

Social Value Policy

1. Introduction

Social value lies at the core of our mission: "To improve the quality of life and care for respiratory patients worldwide through innovation, quality, and customer focus." At Breas, we are dedicated to creating meaningful social impact by operating a socially and ethically responsible business across our entire value chain.

Our commitment to social value goes beyond providing medical solutions. It focuses on fostering positive societal change, promoting inclusivity, and contributing to the well-being of customers, employees, and communities.

2. Objective and Scope

The Social Value Policy applies to the entire Breas Medical Group and all its legal entities, both domestic and foreign. It covers all employees, consultants, contractors, and business partners.

The policy aims to align our practices with global social impact and ethical standards, fostering inclusivity and creating long-term value for stakeholders. Its scope encompasses initiatives in community development, ethical business conduct, employee welfare, fostering sustainable practices, and promoting equality and diversity, while ensuring compliance with relevant laws, regulations, and international social responsibility frameworks.

3. Key Social Value Practices

3.1 Community Engagement

At Breas, we are committed to actively engaging with the communities we serve, focusing on three key areas of social responsibility: addressing local health challenges, supporting vulnerable groups and fostering sustainability awareness.

We strive to improve the lives of individuals and communities through partnerships and initiatives. These efforts include promoting access to health education, addressing community health needs, enhancing caregiver support programs, and empowering communities to advance overall well-being and access to quality medical care.

Our commitment extends to supporting vulnerable groups, such as individuals with limited access to healthcare, underserved populations, and those disproportionately affected by environmental challenges. We work to ensure inclusivity in our programs, bridging gaps in healthcare access and providing resources that help build resilience and improve quality of life.

Additionally, we aim to foster sustainability awareness by supporting environmentally responsible practices and encouraging communities to adopt sustainable behaviours that contribute to healthier and more resilient societies.

3.2 Inclusive Employment Practices

Breas is committed to fostering a diverse and inclusive workplace where everyone is valued and treated equitably. We ensure equal opportunities in recruitment, career growth, and leadership, regardless of gender, ethnicity, age, disability, or background. By promoting diversity and inclusion, we empower individuals, drive innovation, and contribute to a positive social impact. Our initiatives include:

Diverse Hiring Practices: Ensuring fair and unbiased recruitment processes that provide equal opportunities for candidates of all genders, ethnicities, ages, abilities, and socioeconomic backgrounds.

Workplace Accessibility: Designing accessible workplaces for individuals with disabilities, including physical infrastructure, digital tools, and flexible working arrangements.

Training and Continuous Development: Offering professional development programs that enhance employees' skills, support career advancement, and upskill the organization to meet evolving industry demands, and foster a supportive environment to retain talents.

Inclusive Benefits and Policies: Providing benefits such as paid time off, health coverage, and flexible work options that cater to diverse employee needs, alongside policies that support work-life balance.

3.3 Environmental Responsibility

Breas' key environmental topics are outlined in the Breas Medical Group's Environmental Policy, which covers Climate Change, Pollution, Water and Marine Resources, Biodiversity and Ecosystems, and the Circular Economy. Key areas are summarized below:

Climate Change: Reducing carbon footprint across the value chain, including production, transport, business travel, and facilities.

Pollution: Minimizing air transport and reducing plastic waste.

Resource Use & Circular Economy: Waste management, Eco-packaging initiatives, end-of-life services, life cycle analysis, closed-loop product management, and the integration of eco-design and sustainability.

3.4 Social and Governance Responsibility

At Breas, our Social and Governance Responsibility framework is guided by strong ethical principles, outlined in our Human Rights Policy and Work Health and Safety Policy. These address key areas such as diversity and inclusion, freedom of expression, health and safety, and the elimination of forced and child labour.

Our commitment to ethical practices is reinforced through a comprehensive suite of policies, including the Code of Conduct, Code of Conduct for Business Partners, Sustainable Procurement Policy, Conflict Mineral Statement, Anti-Bribery & Anti-Corruption Policy, Data Privacy Policy, Whistleblowing Policy, and Modern Slavery Statement.

We uphold human rights, maintain a zero-tolerance approach to bribery and corruption, and prioritize data privacy and cybersecurity. Confidential mechanisms for whistleblowers further reinforce our ethical governance. These standards extend to our value chain, ensuring ethical and sustainable practices across all partnerships.

4. Stakeholder Engagement

Breas Medical Group actively encourages stakeholder engagement, including employees, customers, suppliers, contractors, distributors, and communities, to foster collaboration and address shared social value objectives. By maintaining open communication and regular dialogue through various channels—such as customer requests, key opinion leader (KOL) inputs, and internal and external communication platforms—we ensure transparency, build trust, and align our efforts to create meaningful, lasting impact for all stakeholders.

5. Governance, Responsibilities and Review

In line with Breas' sustainability governance model, the ESG team oversees the implementation of this policy and measures and monitors social value performance annually. We will regularly track and report on our social value initiatives to ensure continuous improvement and transparency. This includes:

Performance Metrics: Establishing key performance indicators (KPIs) to measure the impact of our social value efforts.

Annual Reporting: Integrating social value report into annual sustainability reporting to communicate our progress and achievements.

This policy will be reviewed annually and made accessible to all stakeholders through the Breas Medical Group website if there are any changes.

This policy has been approved by the Board of Directors of Breas Medical Holdings AB for the financial year ending 31 December 2024.