

2024

Breas Medical Sustainability Report



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Message from our CEO

2024 represents a defining moment for Breas as we publish our inaugural sustainability report and take a major step forward in our ESG journey. For the first time, we have conducted a full measurement of our greenhouse gas emissions across Scope 1, 2, and 3, establishing a comprehensive baseline that will serve as the foundation for our long-term climate strategy. This milestone underscores our commitment to transparency, accountability, and continuous improvement.

Sustainability is no longer a parallel initiative, it is now embedded as one of our strategic imperatives, essential to securing Breas' long-term resilience and relevance. By integrating ESG considerations into the fabric of our operations, we aim to transform sustainability into a company-wide competitive advantage.

Our efforts are focused and actionable:

- Reducing carbon intensity through targeted emission reduction plans and the systematic integration of eco-design principles across our innovative pipeline.
- Securing a responsible and future-ready supply base through ESG scorecards, risk assessments, and contractual sustainability commitments with key partners.
- Enhancing transparency through ESG disclosures aligned with evolving EU regulations and increasing stakeholder expectations.
- Strengthening engagement by fostering awareness, education, and collaboration with both employees and customers to drive shared responsibility.

This report marks only the beginning. Together, we are shaping a more sustainable Breas, committed not only to meeting today's expectations but to actively contributing to a healthier, more equitable, and environmentally responsible future.

Caroline Jin

Chairman and Chief Executive Officer

Breas Medical Group

General Information

Basis for Preparation

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Basis for Preparation

This report addresses the environmental, social, and governance (ESG) aspects of Breas Medical Group's global operations.

As a medium-sized enterprise, Breas Medical Group is not currently required to comply with the European Sustainability Reporting Standards (ESRS) or the Global Reporting Initiative (GRI). Nonetheless, we seek to transparently present our ESG achievements, and the methodologies applied, including our Double Materiality Assessment and greenhouse gas (GHG) emissions measurement.

Covering the period from 1 January 2024 to 31 December 2024, the report is prepared on a consolidated basis. While not mandatory, it has been developed with reference to the Corporate Sustainability Reporting Directive (CSRD) and the ESRS, which we have used as guiding frameworks to strengthen the quality, comparability, and structure of our disclosures.

About Breas

The story of Breas is the story of passionate entrepreneurs starting a company to solve a practical challenge for a patient and growing that company to become one of the global leaders in home mechanical ventilation. Our name Bre-As reveals what we stand for: Breathing Assistance.

Founded in 1991 in Gothenburg, Sweden, Breas Medical is one of the global leaders in Home Mechanical Ventilation, Airway Clearance and Sleep therapy.

Our vision is to become the first choice of healthcare providers and respiratory patients around the world through an ecosystem of innovative devices, services, software solutions, and customer care.

Breas is headquartered in Sweden and has subsidiaries in the UK, Germany, Spain, USA, China, and Australia. Together with a network of highly specialized distributors, we serve over 40 countries worldwide.

The Breas brands Vivo, Nippy, Clearo, Z1 and EveryWare are widely recognized and appreciated for their performance, ease of use and attractive design.

Breas has more than 300 employees and is part of Fosun Pharma.

Today, Breas Medical is a global company headquartered in Sweden, with over 30 years experts dedicated to respiratory care, with unwavering focus on the patient and the caregiver, delivering high quality and reliable products. We respond to your changing needs with agility, and while growing globally, we take customer care personally. Our solutions cover a broad range of devices, consumables, service solutions, educational & training programs and comprehensive connectivity capabilities to improve the quality of life of patients, from hospital to home.



Locations and Business

Our principal global operations and functional support team locations are outlined below.

Our primary site in Mölnlycke, Sweden, is company-owned, while all other sites operate from leased premises.

Table 1: Breas Subsidiaries Site Locations

Country	Location	Roles
Sweden	Mölnlycke	Design and development, manufacture, servicing and distribution
Germany	Herrsching, greater Munich metropolitan area	Servicing and distribution
Spain	Madrid	Servicing and distribution
United Kingdom	Stratford-Upon-Avon	Design and development, manufacture, servicing and distribution
United states	N. Billerica, MA	Design and development, manufacture, servicing and distribution
china	Shanghai	Design and development, manufacture, servicing and distribution
australia	Sydney	Design and development



Figure 1: Breas Subsidiaries and Distributors

Sustainability Governance

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.

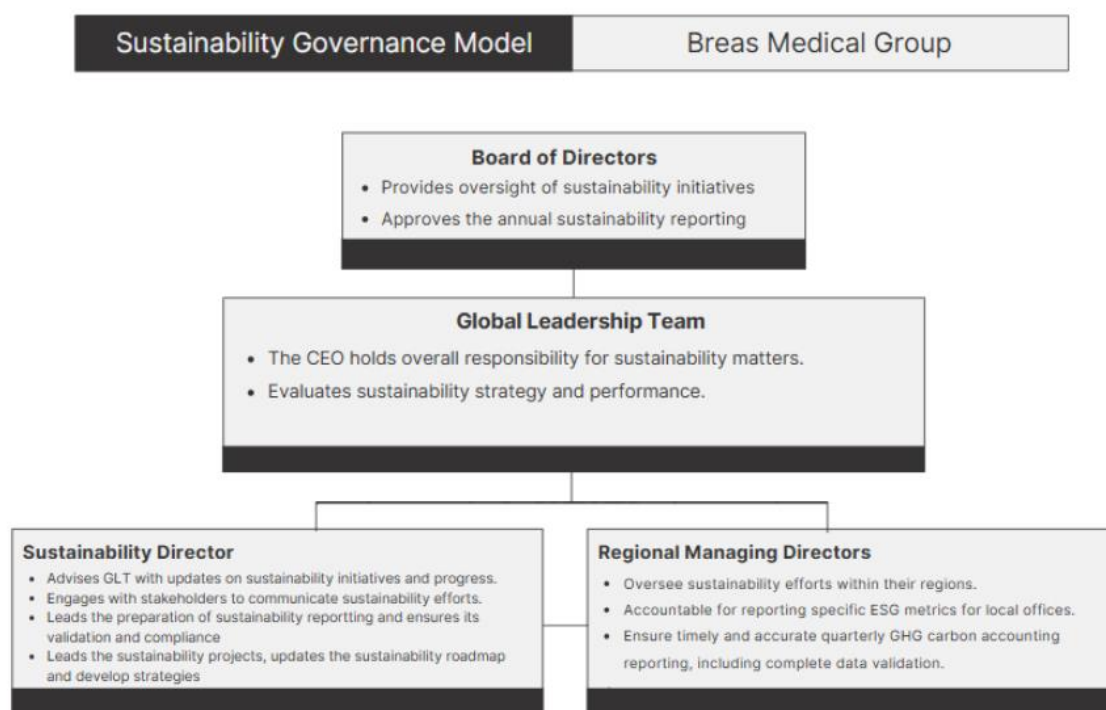


Figure 2: Sustainability Governance Framework

Breas Medical Group's Board of Directors comprises five members with diverse professional and cultural backgrounds, all bringing extensive, long-standing experience in the medical device sector. This diversity of perspectives enhances decision-making and strengthens oversight of our sustainability strategy and business performance. The Board includes two female directors, representing 40% of its composition, alongside members of varied nationalities, career paths, and areas of expertise, reflecting our commitment to inclusive and well-balanced governance.

Our Global Leadership Team comprises 12 senior executives responsible for embedding our sustainability strategy into global operations. They ensure ESG principles are integrated into decision-making, foster a culture of responsible business, and drive progress toward our commitments. Four members are women, contributing to balanced representation, and the team's expertise across operations, innovation, compliance, and stakeholder engagement supports the effective delivery of our sustainability goals.

Sustainability Director, as the executor of the company's overall ESG initiatives, leads the development, implementation, and monitoring of sustainability programs, coordinates cross-functional ESG efforts, and ensures alignment with strategic objectives, regulatory requirements, and stakeholder expectations.

Stakeholder Engagement

Breas Medical Group actively engages stakeholders to drive value, sustainability, and positive impact. We collaborate with customers, employees, suppliers, owners, communities, and regulators to improve eco-friendly products, foster ethical practices, and enhance social and environmental well-being. Stakeholder feedback informs our due diligence and materiality assessments, guiding innovation, compliance, and long-term growth. Through these efforts, we promote responsible business practices, minimize our environmental footprint, and strengthen a resilient, sustainable organizational culture.

Materiality Assessment

Breas conducted its first ESRS-aligned double materiality assessment (DMA) in preparation for our sustainability report. This involved identifying and objectively scoring impacts, risks, and opportunities (IROs) to determine the materiality of sustainability matters.

Defining Relevant Sustainability Matters

We assessed Breas' activities, business relationships, value chain, and affected stakeholders to identify relevant sustainability matters in line with ESRS 1. The analysis also considered SASB standards relevant to the medical device sector to incorporate sector-specific and entity-specific topics. Topics and subtopics not relevant to our business model were excluded.

Assessment and Scoring Methodology

The assessment applied the double materiality principle, evaluating both impact and financial materiality. Impact materiality considered scale, scope, irremediability, and likelihood of positive or negative impacts, with a lower threshold for human rights-related impacts per ESRS 1 (45). Financial materiality assessed the magnitude, likelihood, and nature of risks or opportunities. A sustainability matter was deemed material if any IRO exceeded the thresholds; non-material matters had no IROs or all IROs below thresholds. Scoring was reviewed and finalized in workshops with stakeholder representatives.

Key Findings and Stakeholders Involvement

The DMA was reviewed by the Global Leadership Team and approved by the Board. In total, 167 assessments were conducted, resulting in 54 material topics. All departments participated in the process and received training, ensuring active engagement and alignment across the organization.

Breas Medical identified the material impacts, risks and opportunities in the following 6 topics:

- E1 Climate Change
- E5 Resource Use & Circular Economy
- S1 Own Workforce
- S2 Workers in the Value Chain
- S4 Consumers and End-Users
- G1 Business Conduct

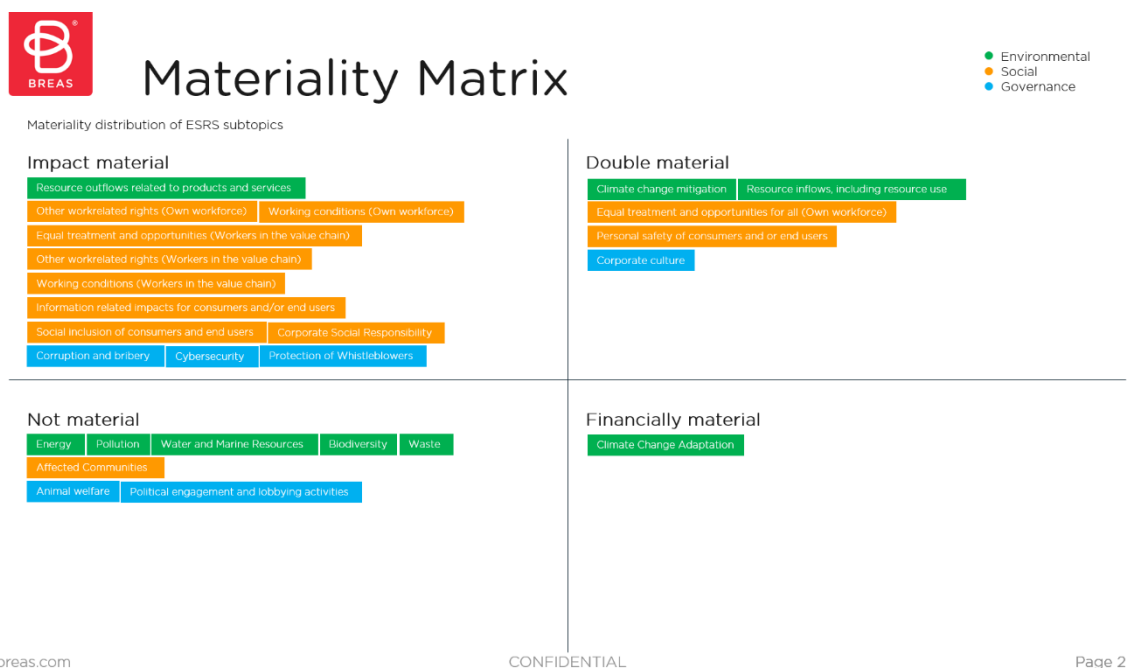


Figure 3: Materiality Matrix



Figure 4: Impact and Materiality matrix

Sustainability Roadmap and Strategy

Building on the results of the Double Materiality Assessment (DMA) and aligned with our overall corporate strategy, we have developed a comprehensive sustainability roadmap. This roadmap defines priorities and guides actions for our future initiatives. It has been thoroughly reviewed by the Global Leadership Team and formally approved by the Board.

Sustainability remains a core focus of Breas' corporate strategy. We are committed to turning strategic objectives into measurable outcomes, driving tangible progress across our environmental, social, and governance goals.



Sustainability (ESG): From Obligation to Strategic Edge

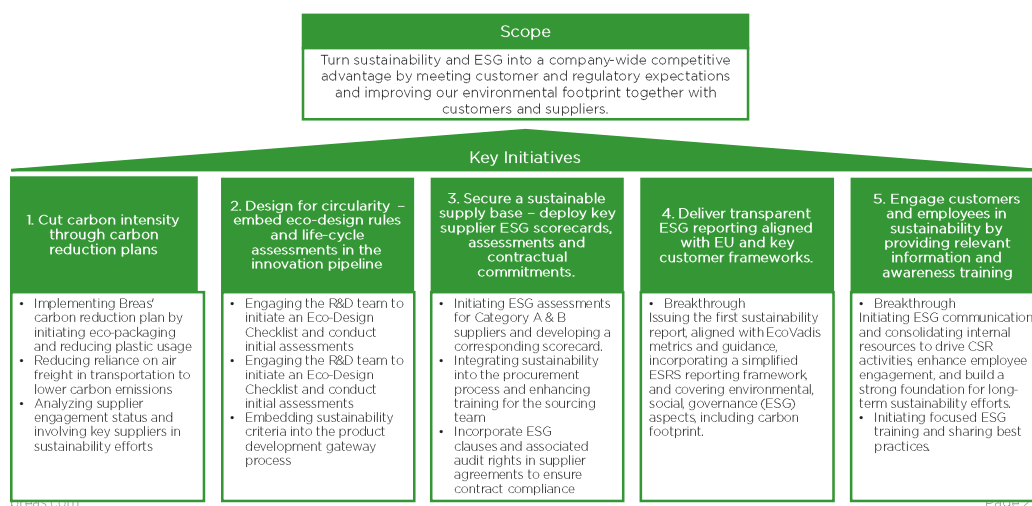


Figure 5: Strategic Overview

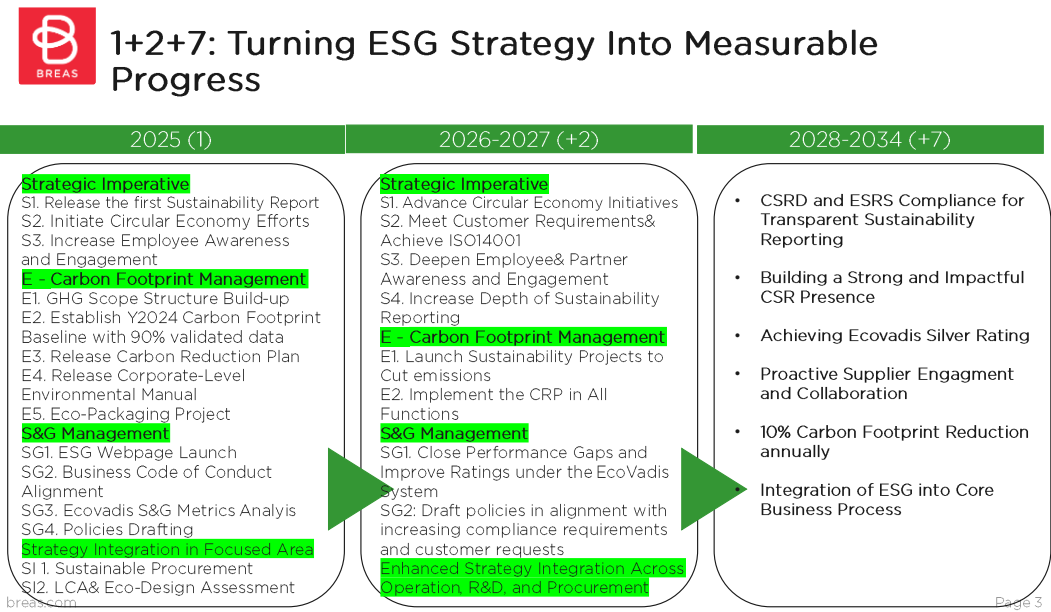


Figure 6: Strategy to Progress Overview

Our Planet

E1 Climate Change / E5 Resource Use & Circular Economy

Material Impacts, Risk and Opportunities

Groundwork for Decarbonization

Y 2024 Energy and Emissions Report

Breas Products Environmental Impact

Carbon Reduction Plan

Environmental Management System (EMS)



Our ESG Initiatives

Breas Medical is committed to responsible practices and exceptional customer care.

Our BE MORE sustainable initiatives, including eco-packaging, circular economy, ethical partnerships, and sustainable sites, embed ESG principles across our operations, creating positive impact for stakeholders, customers, and the planet.

E1 Climate Change/ E5 Resource Use & Circular Economy

Material Impacts, Risk and Opportunities

E1 Climate Change

CO2 Emissions from Upstream & Downstream Transportation

A significant share of transportation emissions comes from air freight, making logistics a major contributor to Breas' Scope 3 emissions and overall greenhouse gas impact.

CO2 Emissions from Business Travels

As an international company, Breas relies on air travel, which contributes to greenhouse gas emissions and has an environmental impact. Air travel remains the primary source of emissions from business travel.

Customer Demands on Sustainability Strategy Alignment

Customers are increasingly requesting alignment with the 1.5°C target and disclosure of a Carbon Reduction Plan. These requirements drive climate mitigation actions and related investments, while also influencing contract evaluations, particularly in European tenders where ESG performance is becoming a key metric.

Healthcare Market Dynamics

Pandemics can create increased demand for medical devices, but advances in medicine may also reduce the need for certain treatments, presenting both opportunities and risks for Breas.

Operations and Supply-chain Non-resilience due to Pandemics

Pandemic disruptions are affecting the supply of components, leading to price increases throughout the supply chain and additional costs for anti-countermeasures in operations. This may also impact employee health and attendance.

	Value chain location			Time horizon		
	Upstream	On-site/operations	Downstream	Short-term	Medium-term	Long-term
Negative impact	●	●	●	●	●	●
Negative impact		●		●	●	●
Risk	●	●		●	●	●
Opportunity & Risk		●	●	●	●	●
Risk	●	●	●		●	●

E5 Circular Economy

Raw Material Use Analysis

Breas products are made from metal, electronics, plastics, and batteries, and are packaged using materials such as wood fiber and plastic foam. While production uses electricity, it is not energy-intensive. Breas has not yet introduced recycled materials into its products or established a product recycling program.

Raw Material Use Analysis Virgin vs Recycled Materials

Breas products use metals, electronics, plastics, and batteries, with packaging made from wood fiber and plastic foam. Recycled materials are not yet fully used.

Energy Consumption from Sold Products

Breas products require electricity to operate, contributing to greenhouse gas emissions. While some manufacturing uses renewable energy, product use still has an environmental impact.

Consumables

Breas products include short-lived consumables, whose production and disposal generate waste and emissions. Patient accessories are currently not recyclable, and growth in this area increases environmental impact.

Serviceability and Prolonged Life Span

Breas extends the lifespan of ventilators through spare parts, consumables, and repair services, helping reduce waste and resource consumption.

Disruption in Supply Chain

Breas sources components from global suppliers. Transportation and sourcing challenges may affect operational continuity, highlighting the importance of supply chain resilience.

	Value chain location			Time horizon		
	Upstream	On-site/operations	Downstream	Short-term	Medium-term	Long-term
Negative impact	●	●		●	●	●
Negative impact	●	●		●	●	●
Negative impact		●	●	●	●	●
Negative impact			●	●	●	●
Positive Impact				●	●	●
Risk	●			●	●	●

Groundwork for Decarbonization

To effectively address these material impacts, risks, and opportunities, we established clarity on our GHG emission data and defined a reliable baseline. In 2024, we strictly adhered to the GHG Protocol scopes and utilized the third-party tool *Position Green GHG Reporting System* to ensure accuracy. The completion of our 2024 data reporting now serves as the baseline, paving the way for future approaches and solutions.

Y 2024 Energy and Emissions Report

In 2024, Breas reported:

- Scope 1 emissions: 65.25 tCO₂e (primarily from company vehicles)

- Scope 2 emissions: 144.63 tCO₂e (from heating and electricity)
- Scope 3 emissions: 19,463.81 tCO₂e (including product use, transport, and purchased goods)

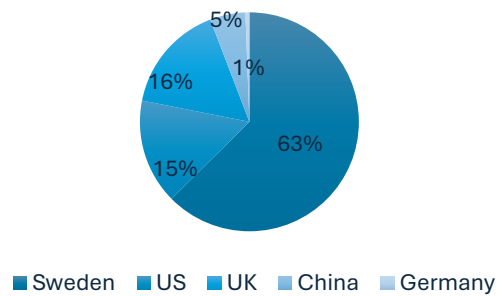
We are actively managing energy consumption across our facilities and aim to significantly increase the share of renewable energy. Emissions are tracked using Position Green software, and quarterly GHG reports are submitted by regional directors.

Table 2: Y 2024 Greenhouse Gas Emissions Overview

(tCO ₂ e)	Sweden	US	UK	China	Germany	Total Emissions
Scope 1 Emissions						
Company vehicles	1.92	0.74	11.85	N/A	50.74	65.25
Scope 1 Emissions Total	1.92	0.74	11.85	N/A	50.74	65.25
Scope 2 Emissions						
Company Vehicles	0.16	N/A	3.24	N/A	1.18	4.58
Purchased Heating	N/A	23.54	10.99	N/A	30.72	65.25
Purchased Electricity	N/A	0.96	14.6	54.19	5.05	74.8
Scope 2 Emissions Total	0.16	24.5	28.83	54.19	36.95	144.63
Scope 3 Emissions						
Company Vehicles	0.63	0.18	3.87	N/A	13.52	18.2
Purchased Heating	N/A	0.86	0.25	N/A	0.64	1.75
Purchased Electricity	0.47	0.22	2.34	11.46	0.85	15.34
Purchased Goods & Services	6576.67	1640	2663.51	712.87	N/A	11593
Capital Goods	162.57	4.65	23.02	8.02	N/A	198.26
Waste Generated in Operations	12.68	0.86	0.25	N/A	N/A	13.79

<i>Business Travel</i>	225.45	363.29	19.21	93.85	6.87	708.67
<i>Employee Commuting</i>	51.25	58.49	46.25	11.25	5.11	172.35
<i>Use of Sold Products</i>	4277.86	N/A	N/A	N/A	N/A	4277.85
<i>Upstream Transport</i>	875.9	832.64	314.23	120.27	0.04	2143.08
<i>Downstream Transport</i>	131.39	124.9	47.13	18.04	0.01	321.46
Scope 3 Emissions Total	12314.87	3026.09	3120.01	975.76	27.04	19463.81
Scope 1, 2 & 3 Total Emissions	12316.95	3051.3	3160.75	1029.95	114.7	19673.7

Y 2024 Emissions by Site



Y 2024 Emissions (tCO₂e)

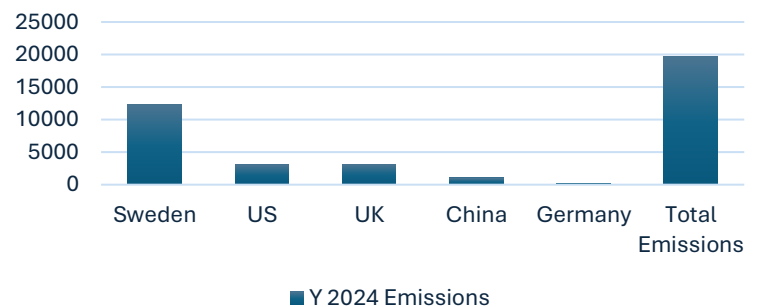


Figure 7: Y 2024 Emissions by Site

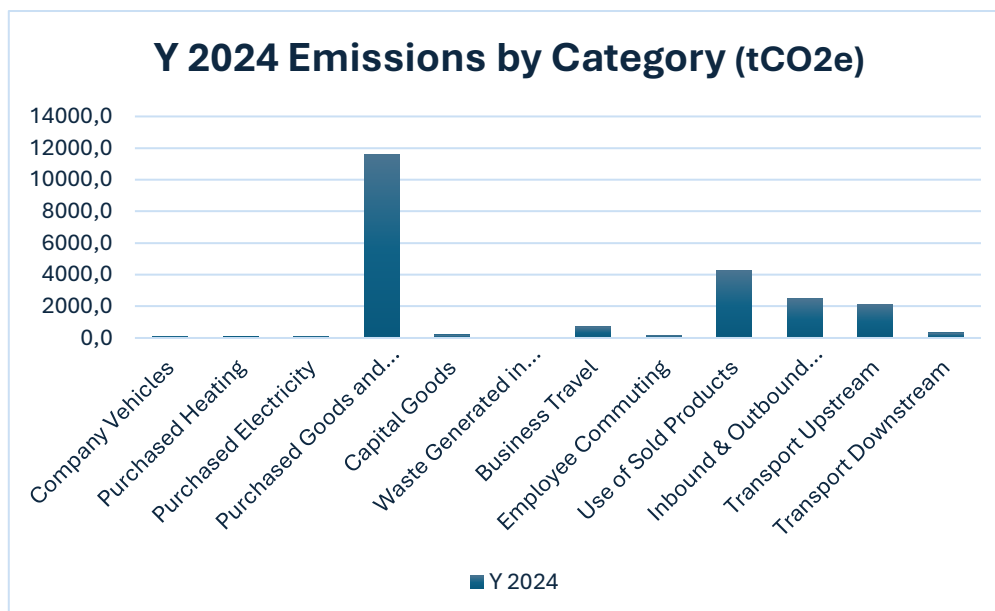


Figure 8: Y 2024 Emissions by Category

Table 3: Resource Use and Waste

Metric	Value	Unit
<i>Total energy consumption</i>	1,186.91	MWh
<i>Renewable energy consumption</i>	460.64	MWh
<i>Total water consumption</i>	600,000	Litres
<i>Water recycled and reused</i>	N/A	Litres
<i>Air pollutants (total weight)</i>	N/A	Metric tons
<i>Hazardous waste</i>	8.04	Metric tons
<i>Non-hazardous waste</i>	127.66	Metric tons
<i>Waste recovered</i>	46.762	Metric tons

Breas Products' Environmental Impact

Breas' product portfolio is designed with both patient wellbeing and environmental considerations in mind. Devices such as the iSleep CPAP and BiLevel systems, the Vivo ventilator range, and the ultra-portable Z2 CPAP emphasize energy efficiency, compact design, and low noise levels, reducing their footprint in hospital and home environments. Integrated humidifiers, universal power supply compatibility, and lightweight constructions support longer product lifecycles and reduce resource intensity during use.

and transport. Many models are prepared for cloud-based monitoring, which minimizes unnecessary travel and enables more sustainable care pathways. Together, these features reflect Breas' commitment to developing advanced respiratory solutions that balance clinical performance with environmental responsibility.

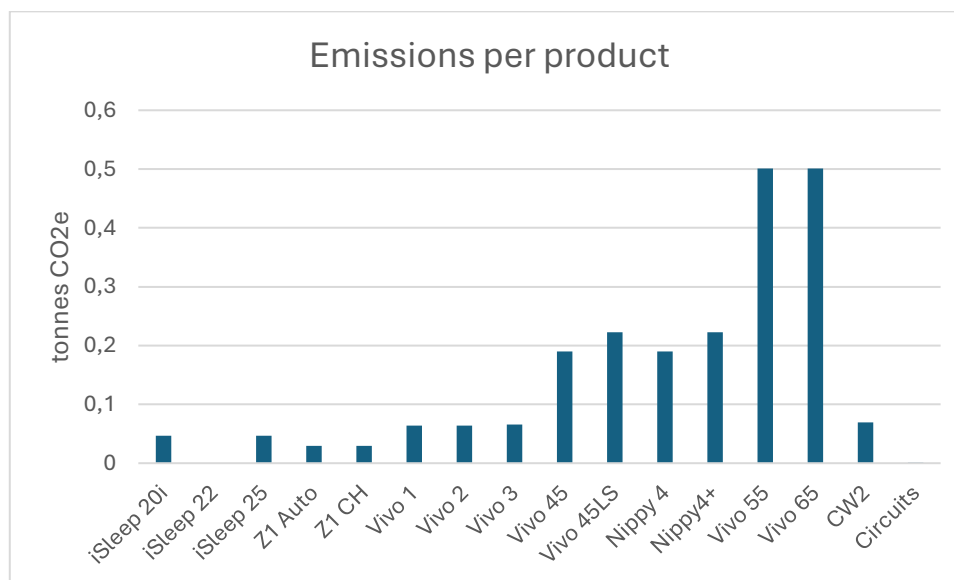


Figure 9: Emissions per product

Table 4: Emissions per product

Machines	Emissions per product (tCO2e)
<i>iSleep 20i</i>	0.046974
<i>iSleep 25</i>	0.046974
<i>Z1 Auto</i>	0.029319
<i>Z1 CH</i>	0.029369
<i>Vivo 1</i>	0.063966
<i>Vivo 2</i>	0.063966
<i>Vivo 3</i>	0.06535
<i>Vivo 45</i>	0.189966
<i>Vivo 45LS</i>	0.222644
<i>Nippy 4</i>	0.189966
<i>Nippy4+</i>	0.222644
<i>Vivo 55</i>	0.501072
<i>Vivo 65</i>	0.501072
<i>Clearo</i>	0.069708
<i>Circuits</i>	0.000626

Carbon Reduction Plan

Based on the baseline emission data from 2024, Breas Medical Group developed a Carbon Reduction Plan, published on our website <https://www.breas.com/en/policies-statements>. The plan was prepared in accordance with PPN 06/21 and associated

guidance and reporting standards for Carbon Reduction Plans and has been reviewed and approved by the Board of Directors.

It is designed to address the material impacts identified in our DMA and is briefly summarized as follows:

Commitment and Emission Reduction Targets

Breas Medical Group is committed to achieving net-zero emissions by 2050. We are taking action on climate change by reducing greenhouse gas emissions, optimizing energy use, and improving resource efficiency. Through our established Environmental Management System, we support a circular economy while minimizing resource consumption. To reach our net-zero ambition by 2050 at the latest, we are setting measurable targets and fostering collaboration across our value chain to drive impactful climate action.

Carbon Reduction Projects

Breas has identified the most significant aspects of environmental impacts and taken measures to reduce them.

1) Eco-Packaging and Plastic Reduction Initiative

Breas has launched a pre-study project to explore sustainable packaging solutions, aiming to reduce packaging waste and improve recyclability. In parallel, we are investigating opportunities across our value chain to minimize the use of plastics, with the goal of reducing plastic waste by 10% by 2026.

2) Eco Design and Durable Devices

Breas is committed to reducing environmental impact through eco-design and by maximizing product durability. As part of our preparation, we plan to conduct Life Cycle Assessments (LCA) and develop detailed strategies to extend the lifespan of our devices. Our products are designed for a service life of 5–8 years, supported by service software and manuals that enable local service teams and distributors to perform maintenance, minimizing unnecessary return shipments. Even after a product model is discontinued, Breas continues to provide service and spare parts for an additional 5–7 years. To further enhance sustainability, we are improving battery longevity through power management firmware and will actively collaborate with suppliers to align with the Ecodesign for Sustainable Products Regulation (ESPR), including the promotion of recycled material usage.

3) Sustainable Supply chain

Breas has established a Sustainable Procurement Policy and actively engages with key suppliers to align with its Code of Conduct for Business Partners. The company collaborates with qualified suppliers who meet medical device manufacturing standards and gives preference to those certified under ISO 14001.

4) Sustainability-Based Transport of goods

Breas partners with a primary freight forwarder to consolidate shipments, optimize logistics, and minimize environmental impact. Ground and sea freight are prioritized over air transport whenever possible, with emissions from all modes regularly assessed. To reduce cross-continental air freight, Breas is improving supply chain planning, boosting regional stock levels, and enhancing lead time management—targeting a 10% annual reduction in air transport emissions.

5) Energy Consumption and Renewable Energy in Facilities and Operations

Breas has begun tracking and managing energy consumption across its facilities. Our headquarters in Sweden already operates on 100% renewable energy. To further reduce our environmental footprint, we are committed to implementing energy-efficient practices in operations and buildings. Our goal is to increase the use of renewable energy across all facilities to 60–70% by 2030.

6) Waste Management in Facilities

Breas HQ implements a structured waste separation system, sorting waste into categories such as electronic components, plastics, packaging materials, corrugated cardboard, office paper, and various types of batteries. A certified professional recycling service provider, compliant with ISO 14001:2015, handles the recycling process. Similarly, the Breas UK site collaborates with a carbon-neutral recycling company for its waste management. The goal is to extend this standardized waste management system across all Breas sites to support company-wide carbon reduction efforts.

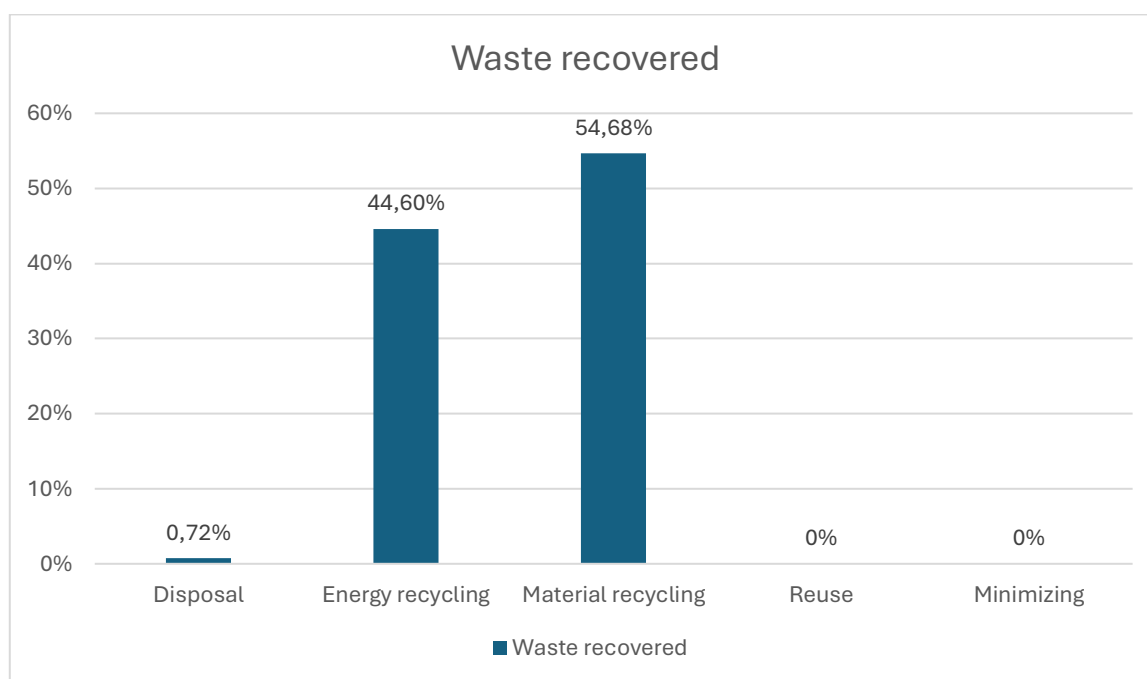


Figure 10: Waste recovered by Remondis in Sweden Site

7) Sustainable Work and Travel Practices

Breas fosters a low-carbon work culture by prioritizing digital solutions and sustainable travel. Supported by a global Microsoft Office 365 infrastructure, online meetings reduce the need for travel, while remote work is encouraged where feasible. When travel is

necessary, the most sustainable option must be chosen. The company promotes low-emission vehicles through its car policy and provides on-site charging for electric and hybrid cars. Breas aims to cut travel-related carbon emissions by 10% annually through virtual collaboration and fleet electrification.

8) Employee Engagement in Environmental Responsibility

Breas promotes environmental awareness across the organization by empowering employees to act sustainably in their daily responsibilities and by initiating initiatives such as Carbon-Free Day. This ongoing focus supports continuous improvement in the company's overall sustainability performance.

Environmental Management System (EMS)

To support the transition to a circular economy while minimizing the environmental impact across its operations, Breas has published and issued an Environmental Manual to guide and support organization's preparation for ISO 14001 certification, following the structure and methodology outlined in the ISO 14001 standard.

The manual applies to the entire Breas Medical Group and all its legal entities, both domestic and international. The scope of this manual includes:

- Describing Breas' Environmental Policy and Environmental Management System (EMS);
- Defining authorities, inter-relationships, and responsibilities for carrying out environmental management activities within the EMS;
- Providing policies for specific areas of the EMS to ensure compliance with applicable environmental laws and regulations.

Breas Medical Group's Environmental Manual is coded COR-QUA-GUI-007793 and can be accessed on the intranet via QT9.

Our People

S1 Own Workforce Working Conditions

Material Impacts, Risk and Opportunities

Our Approach

S1 Own Workforce Equal Treatment and Opportunities for All

Material Impacts, Risk and Opportunities

Our Approach

S1 Own Workforce Other Work-Related Rights

Material Impacts, Risk and Opportunities

Our Approach

S2 Workers in the Value Chain

Material Impacts, Risk and Opportunities

Our Approach

S4 Consumers and End-Users

Material Impacts, Risk and Opportunities

Quality At Breas



S1 Own Workforce Working Conditions

Material Impacts, Risk and Opportunities

S1 Own Workforce

	Value chain location			Time horizon		
	Upstream	Core operations	Downstream	Short-term	Medium-term	Long-term
Global Employee Contract Status Breas provides a mix of permanent and fixed-term contracts across its sites, with terms designed to support job security and stable employment while protecting both employees and the company.		●		●	●	●
Working Hours and Compliance Breas ensures compliance with local labor regulations across all sites, managing standard and maximum working hours to support employee well-being and foster a balanced, productive work environment.		●		●	●	●
Fair Wage Practices Breas sets wages based on market conditions and conducts regular reviews to ensure fairness. Across its sites, efforts are made to promote equitable pay, supporting financial security and contributing to a more equitable society.		●		●	●	●
Social Dialog Practices Breas maintains regional mechanisms for social dialogue, including unions, consultations, and direct communication, to support fair and stable work environments.		●		●	●	●
Employee Engagement and Rights Breas supports employees' freedom of association and engagement through surveys, town halls, and a confidential whistleblower system. These channels help ensure employees' voices are heard, fostering a positive, inclusive, and productive workplace.		●		●	●	●
Labor Relations Breas Sweden follows a collective agreement, while other sites follow local laws and company policies, promoting fair and secure working conditions.		●		●	●	●
Work-life Balance Breas supports work-life balance through flexible arrangements, paid leave, and wellness initiatives. Activities such as global events, health bonuses in Sweden, and parental leave policies promote employee well-being, engagement, and a positive workplace culture.		●		●	●	●
Workplace Health and Safety Breas promotes a safe and healthy work environment through comprehensive policies, risk management, safety training, and support for mental and physical health, enhancing well-being and productivity.		●		●	●	●

Our Approach

At Breas, we are committed to maintaining safe, fair, and supportive working conditions across all global sites. Our Executive Team oversees company-wide policies, while Human Resources ensures consistent implementation of employment terms, compensation practices, working hours, and grievance procedures.

Health and safety are managed through a structured work environment approach that combines leadership accountability with active employee participation. Employees can raise concerns through multiple channels—managers, HR, Legal, safety representatives, anonymous surveys, or a third-party whistleblower hotline. We strictly prohibit retaliation against individuals who report concerns, fostering a culture of openness and trust.

Supporting documents such as our Code of Conduct, Health & Safety Policy, and Personnel Handbooks provide clear guidance and reinforce our commitment to a responsible and inclusive workplace.

Breas' approach to working conditions is guided not only by internal policies and local regulations but also by internationally recognized frameworks. We align our practices with the principles of the UN Global Compact, the International Labor Organization (ILO)

Conventions, and the OECD Guidelines for Multinational Enterprises, reinforcing our commitment to human rights, fair labor practices, and ethical business conduct across all operations.

Secure Employment and Contract types

Breas offers secure and fair employment across all regions, with contract types adapted to local Labor laws and cultural norms. While our global principles ensure transparency and stability, local practices vary:

- In Sweden and the UK, permanent contracts are standard, complemented by fixed-term agreements for project-based needs.
- In China, employment typically begins with fixed-term contracts that may transition to permanent status in accordance with local regulations.
- In the United States, employment follows the “at-will” model, consistent with national norms. Breas enhances transparency by clearly outlining terms in offer letters and internal policies.

Approximately one-third of our global workforce is covered by collective bargaining agreements, primarily in Sweden, where these agreements govern key aspects such as working hours, contract stability, and employee rights. In other regions, job security is supported through compliance with local laws, internal policies, and ongoing dialogue between management and employees.

Two-Way Communication and Engagement

We foster a culture of transparency and active listening through structured two-way communication channels:

- **Global Engagement:** Quarterly townhall meetings provide updates on company performance and strategic priorities. Employees can submit questions anonymously, which are addressed during or after the sessions.
- **Pulse Surveys:** Conducted three times per year, these anonymous surveys gather employee feedback and guide improvements across all sites.
- **Local Engagement:** Each site complements global initiatives with tailored formats. For example, monthly townhalls covering finance, HR, sustainability, and operations.
- **Individual Engagement:** Monthly 1:1 meeting between managers and employees support development, clarify expectations, and encourage continuous feedback.

These practices ensure every employee has a voice and that leadership remains closely connected to the workforce.

Working Hours and Overtime

Breas complies with national Labor laws and local norms regarding working hours and overtime. Given the diversity of regulations across our global operations, working time arrangements are defined in employment contracts, employee handbooks and company policies specific to each location.

Overtime may occur due to travel, cross-time-zone collaboration, or project deadlines. Compensation—whether financial or time off in lieu—is provided in accordance with local laws, collective agreements, or internal policies. We ensure that all employees are informed of their rights and treated fairly, promoting transparency and well-being.

Work-Life Balance and Flexibility

We support employees in balancing work, family, and personal responsibilities through flexible arrangements tailored to local contexts:

- **Family-Friendly Programs:** All sites comply with national regulations on parental and caregiving leave. In Sweden, for example, employees benefit from time reduction schemes and parental leave provisions under collective agreements.
- **Flexible Work Arrangements:** Where operationally feasible, employees may work remotely or adjust schedules. Guidelines are outlined in Personnel Handbooks and Remote Work Policies locally, with decisions made collaboratively between managers and HR to ensure business continuity and data security.

While remote work is limited for certain roles, Breas strives to offer flexibility through hybrid models, adjusted hours, or location-specific solutions.

Employee Health Care Coverage

Breas supports employee health and well-being through locally adapted healthcare benefits and wellness initiatives:

- In countries with universal healthcare, such as Sweden, Breas supplements public services with wellness allowances, mental health support, and access to private insurance.
- Across all sites, healthcare benefits are clearly communicated during onboarding and through internal resources, ensuring employees understand their entitlements.

We also promote a healthy work environment through various local initiatives such as ergonomic support, mental health resources, and well-being campaigns, reflecting our commitment to a safe and supportive workplace.

Adequate Wages and Remuneration

Breas ensures fair and competitive remuneration through a globally consistent compensation framework, adapted to local market conditions and legal requirements. Our Performance Excellence Process includes goal setting, development planning, and formal reviews, fostering transparency and engagement.

Pay equity is actively monitored. For example, annual salary assessments in Sweden confirm gender pay parity in comparable roles. Performance-based incentives, such as short-term bonus programs, are centrally managed and applied consistently across regions.

By aligning global principles with local compliance, Breas ensures that all employees are compensated fairly and in accordance with our values.

Employee Satisfaction Surveys

As part of Breas' broader listening strategy, we conduct a **Pulse Survey** three times per year to monitor employee satisfaction, engagement, and workplace culture. Introduced in Q3 2023, the survey covers key dimensions such as:

- Enthusiasm and recognition
- Development and autonomy
- Work-life balance.
- Psychological safety
- Leadership effectiveness (senior and direct)
- Inclusion and equal treatment

With an average response rate of 80%, the survey reflects strong employee engagement and generates valuable insights through open comments. The Pulse Index consistently ranks in the upper quartile benchmark, underscoring Breas' commitment to fostering an inclusive, supportive, and high-performing organizational culture.



Social Dialog

Breas supports freedom of association and promotes structured, site-appropriate dialogue to ensure fair and inclusive workplaces.

- In Sweden, Breas operates under collective agreements with Teknikarbetsgivarna and the unions Unionen, Sveriges Ingenjörer, and Ledarna. Monthly meetings address working conditions, organizational changes, and health & safety, ensuring employee input and structured participation.
- In other countries, while formal collective agreements may not be in place, Breas ensures compliance with local Labor laws and promotes engagement through direct communication channels such as town halls, surveys, health & safety committees, and a third-party whistleblower hotline.

These mechanisms reflect our commitment to open dialogue, inclusion, and employee well-being across all sites.

Labor Metrics

Table 5: Breas Labor Metrics

Labor Metrics	Sweden	US	UK	China	Global
<i>Total hours worked (Per individual per year)</i>	1,584.2	2,080	1,777.5	1,980	N/A
<i>Total hours worked (Per year)</i>	205,949	147,680	92,430	59,400	505,459
<i>Highest-paid individual vs. median annual total compensation</i>	4.7	4.51	10.03	3.3	5.6
<i>Days lost to work-related injuries and ill-health</i>	0	28	1.5	10	39.5
<i>Number of work-related accidents</i>	17	0	2	0	19
<i>Average hours of training per employee</i>					7.13

Note: All data is based on internal reporting and reflects calendar year performance.

Health& Safety

Breas prioritizes the health and safety of employees, contractors, and partners through a globally consistent approach rooted in international standards, local regulations, and local internal Systematic Work Environment Management (SWEM) procedures.

Our Global Work Health and Safety (WHS) Policy outlines responsibilities, standards, and procedures across all sites, ensuring consistent risk management and safe working environments.

Key Commitments

- Zero workplace injuries and illnesses
- Year-over-year reduction in Lost Time Injury Frequency Rate (LTIFR)
- 100% completion of mandatory health & safety training
- Zero tolerance for bullying, harassment, and discrimination
- Active employee participation in safety committees and incident reporting
- Ongoing awareness campaigns to strengthen WHS knowledge.

Preventive Measures & Crisis Preparedness

- Structured incident reporting and hazard identification
- Regular inspections, audits, and equipment checks
- Emergency Action Plans coordinated by local crisis teams.
- Centralized communication protocols for critical incidents

Continuous Improvement

- Transparent reporting and corrective actions
- Annual WHS performance reviews integrated into ESG tracking.

Health & Safety at Breas is not just about compliance—it is a cornerstone of our sustainability strategy and operational excellence.

S1 Own Workforce Equal Treatment and Opportunities for All

Material Impacts, Risk and Opportunities

S1 Own Workforce

Gender Equality and Equal Pay

Breas conducts annual gender equality surveys and ensures equal pay for equal work, fostering an inclusive and fair workplace that supports employee satisfaction and organizational performance.

Training and Skills Development

Breas provides employees with opportunities for on-the-job learning, professional development, and upskilling. These initiatives enhance performance, support career growth, and foster engagement and retention.

Measures against Violence and Harassment in the Workplace

Breas enforces zero-tolerance policies, provides anti-harassment training, and offers a confidential third-party whistleblower system, ensuring a safe, respectful, and inclusive work environment.

Diversity and Inclusion

Breas fosters a diverse and respectful workplace, embracing differences in race, gender, age, abilities, and experiences. Inclusive policies and practices support innovation, employee satisfaction, and organizational success.

Upskilling the Organization

Implementing structured training and role rotation improves employee skills, reduces turnover, and enhances operational efficiency, supporting cost savings and a more versatile, productive workforce.

	Value chain location			Time horizon		
	Upstream	Core operations	Downstream	Short-term	Medium-term	Long-term
Positive Impact		●		●	●	●
Positive Impact		●		●	●	●
Positive Impact		●		●	●	●
Positive Impact		●		●	●	●
Opportunity		●		●	●	●

Our Approach

Inclusion, Equal Pay, and Non-Discrimination

Breas is committed to fostering an inclusive workplace where all employees have equal rights and opportunities, regardless of gender, identity, background, ability, or other personal characteristics. We embrace diversity in all its forms—including race, gender, age, neurodiversity, faith, life experience, and lifestyle—and promote equity through fair recruitment, development, and promotion processes.

This commitment is embedded in our Global Code of Conduct, which strictly prohibits discrimination, harassment, and unfair treatment. All Breas locations comply with applicable anti-discrimination laws, including EU directives, U.S. equal employment regulations, and similar frameworks in other countries. In Sweden, Breas also implements Active Measures under the Discrimination Act (2008:567), including structured assessments and action plans to promote equal opportunities.

We actively support equal pay for work of equal value. Annual global reviews help identify and address any unjustified pay differences. Corrective actions follow documented procedures to ensure fair compensation, support retention, and drive performance.

To ensure accountability and continuous improvement, we monitor diversity indicators including gender balance, age mix, tenure diversity, and representation across functions and leadership levels. These metrics are tracked in line with local regulations and our global commitment to building an inclusive and representative organization.

Our approach to equal treatment and inclusion is aligned with internationally recognized frameworks, including the UN Global Compact, the International Labour Organization

(ILO) Conventions, and the OECD Guidelines for Multinational Enterprises. These principles guide our efforts to uphold human rights, promote fair Labor practices, and foster ethical business conduct across all operations.

Table 6: Employee Gender Balance

Employee Gender Profile in 2024	Female	Male
Whole Organization All Employees	41%	59%
Talent Pool	42%	58%
Managers	34%	66%
Global Leadership Team	27%	73%
Board Members	40%	60%

S1 Own Workforce Other Work-related Rights

Material Impacts, Risks and Opportunities

S1 Own Workforce

Labor Rights and Ethical Practices

Breas prohibits child and forced labor and ensures safe, healthy working conditions, reflecting our commitment to ethical operations and the well-being of all employees.

Data Protection

Breas ensures GDPR compliance through a dedicated Data Protection Officer, privacy policies, and risk assessments to safeguard personal data.



Our Approach

Ethical Labor Practices and Human Rights

Breas upholds ethical Labor practices and ensures a safe, respectful work environment across all operations. Our approach is guided by our Work Health and Safety Policy Framework and Human Rights Regulations, which define clear expectations for ethical conduct, employee protection, and workplace integrity.

Employees are encouraged to raise concerns through multiple channels—managers, HR, employee representatives, Legal, or a confidential third-party whistleblower hotline. We maintain a strict non-retaliation policy, ensuring that all concerns are addressed in a safe and respectful manner.

To date, no cases related to child Labor, forced Labor, or human trafficking have been reported.

Child Labor, Young Worker Protection, and Forced Labor Prevention

Breas is committed to upholding fair and ethical working conditions by preventing child Labor, forced Labor, and human trafficking across all operations. This commitment is guided by internationally recognized standards, including:

- ILO Convention No. 138 on Minimum Age
- ILO Convention No. 182 on the Worst Forms of Child Labor
- UN Convention on the Rights of the Child (CRC)
- UN Guiding Principles on Business and Human Rights

All Breas sites comply with local Labor laws, including minimum age requirements and protections for young workers. Internal policies reinforce these standards and explicitly prohibit any form of exploitation.

To support accountability, Breas provides accessible grievance mechanisms, including a whistleblower hotline and direct reporting to HR or Legal. If a case were ever identified, a structured remediation process is in place to ensure appropriate support for affected individuals and prompt corrective action.

These efforts reflect Breas' commitment to human rights, ethical business conduct, and a safe, lawful working environment for all.

Data Protection and Privacy

Breas ensures the protection of personal data through robust compliance with data privacy regulations. A dedicated GDPR Officer oversees all aspects of data protection, ensuring that personal data of employees, candidates, and stakeholders is collected, processed, and stored securely and lawfully.

Key safeguards include:

- Secure handling of personal identification documents
- Respect for employees' freedom of movement
- Full protection of individuals' rights to access, correct, or request deletion of their personal data

These measures reflect Breas' commitment **to ethical Labor standards, employee rights, and a responsible, transparent, and secure workplace.**

S2 Workers in the Value Chain

Material Impacts, Risk and Opportunities

Breas has identified the following six positive material impacts related to workers in our value chain. These include safeguarding work-related rights, ensuring fair and safe working conditions, and promoting equal treatment across both suppliers and distributors.

S2 Workers in the Value Chain

Suppliers' Work-related Rights

Breas sources mainly from countries with strong labor laws, supporting positive working conditions and human rights in the upstream supply chain.

Distributors' Work-related Rights

Breas works with established distributors in countries with strong labor laws and requires compliance through agreements, supporting positive working conditions in the downstream supply chain.

Working Conditions - Suppliers

Breas requires suppliers to follow legal and ethical standards, including non-discrimination, fair wages, and health and safety. These requirements support positive working conditions across the upstream supply chain.

Working Conditions - Distributors

Breas works with distributors in multiple regions and requires compliance with applicable laws and standards, helping promote fair and safe working conditions across the downstream supply chain.

Equal Treatment and Opportunities for Suppliers

Breas mainly works with established suppliers in regions rated Fair-Good for gender equality and conducts assessments before onboarding, supporting positive impacts on workers in the supply chain.

Equal Treatment and Opportunities for Distributors

Breas works with distributors in multiple regions and requires compliance with applicable laws and standards, helping promote fair and equitable treatment of workers across the downstream supply chain.

	Value chain location			Time horizon		
	Upstream	Core operations	Downstream	Short-term	Medium-term	Long-term
Positive Impact	●			●	●	●
Positive Impact			●	●	●	●
Positive Impact	●			●	●	●
Positive Impact			●	●	●	●
Positive Impact	●			●	●	●
Positive Impact			●	●	●	●

Our Approach

Breas is committed to building a responsible, fair, and inclusive value chain that supports both our partners and the communities we serve. A key focus is ensuring that our business partners align with our Code of Conduct, which strengthens resilience, ethical practices, and long-term collaboration across the value chain.

All Breas business partners are expected to uphold the principles outlined in our Code of Conduct for Business Partners, reflecting our commitment to responsible business conduct and respect for human rights. We actively engage with suppliers and distributors to communicate these standards and provide support to ensure compliance.

As part of our ongoing efforts, Breas has set a target to achieve 80% alignment with our Category A and B suppliers by 2025, which is tracked through company-wide KPIs. Progress toward this goal is on track and regularly monitored.

S4 Consumers and End-Users

Material Impacts, Risk and Opportunities

S4 Consumers and End-Users

	Value chain location			Time horizon		
	Upstream	Core operations	Downstream	Short-term	Medium-term	Long-term
Patient Safety and Trust Breas ensures patient safety through strict adherence to medical device standards, post-market surveillance, and feedback from healthcare professionals, supporting reliable, effective, and high-quality respiratory therapy products.			●	●	●	●
Patient Physical Safety Breas manages product risks according to ISO 14971, minimizing hazards and ensuring a safe usage environment so patients can feel secure while using Breas products.			●	●	●	●
Child Protection in Therapy Breas designs pediatric devices with risk management and user-friendly interfaces, safeguarding children and supporting safe and effective therapy under caregiver supervision.			●	●	●	●
Patient Data Protection Breas complies with GDPR through privacy notices and access procedures, ensuring patients are informed and can exercise their rights regarding personal data processing.			●	●	●	●
Freedom of Expression Breas values feedback from users and stakeholders and provides a confidential whistleblower system, promoting transparency, accountability, and a culture of integrity.			●	●	●	●
Information Accessibility Breas provides clear product information, training, and safety communications, empowering users to manage therapy safely and effectively.			●	●	●	●
Inclusive Access to Healthcare Breas promotes equitable, non-discriminatory access to its products, ensuring all patients can benefit regardless of race, gender, or other factors, supporting improved health outcomes and community trust.			●	●	●	●
Product Accessibility and Affordability Breas registers products in over 40 countries and offers different configurations to improve affordability and access to life-saving therapies for patients in diverse regions and economic conditions.			●	●	●	●
Ethical Marketing and Trust Breas promotes products transparently and responsibly, ensuring truthful, inclusive marketing that protects consumer privacy and builds trust while supporting societal and sustainability goals.			●	●	●	●
Quality Control and Product Safety Breas' strict quality control and continuous improvement enhance product safety, supporting market access, brand trust, and reduced liability risk.			●	●	●	●
Digitalization Digitalization enables Breas to enhance patient care, streamline workflows, improve collaboration, and support growth and organizational agility.		●	●	●	●	●

Quality at Breas

Our mission is to improve the quality of life and care of respiratory patients around the world through a personal commitment to innovation, quality, and customer focus.

Quality Commitments

1. Breas always places patient safety first and considers that quality is a personal responsibility of every employee, across all functions throughout the whole company.
2. We never take shortcuts that would compromise quality.
3. We continuously strive to get better, improve the design and manufacturing of our products, simplify and enhance our processes to exceed the expectations from our customers and regulatory bodies.

4. We have adequate systems in place and combine them with sound individual judgments.

Quality Essentials

1. We comply with safety, regulatory and other applicable requirements.
2. We maintain an effective Quality Management System.
3. We set and review Quality objectives throughout the organization.

Quality System and Certifications

Breas maintains a rigorous quality system that meets the requirements of all markets where we operate. Breas has successfully completed the Medical Device Single Audit Program (MDSAP) which includes certification for Europe (ISO 13485:2016), USA, Canada, Brazil, Australia, and Japan.

- [ISO 13485 2016 FM703971](#)
- [ISO 13485:2016 MD 558596 \(UK\)](#)
- [MDSAP 689358 Certificate](#)
- [MDR 727515](#)
- [MDR 739877 \(UK\)](#)
- [EC Certificate CE683722 \(1/2\)](#)
- [EU 2023-607 NB Conformation letter for CE556743 \(UK\)](#)
- [EU 2023-607 NB Conformation letter for CE683722 \(2/2\)](#)
- [EC Certificate CE 556743 \(UK\)](#)
- [Breas Quality Policy](#)
- [UKCA Certificate UKCA 747726 \(UK\)](#)
- [Declaration of Conformity iLink](#)

Risk Management Procedure

Breas has established a documented process for Risk Management throughout product realization. Risk assessment and analysis are conducted during the design and development phases to ensure patient safety and regulatory compliance. Additionally, all product and process design changes are subject to risk assessment before

implementation, following the formal Design Change process. This is governed by the documented procedure CTR-000094 Risk Management Procedure.

Customers Communication

Breas has established and maintains structured processes to ensure effective communication with customers. These processes cover:

- Provision of product information, including promotional materials and instructions for use;
- Management of inquiries, contracts, and order handling, including amendments;
- Handling customer feedback, including the reporting, investigation, and resolution of complaints;
- Issuance of advisory notices, such as Field Safety Notices and Field Safety Corrective Actions (FSCA).

A formal process is in place for the initiation, assessment, notification, reporting, execution, and follow-up of Advisory Notices, Recalls, and FSCA for all Breas medical devices placed on the market.

Safety Information and Post-Market Surveillance

All Breas products are accompanied by comprehensive User Manuals and Clinician's Manuals, each containing a dedicated Safety Information section.

Customer feedback and complaints serve as valuable inputs to Breas' Corrective and Preventive Action (CAPA) processes, as well as product design control and change processes.

Breas also maintains a Post-Market Surveillance process, which includes both active and reactive monitoring of feedback. This system ensures the continued safety and performance of devices once they are placed on the market.



Figure 11: Example of set-up guide available on Breas website

Product Traceability

Breas has implemented a robust Traceability System for all products. This process defines specific traceability requirements, the extent of traceability within each product, and the necessary records to account for the product throughout its lifecycle.

At defined control points, Breas ensures that products are uniquely traceable and that appropriate records are created and maintained. This guarantees full accountability and compliance with regulatory requirements.

Responsible Business

G1 Business Conduct

Material Impacts, Risk and Opportunities

Ethics and Integrity

Whistleblower System

Supplier Management

Anti-Corruption and Bribery

Cybersecurity and Data Privacy

BE MORE > INNOVATIVE
CONNECTED
EMPOWERED

G1 Business Conduct

Material Impacts, Risk and Opportunities

G1 Business Conduct

	Value chain location			Time horizon		
	Upstream	Core operations	Downstream	Short-term	Medium-term	Long-term
Whistleblowing System Breas provides a confidential, anonymous whistleblowing system for employees and stakeholders, fostering transparency, ethical business practices, and trust while helping mitigate risks.	●	●	●	●	●	●
Supplier Payment Practices Breas maintains clear payment practices and open communication, supporting strong supplier relationships, stability, and a positive reputation.	●			●	●	●
Data Security and Trust Breas implements comprehensive IT and cybersecurity policies, mandatory employee training, and incident response measures to protect data, build trust, and enhance operational security.	●	●	●	●	●	●
Secure Firmware and Software Breas follows standard software practices and security measures to ensure devices are protected, supporting safe and reliable use for end users.		●	●	●	●	●
Anti-corruption and Ethics Breas enforces strict anti-corruption and anti-bribery policies, trains employees, and maintains robust ethics procedures, supporting compliance, transparency, and a strong reputation.	●	●	●	●	●	●
Integrated Culture for Growth Breas fosters a strong company culture centered around one team, ownership, and courage by a structured process, enhancing collaboration, quality, and customer care.	●	●	●	●	●	●
Responsible Taxes Breas undergoes financial audits across all sites, supporting tax compliance, public trust, economic stability, and accountability.	●	●	●	●	●	●
Sourcing Risks Breas monitors potential supply disruptions from trade or political tensions, which could affect production and costs.	●	●		●	●	●
Eco-design Regulation-ESPR Requirement Breas is preparing to meet upcoming eco-design requirements, which may require adjustments to development timelines and resource allocation.		●	●	●	●	●

Ethics and Integrity

At Breas Medical Group, ethics and integrity are not just guiding principles — they are embedded in how we operate, make decisions, and interact with all stakeholders. Our Code of Business Conduct and Ethics sets clear expectations for all employees, consultants, and leaders to act with honesty, fairness, and professionalism. Likewise, our Code of Conduct for Business Partners outlines the standards we expect from our suppliers, distributors, and other partners.

This commitment is reinforced by leadership at the highest levels, who lead by example and uphold accountability across the organization. Supporting policies — such as our Social Value Policy, Code of Conduct, and Global Data Privacy Policy — are publicly available on our website: www.breas.com/en/policies-statements.

We maintain a zero-tolerance policy for conflicts of interest, corruption, discrimination, and harassment. All employees are expected to avoid situations where personal interests could conflict with the interests of the company. Confidentiality is paramount, and employees are required to protect sensitive information, including intellectual property and personal data, even after their employment ends.

Breas fosters a respectful and inclusive workplace where diversity is valued, and all individuals are treated with dignity. Employment decisions are based on merit and qualifications, and we strictly prohibit any form of abuse, harassment, or unfair treatment. These values are also reflected in our internal policies, such as the Personal Handbook, which emphasizes integrity, loyalty, and adherence to ethical standards in daily conduct.

To ensure compliance and transparency, Breas provides multiple channels for reporting unethical behavior, including an anonymous whistleblower portal. We enforce a strict non-retaliation policy to protect those who speak up in good faith. Through regular training, clear policies, and a culture of openness, Breas ensures that ethical conduct is not only expected but actively supported across the organization.

Whistleblower System

Breas Medical has implemented a whistleblower system compliant with the EU Whistleblowing Directive, accessible to employees and external stakeholders via <https://breasthirdparty.ethicspoint.com>. Hosted by a third-party provider, the system ensures confidentiality and anonymity of submissions.

Employees are informed about the channel through intranet communications, mandatory training, and onboarding for new hires, with regular reminders for all staff. Business partners have been informed during the communication can also submit reports via the portal.

All submissions are reviewed by the Whistleblower Committee. Breas is committed to non-retaliation, transparency, and fair handling of all disclosures. Complaints are promptly investigated, with safeguards to prevent routing cases to individuals implicated in the matter unless required for the investigation.

In 2024, Breas received one whistleblower submission. The submission was fully reviewed and resolved by the Whistleblower Committee in collaboration with the parties involved. The complaint was resolved and closed with no finding of a violation of law.

<https://secure.ethicspoint.com/domain/media/en/gui/99042/index.html>

ATTENTION! This webpage is hosted on EthicsPoint's secure servers and is not part of the Breas website or intranet.

Our Commitment

For over 30 years, Breas has brought innovative solutions to respiratory care patients around the world. Though much has changed since our founding in 1991, our resolve to uphold the highest ethical and professional standards remains at the heart of all that we do—in keeping with these most essential aspects of our organizational identity, we have implemented Breas **EthicsPoint**.

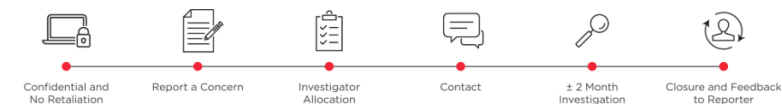
Breas **EthicsPoint** is a comprehensive, confidential reporting tool created by NAVEX, to provide our external stakeholders with a means of reporting and addressing their concerns relating to instances of misconduct on the part of Breas, or any affiliates or agents thereof. It is our intention that you, our valued external stakeholders, make use of this tool to help ensure that we as an organization remain accountable to our values, commitments, and obligations.

As a valued external stakeholder, Breas **EthicsPoint** is here to ensure that your concerns (whether arising from violations of applicable: (i) Codes of Conduct promulgated by Breas; (ii) laws or regulations; and (iii) standards and best practices relating to ethical business conduct) are promptly (and, if desired, anonymously) directed to Breas for resolution.

See the Breas **EthicsPoint** FAQs for more information.

To Make a Report Online

- Select the "Make a Report" link at the top of this web page.



After you complete your report you will be assigned a unique code called a "report key." Write down your report key and password and keep them in a safe place. After 5-6 business days, use your report key and password to check your report for feedback or questions.

EthicsPoint is NOT a 911 or Emergency Service:

Do not use this site to report events presenting an immediate threat to life or property. Reports submitted through this service may not receive an immediate response. If you require emergency assistance, please contact your local authorities.

Supplier Management

At Breas Medical Group, we view our suppliers as key partners in advancing sustainability and operational excellence. To ensure responsible business conduct, we have implemented a structured supplier assessment program that promotes transparency, collaboration, and alignment with our sustainability objectives.

The framework focuses on environmental performance, carbon footprint reduction, and sustainable practices. Through engagement, we identify supplier strengths, areas for improvement, and opportunities for joint action. During this period, we focused on Category A and B suppliers, representing 60% of our supplier base and most procurement volume.

Our sourcing team receives dedicated training to strengthen supplier management capabilities, and KPIs track the team's effectiveness. In parallel, ESG-related clauses—including environmental management, labor standards, anti-corruption, and ethical conduct—have been implemented and continue to be integrated into supplier contracts. While still developing, the program has established a strong foundation for broader supplier participation in the future.

Anti-Corruption and Bribery

Breas Medical Group has zero tolerance for bribery and corruption. We conduct all business ethically, with integrity, and in full compliance with anti-bribery and anti-

corruption laws, including the U.S. Foreign Corrupt Practices Act and the UK Bribery Act 2010, and we strictly prohibit facilitation payments.

Our position is clearly communicated through the Code of Conduct, and employees, business partners, and other stakeholders are encouraged to report any concerns — including corruption, bribery, fraud, or other legal and financial wrongdoing — via our whistleblower mechanism.

All employees, including the Global Leadership Team, must complete mandatory Code of Conduct training, which includes anti-corruption modules on our online platform, Sapient.

In 2024, there were no breaches of the Code of Conduct and no incidents related to human rights, fraud, corruption, bribery, or anti-trust laws. No convictions, fines, or legal actions were recorded.

Cybersecurity and Data Privacy

Breas Medical Group is committed to protecting personal data and ensuring cybersecurity across all operations. In compliance with the GDPR, we have a comprehensive Data Protection Policy that applies to employees, customers, suppliers, and partners globally. Our Data Privacy Officer (DPO) oversees lawful, fair, and transparent data processing, ensuring personal data is collected for legitimate purposes, retained only as needed, and that data subjects can exercise their rights.

Cybersecurity is a shared responsibility. Our IT Security Policy enforces strict protocols on access control, encryption, virus protection, and secure handling of digital and physical records. Employees receive training to identify risks, prevent unauthorized disclosures, and report incidents. Devices used off-site are encrypted, and manual records are securely stored or destroyed according to retention policies. The Personal Handbook reinforces confidentiality, responsible IT use, and restrictions on private use of company systems.

During the fiscal year, Breas experienced no information security incidents, reflecting the effectiveness of our technical and organizational measures, regular audits, and a culture of accountability.

As part of our sustainability reporting, Breas recognizes that cybersecurity and data privacy are critical for operational resilience, ethical business practices, and stakeholder trust. Robust data protection and cybersecurity measures support our broader ESG commitments by ensuring responsible, secure management of information across the company.

Looking Ahead

As Breas Medical Group concludes its inaugural sustainability report, we reaffirm our commitment to transparency, accountability, and continuous improvement. This report is not only a reflection of our current performance, but also a declaration of intent.

We recognize that sustainability is a journey, not a destination. The challenges we face; climate change, social equity, ethical governance, require long-term vision, cross-functional collaboration, and bold action. Our 2024 baseline sets the stage for measurable progress, and we will continue to refine our strategies, strengthen our partnerships, and expand our impact.

In the coming years, we will focus on:

- Accelerating decarbonization across our operations and value chain.
- Enhancing circularity through product design, packaging innovation, and end-of-life solutions.
- Deepening stakeholder engagement to foster shared responsibility and co-create sustainable outcomes.
- Strengthening data integrity and ESG disclosures in alignment with evolving regulatory frameworks.

Sustainability is now one of the six Key Initiatives in Breas' corporate strategy. Together with our employees, partners, and customers, we are working to build a more resilient, equitable, and environmentally responsible Breas.