through follow-up mechanisms or indicator-based measurements.

As part of this effort, AddLife also recognizes the need to better understand the perspectives of particularly vulnerable workers in the value chain, such as women, migrant workers, or people with disabilities. The company therefore plans to explore ways to enhance its collection of insights into their working conditions, for example, by strengthening dialogues with credible intermediaries and industry collaborations.

Process for remediating negative impacts and channels for workers in the value chain to report irregularities

AddLife will develop a grievance mechanism and a process to manage and remediate negative impacts on workers in the group's value chain. This mechanism will be based on the group-wide whistleblowing channel, which is accessible to all stakeholders and provided through AddLife's external partner, WhistleB. The communication channel is encrypted and password-protected, and all reports are handled confidentially.

To ensure that workers in the supply chain have access to an effective grievance mechanism, AddLife plans to:

- Develop a framework for managing, following up on, and addressing complaints related to working conditions in the supplier network.
- Increase requirements on suppliers to implement their own grievance mechanisms accessible to their workers.
- Explore the possibility of collaborating with external, sector-specific, or general grievance mechanisms to enhance accessibility for workers to report human rights violations.

During 2025–2026, AddLife will establish a model to track, analyze, and follow up on cases reported through the grievance mechanisms. The company will explore potential methods to assess both the number of reports and the effectiveness of the mechanism, such as through regular reviews of reported cases in collaboration with relevant stakeholders.

At present, AddLife lacks a structured method to assess how many workers in the supply chain are aware of and trust the group's whistleblowing channel. As part of its due diligence efforts, AddLife plans to explore ways to measure this in connection with monitoring supplier compliance with the group's Supplier Code of Conduct.

To strengthen worker protection, AddLife plans to clarify in its Supplier Code of Conduct in 2025 that individuals who report via the group's whistleblowing channel are protected from retaliation. This protection will also extend to those who, in the future, report incidents through the group's upcoming grievance mechanism.

Measures regarding material impacts on workers in the value chain and strategies to manage material risks and leverage material opportunities for workers in the value chain, and the effectiveness of these measures

During 2024, AddLife, in collaboration with selected subsidiaries, has developed a sustainability due diligence process for the supply chain through a pilot project. The aim has been to establish a structured method for identifying and managing risks, with a particular focus on human rights. The pilot project has included an analysis of existing processes and governance documents, as well as mapping potential areas for improvement. A key insight has been the need for a more systematic risk

assessment and a clearer, formalized strategy at the group level.

Action	Status	Expected or Actual Outcome
Supply Chain Risk Analysis	Completed 2024	Improved understanding of potential negative impacts in the first tier and deeper in the supply chain. Basis for future actions.
EcoVadis Integration	Completed 2024	Testing of EcoVadis and complementary tools to identify and manage risks. Suppliers representing 90% of purchasing volume have been assessed.
Implementation Plan for Due Diligence	Completed 2024	Plan for group-wide implementation between 2025 and 2028.
Update of Governance Documents	Planned 2025	Alignment with OECD guidelines and UN Guiding Principles. Improved governance and policy integration.
In-depth Risk Analysis	Planned 2025	Identification of high-risk areas based on geography and sector.
First Implementation Phase for Due Diligence	Planned 2025	Initial implementation in a group of subsidiaries, primarily in the Nordic region.
Supplier Audit Framework	Planned 2025	Developing a method to review high-risk suppliers.
Pilot Inspection of High-Risk Suppliers	Planned 2026	Testing the audit framework in practice.
Rollout to All Subsidiaries	Planned 2025–2028	Full implementation of due diligence across the group.

The results from EcoVadis assessments are used to identify specific risk areas and guide follow-up actions. Suppliers with low ratings may be subject to further review, requirements for action plans, or, in some cases, a reassessment of the business relationship. These insights are also utilized to enhance the group's procurement strategy and develop guidelines for responsible sourcing.

Beyond identifying and mitigating risks in the supply chain, AddLife aims to enable positive impacts for workers in the value chain. In 2025, AddLife will:

- Explore capacity-building initiatives, such as training and support programs for suppliers on human rights and working conditions.
- Integrate enhanced procurement requirements to increase transparency and sustainability in the supply chain.
- Investigate collaboration opportunities with industry initiatives and certifications to improve working conditions in high-risk sectors.

In the long term, these initiatives may help improve working conditions and strengthen suppliers' ability to comply with international labor standards.

The measures listed in this section primarily aim to ensure responsible management of both negative and positive human rights impacts in the supply chain. At the same time, they also help mitigate financial risks and capture business opportunities related to the group's sustainability efforts. A more detailed description of how these aspects impact the group's strategy and business model can be found in the section on Material Impacts, Risks, and Opportunities and Their Relation to Strategy and Business Model.

These measures cover the entire supply chain, with a special focus on high-risk suppliers and product categories where raw materials may be linked to increased risks of negative human rights impacts. Implementation will be phased in, starting in the Nordic region, where legislative requirements, such as Norway's Transparency Act (Åpenhetsloven), influence the compliance of due diligence processes.

Currently, there is no established remediation process for identified negative impacts, but AddLife will develop such a process in 2025 and 2026. For more details, see the section Process for remediating negative impacts and channels for workers in the value chain to report irregularities.

To ensure that the implemented measures contribute to improved working conditions in the supply chain, AddLife will continuously monitor and evaluate implementation. Follow-ups will be based on a combination of internal and external assessments, as well as direct supplier dialogues, focusing on identifying progress and potential areas for improvement. Moving forward, AddLife will further develop its framework to evaluate the process's effectiveness and adjust the strategy if needed to ensure long-term positive impact.

To minimize the risk of contributing to negative impacts on workers in the supply chain, AddLife is developing guidelines for responsible sourcing to strengthen supplier relationships through transparency, long-term cooperation, and sustainability criteria. At the same time, the company is evaluating how business priorities can be balanced against the need to reduce negative impacts. Sustainability aspects will be integrated into strategic procurement decisions, even if this presents short-term business challenges. Supplier requirements will be more clearly linked to the due diligence process and follow-ups.

Currently, AddLife has no reported cases of serious human rights violations in the supply chain. As part of developing the group's grievance mechanism in 2025–2026, AddLife will evaluate how to systematically track and identify such incidents. For more details, see Process for remediating negative impacts and channels for workers in the value chain to report irregularities.

AddLife allocates personnel and budgeted resources to develop and implement the due diligence process, including supplier audits and external evaluations. The work is managed at the group level and integrated into the operations of subsidiaries.

Metrics and targets

Goals for managing material negative impacts, strengthening positive impacts, and addressing material risks and opportunities

AddLife has not yet established long-term, measurable, and outcome-oriented targets for sustainability in the supply chain but plans to do so in 2025. The company is working on identifying relevant key performance indicators (KPIs) and target levels to strengthen workers' conditions and minimize negative human rights impacts.

As an interim step, AddLife has set the goal of evaluating 90 percent of the group's procurement volume of products and logistics from a sustainability perspective by the end of 2024. This goal aims to ensure a systematic assessment of the group's suppliers' commitments and risk levels in the area of sustainability.

Ambition	2024
Evaluate 90% of our purchase volume of products and logistics from a sustainability perspective by 2024	
Category	Description
Goals and measurement scope	AddLife has set a goal to evaluate 90% of our procurement volume of products and logistics from a sustainability perspective by 2024. The objective is to ensure a systematic assessment of our suppliers' commitments and risk levels in the area of sustainability.
Baseline and progress	The starting point for this goal is the procurement volume of 2023, which serves as the baseline for tracking progress.
Timeframe and milestones	The goal applies until the end of 2024.
Methodology and assumptions	The evaluation is conducted using EcoVadis IQ and EcoVadis Ratings, which are used to assess suppliers' performance and sustainability commitments.
Stakeholder involvement	During the goal-setting process, dialogues were held with key financial stakeholders to ensure that the goal is relevant from their perspective.
Measurement method	Follow-up is conducted annually by updating information in EcoVadis IQ. EcoVadis Ratings are continuously updated as suppliers are added to the platform.
Potential changes	If data collection methods and calculations change, these will be reported in future reports along with an analysis of their impact on goal tracking.

Consumers and end-users

Strategy

Stakeholder interests and perspectives

AddLife has not yet conducted direct dialogue with patients and end-users at the group level. The group's subsidiaries primarily communicate with hospitals, elderly care facilities, and similar stakeholders, although some subsidiaries that sell

directly to consumers maintain some level of dialogue with patients and users. However, this part of the group's business is very limited and occurs mainly within the Homecare business unit.

Material impacts, risks, and opportunities and their relationship to strategy and business model

AddLife's consumers and end-users mainly consist of patients and care recipients. They access the group's products and services through hospitals, nursing homes, or laboratories, or through research enabled by AddLife. Additionally, AddLife distributes products used in veterinary medicine and the food industry.

AddLife does not sell products that are inherently harmful or that increase the risk of chronic diseases. However, AddLife provides monitoring products for elderly care, which could pose a potential privacy risk if data security is compromised. Users of these products are a particularly vulnerable stakeholder group, as they are often elderly or ill.

For all products in the group's portfolio, accurate usage and maintenance information is essential, as regulated by EU legislation. These products are typically used by trained personnel on behalf of consumers or end-users, reducing the risk of misuse. Products used directly by patients or users are generally easy to handle and primarily consist of assistive devices for the elderly and people with disabilities.

All identified negative impacts on users and patients are linked to individual incidents where a product was either defective or used incorrectly. AddLife has not identified any systematic negative impacts. All products sold by AddLife aim to improve people's lives. The group's diverse product portfolio covers several therapy and diagnostic areas. The group's customers are primarily in Europe, but some products are also distributed internationally.

There is a potential financial risk associated with product liability that is significant enough to be considered material but does not require specific measures at the group level. Product safety efforts are regulated by EU legislation and are a core part of the subsidiaries' operations. More information on this is provided in the section Managing Impacts, Risks, and Opportunities. At the same time, there are also material business opportunities linked to product responsibility. AddLife's business model is based on creating positive impacts for people, which itself constitutes a financial opportunity for AddLife.

As part of the group's materiality analysis, AddLife is actively working to identify which consumers and end-users may be particularly vulnerable to risks related to the group's products and services. Currently, AddLife is conducting an analysis to deepen its understanding of how specific groups may be negatively affected, as well as the potential risks and opportunities that exist. In collaboration with relevant business area managers, AddLife is reviewing existing data and processes to ensure a more comprehensive assessment.

Managing impacts, risks, and opportunities

Policies for consumers and end-users

AddLife does not currently have a group-wide policy specifically for consumers and end-users, but such a policy will be developed in 2025 or 2026. However, the group's subsidiaries have their own policies to comply with legal requirements.

The In Vitro Diagnostic Regulation (IVDR) and the Medical Device Regulation (MDR) require that all organizations selling such products document their management of product quality, which applies to most of the group's subsidiaries. Many of them use management systems such as ISO 9001 or ISO 13485 to support their work with product quality, including policies related to consumers and end-users.

In 2024, AddLife began updating its Code of Conduct to align it with the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles, and the OECD Guidelines for Multinational Enterprises. The revised Code of Conduct will be published in 2025, outlining the group's commitment to respecting human rights across its value chain.

In 2025, AddLife will develop a policy and guidelines on how the group will engage in dialogue with vulnerable stakeholders and handle remediation of negative impacts. This work will also cover consumers and end-users, although the initial focus will be on workers in the supply chain.

AddLife has not identified any cases of non-compliance with the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles, or the OECD Guidelines for Multinational Enterprises in relation to consumers and end-users.

Procedures for contact with consumers and end-users regarding impacts

To manage its impact on consumers and end-users, AddLife collaborates with healthcare professionals and customers to gain insights into consumer perspectives. This collaboration is primarily reactive and occurs when issues arise, such as

product defects. Specialists within the group's subsidiaries handle these matters directly with customers to quickly address problems and continuously improve products. Despite this reactive approach, AddLife ensures that all issues are handled immediately.

Responsibility for this collaboration lies with the group's subsidiaries, where specific roles oversee the complaint handling process. The subsidiaries measure effectiveness by tracking how well complaints are managed, including root cause analysis and the implementation of corrective actions. For serious incidents, AddLife reports to authorities and issues guidelines for safe use or recalls products if necessary. This approach ensures that consumer feedback is effectively integrated into the group's processes, contributing to improved product safety and reliability.

AddLife is currently conducting an analysis to deepen its understanding of how specific groups may be negatively impacted, including potential risks and opportunities. In collaboration with relevant business area managers, AddLife is reviewing existing data and processes to ensure a more comprehensive assessment.

Procedures for remediation of negative impacts and channels for consumers and end-users to report issues

At present, AddLife does not have a group-wide process for handling remediation of identified negative impacts. In 2025, AddLife will develop a policy and guidelines defining when and how remediation should be provided.

However, a complaint-handling process is in place for products that do not function as expected and could negatively affect consumers and end-users. Typically, the group's customer (i.e., healthcare providers) report complaints—rather than individual patients or users.

When a complaint is submitted, it is logged in an internal system, and the customer is contacted to determine whether the issue was a product deviation or a customer request. If the issue is confirmed, a root cause analysis is conducted, followed by planning and implementation of corrective and preventive measures. Once these measures are verified, the case is closed, and a final response is sent to the customer. Any defects are also reported to the relevant authorities in the country where the product is used, typically by healthcare professionals.

If a product malfunctions and causes harm, affected patients may seek compensation either from the manufacturer or the distributor, depending on whom they hold responsible. Such cases are rare in Europe, which is AddLife's primary market. AddLife measures the effectiveness of its complaint-handling process by tracking how well complaints are resolved, including root cause analysis and the implementation of corrective actions. For serious incidents, AddLife reports to relevant authorities and takes measures such as clarifying safe usage guidelines or, if necessary, recalling products.

Patients and end-users can report concerns via AddLife's whistleblowing channel. However, AddLife assesses that awareness of the channel is low among these groups, as the group does not have a direct relationship with them but instead reaches them through its subsidiaries' customers.

Currently, AddLife does not have an established method to increase awareness of the whistleblowing channel or to evaluate trust in it among patients and users. However, AddLife knows that its customers (healthcare providers) have a high level of awareness and trust in the process for handling defective products, as it is legally required and well-established within the industry.

Measures regarding material impacts on consumers and end-users and strategies to manage material risks and leverage material opportunities for consumers and end-users, and the effectiveness of these measures

AddLife does not currently have a group-wide action plan specifically for consumers and end-users. However, the group's subsidiaries have implemented measures to prevent, mitigate, and manage negative impacts on consumers and end-users to comply with IVDR and MDR regulations. Regular product risk classifications from a patient safety perspective and an annual review of documentation, including CE marking, ensure that products meet MDR and IVDR regulatory requirements.

The manufacturer conducts the product risk classification, and the scope varies depending on whether the product is intended for internal or external use. During product distribution, the subsidiaries ensure that proper documentation is available. When subsidiaries manufacture the products themselves, they are responsible for conducting the product risk classification. If the required documentation is missing, the product is withdrawn from sale. Risk classification occurs at least once per year, with follow-up analyses conducted for marketed products, ensuring that all material aspects are considered.

For products not covered by IVDR or MDR, the group's subsidiaries apply general quality management practices, often in accordance with ISO 9001 or similar standards, thereby minimizing risks that could negatively impact patients and users. The subsidiaries have also introduced processes to ensure that user manuals are available in local languages to support correct product usage. Additionally, they have established traceability systems to enable product identification and, when

necessary, product recalls in case of detected defects.

When actual negative impacts occur, they are addressed through a complaint-handling process, where the causes are investigated, and corrective actions are implemented, including halting sales if necessary. For more information on this process, refer to the sections above. The subsidiaries continuously work to identify and introduce new products that can have a positive impact on people's lives and that are in demand by the group's customers.

The effectiveness of these measures is evaluated through annual supplier follow-ups, risk assessments, and post-market assessments. These include product studies and complaint reviews to ensure that products function as intended, and manuals are updated as necessary.

If a product does not perform as expected and could negatively impact a patient or user, the group's subsidiaries use a structured process to identify and implement necessary actions. Through a detailed root cause analysis, the cause of the issue is determined, allowing for the definition and implementation of corrective and preventive actions based on the nature of the problem.

For distributed products, the supplier is always involved, taking the case forward and assuming responsibility for any corrective actions. For products produced by AddLife, the group takes full responsibility for the remediation process. This may require updating risk assessments or modifying the product design or instructions to prevent the issue from recurring. For additional details on complaint handling and remediation, see the sections above.

The most significant financial risk affecting the group's patients and users arises if the group or its suppliers fail to meet MDR or IVDR requirements. Such a failure could potentially lead to increased costs for certain parts of the group, though the likelihood is assessed as low. It is particularly unlikely that such costs would be significant enough to have a material financial impact at the group level.

Overall, this risk is not considered serious enough to necessitate specific measures, although AddLife continues to monitor developments. The group's subsidiaries take this risk seriously and actively work within their respective operations to ensure continued compliance with regulations.

AddLife continually works to identify new business opportunities that could have a positive impact on patients and end-users. The group's subsidiaries independently drive this work by developing new products or increasing sales of existing products that improve patient and user quality of life. At the same time, the parent company supports its subsidiaries in this work through AddLife's ownership governance, ensuring strategic and coordinated development across the group.

No cases of serious human rights violations or other incidents related to patients and users have been reported during the year. However, a number of minor incidents have been identified and addressed within the complaint-handling process outlined above.

Metrics and targets

Goals for managing material negative impacts, strengthening positive impacts, and addressing material risks and opportunities

AddLife does not currently have group-wide targets related to consumers and end-users, even though this is one of the group's more strategic sustainability issues. The reason for this is the complexity of estimating the group's potential positive and negative impact on patients and users. However, some of the group's subsidiaries have product quality targets, which to varying degrees relate to consumers and end-users, as part of their quality management systems.

During 2025 and 2026, AddLife plans to develop a methodology to estimate the group's positive impact on patients and users, with the aim of establishing a group-wide target. However, this work is complex, as the group's subsidiaries collectively distribute approximately eighteen million unique products, meaning that the process will be carried out step by step.

The goal for positive impact will be complemented by key performance indicators (KPIs) to enable tracking of both potential negative and positive impacts.

Currently, AddLife does not monitor the effectiveness of policies and measures related to patients and users at the group level. Instead, follow-ups are conducted within each subsidiary's quality management efforts and their preparations to comply with IVDR regulations.

GOVERNANCE INFORMATION

Business conduct

Material impacts, risks, and opportunities and their relation to strategy and business model

The majority of AddLife's sustainability impact occurs indirectly through business relationships within the supply chain. Risks related to labor rights and human rights can arise in raw material extraction, processing, and manufacturing. AddLife actively work to understand and mitigate these risks through structured supplier monitoring and control mechanisms. For a more detailed review of supplier-related impacts, risks, and opportunities, see [Workers in the Value Chain](#).

In parallel, corruption and bribery represent a significant business risk, particularly in procurement and raw material extraction in regions with weak business conduct regulations. Unethical influence can lead to market distortion, legal repercussions, and disruptions in our supply chain.

To address challenges related to corruption and responsible supplier relationships, AddLife have implemented:

- An updated Supplier Code of Conduct, which imposes stricter requirements on business conduct, anti-corruption, and labor conditions.
- Sustainability due diligence processes, including risk-based screening of business partners and monitoring of regulatory compliance.
- Anti-corruption training for employees in high-risk areas.
- A whistleblower system through WhistleB, an anonymous reporting channel to detect potential irregularities within the business and supply chain.

These initiatives enhance our ability to identify business conduct risks and ensure transparency in AddLife's global supply network.

Corruption can undermine supply chain transparency, increasing the risk of human rights and labor law violations. To prevent this, we conduct extensive due diligence efforts to identify and manage business ethics risks associated with AddLife's business model.

Failure to manage corruption-related risks can have financial consequences, including:

- Risk of legal sanctions or fines due to non-compliance.
- Costs for internal investigations and subsequent corrective measures in suspected corruption cases.
- Reputational consequences, which may affect business opportunities and financing.

Through systematic anti-corruption measures, AddLife minimize these financial risks and strengthen the Group's business security.

In the short term, stricter anti-corruption requirements result in increased administrative costs. In the long term, these initiatives establish a more robust business conduct framework and reduced risk exposure, reinforcing our position in the market. We continuously work to enhance our business conduct risk management systems, where due diligence, the whistleblower system, and internal audits are key tools to ensure compliance with sustainability standards.

During 2023 and 2024, AddLife has further developed procedures to mitigate corruption risks and strengthened supplier evaluations through improved monitoring and increased compliance requirements.

This report covers business conduct and sustainable supplier governance in alignment with ESRS standards.

Governance

Responsibility of governance, supervisory, and management bodies

AddLife promotes a high standard of business conduct through governance by the Board of Directors and Group Management. The Board of Directors has overall responsibility for corporate governance, sustainability strategy, and monitoring of business conduct issues. It decides annually on updates to the Code of Conduct, which is a central part of the work on business conduct and supplier responsibility.

The Group Management is responsible for ensuring that business conduct guidelines are followed within all subsidiaries. During 2023, several subsidiaries joined the group-wide whistleblower channel, enabling employees to report suspected corruption or other breaches of the Code of Conduct anonymously. The Board monitors reported cases and ensures that action is taken where necessary.

All employees, including at management level, undergo annual training in business conduct principles via AddLife Academy. By the end of 2024, 92 percent of employees had completed the training. The Board and Group Management also receive regular updates on legislative changes and new business conduct requirements.

AddLife has zero tolerance for corruption and works actively to ensure that business conduct guidelines are followed in both internal processes and the supply chain.

Management of Impacts, Risks, and Opportunities

Business conduct policies and corporate culture

AddLife's business conduct work is governed by a group-wide Code of Conduct, which addresses material impacts, risks, and opportunities related to business practices, human rights, working conditions, workplace safety, and anti-corruption. The Code of Conduct aims to promote ethics, transparency, and accountability throughout the business and regulates how AddLife expects employees and business partners to act.

The Code of Conduct applies to all employees, business partners, and suppliers. It extends to all subsidiaries globally and is adapted to local legal requirements in different regions. Suppliers are indirectly covered through a separate Supplier Code of Conduct, where AddLife sets requirements related to sustainability and business conduct.

The Board of Directors has overall responsibility for the Code of Conduct, while the Group CEO and Group Management are responsible for its implementation throughout the organization. At the subsidiary level, each subsidiary's Managing Director ensures compliance within their operations.

The Code of Conduct is based on international guidelines such as the UN Global Compact, the Universal Declaration of Human Rights, the ILO Core Conventions, and the OECD Guidelines for Multinational Enterprises. AddLife's anti-corruption policy is based on the UN Global Compact's Tenth Principle on anti-corruption, and in the next major revision of the Code of Conduct in 2025, the connection to the UN Convention Against Corruption will be further clarified.

As part of this update, stakeholder perspectives are taken into account through dialogues with business partners and employee surveys. The purpose of the update is to strengthen alignment with international guidelines and clarify AddLife's commitment to combat issues such as human trafficking.

To ensure accessibility and understanding, the Code of Conduct is communicated to all employees through AddLife Academy, where training is provided. It is also available to business partners and is integrated into supplier agreements.

AddLife actively works to establish, develop, promote, and evaluate its corporate culture. This is achieved through several initiatives:

- AddLife Academy offers training in business conduct guidelines, leadership, and corporate values through both digital and in-person courses.
- Leadership and decentralized governance strengthen the corporate culture by allowing subsidiaries to operate independently within a clear framework of shared values and principles.
- Annual employee surveys are used to evaluate the corporate culture, and the results serve as a basis for improvement measures.
- Ethical guidelines and the whistleblower system contribute to an open and transparent culture where employees can report any violations anonymously.

To enable the early detection of potential irregularities, the group has a whistleblower system provided by an external partner, WhistleB Whistleblowing Centre.

REPORTING CHANNELS:

- Direct reporting to the CFO or immediate manager.
- Anonymous reporting via the WhistleB platform, which accepts reports from both internal and external stakeholders.

- External reporting to relevant authorities.

All reports are handled confidentially, and anonymity is ensured through encryption and metadata removal.

INVESTIGATION PROCESS AND WHISTLEBLOWER PROTECTION:

- All reports are handled confidentially, and anonymity is ensured through encryption and metadata removal.
- Confirmation of receipt of a report is sent within seven days.
- An in-depth investigation is conducted as needed by a specialized team.
- Feedback is provided to the whistleblower within three months.
- Full anonymity is guaranteed to whistleblowers to ensure that no one is subjected to retaliation, in accordance with EU Directive 2019/1937.

Suspected cases of corruption are handled according to the same process to ensure objective and independent review. The area of business with the highest risk for corruption and bribery is public procurement.

At present, AddLife does not have an established policy on animal welfare, but this issue will be included in the Code of Conduct in the next major update in 2025. AddLife does not conduct animal testing within its operations.

Management of supplier relationships

AddLife collaborates with a broad network of suppliers and strives for long-term, responsible business relationships. Supplier management is based on the Code of Conduct and the Supplier Code of Conduct, which establish guidelines for business conduct, human rights, and sustainability. These requirements were previously implemented at the subsidiary level and were further formalized in 2024 through a group-wide due diligence process.

In 2024, AddLife, in cooperation with selected subsidiaries, conducted a pilot project to develop a framework for identifying and managing supplier risks, with a particular focus on human rights. The process includes:

- Risk assessment of supplier relationships, analyzing geographical, operational, and sustainability factors.
- Supply chain reviews to ensure material supply and reduce risks related to regulatory compliance and sustainability.
- Integration of systematic sustainability due diligence tools, such as EcoVadis, to enhance transparency in the supply chain

The group-wide process aims to ensure a long-term and consistent risk management methodology across the entire supply chain. Implementation will take place gradually from 2025 to 2028 to ensure responsible and sustainable procurement.

As part of the new due diligence process, AddLife has strengthened its efforts to evaluate suppliers based on social and environmental criteria, which include:

- Compliance with international guidelines, such as the UN Global Compact, ILO Core Conventions, and OECD Guidelines for Multinational Enterprises.
- Labor conditions and human rights, with requirements for suppliers to respect working conditions, non-discrimination, and prohibition of child and forced labor.
- Environmental impact, assessing climate impact, chemical use, and resource consumption.
- Supplier follow-up and audits, where EcoVadis is used to identify high-risk suppliers and take corrective action when necessary.

The systematized due diligence process ensures that risk areas are identified early and proactively managed. Between 2025 and 2028, further measures will be developed to improve supplier monitoring, expand risk analysis, and strengthen responsible sourcing strategies.

More details on AddLife's due diligence efforts, specific risk areas, and future initiatives in the supply chain are described on the page [Workers in the Value Chain](#).

Prevention and detection of corruption and bribery

AddLife has a zero-tolerance policy for corruption and bribery, which is set out in the group's Code of Conduct. To reduce the risk of irregularities and ensure regulatory compliance, AddLife has implemented the following measures:

- Clearly defined guidelines for ethical business conduct, outlined in the Code of Conduct and specific supplier

guidelines.

- A whistleblower system administrated by an external partner (WhistleB) for confidential reporting of suspected corruption or other regulatory violations.
- Business conduct requirements integrated into supplier agreements, communicated through the Supplier Code of Conduct.

All reported cases are reviewed by AddLife's whistleblower team, whose members have the authority to handle whistleblower cases. To ensure objectivity and confidentiality:

- The whistleblower channel is managed by WhistleB, an independent external party, which guarantees anonymity for the reporter.
- Reports are handled only by designated personnel, with access restricted according to confidentiality principles.
- No one potentially involved in the reported misconduct participates in the investigation.
- External legal expertise is included when necessary, particularly in cases of suspected criminal activity.

The whistleblower investigation procedure includes:

- Confirmation of receipt of a report within seven days, if contact information is available.
- Internal investigation of the case by the whistleblower team, with potential inclusion of internal or external legal experts.
- Feedback to the whistleblower within three months, in accordance with EU Directive 2019/1937.

The reporting of investigation results is ensured through:

- Escalation of serious cases to Group Management and the Board when necessary.
- Communication of investigation decisions to relevant parties within the company.
- Possible reporting to external authorities in confirmed criminal cases.

To ensure that relevant parties have access to and understand the company's anti-corruption and business conduct guidelines, the Code of Conduct is actively communicated to employees and business partners through existing business relationships and supplier dialogues. The policy is available to all employees and, in some cases, directly integrated into supplier agreements.

At present, training in business conduct guidelines, leadership, company values, and the Code of Conduct is offered, covering business conduct and ethical business practices. However, AddLife currently does not offer specific training on anti-corruption and bribery, but such training is planned for future implementation. Since no separate anti-corruption training program currently exists, there is no available data on the number of employees in risk functions covered by such training. Members of the company's administrative, managerial, and supervisory bodies undergo training in the Code of Conduct, but a more specific focus on anti-corruption issues is an area for future training efforts.

Metrics and targets

Confirmed cases of corruption and bribery

Currently, AddLife lacks a group-wide action plan for anti-corruption, but some subsidiaries actively address the issue, as they operate in markets with higher corruption risks.

One of the group's subsidiaries operating in Eastern Europe has intensified its anti-corruption efforts in the past year by implementing an anti-bribery policy, training employees, and obtaining ISO 37001 certification. The focus is on ensuring transparency and ethical business practices, especially in high-risk markets.

To ensure compliance, internal risk assessments and audits have been conducted, with a focus on supplier relationships and key individuals within the healthcare sector. A whistleblower service has also been implemented to enable anonymous reporting of suspected cases.

The initiative covers the entire subsidiary's operations and will be gradually expanded to more markets. Through clear guidelines, regular training, and improved control procedures, the company strengthens its position as an ethical and trustworthy player in the region. At the group level, we closely monitor developments and are considering new guidelines

for subsidiaries to work more ambitiously on anti-corruption.

Ambition	2024	2023	2022
Zero tolerance for corruption or violations of AddLife's Code of Conduct	0	0	0

Category	Description
Goals and Measurement Scope	Applies to the entire group, measured by the number of corruption cases and violations of the Code of Conduct within the parent company and subsidiaries.
Baseline and Development	Baseline from 2022, with annual follow-ups.
Timeframe and Interim Targets	The goal applies indefinitely.
Methodology and Assumptions	Data collection from local systems.
Potential Changes	If data collection methods change or the methodology is developed, these changes will be communicated in future reports.
Measurement Method	Follow-ups are conducted annually via internal systems and analyzed at both the group and subsidiary levels.

The data on corruption and bribery is based on reporting from subsidiaries as well as a review of internal whistleblowing mechanisms and compliance systems. Incidents are reviewed and followed up according to our internal compliance and business conduct processes.

The reporting includes confirmed incidents as well as any disciplinary actions and business consequences related to violations. Differences in legislation and reporting requirements between countries may affect how incidents are defined and handled in different jurisdictions.

The data has not been externally validated. We continuously work to strengthen our control systems and ensure consistent and transparent reporting on issues related to corruption and bribery.

Corruption and Bribery	2024	2023
Number of convictions or violations of anti-corruption and anti-bribery laws	0	0
Amount of fines for violations of anti-corruption and anti-bribery laws	0	0
Total number of confirmed incidents of corruption or bribery	0	0
Number of confirmed incidents in which own workers were dismissed or disciplined for corruption- or bribery-related incidents	0	0
Number of confirmed incidents related to contracts with business partners that were terminated or not renewed due to violations related to corruption or bribery	0	0