

Breas Sustainability Policy

1. Introduction

Sustainability lies at the heart 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 committed to operating a socially, ethically, and environmentally responsible business across our entire value chain.

Our dedication to corporate sustainability goes beyond providing medical solutions. It focuses on creating lasting environmental and social ("non-financial") value for customers, shareholders, and society. This commitment is guided by the comprehensive ESG policies outlined in our Sustainability Policy Framework (Appendix 1).

2. Objective and Scope

Sustainability 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.

As the overarching document for all sustainability-related policies, it ensures that sustainability principles are integrated into every aspect of our operations. These include product development, supply chain management, corporate governance, internal operations, and customer welfare.

The policy aims to align our practices with global environmental, social, and governance (ESG) standards, fostering innovation and creating long-term value for stakeholders. Its scope encompasses sustainable practices in environmental stewardship, ethical business conduct, employee welfare, and community engagement, while ensuring compliance with relevant laws, regulations, and international sustainability frameworks.

3. Sustainability Approach

3.1 Double Materiality Assessment and Roadmap

The Sustainability Policy is built upon Breas' sustainability approach, which is guided by the company's double materiality assessment (DMA). Through a comprehensive evaluation of impacts, risks, and opportunities across all ESG topics, we assess both the environmental and social effects of our operations, as well as how external factors may affect our business.

The DMA is conducted and updated annually to ensure it accurately reflects evolving sustainability challenges and opportunities. This assessment serves as a guiding framework for our sustainability journey, enabling us to align our strategies with long-term value creation for all stakeholders.

3.2 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.

3.3 Social and Governance Responsibility

Social Responsibility at Breas is defined in the Breas Medical Group's Human Rights Policy and Work Health and Safety Policy, which cover areas such as Human Rights, Child and Forced Labor, Diversity and Inclusion, Freedom of Expression, and Health and Safety.

Our ethical practices are guided by policies including Code of Conduct, Code of Conduct for Business Partners, Sustainable Procurement Policy, Conflict Mineral Policy, Anti-Bribery & Anti-Corruption Policy, Data Privacy Policy, Whistleblowing Policy / Mechanism and Modern Slavery Statement.

The responsibilities are summarized as follows:

Breas Medical Group is dedicated to upholding human rights, eradicating forced labor, and fostering diversity, inclusion, and open communication. We prioritize health and safety through robust protocols and maintain a zero-tolerance policy on bribery, reinforced by regular training and strict compliance measures.

Data privacy and cybersecurity are safeguarded with rigorous protections, while whistleblowers are supported through secure and confidential reporting mechanisms. Aligned with our Modern Slavery Statement, we ensure ethical practices across our value chain.

Corporate Social Responsibility remains integral to our commitment, reflecting our dedication to ethical, responsible, and sustainable operations that benefit society.

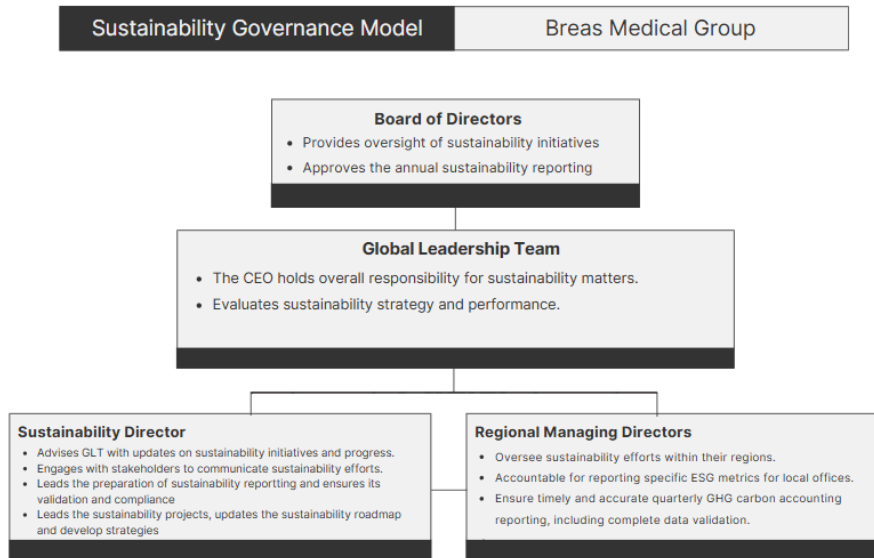
3.4 Stakeholder Engagement

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

4. Sustainability Governance Model

Sustainability reporting and governance are comprehensively outlined in the Sustainability Governance Model, which establishes requirements for reporting timelines, governance processes, roles and responsibilities, internal controls, and the control framework. It also includes provisions for audits to ensure accountability and compliance.

The sustainability governance framework is outlined in the following chart:



5. Awareness and Training

We are committed to raising awareness and providing ongoing training to ensure that all employees and stakeholders understand our sustainability policies and practices. Through targeted training programs, we foster a culture of responsibility, empowering individuals to contribute to our sustainability goals and uphold ethical standards in their roles.

6. Sustainability Reporting

Breas Medical Group is committed to transparent sustainability reporting, aligned with standards such as ESRS, CSRD, and the EU Taxonomy. This ensures accurate, consistent, and comparable data, reflecting our dedication to sustainable development. Our approach enables effective communication of sustainability performance and impact to stakeholders through the Annual Report and other external reports. Reporting will be conducted annually, with audits starting in 2026.

7. Reporting Violations

Breas Medical Group encourages a culture of openness and accountability. Employees who suspect a violation of this policy are expected to report the issue to their line manager, Human Resources, or via the internal or external EthicsPoint webpage.

For other stakeholders, including contractors, suppliers, customers and external partners, concerns can be reported confidentially through breas.ethicspoint.com.

Breas Medical Group has a strict no-retaliation policy. Individuals who report concerns in good faith will not face retaliation or negative consequences. We are committed to maintaining an environment of transparency, integrity, and safety for raising concerns.

This statement and the actions herein have been approved by the Board of Directors of Breas Medical Holdings AB for the financial year ending 31 December 2024.

Appendix. Sustainability Policy Framework

This Policy is part of Breas Medical Group's Sustainability Governance Framework, which includes, but is not limited to, the following:

- *Internal Code of Conduct*
- *Code of Conduct for Business Partners*
- *Sustainability Governance Model*
- *Environmental Policy*
- *Waste Management/ Recycling Handbook, Chemical Management Handbook*
- *Human Rights Policy*
- *Work Health and Safety Policy*
- *Sustainable Procurement Policy*
- *Conflict Mineral Statement*
- *Anti-Bribery and Anti-Corruption Policy*
- *Whistleblowing Policy*
- *Data Privacy Policy*
- *Modern Slavery Statement*
- *IT-Policy*
- *Artificial Intelligence Use Policy*
- *Intellectual Property Policy*