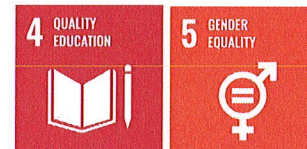


SUSTAINABILITY POLICY

Mediplast is a healthcare company that specializes in the manufacturing and distribution of medical supplies and equipment. We recognize the importance of sustainability and its role in ensuring the long-term viability of our planet and its resources. By mindful use of resources, respectfully implementing sound governance practices and compliant behaviour across our organization, we contribute to a sustainable future.

This sustainability policy state rules the company's vision and actions regarding environmental, social, economic and governance sustainability, and is a supplement to the Mediplast's Code of Conduct which describes the expected behaviour principles. Mediplast contribute to several of UN's Sustainability Development Goals. The following is most important within each sustainability pillar.



SOCAL RESPONSIBLIBTY

At Mediplast, we believe in creating a workplace where our employees, partners, and customers are respected and accepted regardless of their gender, sexual orientation, age, physical abilities, ethnicity, religion, or language. We are committed to creating an equitable and diverse culture that supports everyone's right to be heard, fosters creativity and innovation, equal opportunities and promotes an environment of respect and inclusion.

Moreover, have all employees, partners, and customers the right to be treated with respect, dignity, and courtesy. Discrimination or harassment of any kind in the workplace or in our interactions with partners and customers is prohibited. We do not tolerate any form of discrimination against anyone based on their race, colour, sex, national origin, religion, sexual orientation, age, disability, marital status, pregnancy status, citizenship, or any other characteristic protected by applicable laws.

For Mediplast to achieve the overall objective of being an attractive employer and continue to run and develop the business, it is necessary that the company can recruit and retain employees with the right skills and knowledge. Training and development are an important factor in retaining employees and creating internal commitment. We work continuously with internal training and awareness of sustainability and climate changes for employees to develop, thrive, and feel committed.

We aim to:

- to contribute to global needs through donations, support research and treatments and community engagement
- equal opportunities to develop within the company
- increase knowledge and awareness of sustainability issues among all



ENVIRONMENTAL RESPONSIBILITY

Mediplast has a waste reduction program that seeks to minimize the amount of waste generated in our manufacturing process. We have invested in recycling facilities and equipment to ensure that as much waste as possible is diverted from landfills and instead reused or repurposed.

We merely cooperate with forwarders and shipping partners who have a sustainable profile with the aim of contributing to more sustainable logistics and reduced emissions intensity. As an example, our two largest inbound goods supply is transported by train to minimize the CO₂ impact. We are changing our car policy to become solely Hybrid and Electrical, supporting the European commission's goal to ensure that all new cars registered in Europe will be zero-emission by 2035.

Mediplast will also perform a mapping of our CO₂ footprint to identify the main contributing factors and define objectives/actions for reducing the carbon footprint in 2025.

Through the ISO 14001 certification, Mediplast ensures information and awareness of sustainable development and climate changes.

We aim to:

- reduce waste quantities, increase the sorting rate and work for increased reuse of materials
- use best choice transportation
- reduce the company's emissions in its own operations by 2030, with 2022 as the base year, and that the company must achieve net zero emissions in the entire operation by 2045
- be climate neutral regarding Scope 1, 2 and 3 emissions of CO₂e that contribute to global warming
- phase out fossil fuels in operations and prioritize renewable sources in electricity, heating, manufacturing of products, and transport.
- consider climate risks and opportunities in all investments



ECONOMIC RESPONSIBILITY

As an employer, we contribute by actively working with equality, diversity and an inclusive work environment, free from discrimination.

Our Code of Conduct, which is based on the UN's Global Compact, describes the expected behavior in terms of human rights, working conditions, environment and anti-corruption.

The Code of Conduct has been incorporated into our Supplier Code of Conduct that is part of the contract for procurement. We consider ethics, work environment, rights, social and environmental issues when evaluating suppliers for products and services in all categories.

We work closely with our suppliers to ensure that they adhere to sustainable practices and ethical standards. This includes ensuring that raw materials are sourced responsibly and that labor practices are fair and ethical. This means a stronger focus on compliance with Medioplast's Code of Conduct, together towards a more sustainable future.

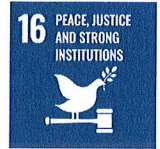
We work actively to identify and prevent any occurrence of stress, discrimination and harassment. It is important for us to have a corporate culture which is inclusive, responsive and free from discrimination and values equality and diversity. By maintaining a safe and secure workplace, open dialogue and job satisfaction creates sustainable development and becomes an attractive employer.

Medioplast has implemented several initiatives aimed at reducing our environmental impact in production, whereas the increased use of eco-friendly materials in our manufacturing. We have made a concerted effort to reduce the use of harmful chemicals and substances in our products, opting instead for more sustainable materials that are biodegradable or recyclable.

Of course, we also want to work with sustainability where we have a direct impact through our own contributions in the value chain. We want to reduce the environmental impact of the packaging materials which we use when repacking and distributing to our customers, ensure good and sustainable handling, storage and transportation of products.

We aim to:

- make demands on our suppliers and partners to follow our Code of Conduct
- make sustainable purchases and to evaluate supplier on sustainability
- reduce the environmental impact of the packaging materials which we use when repacking and distributing to our customers
- increased the use of eco-friendly materials in our product manufacturing



GOVERNANCE RESPONSIBILITY

Mediplast is determined to fight corruption and bribery in all its forms. It is above all in the relationship with customers and suppliers that corruption can arise.

We expect all our employees and representatives to act in accordance with the guidelines established and by signing our CoC.

We shall:

- not offer, accept or commit corruption. This includes bribery, extortion, fraud, money laundering, tax evasion, nepotism, conflict of interest, illicit money flows, and other forms of unethical behavior
- not take advantage of our position for personal gain. This includes soliciting or receiving unsolicited gifts, rewards or other benefits. This also includes benefits without financial value, e.g. membership of an exclusive club etc.
- report suspected cases of corruption to our whistleblowing mechanism

Malmö 6th of November 2024

A handwritten signature in blue ink, appearing to read 'Johan Bongstorp', written over a blue horizontal line.

Johan Bongstorp
Managing Director