



## AddLife's sustainability report

*The statutory sustainability report for the 2025 financial year has been prepared in accordance with the Swedish Annual Accounts Act and the European Sustainability Reporting Standards (ESRS). The report also includes disclosures in accordance with the EU Taxonomy Regulation and related delegated acts.*

## ESRS 2 General disclosures

### Basis for preparation of the report

#### *BP-1* General basis for preparation of sustainability statements

The sustainability report covers disclosures on the impacts, risks and opportunities that have been assessed as material in AddLife's double materiality assessment. The double materiality assessment has been carried out based on AddLife's own operations and the upstream and downstream value chain, including direct and indirect business relationships. The sustainability report has been prepared on a consolidated basis with the same scope as the financial statements. Where metrics have been estimated, or disclosures do not include recently acquired or discontinued subsidiaries, this is stated in connection with the metric or disclosure.

No information on intellectual property rights, know-how or innovation outcomes has been omitted, nor any information on possible future developments or ongoing negotiations.

### Reporting principles, changes and references

#### *BP-2* Disclosures in relation to specific circumstances

#### Time horizons

The time horizons applied in the sustainability report are aligned with the definition in the ESRS, unless otherwise stated. The time horizons form the basis for AddLife's strategic planning, risk assessment and follow-up of sustainability targets.

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

### Sources of uncertainty in estimates and outcomes including value chain estimates

The main sources of uncertainty in the calculations and estimates have been assessed to arise from the use of proxy data, general assumptions and a lack of primary data from the value chain. In addition, forward-looking information such as long-term sustainability targets, strategic initiatives and forecasts may be affected by external factors such as legislation, market developments and technological advances, which may mean that future outcomes can deviate from what has previously been reported.

For AddLife, these sources of uncertainty are primarily linked to estimates in the supply chain, where proxy data and indirect sources have been used and where certain data points have been extrapolated to fill data gaps. Indirect sources have been used in connection with the calculation of other indirect greenhouse gas (Scope 3) emissions in chapter 'E1 Climate change' and resource inflows in chapter 'E5 Resource use and circular economy'. For Scope 3 climate calculations, activity data from the value chain has partly been used, but the calculations largely consist of expenditure-based estimates. In addition, AddLife has used general emission factors for industries and regions as well as assumptions regarding product lifetimes and usage patterns. To estimate the Group's resource inflows, AddLife has developed a method based on financial data and proxy data. The methods, estimates and boundaries are described in more detail in the respective chapters.

AddLife has evaluated the data set to ensure that the estimates used meet the qualitative characteristics required under the ESRS. To increase accuracy and improve the quality of the calculations, AddLife will, over time, work to strengthen the collection of supplier-specific data and reduce the reliance on general emission factors.

## Changes in the sustainability report

This year's sustainability report is the first to be prepared in full in accordance with the new Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS). This has primarily resulted in changes compared with previously published reports in terms of the structure and alignment of disclosure requirements with the standards. In addition, the methodology for a few disclosure requirements has been updated. The changes are presented in summary form below and are described in more detail in the respective chapters and methodology sections. The revised figures are presented alongside each respective data point.

- The methodology for the 'Unadjusted pay gap between women and men (S1-16)' has been updated with regard to the calculation of gross hourly pay.
- The methodology for the employee survey, which forms the basis for the company-specific metrics 'Share of employees who consider AddLife to be an inclusive workplace', 'Employee satisfaction' and 'Share of employees who perceive that work-related stress affects them negatively', has been updated following the appointment of a new provider of the employee survey.
- The methodology for calculating the distribution of fossil, nuclear and renewable energy sources (E1-5) has been updated.

## Identified errors in prior reporting periods

During the reporting period, errors were identified in the previous year's climate reporting relating both to purchased energy and to other indirect categories in Scope 3. The errors were traced to input errors and incomplete reporting due to unavailable data. AddLife has corrected and recalculated the outcomes for 'Energy consumption and energy mix (E1-5)' and 'Total greenhouse gas emissions (E1-6)'. The revised outcomes are presented in connection with each data point.

## Disclosures in accordance with other legislation and established sustainability reporting standards

The sustainability report for the 2025 financial year has been prepared in accordance with the Swedish Annual Accounts Act and in line with the European Sustainability Reporting Standards (ESRS) and includes disclosures in accordance with the EU Taxonomy Regulation and the related delegated acts.

AddLife promotes ethical business practices, transparency and long-term responsibility throughout the Group, among other things by applying relevant ISO standards in the areas of quality management, environment, occupational health and safety, and anti-corruption. The Group's performance and coverage for each standard are presented in the table on the right.

Percentage of subsidiaries certified with management systems, %	2025	2024
ISO 9001	65	65
ISO 13485	21	19
ISO 14001	30	30
ISO 27001	5	5
ISO 37001	2	2
ISO 45001	8	8

## Disclosures with cross-references to other parts of the annual report

AddLife fulfils the information requirements regarding the experience of the Board of Directors and Group Management by referring to the following sections of the annual report:

- *GOV-1 21 (c)*  
Information on the experience of the Board of Directors is provided under 'Board of Directors' in the Corporate Governance report on page 94.
- *GOV-1 21 (c)*  
Information on the experience of Group Management is provided under 'AddLife's Group Management' in the corporate governance report on page 95.

## Use of phase-in provisions

AddLife has applied the phase-in provisions in the ESRS for expected financial effects (data points E1-9 and E5-6) and for upstream and downstream metrics.

# Sustainability governance

## Sustainability as part of AddLife's corporate governance

**GOV-1** *The role of the administrative, management and supervisory bodies*

### Composition of the Board of Directors and committees

The Board of Directors ('The Board') is the highest governing body and has overall responsibility for AddLife's organisation and management. The Board does not include any employee representatives and none of the Board members hold executive or operational management roles in the company. The Board members jointly have the ultimate responsibility for annually approving the outcome of AddLife's double materiality assessment, the strategic direction and targets, and for monitoring the Group's material sustainability-related impacts, risks and opportunities. Responsibility for sustainability is integrated into the company's governing documents. In accordance with the Board's rules of procedure, the Audit Committee monitors the company's financial reporting and the effectiveness of the company's internal controls and risk management. During the year, the Committee has also monitored the implementation of the CSRD. The Audit Committee consists of the Board of Directors in its entirety and the Committee's work is carried out as an integrated part of the Board's work at regular Board meetings. The Board ensures that its members have relevant sustainability expertise in order to be able to oversee the company's sustainability work, including material impacts, risks and opportunities. Sustainability matters related to environmental impact, regulatory requirements and social aspects in the Life Science sector are particularly prioritised areas. The Board develops its competence in these areas through ongoing training and access to external experts when needed.

### Group Management and Steering Group

The CEO is responsible for leading the work of Group Management and ensures that the sustainability efforts are implemented throughout the organisation in accordance with the guidelines of the Board of Directors. The operational, Group-wide responsibility for sustainability has been delegated to the Head of Sustainability, who is responsible for matters relating to human rights, labour rights, the environment and business ethics. Together with the Head of Sustainability, Group Management prepares the Group's sustainability-related targets each year for decision by the Board of Directors and ensures that operations develop in line with the company's long-term strategy and sustainability ambitions. To ensure the effective implementation of the sustainability work, a Steering Group has been established. The Steering Group is convened by the Head of Sustainability and consists of the Group's 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 the strategic sustainability work and initiatives are implemented in practice. The Steering Group reports directly to Group Management, which ensures that sustainability matters are an integrated part of the strategic decision-making process. Sustainability-related risks and opportunities are managed as an integrated part of the overall processes for risk management and business strategy. The Head of Sustainability ensures that Group Management and the Steering Group have the knowledge they need in order to effectively oversee and manage sustainability matters. Through regular reviews and support in strategic decision-making, it is ensured that sustainability-related impacts, risks and opportunities are managed in a structured way throughout the organisation.

### Business areas and local operations

In line with AddLife's business model, the Group's subsidiaries are responsible for their own operational business activities within the framework of the clear targets set by the Group in terms of earnings growth, profitability and sustainability. The decentralised corporate structure means, among other things, that all contacts and business relationships with customers and suppliers are handled by the subsidiaries, which creates the conditions for customer focus and long-term business relationships. It also means that the operational and local sustainability work differs in terms of design and scope for each subsidiary, depending on the company's size, circumstances, geographical market and customer requirements. The Managing Directors of the subsidiaries report to the relevant Business Unit Manager.

Board of Directors and Group Management	Number of members	Share of women, %	Share of men, %	Share of women relative to men, %	Share of independent members, %
Board of Directors	6	67	33	200	83
Group Management	2	50	50	100	-

## Management of sustainability in corporate governance during the year

**GOV-2** Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies

In 2025, the Board of Directors was kept informed about sustainability-related matters at regular Board meetings. The Board has addressed all material impacts, risks and opportunities through its annual approval of the double materiality assessment and the associated targets and actions. The Board was also informed about current sustainability matters and projects. During the reporting period, the Board has in particular addressed regulatory requirements related to the implementation of the CSRD and the Group's strategic sustainability initiatives. After the end of the financial year, the Board adopted updated versions of the *Code of Conduct* and the *Supplier Code of Conduct*, as well as new policies on sustainability due diligence and sustainable sourcing.

Group Management and the Steering Group were regularly informed about material impacts, risks and opportunities during the reporting period. Group Management was informed on an ongoing basis as key issues were identified, and the Steering Group was informed on a monthly basis. The information included follow-up on policies, actions, key performance indicators and the effectiveness of the company's sustainability strategy. The Board of Directors and Group Management have initiated work to integrate sustainability aspects into their processes for strategy, major transactions and risk management. The work to analyse trade-offs between impacts, risks and opportunities will be further developed over time.

## Sustainability in incentive schemes

**GOV-3** Integration of sustainability-related performance in incentive schemes

The guidelines for remuneration to senior executives during the reporting period follow the guidelines prepared by the Remuneration Committee and adopted by the Annual General Meeting in 2024. The remuneration policy includes both fixed and variable salary as well as a long-term incentive scheme for members of Group Management and certain key individuals. For the CEO and other senior executives, variable remuneration may amount to a maximum of 40 percent of the fixed annual salary.

Variable remuneration is to be evaluated against financial, operational and sustainability-related targets. For 2025, sustainability-related targets accounted for 15 percent of the total variable remuneration and the long-term incentive scheme. The sustainability targets for variable remuneration are linked to four performance indicators relating to compliance with sustainability reporting requirements, reduced climate impact, gender balance in management teams and the monitoring of risks in the supply chain.

## Sustainability due diligence process

**GOV-4** Statement on due diligence

AddLife's sustainability due diligence process aims to identify, assess and manage material sustainability-related risks and impacts. The table below provides an overview of the core elements of the process, including cross-references to relevant sections and disclosures in the sustainability report.

Core elements of the sustainability due diligence process	Paragraphs in the sustainability report
Embedding due diligence in governance, strategy and business model	<ul style="list-style-type: none"> <li>- Management of sustainability in corporate governance in the year (GOV-2)</li> <li>- Sustainability in incentive schemes (GOV-3)</li> <li>- Material impacts, risks and opportunities (SBM-3 in E1, S1, S2, S4)</li> <li>- Sustainability due diligence in the supply chain (G1-2)</li> </ul>
Engaging with affected stakeholders in all key steps of the due diligence	<ul style="list-style-type: none"> <li>- Interests and views of stakeholders (SBM-2)</li> <li>- Processes for dialogue (S1-2, S2-2, S4-2)</li> <li>- Sustainability due diligence in the supply chain (G1-2)</li> </ul>
Identifying and assessing adverse impacts	<ul style="list-style-type: none"> <li>- Management of sustainability in corporate governance in the year (GOV-2)</li> <li>- Interests and views of stakeholders (SBM-2)</li> <li>- Process for the double materiality assessment (IRO-1 in E1, E2, E4, E5, G1)</li> <li>- Handling of complaints and remediation (S1-3, S2-3, S4-3)</li> <li>- Sustainability due diligence in the supply chain (G1-2)</li> </ul>
Taking actions to address those adverse impacts	<ul style="list-style-type: none"> <li>- Actions and resources (E1-3, E2-2, E4-3, E5-2, S1-4, S2-4, S4-4)</li> <li>- Sustainability due diligence in the supply chain (G1-2)</li> <li>- Prevention of corruption and bribery (G1-3)</li> </ul>
Tracking the effectiveness of these efforts and communicating	<ul style="list-style-type: none"> <li>- Targets (E1-4, E2-3, E4-4, E5-3, S1-5, S2-5, S4-5, G1)</li> <li>- Business conduct principles and corporate culture (G1-1)</li> <li>- Sustainability due diligence in the supply chain (G1-2)</li> </ul>

## Risk management and internal controls over sustainability reporting

### GOV-5 Risk management and internal controls over sustainability reporting

AddLife will, over time, further develop its framework for risk management and internal control of sustainability reporting, based on the Group's decentralised corporate structure. The framework is designed to strengthen the quality and monitoring of sustainability information and includes both preventive and detective controls. It encompasses, among other things, the implementation of standardised processes and structures, Group-wide guidelines and guidance, integration with existing financial control systems, as well as follow-up and variance analysis. In 2025, a Group-wide instruction was developed that forms the basis for the Group's sustainability reporting. The instruction includes guidelines for roles and responsibilities, reporting principles, definitions and overarching guidance for calculations. The reporting principles have been designed on the basis of the ESRS qualitative characteristics and requirements regarding relevance, faithful representation, comparability, verifiability and understandability, in order to ensure that the information is accurate and complete. At a more overarching level, all activities within AddLife are conducted in accordance with the Group's *Code of Conduct*.

To identify the risk of material misstatements in the sustainability reporting, an overall risk assessment has been carried out based on the Group's framework for risk management and internal control. The assessment is based on the size of the subsidiaries (in financial terms and in terms of workforce), their geographical markets, and each company's maturity level in sustainability reporting. The Group's main risks relate to data collection and traceability. A Group-wide reporting system with associated analysis tools is used to consolidate AddLife's sustainability reporting, but the underlying data is collected locally from a large number of subsidiaries, systems and external stakeholders.

AddLife is actively working to further develop the sustainability reporting process, with the aim of minimising the risk of material misstatements. During the reporting period, the work has primarily focused on strengthening the processes for data collection and traceability. In addition, the quality of sustainability data from external stakeholders is expected to improve over time, and AddLife reports openly and transparently on the limitations and uncertainties that have been identified.

The outcome and effectiveness of AddLife's process for sustainability reporting and internal controls are reported at least annually to Group Management and the Board of Directors, in connection with the adoption of the annual report and the sustainability report.

## Strategic sustainability management

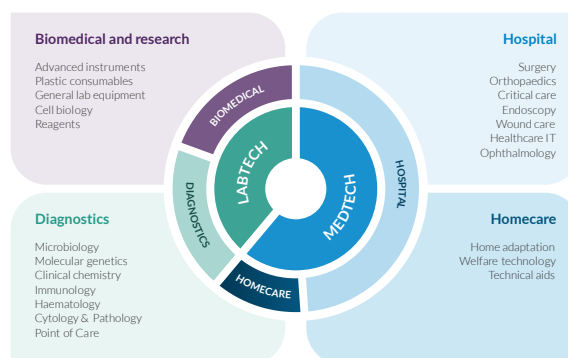
### AddLife's strategic sustainability management, business model and value chain

#### SBM-1 Strategy, business model and value chain

#### AddLife's business model

AddLife is a decentralised Group in the European market with about 85 subsidiaries in selected niches within Life Science. At year-end, 2,382 individuals were employed in the Group, spread across 30 European countries. For further information about AddLife's employees, see the disclosures in chapter S1 Own workforce.

The operations are organised into two business areas, Medtech and Labtech. Within the Medtech business area, the subsidiaries offer products and services in medical technology, as well as assistive devices and digital solutions for home care. Medtech mainly targets publicly funded healthcare, home care and social care in Europe. The Labtech business area offers products, solutions and services in, among other things, diagnostics, biomedical research and laboratory analysis. The most important customer groups are hospital laboratories, academic research and pharmaceutical companies, primarily in the Nordic region and, to an increasing extent, the rest of Europe. The operations mainly consist of distribution, with roughly 10 percent own production, primarily consisting of assembly. During the reporting period, there were no material changes in product offering, markets or customer groups.



## Sustainability as an integral part of AddLife's vision and strategy

AddLife's strategy is based on the vision of improving people's lives by being a leading value-creating partner in Life Science. The Group pursues this vision by offering high-quality products and services that contribute to better healthcare, social care and research. The vision is reflected in the Group's business model, values and strategic initiatives. Sustainability is a natural and integral part of AddLife's vision and is becoming an increasingly important element of the Group's strategy as customer requirements evolve. A common feature of the markets in which AddLife's companies operate is that healthcare is largely funded by public funds and that business is generally carried out through public procurement. It is becoming increasingly common, particularly in Northern and Western Europe, for tenders to include explicit sustainability requirements in addition to price. However, the scope and type of requirements vary between markets and customers. In addition to increasing customer demands, the market is characterised by strict regulation and stringent requirements related to product quality, associated certifications, regulatory compliance and monitoring.

Customer requirements and regulations from a sustainability perspective are reflected in AddLife's sustainability management and support the Group's strategic initiatives related to value- and productivity-based sales. By addressing customers' most important sustainability issues, AddLife's strategic sustainability work aims to create competitive advantages for suppliers and increase value for customers. From a Group perspective, this means coordinating Group-wide initiatives and supporting the subsidiaries with relevant tools to enable them, in a structured and efficient way, to adapt to changing customer requirements, new legislation and technological advances. At the local level, the operational sustainability management differs in its design and scope for each subsidiary, depending on the company's size, operating conditions, geographical market and customer requirements.

AddLife has structured its Group-wide strategic sustainability work into three focus areas, each with associated targets and key performance indicators:



### Sustainable health solutions

AddLife strives to support a climate-smart transition together with the Group's partners.

Target (2025): Reduce scope 1 and scope 2 emission intensity per SEKm in net sales by 25 percent, with 2021 as the base year.



### Sustainable culture

AddLife strives to create an inclusive organisation for the Group's colleagues, characterised by diversity and inclusion.

Target (2030): Achieve a gender balance between women and men in which neither gender accounts for less than 40 percent or more than 60 percent in total in Group Management and local management teams.



### Sustainable supply chain

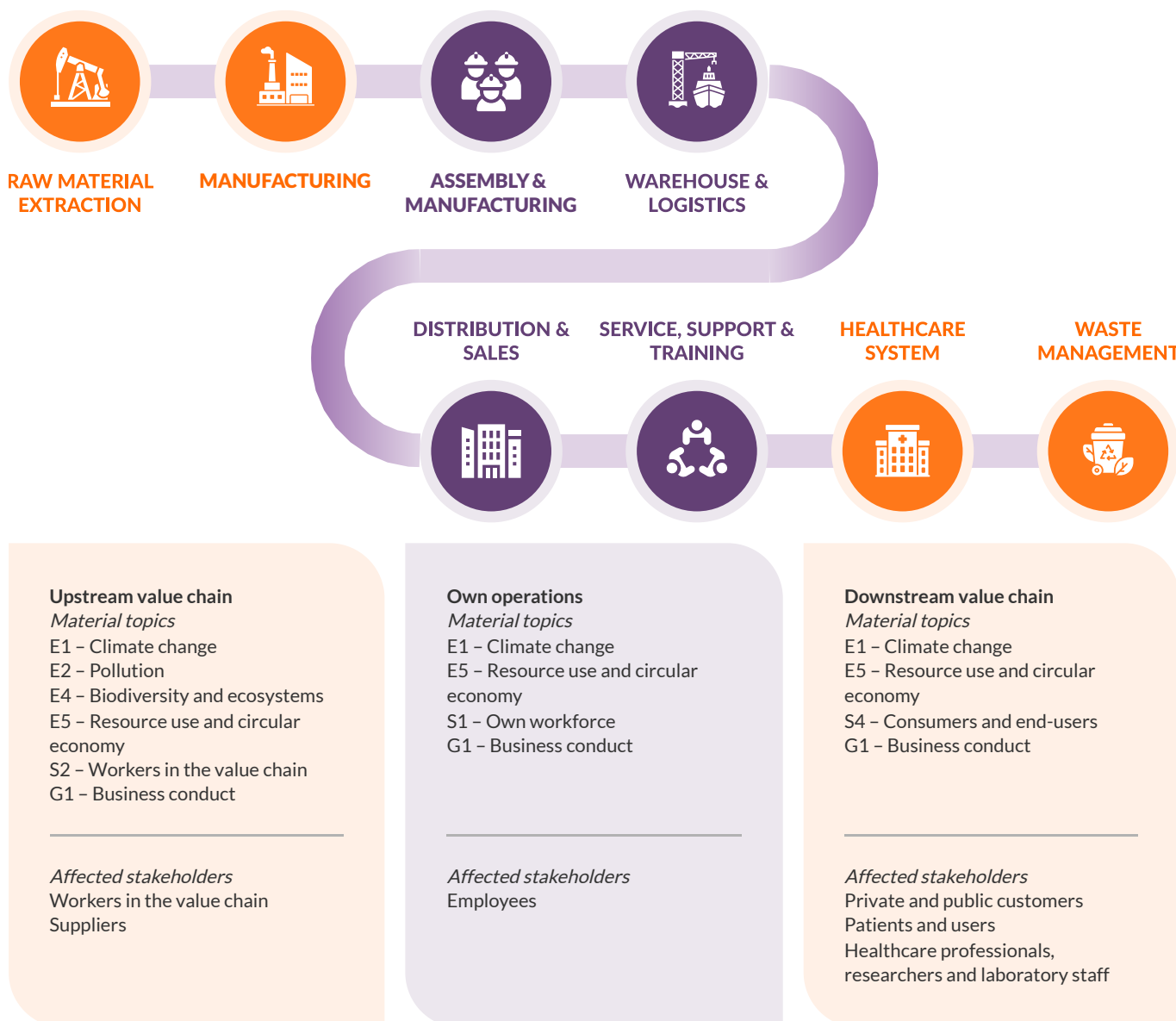
AddLife strives, together with the Group's partners, to reduce risks and negative impacts and to capture opportunities in the supply chain.

Target (2030): Engage 90 percent of AddLife's suppliers with elevated sustainability risk.

AddLife's sustainability targets apply to the Group as a whole and have not been further broken down by specific products and services, customer groups or geographical markets. The targets have been developed from a strategic perspective and focus on activities that AddLife can influence within the scope of its own operations. As a distributor, a large share of the Group's identified impacts and risks are found in the upstream and downstream value chain, where AddLife does not have full control but strives to be an active and responsible partner to customers and suppliers. To ensure that the strategic sustainability work is carried out proactively, its effectiveness is monitored as part of AddLife's sustainability management in the supply chain, as well as part of the Group's overall risk management process and sustainability due diligence process.

## AddLife's value chain

AddLife's value chain encompasses the activities, resources and relationships that the Group uses and depends on. It extends from the extraction of raw materials and production to delivery and use in the healthcare and care sector, as well as the handling of products at the end of their life cycle. The value chain illustration below shows the Group's value chain and its links to material sustainability matters, activities and key stakeholders at each stage.



### Upstream value chain

The upstream value chain extends across several stages, from the extraction of raw materials to the production of components and finished products consisting of electronics, ceramics, metals, plastics, reagents and textiles. AddLife's operations depend on its partners, and the Group collaborates with globally established manufacturers and suppliers. Collaboration takes place primarily with first-tier suppliers, and generally AddLife does not have contact with actors or affected stakeholders further upstream in the value chain. To ensure a stable supply of high-quality solutions adapted to healthcare and research, AddLife works with supplier evaluations and long-term relationships. The Group's strategic work and due diligence process regarding sustainability in the supply chain help, among other things, to identify and manage negative impacts and risks related to quality, the environment and social responsibility in the upstream stages. This work is conducted in dialogue with first-tier suppliers, but also covers impacts that arise through indirect business relationships earlier in the value chain.

### Own operations

The Group mainly acts as a distributor, advisor and strategic partner. The product portfolio within the two business areas ranges from simple consumables to advanced instruments that require solid medical expertise to guide customers appropriately. AddLife strives to create added value by combining products, services and specialist expertise. Ensuring the right competencies among employees, as well as high-quality products and services, is made possible through AddLife's decentralised business model, where local presence close to customers and strong supplier relationships are key factors. The subsidiaries operate in a large number of European countries and have strong commercial organisations with sales staff, product specialists, marketing resources, customer support, as well as training and service personnel. Approximately 10 percent of sales are generated by the Group's own products, where AddLife's own operations mainly provide assembly and the remaining production is carried out by upstream suppliers. The decentralised corporate structure, combined with the Group's network, reduces the risk of dependence on individual customers or suppliers.

## Downstream value chain

The downstream value chain consists of customers in the private and public sectors, patients and users, healthcare professionals, researchers and laboratory staff. The combination of the products and services AddLife distributes and delivers helps, among other things, to improve efficiency in the healthcare sector, facilitate the work of healthcare professionals and support technological development in both healthcare and research – which results in better care, patient safety and health for patients and users. As in the upstream value chain, AddLife mainly has contact with direct customers in the private and public sectors, such as hospitals, laboratories and research institutions. However, there is no direct dialogue with healthcare professionals or patients.

Waste management mainly takes place locally at the customer’s site when the products distributed by AddLife reach their end-of-life. The waste that AddLife itself generates consists primarily of products that, for various reasons, cannot be sold and are therefore discarded.

## Interests and views of stakeholders

### SBM-2 Interests and views of stakeholders

From a sustainability perspective, the key stakeholders have been identified in terms of affected stakeholders and primary users of the sustainability information. Affected stakeholders are the individuals and groups whose interests are, or may be, positively or negatively affected by AddLife’s operations and by the Group’s direct and indirect business relationships throughout the value chain. AddLife’s main affected stakeholders consist of its own employees, suppliers, workers in the upstream value chain, customers, healthcare professionals, researchers and laboratory staff, as well as patients and users. The primary users of the sustainability information mainly consist of industry organisations, investors and analysts.

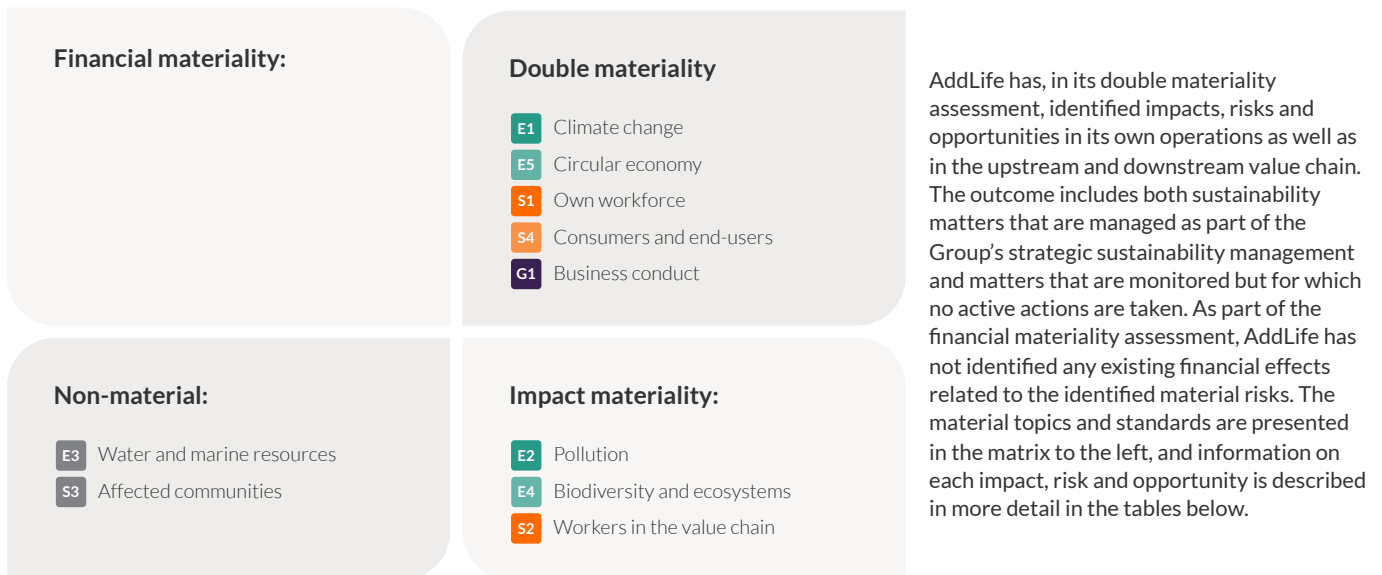
The dialogue with key stakeholders has primarily taken place in the course of ordinary business activities, for example through customer meetings, supplier dialogues, investor meetings and industry forums. Dedicated stakeholder dialogues focusing on sustainability matters have also been conducted as part of the double materiality assessment process, in procurement processes and as part of the strategic sustainability management in the supply chain. Insights from stakeholder dialogues help to identify material sustainability matters based on regulatory requirements and market expectations, and to ensure the direction of the strategic sustainability management.

Stakeholder perspectives differ between stakeholder groups and geographical markets. In summary, priority is given to issues relating to reduced climate and environmental impact, sustainable supply chains, sound business conduct and governance, regulatory compliance, product safety, as well as work environment and employee health. These insights have been taken into account in AddLife’s three Group-wide strategic sustainability focus areas and have formed the basis for the targets that have been set.

During the reporting period, the Board of Directors and Group Management were informed about stakeholder interests and priority sustainability matters both through general corporate processes and communication channels, and through their oversight of the double materiality assessment process.

## Material impacts, risks and opportunities

### SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model



## E1 Climate change

ESRS	Impact, risks and opportunities	Value chain	Time horizon	Description
Climate change adaptation	Risk	Upstream Own operations	Short term Medium term Long term	<p>The risk of potential physical events (e.g. extreme weather) may cause damage to inventory or disruptions in the supply chain and own operations in terms of logistics, production and infrastructure. This may lead to revenue loss caused by delays, increased impairments of damaged inventory and increased costs for transportation and insurance premiums. AddLife has an actual negative impact on the environment across its value chain, due to greenhouse gas emissions from the manufacturing, distribution and usage of its products. The negative impact is primarily concentrated upstream in the value chain due to the extraction of resources required for manufacturing the components and products distributed by AddLife.</p> <p>If AddLife, along its value chain, would unsuccessfully transition to new low-carbon technologies, materials and processes or fail to comply with stricter environmental regulations and standards - there is a risk of revenue loss from reduced market share, increased costs for procurement and raw materials, and reputational damage due to stricter climate policies, new technology requirements, shifting market and customer preferences, as well as higher expectations for sustainability throughout the value chain.</p> <p>AddLife can leverage growth opportunities and increased efficiency, as well as cost savings and reduced disruptions, by developing climate-adapted products, collaborating with resilient suppliers and investing in energy-efficient and renewable technologies. This can open up new market segments, strengthen supply chain reliability and contribute to a robust and resilient business over the long term.</p> <p>AddLife has an actual negative impact on the environment due to the energy use and energy mix applied throughout the value chain, particularly in the upstream production of electronics, ceramics, metals, plastics, reagents and textiles.</p>
Climate change mitigation	Impact Actual, Negative	Upstream Own operations Downstream	Short term Medium term Long term	
	Risk	Upstream Own operations Downstream	Medium term Long term	
	Opportunity	Upstream Own operations Downstream	Medium term Long term	
Energy	Impact Actual, Negative	Upstream Own operations Downstream	Short term Medium term Long term	

## E2 Pollution

ESRS	Impact, risks and opportunities	Value chain	Time horizon	Description
Pollution of air, water and soil	Impact Actual, Negative	Upstream	Short term Medium term Long term	AddLife has an actual negative impact on pollution of air, water and soil through its upstream value chain, as a result of the manufacturing and processing of electronics, ceramics, metals, plastics, reagents and textiles.

## E4 Biodiversity and ecosystems

ESRS	Impact, risks and opportunities	Value chain	Time horizon	Description
Biodiversity and ecosystems	Impact Actual, Negative	Upstream	Short term Medium term Long term	AddLife has an actual negative impact on the loss of biodiversity and on the state of species and ecosystems through its upstream value chain, as a result of changes in land use, greenhouse gas emissions and pollution from the extraction and processing of raw materials, as well as from the manufacturing of products.

## E5 Resource use and circular economy

ESRS	Impact, risks and opportunities	Value chain	Time horizon	Description
Resource inflows, including resource consumption	Impact Actual, Negative	Upstream	Short term Medium term Long term	AddLife has an actual negative impact on resource use by being an actor in a resource intensive industry where a relatively low portion of the material inflows are sustainably sourced, recycled or reused. Due to the inherently long development cycles for medical technology and laboratory technology products, as well as new regulations with increased safety and quality requirements for medical devices and IVD products, the transition to a resource-efficient product flow takes a long time.
	Risk	Upstream	Long term	There is a risk of conflicting interests as a result of increased requirements from customers and legislators regarding resource use and the circular economy, which may lead to higher product development costs and lost business opportunities.
Resource flows related to products and services	Impact Actual, Negative	Downstream	Short term Medium term Long term	AddLife has an actual negative impact on resource use through the resource outflows that arise from the single-use consumables provided primarily to the healthcare sector. Due to the clinical area of application, a large portion of AddLife's products are, and will be, single-use consumables for the healthcare sector. This entails a risk related to stricter regulations and actions taken by supervisory authorities, that may lead to increased costs in regards to waste and end-of-life treatment.
	Risk	Downstream	Long term	
	Impact Potential, Positive	Own operations Downstream	Short term Medium term Long term	AddLife has a potential positive impact on resource use through the value added by offering training, service, maintenance and refurbishment of the provided medical devices at customers' sites.
	Opportunity	Own operations Downstream	Short term Medium term Long term	AddLife can seize opportunities from the growing demand for circular business models by increasingly offering leasing of equipment and service agreements in addition to partnerships for recycling and reusing materials at customers' sites.

## S1 Own workforce

ESRS	Impact, risks and opportunities	Value chain	Time horizon	Description
Working conditions	Impact Actual, Negative	Own operations	Short term Medium term Long term	AddLife has an actual negative impact on employee wellbeing through perceived work-related stress resulting from a high-paced work environment.
Equal treatment and opportunities for all	Impact Potential, Negative	Own operations	Short term Medium term Long term	AddLife has a potential negative impact on employee wellbeing and motivation if the company does not promote a diversified, inclusive and safe workplace and prevent discrimination in all forms.
	impact Potential, Positive	Own operations	Short term Medium term Long term	AddLife has a potential positive impact on employees' job satisfaction and personal development by offering training programmes through AddLife Academy and development frameworks through AddTalent, which strengthen employees' skills, career development, networking possibilities and exchange of experience.
Working conditions & Equal treatment and opportunities for all	Risk	Own operations	Short term Medium term Long term	If AddLife would not to offer competitive working conditions or fail to ensure equal treatment and opportunities for all, it may cause difficulties retaining and attracting key employees, which could have a negative effect on AddLife's financial position and results, by increased recruitment costs and missed business opportunities.

## S2 Workers in the value chain

ESRS	Impact, risks and opportunities	Value chain	Time horizon	Description
Working conditions & Other work-related rights	Impact Actual, Negative	Upstream	Short term Medium term Long term	AddLife has an actual negative impact on workers in the value chain through its relationships with upstream suppliers. Given the realities of a global supply chain, there is a high likelihood of systematic labour rights violations and inadequate working conditions.

## S4 Consumers and end-users

ESRS	Impact, risks and opportunities	Value chain	Time horizon	Description
Personal safety of consumers and/or end-users	Impact Potential, Negative	Downstream	Short term Medium term Long term	AddLife has a potential negative impact on patients and care recipients if an incident causing personal injury were to occur as a result of deficiencies in product quality or safety, for example if a product is defective or used incorrectly.
Entity-specific: Patient's health and wellbeing	Impact Actual, Positive	Downstream	Short term Medium term Long term	AddLife has an actual positive impact on patients' and users' health and wellbeing by providing high-quality products and services that improve people's lives within healthcare, elderly care and research.
	Opportunity	Downstream	Short term Medium term Long term	AddLife can seize opportunities from a growing elderly population, increasing chronic conditions and rapidly growing technological areas - creating a long-term demand for high-quality healthcare products, services, and solutions that support more efficient healthcare systems.

## G1 Business ethics

ESRS	Impact, risks and opportunities	Value chain	Time horizon	Description
Corporate culture	Impact Potential, Negative	Own operations	Short term Medium term Long term	AddLife has a potential negative impact on the environment, workers and suppliers in the value chain, employees, customers and patients if the company does not act in accordance with the Group's Code of Conduct and core values, guided by strong ethics, transparency and integrity.
Management of relationships with suppliers	Risk	Upstream Own operations	Short term Medium term Long term	If AddLife does not manage its sustainability due diligence process in an appropriate manner, there is a risk that the Group will be exposed to climate- and environment-related risks and be associated with human rights violations and unfair working conditions in the supply chain. This may lead to fines and penalties, reputational damage and missed business opportunities due to terminated agreements and product unavailability.
Corruption and bribery	Risk	Upstream Own operations Downstream	Short term Medium term Long term	Within the sector, and given the realities in a global value chain, there is a risk of corruption and bribery, particularly linked to the upstream extraction of raw materials in regions with inadequate regulation of business ethics, as well as downstream procurement processes. This can undermine supply chain transparency and may lead to supply chain disruptions, legal penalties, and reputational harm, as well as increased compliance costs.

# Impact, risk and opportunity management

## Process for the double materiality assessment

### *IRO-1 Description of the processes to identify and assess material impacts, risks and opportunities*

AddLife's material impacts, risks and opportunities have been identified at consolidated level through the Group's double materiality assessment. The process has been designed in accordance with ESRS 1 and EFRAG's guidance on materiality assessment. It has been carried out in the steps described below. The overall process for the materiality assessment is presented in this chapter, while the topic-specific assessments are described in more detail in the respective chapters.

In recent years, AddLife has further developed its existing double materiality assessment, based on the Group's overall risk management process and due diligence process. The Group's strategic sustainability work is both a key input to the process and, in turn, is informed and updated by the outcome of the double materiality assessment. The process is expected to evolve over time as the methodology is gradually aligned and integrated into existing corporate processes and as the quality of available data improves. The double materiality assessment has been quality assured as part of the Group's internal control framework to ensure transparency, objectivity and a consistent application of the methodology. For the reporting period, no changes have been made to the methodology compared with the previous year, but the assessments have been updated based on new insights and data.

### **1. Understanding of the organisation's context**

Initially, a qualitative review of the company's context, business model, value chain and stakeholders was carried out, with a focus on key activities and stakeholders. The mapping is intended to ensure that all material impacts, risks and opportunities are identified across AddLife's entire value chain, and that the Group's main stakeholders are involved through stakeholder dialogues at all stages of the process.

### **2. Identifying impacts, risks and opportunities**

AddLife then identified a gross list of impacts, risks and opportunities related to its own operations as well as to the upstream and downstream value chain. The outcome covered positive, negative, actual and potential impacts, as well as existing and anticipated financial effects. Risks and opportunities were identified both as a result of impacts and on the basis of the external environmental and social context. To identify impacts, risks and opportunities, the list of sustainability matters in ESRS 1 was used as a starting point and supplemented with stakeholder dialogues, insights from internal processes and external sources to ensure completeness, including company-specific matters. In the analysis, AddLife placed particular focus on operations, business relationships, geographies and other circumstances that are considered to give rise to an elevated risk of negative consequences for people and the environment. AddLife has taken into account impacts, risks and opportunities over the short, medium and long term. With regard to climate change, AddLife has carried out a dedicated risk and opportunity analysis based on climate scenarios, the results of which have been integrated into the ordinary materiality assessment to identify the Group's material climate-related risks and opportunities. For more information about the scenario analysis, see chapter E1 Climate change.

### **3. Assessing impacts, risks and opportunities**

Each identified impact, risk and opportunity was then assessed using the scales set out in the ESRS. AddLife applied a qualitative model derived from the Group's overall risk management process, in which the sustainability matters for each parameter were assessed on a scale from negligible to extensive, quantified from zero to five. The double materiality assessment was based on the inherent impact, risk or opportunity, without taking into account any risk-mitigating actions. In the impact materiality assessment, actual negative impacts were assessed based on severity (comprising scale, scope and irremediable character), while actual positive impacts were assessed solely based on scale and scope. For potential impacts, the assessment also covered the likelihood of the impact occurring. In the case of potential negative impacts on human rights, severity was given priority over likelihood and set at the highest value on the scale. In the financial materiality assessment, AddLife evaluated whether the sustainability matter currently gives rise to, or in the future can reasonably be expected to give rise to, material financial effects. Existing financial effects are those that are recognised in the financial statements for the current reporting period, while expected financial effects do not meet the criteria for recognition. The assessment was based on the Group's overall risk management process and was adapted to sustainability-specific aspects and regulatory requirements. Risks and opportunities were assessed based on a combination of the likelihood of their occurrence and the magnitude of the financial effect. The assessments were based on stakeholder dialogues, internal data and external sources. For each impact, risk and opportunity, the outcomes of the different parameters were combined into a single materiality measure.

### **4. Determining material impacts, risks and opportunities**

Finally, the results of the double materiality assessment were established in the form of a net list by prioritising the assessments from the previous steps and setting a threshold for which impacts, risks and opportunities were considered material. AddLife's threshold was based on the overall assessment and covered two thirds of the scale for the total materiality measure. The outcome of the double materiality assessment was validated by internal stakeholders and formally approved by the Board of Directors. The material sustainability-related risks from the double materiality assessment have been integrated into AddLife's general risk management, together with the Group's other overarching risks. For more information on the company's risks and uncertainties, see the administration report on pages 42-44.

# E1 Climate change

## Strategy and management of material impacts, risks and opportunities

### Process for the double materiality assessment related to climate change

**ESRS 2, IRO-1** Description of the processes to identify and assess material climate-related impacts, risks and opportunities

AddLife has, as part of its double materiality assessment, identified material climate-related impacts, risks and opportunities. The materiality assessment covers both potential and actual climate-related impacts and is based partly on a qualitative analysis through internal and external stakeholder dialogues, and partly on a review of activities and emission sources in AddLife's own operations as well as in the upstream and downstream value chain. AddLife has identified an actual negative impact on the climate through greenhouse gas emissions, energy consumption and energy mix arising from the manufacturing, distribution and use of the Group's products. This negative impact is primarily concentrated upstream in the value chain, linked to the extraction of resources and the manufacturing of the components and products that AddLife distributes.

MATERIAL IMPACT, RISK OR OPPORTUNITY		
Climate change adaptation	Risk	U, O
Climate change mitigation	Impact (actual, negative)	U, O, D
	Risk	U, O, D
Energy	Opportunity	U, O, D
	Impact (actual, negative)	U, O, D

*Upstream (U), Own operation (O), Downstream (D)*

In AddLife's own operations, greenhouse gas emissions arise primarily from fuel consumption in vehicles and from electricity consumption, heating and cooling in offices. Downstream, additional emissions arise from customers' use of the products and from the waste management of these products.

### Analysis of risks and opportunities based on scenarios

To identify material climate-related risks and opportunities and to assess the resilience of AddLife's business model, operations and strategy, a risk and opportunity analysis has been carried out in line with the recommendations of the TCFD (Task Force on Climate-related Financial Disclosures). The analysis has been conducted based on qualitative assessments at an overarching level, without using data for specific geographical locations. It has been performed from a value chain perspective and covers both physical climate-related risks, including acute and chronic events, as well as transition risks and opportunities over the short term (1 year), medium term (1-5 years) and long term (more than 5 years), in accordance with the definitions in the ESRS. The time horizons are considered to align well with the turnover rate of the Group's assets and with its strategic planning and decision-making processes. The identified risks and opportunities have been evaluated based on the likelihood of their occurrence, the magnitude of potential financial effects, the organisation's vulnerability, and the expected speed of onset and duration of these effects.

To ensure a relevant and well-founded assessment that takes into account both extreme and optimistic future outcomes, the analysis has been based on a scenario with continued high global greenhouse gas emissions (RCP 8.5) and a scenario with strong climate action (RCP 2.6). The scenarios originate from the UN Intergovernmental Panel on Climate Change (IPCC), are defined at regional level and extend to the year 2100. They are based on the latest science and incorporate climate research from around the world. Further information on the scenarios applied can be found under "Methodology and definitions" in this chapter.

AddLife has primarily used the scenarios as qualitative input to risk assessment and strategy work, but has not identified any critical climate-related assumptions that currently affect the financial statements or financial planning. The assessment was initiated in 2024 and the results were presented to and approved by the Board of Directors in 2025.

### Physical climate-related risks

Acute risks refer to sudden, extreme climate- or weather-related events, and the analysis has identified risks such as flooding, extreme rainfall events, storms, heatwaves and wildfires. Chronic risks refer to long-term changes in the climate, and the analysis has identified risks related to rising sea levels, gradually increasing average temperatures, as well as prolonged periods of drought and altered precipitation patterns. These risks have primarily been identified under a scenario of continued high global greenhouse gas emissions (RCP 8.5). For AddLife, both the identified acute and chronic climate-related risks may result in damage to inventories or in disruptions to the supply chain and to the Group's own operations relating to logistics, production and infrastructure over the short, medium and long term. This may lead to revenue losses caused by delays, increased impairments of damaged inventories, and higher transportation and insurance costs.

### Climate-related transition risks and opportunities

Climate-related transition risks and opportunities relate to the financial consequences arising from society's transition to a more low-carbon economy. AddLife has identified risks and opportunities linked to more stringent regulations, technological developments, changing customer requirements, the competitive landscape, reputation and access to capital. These risks and opportunities have primarily been identified under a scenario with strong climate action (RCP 2.6).

For AddLife, the transition to a low-carbon economy may entail both risks and opportunities, particularly over the medium and long term. Stricter regulations and customer requirements may entail increased investments in product development and higher costs for necessary certifications. As suppliers transition, costs for raw materials, purchasing and transportation are also expected to increase, which may be

reflected in the prices of the products distributed by AddLife. If the transition in the value chain fails to materialise, AddLife risks loss of revenue, reduced market shares and reputational damage. By developing climate-adapted products, investing in new technologies and collaborating with resilient suppliers, the Group can instead capture growth opportunities and strengthen the stability of the supply chain.

## Material impacts, risks and opportunities related to climate change

### *ESRS 2 SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model*

AddLife has, through its risk and opportunity analysis and the two scenarios that have been evaluated, assessed the resilience of the Group's business model, operations and strategy by qualitatively evaluating existing and expected financial effects from climate-related risks over the short, medium and long term.

AddLife is primarily exposed to physical climate-related risks through its global value chain and the business's strong dependence on its business partners. Climate-related disruptions or delays in the supply chain may have direct negative effects on the Group's financial position and performance. The subsidiaries' exposure to these risks varies depending on the nature of their operations and the ability to replace existing suppliers. AddLife's own operations are also exposed to physical climate-related risks, particularly those subsidiaries operating in Southern Europe, a region that is more exposed to extreme weather. Sudden weather events develop rapidly, and if an individual subsidiary is affected, damage to inventories or disruptions to its own operations can cause direct financial losses as well as reputational damage. From a Group perspective, however, the operations are considered to be relatively resilient to sudden extreme weather events. This is partly because the decentralised business model means that approximately 85 operating subsidiaries are located in different geographical areas, which helps to spread risk exposure and reduce vulnerability to sudden weather events, which are normally limited to local or regional areas. In addition, AddLife actively works with efficient management of its working capital, which includes inventory management. At the same time, presence in several European markets means that AddLife is exposed to various types of chronic climate change, where the effects build up over time and require long-term adaptation efforts.

Transition-related risks and opportunities are also closely linked to AddLife's upstream value chain. More stringent regulations and customer requirements are expected, with a high degree of likelihood, to require investments in product development and lead to higher costs for necessary certifications. As a result of the transition throughout the supply chain, costs for raw materials, purchasing, infrastructure and transportation are also expected to rise, which in turn will be reflected in the prices of the products distributed by AddLife. At present, the scope and focus of customer requirements vary between different geographical markets, but are expected to increase over the longer term. There is uncertainty regarding the Group's customers' willingness and financial capacity to absorb the higher costs that follow from more stringent requirements on the transition of the value chain.

In the long term, the transition to a low-carbon economy across the entire value chain is assessed to be of great importance in meeting more stringent requirements and in reducing the risk of revenue loss from declining market shares, rising costs and reputational damage. By working proactively, AddLife can instead capture growth opportunities in new market segments, strengthen reliability and reduce disruptions in the supply chain by developing and investing in climate-adapted products and new technology, and by collaborating with resilient suppliers and customers. One uncertainty factor identified regarding the transition within the Life Science sector is the potential trade-offs that may arise between different regulatory frameworks in the European market. The sector is characterised by strict regulations and requirements regarding product quality and safety, where the new EU regulations on medical devices (MDR) and in vitro diagnostic medical devices (IVDR) will in many cases involve complex procedures for CE certification. This results in inherently long development cycles, which may lead to delays and vulnerability to transition-related climate risks.

The climate-related impacts, risks and opportunities identified by AddLife will be addressed in the Group's climate action plan and will form the basis for strategic initiatives, actions and resource allocation.

## Climate transition plan

### *E1-1 Transition plan for climate change mitigation*

Based on the risk and opportunity analysis carried out, AddLife prepared a draft group-wide climate transition plan during the previous financial year. The intention was that this plan, together with new climate targets in accordance with the criteria of the Science Based Targets initiative (SBTi), would be adopted by the Board of Directors during the reporting period. During the year, the SBTi published a draft but has not yet finalised its new Net-Zero Standard, and AddLife has therefore chosen to await the final standards in order to assess the extent to which they are appropriate for the Group's climate work. The Group has therefore not had an adopted climate transition plan in place during the reporting period.

AddLife intends to set new climate targets in 2026 and, in connection with this, to adopt and implement an updated climate transition plan with specific actions to manage the identified climate-related impacts, risks and opportunities.

## Policies related to climate change

### *E1-2 Policies related to climate change mitigation and adaptation*

During the reporting period, AddLife has worked on developing a climate policy as part of the Group's climate transition plan. The policy has not yet been adopted by the Board of Directors, as the Group is awaiting the new standards from the SBTi in order to evaluate and set new climate targets for the Group.

## Actions and resources related to climate change

### *E1-3 Actions and resources in relation to climate change policies*

Going forward, AddLife's climate transition plan will form the basis for the Group's efforts and actions to reduce greenhouse gas emissions and to manage climate-related risks and opportunities in its own operations as well as in the upstream and downstream value chain.

The actions will be integrated into AddLife's strategic management of sustainability and will be informed by new regulatory requirements and expectations from customers and investors. AddLife's climate policy, climate transition plan and actions have not yet been adopted by the Board of Directors, but are expected to broadly include:

- Actions to address climate-related impacts in AddLife's upstream and downstream value chain. This work will be carried out within the framework of the group-wide sustainability due diligence process in the supply chain. More information about this process is provided under "Sustainability due diligence in the supply chain" in chapter G1 Business conduct.
- Actions to address climate-related impacts in AddLife's own operations through the gradual transition from fossil to renewable fuels and electricity.
- Actions to address climate-related risks and opportunities in AddLife's own operations as well as in the upstream and downstream value chain. Initially, this will include an in-depth risk analysis of the Group's own facilities to improve the understanding of risk exposure, with the intention of extending the analysis to the supply chain over time.

## Metrics and targets

### Targets related to climate change

#### E1-4 Targets related to climate change mitigation and adaptation

During previous years, AddLife has evaluated its climate work against an emissions intensity reduction target with 2022 as the base year and 2025 as the target year. Following last year's review of emission sources, the Group has not continued to monitor this target during the current reporting period, as the historical emissions data on which the target was based is no longer considered comparable. The Group's greenhouse gas emissions for the current year have instead been compared with the outcome for the previous reporting period.

The ambition for the year has been to update the Group's climate targets in accordance with the criteria of the Science Based Targets initiative (SBTi), in order to ensure that AddLife's climate work is aligned with the 1.5°C goal under the Paris Agreement and to achieve climate neutrality by 2050 at the latest. During the year, the SBTi has published drafts but has not yet finalised its new Net-Zero Standard, and AddLife has therefore chosen to await the final standard in order to assess the extent to which it is appropriate for the Group's climate work.

AddLife intends to set the Group's new climate targets and define a new base year in 2026. The new climate targets will inform the Group's climate policy and climate transition plan with regard to specific actions to address the identified impacts, risks and opportunities.

### Energy consumption and energy mix

#### E1-5 Energy consumption and mix

During the reporting period, energy consumption amounted to 30,591 MWh and decreased by 4 percent compared with 2024. Energy consumption consisted of 78 percent fossil sources, 3 percent nuclear sources and 19 percent renewable sources. Renewable energy consumption was slightly higher in 2025 compared with the previous period, of which 56 percent came from contracts and 29 percent from guarantees of origin. The remaining renewable energy has been calculated based on the residual mix of each country. Only a small share, corresponding to 3 percent, consisted of self-produced energy from solar panels.

Energy consumption and mix (MWh) <sup>1)</sup>	2025 <sup>3)</sup>	2024 <sup>4)</sup>
<b>Energy consumption from fossil sources</b>	<b>23,854</b>	<b>25,663</b>
of which fuel consumption from coal	-	-
of which fuel consumption from crude oil and petroleum products	16,850	18,397
of which fuel consumption from natural gas	1,874	1,490
of which fuel consumption from other fossil sources	669	1,360
of which consumption from purchased electricity, heat, steam or cooling from fossil sources	4,461	4,416
Share of fossil energy sources of total energy consumption, %	78	80
<b>Energy consumption from nuclear sources</b>	<b>844</b>	<b>1,110</b>
Share of nuclear sources of total energy consumption, %	3	3
<b>Energy consumption from renewable sources</b>	<b>5,893</b>	<b>5,190</b>
of which fuel consumption from renewable energy sources	433	202
of which consumption from purchased electricity, heat, steam or cooling from renewable sources	5,295	4,975
of which consumption of self-generated non-fuel-based energy	165	13
Share of renewable sources of total energy consumption, %	19	17
<b>Total energy consumption</b>	<b>30,591</b>	<b>31,963</b>
Energy intensity from activities in high-climate-impact sectors (MWh/SEKm) <sup>2)</sup>	2.9	3.1

<sup>1)</sup> The information has not been validated by any external party other than within the scope of the statutory limited review.

<sup>2)</sup> Energy intensity has been calculated based on the net sales line in the Group's income statement (including notes 5 and 6). The metric has been calculated for the Group as a whole based on classification in NACE Division G. ESRs MDR-M § 77 (b)

<sup>3)</sup> The 2025 outcome does not include newly acquired subsidiaries during the period.

<sup>4)</sup> Comparative figures for 2024 have been adjusted by 16,926 MWh for fossil sources, 663 MWh for nuclear sources and -118,497 MWh for renewable sources, as a result of an updated method and identified errors.

## Total greenhouse gas emissions

### E1-6 Gross Scopes 1, 2, 3 and Total GHG emissions

During 2025, total greenhouse gas emissions amounted to 427,151 tCO<sub>2</sub>e, a decrease of 1 percent compared with the previous reporting period. Direct emissions in scope 1 decreased by 4 percent, mainly attributable to changes in the vehicle fleet and the use of company cars. The largest relative change relates to indirect emissions in scope 2. Market-based emissions increased by 14 percent due to a lower share of guarantees of origin, while location-based emissions decreased by 27 percent as a result of an updated set of emission factors. Other indirect emissions in scope 3, which account for the largest share of the Group's climate impact, were essentially unchanged compared with the previous period. Reduced emissions in category 11: Use of sold products were offset by increased emissions from category 1: Purchased goods and services and category 4: Upstream transportation and distribution. Overall, AddLife's total greenhouse gas emissions were at roughly the same level as in 2024.

Greenhouse gas emissions (tCO <sub>2</sub> e) <sup>1), 2)</sup>	2025	2024 <sup>3)</sup>	Δ %
<b>Direct greenhouse gas emissions, Scope 1</b>			
Gross greenhouse gas emissions Scope 1	4,896	5,088	-4
<b>Indirect greenhouse gas emissions, Scope 2</b>			
Gross greenhouse gas emissions Scope 2 (location-based)	1,203	1,658	-27
Gross greenhouse gas emissions Scope 2 (market-based)	2,444	2,138	14
<b>Other indirect greenhouse gas emissions, Scope 3</b>			
Gross greenhouse gas emissions Scope 3 (material categories)	421,052	422,593	-0
of which category 1: Purchased goods and services	356,894	352,173	1
of which category 2: Capital goods	7,602	6,783	12
of which category 3: Fuel- and energy-related activities	1,627	1,702	-4
of which category 4: Upstream transportation and distribution	25,629	21,023	22
of which category 5: Waste generated in operations	46	80	-43
of which category 6: Business travel	3,563	3,203	11
of which category 7: Employee commuting	3,210	3,111	3
of which category 9: Downstream transportation and distribution	933	2,319	-60
of which category 11: Use of sold products	19,969	30,622	-35
of which category 12: End-of-life treatment of sold products	1,579	1,576	0
<b>Total greenhouse gas emissions</b>			
Total greenhouse gas emissions (location-based)	427,151	429,340	-1
Total greenhouse gas emissions (market-based)	428,393	429,820	-0
<b>Total biogenic gross emissions</b>			
of which related to Scope 1	219	204	7
of which related to Scope 2	-	-	-
of which related to Scope 3	-	-	-

<sup>1)</sup> The information has not been validated by any external party other than within the scope of the statutory limited review.

<sup>2)</sup> No base year has been stated as AddLife is not evaluating any target for the reporting period.

<sup>3)</sup> Comparative figures for 2024 have been adjusted by 503 tCO<sub>2</sub>e for Scope 2 (location-based), 284 tCO<sub>2</sub>e for Scope 2 (market-based) and 4,457 tCO<sub>2</sub>e for Scope 3, as a result of identified errors.

AddLife's emissions intensity has been calculated based on the total greenhouse gas emissions presented in the table above, allocated over the Group's net sales. Emissions intensity amounted to 41 tCO<sub>2</sub>e/SEKm for the reporting period and has decreased marginally compared with the previous year.

Emissions intensity of greenhouse gas emissions per net sales (tCO <sub>2</sub> e/SEKm) <sup>1)</sup>	2025	2024 <sup>3)</sup>	Δ %
Total greenhouse gas emissions (location-based) per net sales <sup>2)</sup>	41	42	-0
Total greenhouse gas emissions (market-based) per net sales <sup>2)</sup>	41	42	-0

<sup>1)</sup> The information has not been validated by any external party other than within the scope of the statutory limited review.

<sup>2)</sup> Emissions intensity has been calculated based on the net sales line in the Group's income statement (including notes 5 and 6).

<sup>3)</sup> Comparative figures for 2024 have been adjusted by 1 tCO<sub>2</sub>e/SEKm.

## Method and definitions

### Scenario descriptions from the Group's risk and opportunity analysis

<b>Continued high global greenhouse gas emissions (RCP 8.5)</b>	<p>The scenario entails continued high emissions with no major actions to limit climate change. Efforts are taken primarily in reaction to climate-related natural disasters. Key features of the scenario:</p> <ul style="list-style-type: none"> <li>• Carbon dioxide emissions triple, leading to a temperature increase of more than 4°C by 2100.</li> <li>• Fossil fuels dominate energy production.</li> <li>• Rapid population growth and economic expansion drive increased emissions.</li> <li>• Polar ice and glaciers melt rapidly, causing a significant rise in sea levels.</li> <li>• Extreme weather events such as heatwaves, droughts and storms become increasingly common.</li> <li>• Ecosystems and biodiversity are threatened, and many species are unable to adapt.</li> <li>• Air quality, health problems and food and water shortages are worsening, particularly for vulnerable groups.</li> <li>• Climate change contributes to conflicts, migration and economic instability.</li> </ul>
<b>Strong climate action (RCP 2.6)</b>	<p>In this scenario, proactive actions are taken to limit climate change, leading to lower warming and less severe consequences compared with RCP 8.5. Key features of the scenario:</p> <ul style="list-style-type: none"> <li>• Carbon dioxide emissions peak around 2050 and then decline through strong actions.</li> <li>• The global temperature increase is limited to 1.5–2°C above pre-industrial levels by 2100.</li> <li>• Rapid transition to renewable energy and improved energy efficiency.</li> <li>• More moderate sea level rise and fewer extreme weather events than in high-emission scenarios.</li> <li>• Ecosystems and biodiversity are less affected, giving species better opportunities to adapt.</li> <li>• Health risks such as air pollution and heat stress decrease, but remain in certain regions.</li> <li>• Socioeconomic effects are more manageable, with fewer conflicts and climate-related migration.</li> </ul>

### Calculation of greenhouse gas emissions

<b>Basis for calculation and presentation</b>	<p>AddLife's greenhouse gas emissions have been calculated in accordance with the Greenhouse Gas Protocol (GHG Protocol), applying an operational control approach. Greenhouse gas emissions are presented as tonnes of carbon dioxide equivalents (tCO<sub>2</sub>e).</p>
<b>Applicable greenhouse gases</b>	<p>Total carbon dioxide equivalents include all applicable greenhouse gases and have been converted using Global Warming Potential (GWP) values from the IPCC's Fifth or Sixth Assessment Report, depending on the set of available emission factors.</p>
<b>Calculation of greenhouse gases in Scope 1</b>	<p>Scope 1 comprises greenhouse gas emissions from the company's vehicles, stationary combustion in boilers and furnaces, leakage of refrigerants from cooling and air conditioning systems, as well as self-generated energy from renewable sources. The calculations are primarily based on activity data, and estimates are used to ensure complete reporting. The methodology draws on both supplier-specific emission factors and average emission factors from the Department for Environment, Food and Rural Affairs (DEFRA), the International Energy Agency (IEA) and the Association of Issuing Bodies (AIB).</p>
<b>Calculation of greenhouse gases in Scope 2</b>	<p>Scope 2 comprises greenhouse gas emissions from purchased and consumed electricity, heating and cooling. The calculations are primarily based on activity data, and estimates are used to ensure complete reporting. The methodology relies mainly on average emission factors, while supplier-specific emission factors have been used to some extent. For carbon dioxide equivalents from electricity, emission factors from the Association of Issuing Bodies (AIB) have been used, applying the production mix for the location-based method and the residual mix for the market-based method. For heating and cooling, emission factors from both the Department for Environment, Food and Rural Affairs (DEFRA) and national industry associations have been used.</p>
<b>Calculation of greenhouse gases in Scope 3</b>	<p>Scope 3 covers the material categories Purchased goods and services (3.1), Capital goods (3.2), Fuel- and energy-related activities (3.3), Upstream transportation and distribution (3.4), Waste generated in operations (3.5), Business travel (3.6), Employee commuting (3.7), Downstream transportation and distribution (3.9), Use of sold products (3.11) and End-of-life treatment of sold products (3.12). The categories Upstream leased assets (3.8), Processing of sold products (3.10), Downstream leased assets (3.13), Franchises (3.14) and Investments (3.15) do not give rise to any, or only very limited, greenhouse gas emissions and have therefore been assessed as non-material and excluded from the calculations.</p>

Calculations of upstream greenhouse gas emissions are based both on a spend-based method and on activity data with associated average emission factors. Downstream greenhouse gas emissions have been calculated using an estimated model for the products' lifetime energy consumption. The model takes into account actual or estimated numbers of products sold, rated power, daily use, annual operating hours, waste volumes, expected lifetime, markets and the electricity grid into which the products are connected. For category 11, the use of refrigerants and aerosols is also estimated. The calculations are mainly based on emission factors from the Department for Environment, Food and Rural Affairs (DEFRA) and Exiobase. Only a small share of AddLife's total Scope 3 greenhouse gas emissions has been calculated using primary data. Almost 95 percent of Scope 3 emissions are based on secondary data sources, primarily spend-based calculations.

**Data sources**

Activity data is based, among other things, on invoices, electricity meters, travel management platforms, employee surveys and information from suppliers. Data has also been estimated using trend-based estimates, by extrapolating activity data or by making estimates using proxy data and industry averages.

**Collection of data**

Data has been collected locally from the subsidiaries' internal ERP and inventory management systems, as well as through confirmations and reports prepared by third parties. The data has then been consolidated, and climate calculations have been performed using a group-wide reporting system administered by the Group's sustainability team.

**Changes during the reporting period**

No material changes in methodology, sources of emission factors, other sources or data collection have occurred during the reporting period compared with the previous period.

**Base year assessment**

As a general principle, the base year is adjusted in the event of any material change in the emissions inventory, structural changes, data errors or the timeline, in order to ensure comparability of metrics over time. During the reporting year, AddLife has not assessed any sustainability target against a base year. Instead, the Group's greenhouse gas emissions for the current year have been monitored in relation to the outcome for the previous financial year. AddLife intends to set new group-wide climate targets and define a new base year in 2026.

## E2 Pollution

### Management of material impacts, risks and opportunities

#### Process for the double materiality assessment related to pollution

**ESRS 2, IRO-1** Description of the processes to identify and assess material pollution-related impacts, risks and opportunities

AddLife has identified a material actual negative impact related to pollution of air, water and soil through its upstream value chain, resulting from the manufacturing and processing of, among other things, electronics, ceramics, metals, plastics, reagents and textiles used in the products distributed by the Group.

MATERIAL IMPACT, RISK OR OPPORTUNITY		
Pollution of air, water and soil	Impact (actual, negative)	U
<i>Upstream (U), Own operation (O), Downstream (D)</i>		

The impact has been identified as part of AddLife’s double materiality assessment. The materiality assessment has been based on overall knowledge of the Group’s operations and supplier structure through internal stakeholder dialogues, as well as on publicly available risk analyses for supply chains in medical devices and consumables. The risk analyses indicate that pollution is likely to occur within the sector’s typical supply chains. However, AddLife has not carried out any review of the Group’s specific suppliers and their production facilities, nor any consultations with, for example, affected local communities.

#### Policies related to pollution

**E2-1** Policies related to pollution

During the reporting period, AddLife updated its *Code of Conduct* and *Supplier Code of Conduct* in order to clarify the Group’s commitment to reducing environmental impact and promoting sustainable development in the supply chain. Preventing and reducing pollution throughout the value chain is included within the scope of this commitment and is addressed in general terms in both governing documents. The updated governing documents were adopted by the Board of Directors after the end of the financial year. In addition to these governance documents, AddLife has no other Group-wide policy that specifically governs impacts related to pollution of air, water and soil. For further information on AddLife’s *Code of Conduct* and *Supplier Code of Conduct* in their entirety, see “Code of Conduct and group-wide policies” in chapter G1 Business conduct.

#### Actions and resources related to pollution

**E2-2** Actions and resources related to pollution

During the reporting period, AddLife has started to implement the Group’s sustainability due diligence process in the supply chain. Initially, the most material and strategic areas will be prioritised, but over time the process will be applicable to all material sustainability matters that have been identified as part of the Group’s double materiality assessment, in order to proactively manage negative impacts and risks in the upstream value chain. This includes climate- and environment-related matters, including pollution. AddLife will implement the process gradually within the Group and prioritise based on the subsidiaries’ capacity and maturity, customer requirements and the complexity of the sustainability matters. During the reporting period, AddLife has monitored the issue of pollution from a compliance perspective. For further information on the due diligence process in the supply chain, see “Sustainability due diligence in the supply chain” in chapter G1 Business conduct.

### Metrics and targets

#### Targets related to pollution

**E2-3** Targets related to pollution

AddLife’s targets related to pollution align with the Group’s targets for sustainability in the supply chain. For more information on the target for sustainability in the supply chain, see “Targets related to business conduct” in chapter G1 Business conduct. In addition to this target, AddLife currently has no additional group-wide target or metric that more specifically relates to impacts connected to pollution.

## E4 Biodiversity and ecosystems

### Strategy and management of material impacts, risks and opportunities

#### Process for the double materiality assessment related to biodiversity and ecosystems

**ESRS 2, IRO-1** Description of the processes to identify and assess material climate-related impacts, risks and opportunities

AddLife has identified a material actual negative impact related to biodiversity and ecosystems through its upstream value chain, as a result of changes in land use, greenhouse gas emissions and pollution from the extraction and processing of raw materials, as well as from the manufacturing of the products distributed by the Group. The impact has been identified as part of AddLife’s double materiality assessment. The materiality assessment has been based on overall knowledge of the Group’s operations and supplier structure through internal stakeholder dialogues, as well as on publicly available risk analyses for supply chains in medical devices and consumables.

MATERIAL IMPACT, RISK OR OPPORTUNITY		
Biodiversity and ecosystems	Impact (actual, negative)	U
<i>Upstream (U), Own operations (E), Downstream (N)</i>		

The risk analyses indicate that impacts on biodiversity are likely to occur within the sector’s typical supply chains. However, AddLife has not carried out any review of the Group’s specific suppliers and their production facilities, nor any consultations with, for example, local communities. In its double materiality assessment, AddLife has taken into account dependencies related to biodiversity, ecosystems and ecosystem services in relation to negative impacts and risks. No material risks or opportunities have been identified, neither in the Group’s own operations or in the upstream and downstream value chain. The assessment has been made at an aggregated level and covers transition risks, physical risks and systemic risks as a whole.

### Biodiversity and ecosystems in the strategy and business model

**E4-1** Transition plan and consideration of biodiversity and ecosystems in strategy and business model

Based on AddLife’s double materiality assessment, the Group has not identified any material financial risks related to biodiversity and ecosystems. AddLife’s business model and strategy are therefore currently assessed to be sufficiently robust in relation to the identified ecosystem-related physical risks, transition risks and systemic risks in the short term (1 year), medium term (1–5 years) and long term (more than 5 years), in accordance with the definitions in the ESRS. This assessment is based on the fact that AddLife’s own operations are mainly conducted in environments with limited direct impact on sensitive ecosystems, and that expected regulatory changes are not assessed to have material financial effects. AddLife has not engaged in dialogue with external stakeholders related to biodiversity, as any potential impacts are assessed to occur far upstream in the value chain and are difficult to address through targeted dialogue.

### Policies related to biodiversity and ecosystems

**E4-2** Policies related to biodiversity and ecosystems

During the reporting period, AddLife updated its *Code of Conduct* and *Supplier Code of Conduct* in order to clarify the Group’s commitment to reducing environmental impact and promoting sustainable development in the supply chain. Preventing and reducing impacts on biodiversity and ecosystems throughout the value chain is included within the scope of this commitment and is addressed in general terms in both governing documents. The updated governing documents were adopted by the Board of Directors after the end of the financial year. In addition to these governance documents, AddLife has no other Group-wide policy that specifically governs impacts related to biodiversity and ecosystems. For further information on AddLife’s *Code of Conduct* and *Supplier Code of Conduct* in their entirety, see “Code of Conduct and group-wide policies” in chapter G1 Business conduct.

### Actions and resources related to biodiversity and ecosystems

**E4-3** Actions and resources in relation to climate change policies

During the reporting period, AddLife has started to implement the Group’s sustainability due diligence process in the supply chain. Initially, the most material and strategic areas will be prioritised, but over time the process will be applicable to all material sustainability matters that have been identified as part of the Group’s double materiality assessment, in order to proactively manage negative impacts and risks in the upstream value chain. This includes climate- and environment-related matters, including biodiversity and ecosystems. AddLife will implement the process gradually within the Group and prioritise based on the subsidiaries’ capacity and maturity, customer requirements and the complexity of the sustainability matters. During the reporting period, AddLife has monitored the issue of biodiversity and ecosystems from a compliance perspective. For further information on the sustainability due diligence process in the supply chain, see chapter G1 Business conduct.

## Metrics and targets

### Targets related to biodiversity and ecosystems

#### E4-4 Targets related to biodiversity and ecosystems

AddLife's targets related to biodiversity and ecosystems align with the Group's targets for sustainability in the supply chain. For more information on the target for sustainability in the supply chain, see "Targets related to business conduct" in chapter G1 Business conduct. In addition to this target, AddLife currently has no additional group-wide target that more specifically relates to impacts connected to biodiversity and ecosystems.

## E5 Resource use and circular economy

### Management of material impacts, risks and opportunities

#### Process for the double materiality assessment related to resource use and circular economy

##### ESRS 2 IRO-1 Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities

AddLife has identified both material positive and negative impacts, as well as risks and opportunities, related to resource use and the circular economy. These impacts, risks and opportunities have been identified as part of AddLife's double materiality assessment. The materiality assessment has been based on a qualitative review of the Group's inflow and outflow of resources and the amount of waste generated throughout the value chain. No specific analytical tools or quantitative models have been used. Interviews were conducted with internal stakeholders, but external parties and affected local communities have not been involved.

In the analysis, known risks and impacts were assessed on the basis of a number of overarching categories of materials, including electronics, ceramics, metals, plastics, reagents and textiles, which together cover the majority of the Group's product portfolio. In summary, AddLife operates in a resource-intensive industry with a significant dependence on the resource flows linked to the products it distributes, where consumables constitute a material product category.

#### MATERIAL IMPACT, RISK OR OPPORTUNITY

Resources inflows, including resource use	Impact (actual, negative)	U
	Risk	U
Resource outflows related to products and services	Impact (actual, negative)	D
	Risk	D
	Impact (potential, positive)	O, D
	Opportunity	O, D

Upstream (U), Own operation (O), Downstream (D)

### Policies related to resource use and circular economy

#### E5-1 Policies related to resource use and circular economy

During the reporting period, AddLife updated its *Code of Conduct* and *Supplier Code of Conduct* in order to clarify the Group's commitment to reducing environmental impact and promoting sustainable development in the supply chain. Promoting resource efficiency, reuse, recycling, the use of renewable materials and sustainable purchasing throughout the value chain is included within the scope of this commitment and is addressed in general terms in both governing documents. The updated governing documents were adopted by the Board of Directors after the end of the financial year. In addition to these governing documents, AddLife has no additional Group-wide policy that regulates resource use and the circular economy in more detail, although local policies are in place at some subsidiaries. For further information on AddLife's *Code of Conduct* and *Supplier Code of Conduct* in their entirety, see "Code of Conduct and group-wide policies" in chapter G1 Business conduct.

### Actions and resources related to resource use and circular economy

#### E5-2 Actions and resources related to resource use and circular economy

The highly regulated market for medical devices and IVD products results in long product development cycles, which in turn means that the transition to more resource-efficient and circular product flows in the Life Science sector takes time. AddLife is primarily a distributor of other companies' medical devices, and its own manufacturing is limited and mainly consists of final assembly of products. This means that the inflow of products largely corresponds to the outflow, and that AddLife's ability to influence product design, choice of materials and resource use is limited and to a large extent governed by customer demand and suppliers' offerings. However, AddLife has greater ability to develop and manage its offering of circular services, such as maintenance, repairs, sales of spare parts and Product-as-a-Service.

AddLife recognises the growing importance of resource efficiency and the circular economy and is working over time to integrate these aspects into the Group's strategic management of sustainability, in line with the development of market expectations and regulatory requirements and as new products become available on the market. The Group currently has no formally adopted Group-wide action plan.

During the reporting period, AddLife has started to implement the Group's sustainability due diligence process in the supply chain. Initially, the most material and strategic areas will be prioritised, but over time the process will be applicable to all material sustainability matters that have been identified as part of the Group's double materiality assessment, in order to proactively manage negative impacts and risks in the upstream value chain. This includes climate- and environment-related matters, including resource use and the circular economy. AddLife will implement the process gradually within the Group and prioritise based on the subsidiaries' capacity and maturity, customer requirements and the complexity of the sustainability matters. During the reporting period, AddLife has monitored the issue of resource use and circular economy from a compliance perspective. For further information on the sustainability due diligence process in the supply chain, see chapter G1 Business conduct.

## Metrics and targets

### Targets related to resource use and circular economy

#### E5-3 Targets related to resource use and circular economy

AddLife's targets related to resource use and the circular economy align with the Group's targets for sustainability in the supply chain. For more information on the target for sustainability in the supply chain, see "Targets related to business conduct" in chapter G1 Business conduct. AddLife currently has no group-wide targets for resource use and the circular economy in its own operations, as this has not yet been a strategic focus area for the Group.

### Metrics related to resource inflows

#### E5-4 Resource inflows

AddLife's products can broadly be divided into the following categories: electronic products that include critical raw materials and rare earth elements, ceramics, metals, plastics, reagents and textiles. The packaging materials consist mainly of plastics and cardboard.

Resource inflow	2025
<b>Total weight of primary materials, tonnes</b>	120,762
Share of bio-based materials of total weight of primary materials, %	36
Share of bio-based materials that are sustainably sourced of total weight of primary materials, %	-
<b>Total weight of secondary materials, tonnes</b>	14,733
Share of secondary materials of total weight of primary materials, %	12

## Method and definitions

### Calculation of resource inflows

#### Basis for calculation and presentation

AddLife's resource inflows have been estimated using an internal method based on macro-statistics from Eurostat for the EU (EU-27 aggregate) in combination with internal financial data. The results are presented as tonnes of material inflow, including the estimated share of recycled material and the breakdown between biological and technical materials. The estimates are indicative and should not be interpreted as exact measurements.

#### Data sources

Eurostat statistics on resource productivity, circular material use rate and material flows at EU level, AddLife's gross profit from the consolidated income statement, and the annual average SEK/EUR exchange rate.

#### Calculations

AddLife's gross profit is used as the basis for the calculation and is multiplied by macro-based conversion factors from Eurostat to estimate the total material inflow in tonnes. Resource productivity at EU level is converted into a standard value for material intensity (kg per euro), which is applied to the gross profit. The EU average circular material use rate is then used to estimate the share of recycled material, and Eurostat's breakdown between biomass and other material categories is used to divide the inflow into biological and technical materials respectively. The method provides screening-level indicators and is based on the assumption that AddLife's material intensity, recycling rate and material mix broadly resemble the EU average.

## Disclosures in accordance with the EU Taxonomy Regulation

### Background

The EU Taxonomy Regulation constitutes a classification system based on common definitions for identifying and comparing environmentally sustainable economic activities. The EU Taxonomy was adopted as part of the European Green Deal and the objective of achieving climate neutrality by 2050.

The EU taxonomy regulation sets out which economic activities fall within the scope of the Taxonomy and lays down the conditions for an economic activity to be classified as environmentally sustainable. In order to be classified as environmentally sustainable and taxonomy-aligned, a given economic activity must:

- make a substantial contribution to one or more of the six environmental objectives,
- do no significant harm to any of the other environmental objectives,
- meet certain minimum safeguards in the area of social sustainability, and
- comply with the technical screening criteria.

### Scope of the Taxonomy

AddLife has assessed whether the Group's economic activities are taxonomy-eligible and taxonomy-aligned in accordance with the EU Taxonomy Regulation (EU 2020/852) and the related delegated acts. The Group's main activities relating to the distribution of products within Life Science are not taxonomy-eligible under the current EU Taxonomy framework. In 2025, a review of all of the Group's activities was carried out and it was concluded that only a limited part of AddLife's total activities is taxonomy-eligible. Six applicable categories of economic activities related to the environmental objectives "Climate change mitigation" and "Transition to a circular economy" were identified and are described in more detail below.

After the end of the financial year, a new delegated act (EU 2026/73) was adopted, which may be applied retroactively when reporting for the 2025 financial year. The updated delegated act has introduced a general materiality threshold, which entails the option to exclude the identified economic activities from the assessment of taxonomy-eligibility and taxonomy-alignment, on condition that these activities in aggregate account for less than 10 percent of turnover, capital expenditure (capex) or operating expenditure (opex).

In connection with the review of the Group's activities, AddLife has also assessed the materiality of the activities for each key performance indicator (KPI). During the reporting period, the identified taxonomy-eligible activities together accounted for less than 10 percent of the Group's turnover and operating expenditure (opex), and have therefore been assessed as not material in accordance with the general materiality threshold in the updated reporting rules. Capital expenditures (capex) related to the identified taxonomy-eligible activities under the environmental objective "Climate change mitigation" amounted to 24.7 percent of total capital expenditures during the reporting period and have therefore been assessed as material.

### Climate change mitigation

The two economic activities below have been assessed in terms of turnover, capital expenditure and operating expenditure. The activities have been assessed as material for the KPI relating to capital expenditure.

- **Transport by motorbikes, passenger cars and light commercial vehicles (CCM 6.5)** - The parent company and the subsidiaries in the Group use leased cars in their operations, and the capital expenditure for these vehicles is taxonomy-eligible.
- **Acquisition and ownership of buildings (CCM 7.7)** - Subsidiaries in the Group lease premises, own buildings and land and carry out certain investments in properties belonging to third party. These are recognised as right-of-use assets and property, plant and equipment and are taxonomy-eligible.

### Transition to a circular economy

The four economic activities below have been assessed in terms of turnover, capital expenditure and operating expenditure. The activities have been assessed as not material for all KPIs.

- **Repair, refurbishment and remanufacturing (CE 5.1)** - Subsidiaries in the Group provide repair and refurbishment as part of their service offering, where primarily turnover but also capital expenditure and operating expenditure are taxonomy-eligible.
- **Sale of spare parts (CE 5.2)** - Subsidiaries in the Group sell spare parts as part of their service offering, where primarily turnover but also capital expenditure and operating expenditure are taxonomy-eligible.
- **Preparation for re-use of end-of-life products and product components (CE 5.3)** - Subsidiaries in the Group carry out preparation for re-use of end-of-life products and product components as part of their service offering, where primarily turnover but also capital expenditure and operating expenditure are taxonomy-eligible.
- **Product-as-a-service and other circular use- and result-oriented service models (CE 5.5)** - Subsidiaries in the Group offer product-as-a-service solutions as part of their business offering, where primarily turnover but also capital expenditure and operating expenditure are taxonomy-eligible.

## Taxonomy-aligned activities

As the taxonomy-eligible activities identified in relation to the environmental objective “Transition to a circular economy” have been assessed as not material in terms of taxonomy-eligibility, no full assessment against the technical screening criteria and the do no significant harm (DNSH) requirements has been carried out during the reporting period. With regard to the material taxonomy-eligible activities related to the environmental objective “Climate change mitigation”, the DNSH requirements were not fulfilled during the reporting period. Consequently, no economic activities have been classified as taxonomy-aligned for the 2025 financial year.

## Accounting principles

In accordance with the Taxonomy Regulation, non-financial undertakings report the share of their activities that is environmentally sustainable through three financial KPIs. These three indicators are turnover, capital expenditure (capex) and operating expenditure (opex). AddLife has applied the definitions in the Regulation and used the indicators as described below. When assessing taxonomy-eligibility, particularly for the environmental objective “Transition to a circular economy”, the calculations have been based on assumptions due to the limited level of detail in the existing data. Due to limitations in breaking down the activities to a sufficient level of detail, AddLife has assumed a broader range of services and products than those explicitly covered by the EU Taxonomy, which means that the reported taxonomy-eligible turnover may be slightly overstated and should be regarded as indicative. AddLife intends to further develop data quality and methodology over time.

<b>Turnover</b>	The Group's total turnover corresponds to the line item “net sales” in the Group's income statement, see also <a href="#">note 5</a> .
<b>Capital expenditure (Capex)</b>	The Group's total capital expenditures comprise additions for the year to Property, plant and equipment and Intangible non-current assets (excluding goodwill), before depreciation, amortisation, impairment and reversals, and excluding changes in fair value. Total capital expenditures also include right-of-use assets recognised under IFRS 16 relating to increase in leases during the year, as well as additions arising from business combinations during the year. See the line items “investments” and “acquisitions” in <a href="#">note 15</a> and <a href="#">note 16</a> as well as the line item “Increase in leases during the year” in <a href="#">note 17</a> .
<b>Operating expenditure (Opex)</b>	Operating expenditures are defined under the EU Taxonomy Regulation as direct non-capitalised costs relating to research and development (R&D), measures in connection with building renovations, short-term leases, maintenance and repairs, as well as direct costs related to the ongoing maintenance of assets. This definition does not represent the Group's total operating expenses, but only the costs associated with the maintenance of assets. The Group's total operating expenditures consist of the items “research and development”, “cost for short-term leases” and “cost for leases of low-value assets”, see the <a href="#">consolidated income statement</a> and <a href="#">note 17</a> . Other costs according to the definition in the regulation are not applicable.

## Tables

Financial year 2025

KPI	Total, SEKm	Proportion of Taxonomy-eligible activities, %	Taxonomy-aligned activities, SEKm	Proportion of Taxonomy-aligned activities, %	Breakdown by environmental objectives of Taxonomy-aligned activities						Proportion of enabling activities, %	Proportion of transitional activities, %	Not assessed non-material, %	Taxonomy-aligned activities in previous financial year 2024, SEKm	Proportion of Taxonomy-aligned activities in previous financial year 2024, %
					Climate Change Mitigation, %	Climate Change Adaptation, %	Water, %	Circular Economy, %	Pollution, %	Biodiversity, %					
Turnover	10,442	-	-	-	-	-	-	-	-	-	-	-	9.1	-	-
CapEx	530	24.7	-	-	-	-	-	-	-	-	-	-	-	-	-
OpEx	74	-	-	-	-	-	-	-	-	-	-	-	0	-	-

Capex, Financial year 2025

Economic Activities	Code	Proportion of taxonomy-eligible Capex, %	Taxonomy-aligned Capex, SEKm	Proportion of Taxonomy-aligned CapEx, %	Måljön för verksamheter som är förenliga med taxonomikraven						Enabling activity, %	Transitional activity, %	Proportion of Taxonomy-aligned in Taxonomy-eligible, %	
					Climate Change Mitigation, %	Climate Change Adaptation, %	Water, %	Circular Economy, %	Pollution, %	Biodiversity, %				
Acquisition and ownership of buildings	CCM 7.7	14.2	-	-	-	-	-	-	-	-	-	-	-	-
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5	10.6	-	-	-	-	-	-	-	-	-	-	-	-
Sum of alignment per objective		-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Capex</b>		<b>24.7</b>												

# S1 Own workforce

## Strategy and management of material impacts, risks and opportunities

### Material impacts, risks and opportunities related to the own workforce

**ESRS 2, SBM-3** *Material impacts, risks and opportunities and their interaction with strategy and business model*

AddLife’s subsidiaries are located in a large number of European countries and mainly consist of direct employees, including sales representatives, product specialists, marketing employees, customer support, training- and service employees, while warehouse and production employees make up a smaller share of the workforce. As part of the double materiality analysis, AddLife has identified both material impacts and risks related to the Group’s employees as a whole. These impacts and risks are assessed to affect all employees in general and are not considered to be concentrated to specific groups, and no need for a more detailed analysis of individual employee groups has therefore been identified.

MATERIAL IMPACT, RISK OR OPPORTUNITY		
Working conditions	Impact (actual, negative)	O
Equal treatment and opportunities for all	Impact (potential, negative)	O
	Impact (potential, positive)	O
Working conditions & Equal treatment and opportunities for all	Risk	O
<i>Upstream (U), Own operation (O), Downstream (D)</i>		

AddLife’s employees play a crucial role in realising the Group’s vision of improving people’s lives by being a leading and value-creating partner in Life Science. The Group’s business model and strategy are based on experienced employees with highly specialised expertise, whose commitment, customer focus and industry knowledge are central to driving profitable growth and developing competitive offerings for healthcare and research. The Group’s ability to retain and attract key employees has therefore been identified as a material risk.

In order to retain and attract new employees, competitive terms and conditions, competence development and the working environment have been identified as key factors. AddLife’s strategic sustainability work therefore focuses on promoting a diverse, inclusive and safe workplace and on preventing discrimination in all its forms, with a focus on preventing and managing both recurring patterns and individual cases of negative impact within the organisation. In addition, AddLife invests time and resources in the training programmes offered to all employees in the Group via AddLife Academy. These training programmes have the potential to increase employees’ job satisfaction and contribute to personal development by strengthening employees’ skills, career development, networking opportunities and the exchange of experience within the Group.

During the reporting period, through the Group’s employee survey, AddLife identified perceived work-related stress as a result of a working environment with a high work pace. This negative impact is assessed as widespread rather than linked to individual incidents.

### Policies related to the own workforce

#### S1-1 Policies related to own workforce

AddLife’s *Code of Conduct* is the Group’s overarching governing document for responsible, sustainable and ethical business conduct and serves as practical guidance on how AddLife assumes responsibility in day-to-day decisions and actions, based on the Group’s vision and core values: simplicity, responsibility, commitment and innovation. The *Code of Conduct* is founded on commitments under the UN Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises and the ILO core conventions. During the reporting period, AddLife updated the *Code of Conduct* to clarify the Group’s commitments regarding human rights and labour rights in the value chain and to expand the Group’s commitments in relation to environmental matters. The updates were adopted by the Board of Directors after the end of the financial year.

With regard to its own workforce the *Code of Conduct* sets out commitments relating to a safe and healthy working environment. The *Code of Conduct* supports AddLife’s occupational health and safety management in accordance with applicable health and safety legislation, including procedures to prevent workplace accidents and work-related ill health in each subsidiary. Incidents are managed through local health and safety management systems. Furthermore, the *Code of Conduct* includes commitments to prevent discrimination and harassment and to promote equal opportunities and diversity. It states that all employees must have equal opportunities regardless of gender, gender identity, gender expression, age, sexual orientation, disability, ethnic origin, religion or other belief. In addition, AddLife must work actively to identify and close any pay gaps for equal work, increase gender equality and broaden diversity in recruitment.

The subsidiaries are responsible for implementing the group-wide policies locally, and employees can report suspected breaches, such as discrimination and harassment, through local reporting channels or via the Group’s whistleblowing channel. Through recurring training, communication and the annual Group-wide employee survey, AddLife works to promote an inclusive culture, engage employees in matters relating to their working conditions and counter discrimination.

For further information on AddLife’s *Code of Conduct*, its content and responsibility for implementation, see “Code of Conduct and group-wide policies” in chapter G1 Business conduct. For more information on the mechanism used to monitor compliance with the policies, see “Business conduct principles and corporate culture” in section G1 Business conduct.

## Processes for dialogue with the own workforce

### *S1-2 Processes for engaging with own workforce and workers' representatives about impacts*

In AddLife's decentralised business model, the dialogue with employees takes place primarily at local level within each subsidiary. The work is structured in different ways depending on the geographical market and the size of the subsidiary, but always ensures compliance with local laws and regulations. Dialogue takes place on an ongoing basis through individual performance and development reviews, training, daily meetings, social events and other forms of interaction.

In addition to local communication channels, AddLife brings together employees from across the Group through its network and various Group-wide initiatives. All new employees attend the Group-wide course on Vision and Corporate Philosophy, where the Group's core values and *Code of Conduct* are introduced. Employees then meet through, for example, training programmes within AddLife Academy, conferences and cross-Group projects. All of these occasions provide insights that are used both as a basis for action plans and to proactively design initiatives and ways of working that balance business considerations with the working environment and working conditions.

AddLife's annual employee survey is an important tool for evaluating employees' experiences and views. The employee survey covers all employees in the Group, ensures anonymity and is followed up at subsidiary level. To provide additional insight, the results are analysed based on, among other things, gender, length of employment, age and geographical market. The insights form the basis for local action plans that are decided and followed up by each management team in dialogue with employees and the subsidiaries' boards of directors. Particular attention is paid in the analysis to responses relating to perceived discrimination and harassment, including underlying causes and whether certain groups are considered to be at particularly high risk of being affected. Developments are monitored over time to assess whether the actions taken have also led to actual improvements. Group Management has ultimate responsibility for the employee survey, while the management of each subsidiary ensures that employees are given the opportunity to participate, that the results are communicated to employees and that the action plans are implemented.

## Handling of complaints and remediation relating to the own workforce

### *S1-3 Processes to remediate negative impacts and channels for own workforce to raise concerns*

AddLife's employees have several different channels through which they can raise concerns or report incidents, depending on the type and severity of the matter. As a first step, employees are encouraged to contact their immediate manager, the HR function or another appropriate persons within the company for issues related to personal health, the working environment or dissatisfaction in the workplace. Cases are handled on a case-by-case basis, and the process differs between subsidiaries, geographical markets and national legislation in order to ensure compliance with local rules on occupational health and safety, data protection and investigation requirements. Preventive and corrective actions vary between the Group's subsidiaries and are, for example, carried out via the HR function, occupational health services or with the support of ISO 45001. In cases of suspected irregularities, breaches or criminal offences, employees, as well as external parties, can report the matter via the Group's whistleblowing channel. Whistleblowing cases are always handled in accordance with the formal process described in more detail under "Whistleblowing channel" in chapter G1 Business conduct.

The Group's *Code of Conduct* is intended to ensure that concerns can be raised or issues reported without fear of retaliation, by ensuring that all matters are handled promptly, fairly and confidentially and by offering options for anonymous reporting. Awareness and knowledge of the Group's *Code of Conduct*, communication channels and whistleblowing channel are communicated and monitored through training, the annual Group-wide employee survey and information available on the Group's website. AddLife strives to ensure effective identification and handling of cases involving negative impacts and will continue to work actively to ensure appropriate tracking and follow-up of such cases across the Group.

## Actions and resources related to the own workforce

### *S1-4 Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions*

The subsidiaries identify, implement and follow up actions to strengthen and improve working conditions, competence development and the working environment, based on local dialogue with employees and the results of the Group-wide employee survey. In addition to the subsidiaries' local actions, AddLife runs four Group-wide initiatives to address the Group's material impacts and risks related to its own workforce and to support the implementation of AddLife's *Code of Conduct*. These initiatives include AddLife Academy, AddTalent, the HR network and AddLife's strategic management of employee well-being. The Group-wide initiatives are jointly driven by those responsible for AddLife Academy and the Group's Head of Sustainability, while local responsibility rests with each subsidiary. The design of the initiatives is informed by, and followed up through, local dialogue and the Group-wide employee survey. For more information, see the section "Processes for dialogue with the own workforce" above.



### AddLife Academy

AddLife Academy is the Group's training academy and a central part of AddLife's strategy for competence development and corporate culture. Through AddLife Academy, personal and professional development is offered to all employees in the Group. Two trainings – one on the Vision and Corporate Philosophy and one on the *Code of Conduct* – are mandatory for all employees. In addition, AddLife offers, among other things, training in leadership and sales. The combination of central programmes and local training strengthens AddLife's common corporate culture and ensures a focus on the Group's strategic and financial objectives. AddLife Academy is conducted as an ongoing initiative.



### HR network

The HR network consists of HR managers from those subsidiaries that have an HR function. The network has met regularly during the year to discuss and collaborate on shared issues. The HR network has developed an HR handbook that serves as AddLife's practical support for subsidiaries without their own HR function. The HR handbook contains Group-wide frameworks, guidance and easy-to-use tools. Among other things, it describes how subsidiaries can develop their own HR strategy, attract and recruit talent, develop their employees and work with the company's culture and values. The HR network and the HR handbook are conducted as ongoing initiatives.



### Employee well-being

The strategic management to strengthen employee well-being was further developed during the reporting period. AddLife plans to finalise and implement the initiative in 2026 through a number of pilot projects. The purpose of the initiative is to provide the subsidiaries with tools for a more systematic approach to inclusion, anti-discrimination and stress management and thereby contribute to an improved working environment for the Group's employees.



### AddTalent

AddTalent aims to develop and motivate employees to reach their full potential, broaden career paths, strengthen internal succession planning and support career development within the Group. By drawing on the competence that exists across the Group, AddLife aims to ensure that valuable knowledge remains within the company and that more employees are ready to take the next step in their development within the current organisation. AddTalent includes practical guidance on development discussions, performance evaluation and succession planning. AddTalent is conducted as an ongoing initiative.

# Metrics and targets

## Targets related to the own workforce

### *S1-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities*

AddLife's targets related to the Group's employees have been established to ensure a safe, inclusive and developmental working environment. The targets have been defined at Group level and adopted by the Board of Directors. They have been set with the indirect involvement of employees, based on feedback from the Group's employee survey and other internal dialogues. Progress against the targets is followed up annually by Group Management and local management teams and forms the basis for local actions.

### **Strategic objective: Gender equality in Group Management and local management teams**



#### **Sustainable Culture**

AddLife strives to create an inclusive organisation for the Group's colleagues, characterised by diversity and inclusion.

Target (2030): Achieve a gender balance between women and men in which neither gender accounts for less than 40 percent or more than 60 percent in total in Group Management and local management teams.

The strategic objective regarding gender equality in Group Management and local management teams relates to AddLife's potential negative impact on equal treatment and opportunities for all, as well as AddLife's risk relating to its own workforce. The strategic objective is based on the assessment that a gender-balanced leadership team within the Group contributes to more inclusive leadership and, in turn, a more inclusive organisation. The outcome for the period, comparative figures and the base year are presented under "S1-9 Diversity metrics".

### **Other social objectives**

AddLife also monitors a number of additional key performance indicators related to working conditions, the working environment, equal treatment and opportunities in order to evaluate the effectiveness of actions implemented in response to identified material impacts and risks. The overall ambition for these key performance indicators is to maintain or improve performance above a certain level or over time.

AddLife's employee survey is an important tool for evaluating employees' experiences and views in relation to a wide range of work-related areas. Among other things, the Group evaluates overall employee satisfaction, which includes, for example, questions on work-related stress, inclusion and competence development. In addition, the proportion of employees who consider AddLife to be an inclusive workplace is evaluated. For the reporting period, the outcome for overall employee satisfaction was 8 on a ten-point scale, and 92 percent of employees considered AddLife to be an inclusive workplace. The key performance indicator for employee satisfaction covers AddLife's overall impacts and risks related to its own workforce, while the key performance indicator on an inclusive workplace reflects the Group's potential negative and positive impacts on equal treatment and opportunities for all. In 2025, the method for these key performance indicators was changed due to a new provider for the employee survey, and comparisons with outcomes for previous years are therefore not comparable. For the next reporting period, the Group will develop and adopt a new strategic objective related to employee satisfaction.

Other key performance indicators are integrated into the metrics presented below and include the objectives:

- **All employees are to have annual development reviews**, which is evaluated through the key performance indicator "Proportion of employees who have had a development review". The outcome for the period, comparative figures and the base year are presented under "S1-13 Training and skills development metrics". This objective relates to AddLife's potential positive impact on equal treatment and equal opportunities for all.
- **There should be no pay gap between women and men**, which is evaluated through the key performance indicator "Unadjusted pay gap between women and men". The outcome for the period, comparative figures and the base year are presented under "S1-16 Remuneration metrics, pay gaps and total remuneration". This objective relates to AddLife's potential negative impact on equal treatment and equal opportunities for all.
- **No cases of discrimination are to occur**, which is evaluated through the key performance indicator "Number of incidents of discrimination, including harassment". The outcome for the period, comparative figures and the base year are presented under "S1-17 Incidents, complaints and severe human rights impacts". This objective relates to AddLife's potential negative impact on equal treatment and equal opportunities for all.

All other social objectives relate to AddLife's risk in relation to its own workforce.

## Metrics related to employees

### S1-6 Characteristics of the undertaking's employees

At 31 December 2025, AddLife had 2,382 employees (headcount), of whom 54 percent were men and 46 percent were women. During the reporting period, 384 people left the Group and the employee turnover amounted to 16 percent. Overall, the number of employees decreased slightly compared with the previous year, and the distribution between men and women was unchanged. AddLife's decentralised operations in the European market mean that the Group has employees in 30 countries. The distribution of employees by country is shown in the table below, where "Other countries" refers to countries in which AddLife has fewer than 50 employees per country. The vast majority of employees are permanent employees, while only a small number are fixed-term employees or employees without guaranteed hours.

Number of employees (headcount) divided by country <sup>1), 2)</sup>	2025	2024
Ireland	325	325
Spain	296	284
Sweden	285	274
Denmark	246	230
United Kingdom	200	219
Norway	177	181
Austria	135	140
Italy	127	127
Finland	124	128
Germany	123	161
Poland	54	55
Switzerland	51	47
Other	239	234
<b>Total number of employees</b>	<b>2,382</b>	<b>2,405</b>

<sup>1)</sup> The information has not been validated by any external party other than within the scope of the statutory limited review.

<sup>2)</sup> Information on employees and employee expenses can be found in Note 7 of the financial information in the annual report.

Number of employees (headcount) divided by gender <sup>1), 2)</sup>	2025	2024
Male	1,294	1,323
Female	1,085	1,080
Not reported	3	2
<b>Total employees</b>	<b>2,382</b>	<b>2,405</b>

<sup>1)</sup> The information has not been validated by any external party other than within the scope of the statutory limited review.

<sup>2)</sup> Information on employees and employee expenses can be found in Note 7 of the financial information in the annual report.

Number of employees (headcount) divided by contract <sup>1), 2)</sup>	2025			
	Male	Female	Not reported	Total employees
Permanent employees	1,271	1,045	3	2,319
Temporary employees	22	27	-	49
Non-guaranteed hours employees	1	13	-	14
<b>Total employees</b>	<b>1,294</b>	<b>1,085</b>	<b>3</b>	<b>2,382</b>

<sup>1)</sup> The information has not been validated by any external party other than within the scope of the statutory limited review.

<sup>2)</sup> Information on employees and employee expenses can be found in Note 7 of the financial information in the annual report.

## Metrics related to collective bargaining and social dialogue

### S1-8 Collective bargaining coverage and social dialogue

The right of all employees to join a trade union and to bargain collectively is set out in AddLife's *Code of Conduct* and, for the Group's partners, in the *Supplier Code of Conduct*. At the end of the year, 48 percent of the Group's employees were covered by collective bargaining agreements, in line with the previous reporting period. The proportion and distribution of employees covered by collective bargaining agreements or other forms of social dialogue by country are presented in the table below.

Proportion of employees covered by collective bargaining agreements or social dialogue <sup>1), 2)</sup>	2025		
	Collective Bargaining Coverage		Social dialogue
	Employees - EEA	Employees - Non-EEA	Workplace representation*
0-19%	Ireland, Poland	United Kingdom	Denmark, Ireland, Norway, Poland, Spain, Sweden, Austria
20-39%	Denmark		
40-59%	Germany		Finland, Italy, Germany
60-79%	Finland	Switzerland	
80-100%	Italy, Spain, Sweden, Austria		

<sup>1)</sup> The information has not been validated by any external party other than within the scope of the statutory limited review.

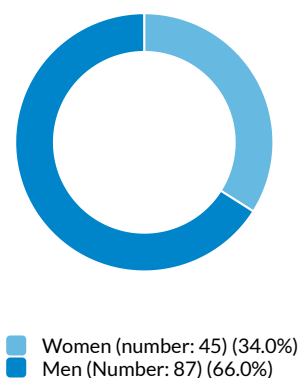
<sup>2)</sup> The table only includes countries that have at least 50 employees and that represent at least 10 percent of the total number of employees.

## Metrics related to diversity

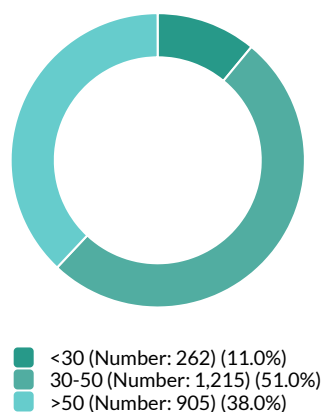
### S1-9 Diversity metrics

AddLife strives to create an inclusive organisation for the Group's employees, characterised by diversity and inclusion. The charts below present diversity indicators for the age distribution among employees and the distribution of women and men in Group Management and local management teams. The latter constitutes the key performance indicator linked to AddLife's strategic objective for a sustainable culture. At the end of the year, Group Management and local management teams consisted of 66 percent (65) men and 34 percent (35) women, which is unchanged compared with the previous year but slightly below the gender balance objective. The age distribution of employees at the end of the year was also in line with the previous year, with employees under 30 years accounting for 11 percent (10), employees between 30 and 50 years accounting for 51 percent (52) and employees over 50 years accounting for 38 percent (38).

Gender distribution in Group Management and local management teams, 2025\*



Age distribution of employees, 2025



The information has not been validated by any external party other than within the scope of the statutory limited review.

\* In the base year 2022, the distribution was 32 percent women and 68 percent men.

## Metrics related to training and skills development

### S1-13 Training and skills development metrics

The proportion of employees who have had a development review is essentially unchanged compared with the previous year. The average number of training hours per employee has increased from 6 training hours per employee, partly because the completeness of the reported training data has improved and partly because training has been an explicit focus area in several subsidiaries during the year. Comparative data is only available for the total number of employees for the previous year.

Training and skills development <sup>1)</sup>	2025			Total
	Men	Women	Other	
Share of employees that participated in performance and career development reviews, % <sup>2)</sup>	77	76	-	77
Average training hours per employee	20	22	-	21

<sup>1)</sup> The information has not been validated by any external party other than within the scope of the statutory limited review.

<sup>2)</sup> Key performance indicator related to AddLife's objective that all employees should have annual development reviews. In the previous year, the result was 81 percent, and in the base year 2022 the result was 76 percent.

## Metrics related to health and safety

### S1-14 Health and safety metrics

Health and safety metrics are essentially unchanged compared with the previous year. The work-related incidents and accidents that have been reported relate to minor physical injuries. Work-related ill health is mainly caused by work-related stress. The increase in the number of lost days is primarily due to a limited number of work-related accidents and cases of work-related ill health involving longer periods of sick leave than in the previous year.

Health and safety metrics <sup>1)</sup>	2025	2024
Share of employees covered by the company's occupational health and safety management system based on legal requirements and/or recognised standards or guidelines, %	94	92
Number of fatalities resulting from work-related injuries and work-related ill Health	-	-
Number of recordable work-related accidents (excluding fatalities)	22	16
Rate of recordable work-related accidents	6	5
Number of cases of recordable work-related ill health	10	6
Number of days lost due to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities due to ill health	834	394

<sup>1)</sup> The information has not been validated by any external party other than within the scope of the statutory limited review.

## Metrics related to work-life balance

Company-specific metric replacing the non-material metric "S1-15 Metrics on work-life balance" in order to capture the identified material impact relating to perceived work-related stress.

In the Group-wide employee survey, 41 percent of employees state that work-related stress affects them negatively. Of these, a majority report that they are affected to some extent, while a smaller proportion feel that they are affected to a greater extent.

Comparative data from the provider that facilitates the employee survey indicates that this level is comparable with other organisations. AddLife regards work-related stress as an important area to follow up as part of its systematic occupational health and safety management.

Work-life balance <sup>1)</sup>	2025
Share of employees who perceive that work-related stress affects them negatively, %	41

<sup>1)</sup> The information has not been validated by any external party other than within the scope of the statutory limited review.

## Metrics related to unadjusted pay gap and annual compensation ratio

### S1-16 Remuneration metrics, pay gap and total remuneration

The unadjusted pay gap between women and men has increased slightly compared with the previous year, mainly due to changes in the employee composition in a few subsidiaries. The annual compensation ratio is reported for the first time and there is therefore no comparative data for the previous year.

Remuneration metrics <sup>1)</sup>	2025	2024
Unadjusted pay gap between women and men, % <sup>2)</sup>	12	10 <sup>3)</sup>
Annual compensation ratio	19	-

<sup>1)</sup> The information has not been validated by any external party other than within the scope of the statutory limited review.

<sup>2)</sup> Key performance indicators related to AddLife's objective that there should be no pay gap between women and men. In the base year 2022, the outcome was 14 percent.

<sup>3)</sup> Comparative figures for 2024 have been adjusted by -1 percentage point for the unadjusted pay gap due to an updated methodology.

## Metrics related to reported human rights complaints

### S1-17 Incidents, complaints and severe human rights impacts

The number of reported complaints related to human rights has increased during the year. This increase is primarily assessed to reflect greater awareness of and confidence in the Group's whistleblowing channel and other reporting channels, rather than an actual increase in incidents. No complaints have been reported to national contact points, no complaints have concerned serious human rights violations, and no fines or compensation have been paid during the year in relation to incidents and complaints regarding human rights.

Incidents, complaints and severe human rights impacts <sup>1)</sup>	2025	2024
Number of incidents of discrimination, including harassment <sup>2)</sup>	3	-
Number of complaints submitted through channels for employees to raise concerns (including whistleblowing mechanisms)	13	2
Number of complaints submitted through channels for employees to raise concerns (including whistleblowing mechanisms) to the National Contact Points for the OECD Guidelines for Multinational Enterprises	-	-
Fines, penalties and compensation for damages resulting from incidents and complaints, SEK	-	-
Number of severe human rights incidents related to the company's employees	-	-
Fines, penalties and compensation for damages resulting from severe human rights incidents, SEK	-	-

<sup>1)</sup> The information has not been validated by any external party other than within the scope of the statutory limited review.

<sup>2)</sup> Key performance indicators related to AddLife's objective that no cases of discrimination are to occur. In the base year 2022, the outcome was 4 cases.

## Method and definitions

All data on the Group's employees is collected from local ERP or HR systems and from the Group-wide employee survey.

<b>Number of employees (headcount)</b>	The number of individuals, including full-time and part-time employees, at the end of the reporting period.
<b>Rate of recordable work-related accidents</b>	The number of injuries in relation to the total number of hours worked during the reporting period. Includes the Group's own workforce and is reported as the number of injuries per one million hours worked.
<b>Average training hours per employee</b>	Total number of completed training hours during the reporting period divided by the number of employees (headcount). The total number of training hours includes internal training hours through AddLife Academy as well as other external training hours reported by each subsidiary.
<b>Share of employees that participated in performance and career development Reviews</b>	Share of employees who have been employed for at least 12 months and who answered yes to the question "Have you had a development review in the past 12 months?" in the employee survey.
<b>Share of employees who perceive that work-related stress affects them negatively</b>	The share of employees who to some extent disagree with the statement "I am free from work-related stress that affects me negatively" in the employee survey.
<b>Unadjusted pay gap between women and men</b>	The difference in average gross hourly pay between women and men, expressed as a percentage of men's average gross hourly pay. The gross hourly pay is calculated per individual for the reporting period and includes fixed and variable remuneration converted into an hourly rate. All hourly pay is reported in each country's local currency, which is converted into SEK using the average exchange rate for the period, before the pay gap is calculated per subsidiary. Finally, each subsidiary's pay gap is weighted based on its share of the Group's total number of employees.
<b>Annual compensation ratio</b>	The ratio between the total annual remuneration of AddLife's highest-paid individual and the median of the total annual remuneration for the Group's employees, excluding the highest-paid individual. Total annual remuneration includes fixed and variable remuneration. Each subsidiary reports the median of total annual remuneration in local currency, which is converted into SEK using the average exchange rate for the period. The Group's median is determined by sorting the subsidiaries' reported median remuneration from lowest to highest and accumulating the number of employees (headcount) until the middle employee is reached, thereby identifying the company whose reported remuneration corresponds to the Group's median.
<b>Employee turnover</b>	Number of terminated employments during the reporting period divided by the average number of employees (headcount). The average number of employees is calculated as the sum of the number of employees (headcount) at the beginning and at the end of the period, divided by two.

## S2 Workers in the value chain

### Strategy and management of material impacts, risks and opportunities

#### Material impacts, risks and opportunities related to workers in the value chain

**ESRS 2, SBM-3** *Material impacts, risks and opportunities and their interaction with strategy and business model*

AddLife has identified a material actual negative impact related to human rights and working conditions for workers in the Group’s upstream value chain, particularly in the extraction, processing and manufacturing of the products that the Group distributes. The impact has been identified as part of AddLife’s double materiality analysis. The materiality assessment has been based on overall knowledge of the Group’s operations and supplier structure, internal stakeholder dialogues, industry data, assessments via an independent third-party sustainability platform, and publicly available risk analyses of supply chains for medical devices and disposable products.

MATERIAL IMPACT, RISK OR OPPORTUNITY		
Working conditions & other work-related rights	Impact (actual, negative)	U
<i>Upstream (U), Own operation (O), Downstream (D)</i>		

Based on the analysis and the conditions in a global supply chain, the likelihood of systematic violations of labour rights and inadequate working conditions, including child and forced labour, is assessed as high, particularly in connection with the extraction of cotton for textiles, metals and crude oil for plastic production. The following groups of workers in AddLife’s upstream value chain have been assessed as particularly vulnerable:

- Migrant workers, who often lack adequate legal protection and may be exposed to forced labour or precarious forms of employment.
- Women and children, where women in certain manufacturing industries may face discrimination and unsafe working conditions, and where child labour occurs in certain high-risk sectors for raw material extraction.
- Workers engaged in trade union activities, who in some regions may be subject to reprisals or prevented from organising.

AddLife’s impact on workers in the value chain through its relationships with upstream suppliers is managed as part of the Group’s process for sustainability due diligence in the supply chain. For more information on AddLife’s sustainability due diligence process, see “Sustainability due diligence in the supply chain” in section G1 Business conduct.

#### Policies related to workers in the value chain

**S2-1** *Policies related to value chain workers*

During the reporting period, AddLife updated the *Code of Conduct* and the *Supplier Code of Conduct* to clarify the Group’s commitment to respect and promote human rights and labour rights for all workers in the upstream value chain. These governing documents are based on commitments under the UN Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises and the ILO core conventions, and address issues such as forced labour and child labour. During the reporting period, a *Sustainability Due Diligence Policy* and a *Sustainable Sourcing Policy* were also developed. All newly developed and updated governing documents were adopted by the Board of Directors after the end of the financial year. For more information about AddLife’s policies, their content and the responsibility for implementation, see “Code of Conduct and group-wide policies” in chapter G1 Business conduct.

#### Processes for dialogue with workers in the value chain

**S2-2** *Processes for engaging with value chain workers about impacts*

In AddLife’s double materiality analysis, it was identified that particularly vulnerable groups of workers are mainly found in the Group’s upstream value chain. Given AddLife’s role as a distributor, operating further downstream in the value chain, the Group has limited possibility for direct dialogue with these groups. AddLife therefore primarily engages with its direct suppliers, mainly as part of the continuous business dialogue between the subsidiaries and their suppliers. Within this dialogue, issues relating to human rights and labour rights in the upstream value chain will be addressed as part of the Group’s process for sustainability due diligence in the supply chain, supported by the joint commitments set out in the *Supplier Code of Conduct*. AddLife also monitors these issues through reports and analyses from international and local organisations and trade union representatives with insight into workers’ situations, in order to guide the strategic sustainability work and the double materiality analysis. For more information on AddLife’s sustainability due diligence process, see “Sustainability due diligence in the supply chain” in chapter G1 Business conduct.

## Handling of complaints and remediation relating to workers in the value chain

### *S2-3 Processes to remediate negative impacts and channels for value chain workers to raise concerns*

It remains for AddLife to formalise a fully developed process for addressing and remediating identified negative impacts. During the reporting period, AddLife has relied on the Group's whistleblowing system to enable the detection and reporting of any potential irregularities and suspected wrongdoing that may affect the organisation, people, society or the environment. The whistleblowing channel is available to both employees and external stakeholders via the Group's website. Building on the whistleblowing channel, AddLife intends to develop a formal process and grievance mechanism over the coming years to address and remediate negative impacts, both in the Group's own operations and in the upstream and downstream value chain. For more information on the Group's whistleblowing channel, see "Whistleblowing channel" in chapter G1 Business conduct.

## Actions and resources related to workers in the value chain

### *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 action*

Actions to prevent, mitigate and remediate negative impacts on workers in the upstream value chain are identified as part of the Group's process for sustainability due diligence in the supply chain. During the reporting period, one case of inadequate working conditions in the upstream value chain was identified, in violation of AddLife's requirements on human rights. Together with the external party, an action plan for corrective actions, including remediation to the affected workers, has been developed and initiated. The work to follow up and verify the actions will continue during the next reporting period in consultation with the external party. For more information on other actions carried out during the year in relation to workers in the value chain, see "Sustainability due diligence in the supply chain" in chapter G1 Business conduct.

## Metrics and targets

### Targets related to workers in the value chain

#### *S2-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities*

AddLife's target related to workers in the value chain coincides with the Group's target for sustainability in the supply chain. AddLife has not engaged external stakeholders, including workers in the value chain, their representatives or credible proxies, in the process of setting the target. For more information on this target for sustainability in the supply chain, see "Targets related to business conduct" in chapter G1 Business conduct.



## S4 Consumers and end- users

### Strategy and management of material impacts, risks and opportunities

#### Material impacts, risks and opportunities related to Consumers and end- users

**ESRS 2, SBM-3** *Material impacts, risks and opportunities and their interaction with strategy and business model*

AddLife’s strategy is founded on the vision of improving people’s lives by being a leading, value-creating partner in Life Science. Through a broad range of high-quality products and services across several segments, the Group contributes to better healthcare, care and research. The product portfolio ranges from medical disposable products and assistive devices to advanced systems for surgery, diagnostics, welfare technology and home care solutions. The products are used both in routine care settings and in the treatment of severe and complex medical conditions. AddLife’s operations and business model therefore have an inherent positive impact on people by making the healthcare sector more efficient, facilitating the work of healthcare professionals and contributing to better care, patient safety and health for patients and users.

MATERIAL IMPACT, RISK OR OPPORTUNITY		
Personal safety of consumers and end-users	Impact (potential, negative)	D
Entity specific: Patient health and well-being	Impact (actual, positive)	D
	Opportunity	D
<i>Upstream (U), Own operation (O), Downstream (D)</i>		

The demographic trend of an ageing population, increasing chronic diseases and rapid technological development creates long-term opportunities for AddLife through growing demand for high-quality products, services and solutions that support more efficient healthcare systems.

The sector is characterised by strict regulations and requirements related to product quality, safety, certifications, procurement requirements and compliance, where the new EU Regulations on medical devices (MDR) and in vitro diagnostic medical devices (IVDR) are being implemented. Despite strict regulations, individual incidents with potentially negative impacts on patients and users cannot Always be avoided, for example if a product is defective or used incorrectly. As the Group’s advanced medical devices are often used in connection with diagnostics and clinical treatment, incidents may have serious consequences for individuals who are already in a vulnerable position due to their need for care or support.

AddLife’s assessment of impacts, risks and opportunities has been carried out as part of the double materiality analysis. The identified material impacts and the material opportunity have mainly been assessed at an aggregated level and based on the Group’s customers, patients and users in relation to AddLife’s overall product and service offering. No further in-depth analysis of specific groups of customers, patients or users has been deemed necessary.

#### Policies related to consumers and end- users

**S4-1** *Policies related to consumers and end-users*

In line with AddLife’s business model, the Group’s subsidiaries are responsible for their own operational business activities. This means, among other things, that work related to quality and product safety is managed locally. The majority of the Group’s subsidiaries have their own product safety policies as part of their quality management systems. These policies also form an integral part of their work to comply with the EU Regulations on medical devices (MDR) and in vitro diagnostic medical devices (IVDR). At Group level, the commitment to comply with quality and safety standards is managed at an overall level through AddLife’s updated *Code of Conduct*, which was adopted by the Board of Directors after the end of the financial year. For more information about AddLife’s *Code of Conduct*, its content, related international frameworks and standards, and the responsibility for implementation, see “Code of Conduct and group-wide policies” in the chapter G1 Business conduct. In addition to this, there is no other group-wide policy that specifically addresses these matters.

#### Processes for dialogue with consumers and end users

**S4-2** *Processes for engaging with consumers and end-users about impacts*

As a distributor, AddLife’s subsidiaries generally do not have direct contact with end patients and users. Instead, the subsidiaries engage in dialogue through customers and healthcare providers, contracting parties and industry organisations, which have good insight into the situation and perspectives of healthcare professionals, patients and users. AddLife strives for long-term business relationships and close cooperation with customers through the subsidiaries’ local sales organisations, which have strong knowledge of their respective business areas and markets.

Contact with customers and other counterparties takes place on an ongoing basis in various parts of the operations. AddLife acts as a strategic partner from the initial contact, throughout the entire procurement process, to the use of the products. The Group’s advanced products require qualified training, service and technical support for users and healthcare professionals, which is a central part of the subsidiaries’ operations. Through close and continuous dialogue with customers and other counterparties, feedback and needs are captured and used as a basis for improvements to products, services and ways of working. This, in turn, helps ensure safe, adequate and efficient use, provides support to healthcare professionals, patients and users, and ensures that solutions are well adapted to users’ needs.

## Handling of complaints and remediation relating to consumers and end users

### *S4-3 Processes to remediate negative impacts and channels for consumers and end-users to raise concerns*

The subsidiaries handle any faults or defects through established quality procedures and complaint-handling processes. These processes comply with applicable legislation and relevant industry requirements, but may differ between subsidiaries. Such matters are normally handled by the subsidiary's specialists in quality and product safety. If a fault or defect has been identified, the healthcare provider will usually submit a complaint to the subsidiary or the product supplier. In case of serious incident where there is a risk of harm, affected patients may seek compensation, either from the manufacturer or the distributor, depending on who is legally responsible. However, such cases are rare in the European market. In addition to remediation, AddLife takes further actions in the event of identified deviations or complaints, as described in the section below.

The subsidiaries measure effectiveness in order to contribute to increased product safety and reliability in the Group's products. Effectiveness is monitored on an ongoing basis through the follow-up of complaint handling, including analysis of root causes, handling times, recurring deviations and the corrective and preventive actions taken. The results are reported regularly to the management of each subsidiary.

In addition to local complaints-handling processes, both employees and external parties can report suspected irregularities, violations or offences via the Group's whistleblowing channel. Whistleblowing cases are always handled in accordance with the formal process described in more detail under "Whistleblowing channel" in section G1 Business ethics.

## Actions and resources related to consumers and end users

### *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*

AddLife's subsidiaries work continuously to develop their offering of products and services in order to improve health, quality of life and access to care for patients and users. This means that the Group's subsidiaries work systematically with quality and product safety. The work is largely governed by the sector's strict regulations, which include requirements for structured risk assessment from a patient safety perspective, appropriate documentation and established procedures to stop sales or recall products where necessary. No group-wide initiatives have been carried out during the year and none are planned for the coming years, as issues relating to quality and product safety are managed as part of the subsidiaries' regular operations.

In the event of a confirmed deviation, or when a complaint has been received that may give rise to a negative impact, a root cause analysis is carried out to identify the cause of the fault. Based on this, the corrective and preventive actions that are necessary and proportionate in the individual case are determined. These may include technical modifications to the product, updated customer information on safe use or, where required, product recalls and reporting to the relevant authorities in accordance with applicable regulations. For products where AddLife acts as a distributor, this is done in close cooperation with the supplier, while AddLife is responsible for the entire chain in respect of the subsidiaries' own products. During the reporting period, AddLife did not provide any remediation to consumers or end users due to identified negative impacts.

The effectiveness of actions and processes is monitored as part of the subsidiaries' quality and risk management work, including the follow-up of incidents and complaints and recurring reviews of products and suppliers. This is done to ensure that identified issues are resolved on a lasting basis and that the processes for managing and, where applicable, remediating negative impacts on patients and users function as intended. During the reporting period, AddLife did not identify any serious human rights issues or incidents related to customers, patients or users.

The resources for managing the material impacts relating to customers, patients and users are located locally in the Group's subsidiaries. These include dedicated resources, usually specialists in quality, product safety and regulatory affairs, as well as allocated budgets for training, audits, follow-up of complaints and deviations, and for the systems and processes required to ensure compliance with legal requirements.

## Metrics and targets

### Targets related to consumers and end- users

#### *S4-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities*

The subsidiaries often have metrics and objectives as part of their quality management systems, with the aim of meeting the legal requirements on product quality set out in the Medical Device Regulation (MDR) and the In Vitro Diagnostic Regulation (IVDR). The work and the objectives are followed up by the board of each subsidiary as part of local corporate governance, as well as by the relevant supervisory authorities through licensing procedures and inspections. On this basis, AddLife currently has no group-wide objectives for product safety and product quality.

In 2025, AddLife has conducted a project to develop a method for estimating the Group's positive impact on patients and users. The method is planned to be tested in a pilot in 2026, after which the Group will evaluate whether, and in what form, group-wide objectives should be established in this area.

# G1 Business Conduct

## Management of material impacts, risks and opportunities

### Process for the double materiality assessment related to business conduct

**ESRS 2 IRO-1** Description of the processes to identify and assess material impacts, risks and opportunities

As part of the double materiality analysis, AddLife has identified a potential negative impact related to corporate culture and risks associated with the management of relationships with suppliers, as well as corruption and bribery. The materiality assessment has been based on a qualitative analysis through internal stakeholder dialogues regarding the subsidiaries' operations and business relationships, a review of corruption risks according to established external corruption indices (CPI), and a risk assessment of suppliers via an independent third-party platform for sustainability evaluation.

MATERIAL IMPACT, RISK OR OPPORTUNITY		
Corporate culture	Impact (potential, negative)	O
Management of relationships with suppliers	Risk	U, O
Corruption and bribery	Risk	U, O, D

*Upstream (U), Own operation (O), Downstream (D)*

Corruption risks have been assessed as particularly elevated in certain markets in Eastern Europe compared with other markets where AddLife operates, as well as in dialogue and negotiations with customers in the public sector, where relationships between public and private actors in procurement situations entail increased exposure to undue influence.

### Business conduct principles and corporate culture

**G1-1** Business conduct policies and corporate culture

#### Code of Conduct and group-wide policies

AddLife is driven by a clear vision to improve people's lives by being a leading and value-creating partner in Life Science. The Group's subsidiaries work closely with customers in healthcare and research to offer advanced, high-quality solutions to patients and users. This entails a particular responsibility to act in compliance with laws and regulations, and with integrity, transparency and respect towards customers, partners, employees and society. The decentralised business model enables agility and local accountability but also requires shared values and principles in order to establish and promote a robust corporate culture.

The Group's *Code of Conduct* provides practical guidance on how AddLife assumes responsibility and acts in day-to-day decisions and actions, in light of the Group's vision and core values: simplicity, responsibility, commitment and innovation. During the reporting period, the *Code of Conduct* and the *Supplier Code of Conduct* were updated to align more clearly with international standards. The updates were adopted by the Board of Directors after the end of the financial year. In updating the *Code of Conduct* and the *Supplier Code of Conduct*, the interests of the Group's key stakeholders were taken into account. These interests have been considered as part of the ongoing stakeholder dialogue conducted through the Group's various channels, in which the expectations and views of key stakeholders are captured and taken into consideration. The *Code of Conduct* and the *Supplier Code of Conduct* are available to all stakeholders on AddLife's website.

In addition to the Group's *Code of Conduct*, AddLife governs its work on business ethics and compliance through additional group-wide policies. The policies are developed based on the outcome of the Group's double materiality analysis, the strategic sustainability work and requirements from key stakeholders based on an ongoing dialogue. During the reporting period, AddLife developed the governing documents *Sustainability Due Diligence Policy*, *Sustainable Sourcing Policy* and *Anti-Corruption Policy*. The *Anti-Corruption Policy* was adopted by the Board of Directors during the reporting period, while the first two policies were adopted by the Board of Directors after the end of the financial year. The management of each subsidiary is responsible for implementing the policies locally, and the governing documents are made available through the Group's internal channels and communicated to external parties through contractual terms and the *Supplier Code of Conduct*.

The table below summarises the group-wide policies that were in place during the reporting period. The Board of Directors approves all policies, and Group Management has ultimate responsibility for their implementation.

Policy	Purpose	Scope	International Standards	ESRS
Code of Conduct	To guide AddLife's employees in their daily work by serving as an ethical compass. The Code of Conduct covers, among other things, business conduct, human rights, working conditions (including child labour and forced labour), work environment and anti-corruption.	<ul style="list-style-type: none"> <li>• Employees and members of the Board of Directors in all subsidiaries</li> <li>• Third parties acting on behalf of AddLife</li> </ul>	<ul style="list-style-type: none"> <li>• UN Global Compact</li> <li>• UN Universal Declaration of Human Rights</li> <li>• ILO Core Conventions</li> <li>• OECD Guidelines for Multinational Enterprises</li> </ul>	E1, E2, E4, E5, S1, S2, S4, G1
Supplier Code of Conduct	To set out minimum requirements and expectations regarding ethical conduct for AddLife's business partners and suppliers, in accordance with applicable laws and internationally recognised standards on human rights, working conditions, business ethics, anti-corruption and the environment.	<ul style="list-style-type: none"> <li>• Suppliers and other business partners</li> <li>• Sub-suppliers and distributors of these partners</li> </ul>	<ul style="list-style-type: none"> <li>• UN Global Compact</li> <li>• UN Universal Declaration of Human Rights</li> <li>• ILO Core Conventions</li> <li>• UN Convention on the Rights of the Child</li> </ul>	E1, E2, E4, E5, S2, G1
Anti-corruption policy	To prevent, detect and manage all forms of corruption and bribery, and to ensure that AddLife conducts its operations with integrity, transparency and in compliance with applicable laws.	<ul style="list-style-type: none"> <li>• Employees and members of the Board of Directors in all subsidiaries</li> <li>• Third parties acting on behalf of AddLife</li> </ul>	<ul style="list-style-type: none"> <li>• UN Global Compact</li> <li>• OECD Guidelines for Multinational Enterprises</li> </ul>	G1

AddLife strengthens and monitors the effectiveness of the policies, as well as compliance with the international frameworks and standards to which the Group has committed, through several initiatives:

- AddLife Academy offers training in business ethics guidelines, leadership and core values through both digital and in-person courses. All employees complete the group-wide course on Vision and Corporate Philosophy.
- An annual employee survey is conducted to evaluate the corporate culture, and the results are used as a basis for improvement actions in each subsidiary.
- Ethical guidelines and a group-wide whistleblowing channel contribute to an open and transparent culture in which employees can report any violations anonymously.
- The Board of Directors and Group Management receive regular updates on changes in legislation and new requirements related to business ethics.

## Whistleblowing channel

To enable and detect any potential irregularities, the Group has a group-wide whistleblowing channel for reporting suspected wrongdoing that affects the organisation, people, society or the environment. This may include suspected criminal acts, irregularities or breaches, such as conflicts of interest, fraud, corruption and bribery, environmental violations, deficiencies in the working environment and discrimination. The whistleblowing channel is provided by an external partner, and each case is handled in a manner that ensures an objective and independent review. The external platform ensures that reports are handled confidentially and anonymously by encrypting and deleting metadata. Reports are handled only by a limited number of designated individuals with a mandate to manage whistleblowing cases. It is also ensured that no person involved in the reported misconduct takes part in handling the investigation. Where necessary, external legal expertise is engaged, in particular in cases of suspected criminal activity, and serious matters are escalated to Group Management and the Board of Directors. The whistleblowing channel is available to both employees and external stakeholders via the Group's website. In addition to the whistleblowing channel, employees can always report problems or concerns to their immediate manager or to the Group function.

The use of the whistleblowing channel is monitored through a compilation of reported cases and actions taken, which is reported to Group Management and the Board of Directors. In the most recent employee survey, 93 percent of employees stated that they are aware of the channel and how to report, which overall indicate a strong confidence in the whistleblowing mechanism.

## Sustainability due diligence in the supply chain

### G1-2 Management of relationships with suppliers

AddLife, through its subsidiaries, cooperates with a broad network of suppliers and strives for long-term, responsible business relationships in which the Group, together with its business partners, works to reduce negative impacts and risks, as well as to capture opportunities in the supply chain. This work aims to create competitive advantages for suppliers and increased value for customers, and is becoming increasingly strategic as sustainability requirements from customers in both the private and public sectors are strengthened.

The subsidiaries are responsible for and manage the operational relationships with suppliers. At Group level, AddLife defines common frameworks and ways of working and provides the subsidiaries with relevant tools to help them adapt their operations in a structured and efficient manner to changing customer requirements and new legislation. The management of relationships with suppliers is based on the Group's *Code of Conduct* and *Supplier Code of Conduct*, which form the basis for the joint commitment of the Group and its suppliers to maintain a sustainable supply chain. In the coming years, the Group will ensure that suppliers with significant purchasing volumes sign the *Supplier Code of Conduct* and, in dialogue with these suppliers, will initiate systematic work to evaluate the effectiveness of the commitments, within the Group's sustainability due diligence in the supply chain.

During the reporting period, a number of selected subsidiaries have participated in a pilot project to implement the Group-wide process of sustainability due diligence in the supply chain, with a focus on suppliers with an elevated risk of negative impact. The subsidiaries have been selected based on customer requirements, capacity and maturity, and operate primarily in Northern and Western Europe. The process is based on the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights. The purpose of the pilot project has been to identify tools and methods that are appropriate for implementation in AddLife's decentralised organisation, in which the subsidiaries have different preconditions for conducting sustainability work in the supply chain based on their respective markets and operations.

Below is a description of how the Group has structured the process of sustainability due diligence in the supply chain. During the reporting period, the work within the pilot project has primarily focused on the first step of the process, and the remaining steps will gradually be introduced over the coming years. In the coming years, AddLife also plans to clarify and further develop the design and scope of the grievance mechanism that is to be in place under the process in order to ensure appropriate remediation.

#### **1. Identify and assess supplier-specific sustainability issues.**

AddLife conducts an initial risk assessment of all suppliers based on purchasing volume, geographic market, industry and other publicly available information about the supplier, via an independent third-party platform for sustainability evaluation. Suppliers with elevated risk are asked to complete a self-assessment questionnaire, which forms the basis for the continued assessment.

#### **2. Take action to address identified sustainability issues among suppliers with elevated risk.**

Based on the initial risk assessment, the subsidiaries, in dialogue with suppliers that remain at an elevated risk level, are to develop action plans with the aim of addressing the identified sustainability issues. Where necessary, the subsidiaries will support the suppliers in implementing the action plans.

#### **3. Ongoing follow-up of actions implemented in dialogue with suppliers.**

The action plans will be followed up jointly with the suppliers as part of the existing dialogue, and the suppliers' risk level will be re-evaluated after approximately one year.

Initially, the most material and strategic areas will be prioritised in the dialogue and in the action plans, but the process will be applicable to all material sustainability matters that have been identified as part of the Group's double materiality analysis, in order to proactively manage negative impacts and risks in the upstream value chain. Each subsidiary is responsible for implementing the process for sustainability due diligence in the supply chain in its own operations and for managing the operational dialogue with its suppliers, customers and other stakeholders. At Group level, AddLife communicates the Group's objectives, activities and outcomes through the annual sustainability report.

## Prevention of corruption and bribery

### G1-3 Prevention and detection of corruption and bribery

#### Process for preventing corruption and bribery

AddLife has zero tolerance for corruption and bribery, as set out in the Group's *Code of Conduct* and *Anti-Corruption Policy*. To reduce the risk of irregularities and ensure compliance, AddLife has established the following governance and practices:

- Clear guidelines for ethical business conduct through the company's *Code of Conduct* and *Anti-Corruption Policy*.
- Anonymous and confidential reporting of suspected corruption or other breaches through the Group's external whistleblowing channel.
- Business ethics requirements that are integrated into supplier agreements and communicated through the company's *Supplier Code of Conduct*.
- Anti-bribery management systems in subsidiaries operating in markets with a higher risk of corruption.

#### Communication of anti-corruption and anti-bribery policies


The *Anti-Corruption Policy*, which was adopted during the reporting period, will be communicated and implemented over the coming years. During the reporting period, the Group has offered, through AddLife Academy, training in business ethics guidelines, leadership, the company's values and the *Code of Conduct*, including guidelines for business ethics and good business practice, to all employees and members of the Board of Directors.

## Metrics and targets

### Targets related to business conduct

AddLife's objectives related to business ethics have been developed based on the Group's *Code of Conduct* and aim to ensure responsible operations with respect for human rights and sound business ethics in all business relationships throughout the value chain. The objectives have been defined at Group level for the entire business and have been adopted by the Board of Directors, without the involvement of other stakeholders. Progress against the objectives is followed up annually by Group Management and local management teams and form the basis for local actions.

#### Strategic objective: Engage AddLife's suppliers



**Sustainable Supply chain**

AddLife strives, together with the Group's partners, to reduce risks and negative impacts and to capture opportunities in the supply chain.

Target (2030): Engage 90 percent of AddLife's suppliers with elevated sustainability risk.

The strategic objective related to sustainability in the supply chain relates to AddLife's material risk associated with the management of relationships with suppliers, as well as the environmental and social impacts identified in the upstream value chain. During the reporting period, outcomes for the key performance indicator were not monitored or reported. Instead, the Group has focused on establishing the structures, processes and ways of working needed to measure and evaluate target achievement over time. This includes initiating the project and activities described under "Sustainability due diligence in the supply chain" in this chapter. These efforts form the basis for, going forward, systematically monitoring the proportion of AddLife's suppliers with elevated sustainability risk that are engaged in line with the long-term objective for 2030.

#### Other business conduct objectives

In addition to the strategic objective, AddLife also monitors a number of other key performance indicators to track impacts and risks related to compliance and the principles of the *Code of Conduct*. These other key performance indicators are integrated into the metrics presented below and include objectives to:

- **Zero tolerance for corruption, bribery and non-compliance**, which is evaluated through the key performance indicator "G1-4 Confirmed cases of corruption and bribery". The outcome for the period and comparative figures are presented below under the metrics relating to corruption and bribery.
- **All employees must complete AddLife's training in the *Code of Conduct***. The outcome for the period and comparative figures are presented in the table below.

Objective	2025	2024	2023
Proportion of employees who have completed AddLife's training in the Code of Conduct, % <sup>1)</sup>	92	92	97

<sup>1)</sup> Constitute the accumulated proportion of employees at the end of the period. Collected via AddLife's Learning Management System (LMS).

## Metrics related to corruption and bribery

### G1-4 Incidents of corruption or bribery

During the reporting period, there were no convictions and no fines were imposed for breaches of anti-corruption legislation. Information on corruption and bribery has been collected based on reports from the subsidiaries and a review of the Group's other reporting channels. AddLife works continuously to strengthen the Group's control systems and to ensure consistent and transparent reporting of matters related to corruption and bribery.

Corruption and bribery <sup>1)</sup>	2025	2024	2023
Number of convictions or breaches of laws against corruption and bribery	-	-	-
Fines for breaches of laws against corruption and bribery	-	-	-

<sup>1)</sup> The information has not been validated by any external party other than within the scope of the statutory limited review.



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Disclosure Requirements	Scope	Page	Datapoints derived from other EU legislation			
			SFDR	Pillar 3	Benchmark- Regulation	EU Climate Law
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E1-6 – Gross Scopes 1, 2, 3 and Total GHG emissions	Covered	60-62	§44, §53-55	§44, §53-55	§44, §53-55	
E1-7 – GHG removals and GHG mitigation projects financed through carbon credits	Not material	-				§56
E1-8 – Internal carbon pricing	Not material	-				
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E2-4 – Pollution of air, water, and soil	Not material	-	§28			
E2-5 – Substances of concern and substances of very high concern	Not material	-				
E2-6 – Anticipated financial effects from pollution-related impacts, risks, and opportunities	Not material	-				
<b>E3 Water and marine resources</b>						
ESRS 2 IRO-1 – Description of the processes to identify and assess material water and marine resources-related impacts, risks and opportunities	Not material	-				
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E3-2 – Actions and resources related to water and marine resources	Not material	-				
E3-3 – Targets related to water and marine resources	Not material	-				

E3-4 – Water consumption	Not material	-	\$28 (c), \$29	
E3-5 – Anticipated financial effects from water and marine resources-related impacts, risks and opportunities	Not material	-		
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<b>S3 Affected communities</b>				
ESRS 2 SBM-2 – Interests and views of stakeholders	Not material	-		
ESRS 2 SBM-3 - Material impacts, risks and opportunities and their interaction with strategy and business model	Not material	-		
S3-1 – Policies related to affected communities	Not material	-	\$16, \$17	\$17
S3-2 – Processes for engaging with affected communities about impacts	Not material	-		
S3-3 – Processes to remediate negative impacts and channels for affected communities to raise concerns	Not material	-		
S3-4 – Taking action on material impacts on affected communities, and approaches to managing material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions	Not material	-	\$36	
S3-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Not material	-		
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