

SUSTAINABILITY REPORT 2025

Sustainability management

SciBase conducts its sustainability work based on the company's business model, regulatory requirements and relevant stakeholders' expectations. Sustainability work encompasses environmental, social and corporate governance aspects and is integrated into the company's daily operations.

The company operates in the medical technology sector, which means that quality, safety and regulatory compliance requirements are central and permeate development, production and distribution. Sustainability work is therefore closely linked to the company's quality management system and regulatory processes.

In recent years, SciBase has gradually developed its sustainability work, from mainly identifying relevant areas and collecting data to increasingly implementing structures, policies and processes. In 2025, the focus has been on further strengthening these structures and creating better conditions for follow-up.

Environment

Chemicals and materials

SciBase works to ensure that the materials and chemicals used in its operations, including production, comply with applicable laws and regulations, such as REACH and RoHS. This work is an integral part of the company's quality and regulatory processes.

In 2025, the company conducted a more structured review of the chemicals used in its operations. In line with the company's ambition to gradually reduce its environmental impact, the work focused on identifying opportunities to replace certain substances with more environmentally friendly alternatives.

The review includes a mapping of existing chemicals, dialogue with suppliers and an initial evaluation of alternative materials. The assessment takes into account environmental aspects as well as technical requirements and regulatory conditions, with

the aim of ensuring that any changes do not affect the safety or performance of the products.

The work constitutes a first step towards a more systematic management of chemicals from a sustainability perspective.

Product-related environmental impact

SciBase strives to consider relevant environmental aspects in product development and design, such as material selection, resource efficiency and life cycle perspective.

As part of the ongoing improvement work, the company implemented a change in the product design for Nevisense in 2025, where a self-designed battery has been replaced with a commercially available alternative.

The change aims to reduce complexity in the supply chain and to enable the use of components with established supplier structures. This can contribute to improved conditions from a life cycle perspective, for example in terms of access, handling and potential recycling.

Power consumption

SciBase impacts the environment through its energy use, which is linked to both office operations and its own production, as well as indirectly through the supply chain.

Own production means that energy use is a relevant environmental aspect for the company. SciBase strives to have a good understanding of energy consumption in the operations as a basis for identifying improvement measures over time.

During 2025, the company has had access to data regarding energy consumption in its own operations, including production. This represents an important step in the development of sustainability work, as it enables more structured monitoring and analysis of energy use.

The work ahead includes further developing data collection, identifying relevant key figures and analyzing energy use with the aim of identifying possible efficiency measures.





Social conditions

Employees and work environment

SciBase strives to offer a good working environment and to be an attractive employer. The company works actively to promote equal opportunities, diversity and an inclusive corporate culture.

To continuously follow up and strengthen the well-being of employees, an employee survey is conducted annually. The survey covers areas such as work environment, commitment, leadership and job satisfaction. The results are analyzed and used as a basis for improvement measures at both group and organizational level.

Follow-up is done through relevant key figures, such as gender distribution within the organization, in line with previous years' reporting. Work on employee-related issues is developed continuously and includes both work environment and organizational processes.

Whistleblower system

SciBase conducts its operations with high standards of business ethics and transparency. As part of further strengthening this work, the company in 2025 worked to develop a whistleblower policy and associated processes.

The work has included the design of guidelines and procedures for how suspected irregularities can be reported and handled in a structured manner, including the possibility of anonymous reporting.

Implementation of the whistleblower system is planned for 2026. The aim is to ensure that potential deviations can be identified and handled at an early stage and to contribute to an open and responsible corporate culture.

Corporate Governance

SciBase conducts its operations with high standards of business ethics, compliance and responsible governance. Corporate governance includes, among other things, work with supplier management, product responsibility and compliance with applicable laws and standards.

Business ethics and supplier management

SciBase requires that operations are conducted in accordance with applicable laws and regulations and that business relationships are characterized by responsibility and good business ethics.

The company's suppliers form an important part of the value chain, including components and services linked to production. Suppliers are expected to meet requirements regarding, among other things, regulatory compliance, the environment and working conditions. These requirements are communicated through the company's Code of Conduct, which forms the basis for responsible supplier relationships.

SciBase also strives, where possible, to cooperate with suppliers in geographical proximity to its own operations. A large proportion of the company's approved suppliers are based in Sweden, where 72% are found, while 82% are based in Europe. This contributes to shorter transport distances and

thus potentially reduced environmental impact, while at the same time it can facilitate cooperation, follow-up and quality control. The diagram below illustrates the geographical distribution of the company's suppliers.

In 2025, SciBase further developed its work in supplier management by initiating a more structured process for onboarding suppliers. In connection with the establishment of new supplier relationships, suppliers are given access to and are expected to follow the company's Code of Conduct.

This work involves a transition from only setting requirements to a more structured implementation and creates the conditions for future follow-up and further development of supplier management.

During the year, SciBase approved one (1) new supplier, which corresponds to 100% of the new suppliers who have taken note of and signed the company's Code of Conduct.

Product liability and regulatory compliance

SciBase operates in the medical technology and product liability sectors, where quality, production and patient safety are central to the business. The company conducts systematic work in accordance with applicable standards and regulatory requirements to ensure that its products are safe and effective.

This work covers the entire value chain, from development to production and delivery, and is an integral part of the company's sustainability work, as safe and reliable products contribute to long-term value creation for patients, healthcare providers and society at large.

Future development

SciBase intends to continue to develop its sustainability work in line with the development of the business and changing regulatory requirements. Future focus includes:

- Further development of key performance indicators and monitoring in the environmental area
- Increased monitoring of suppliers' compliance with the Code of Conduct
- Continued development of internal processes and governance

