

HC2I

Improving Lives.

Sustainable Business Strategy

2025

Sustainable Business Strategy

Strategic Sustainable Business planning is integral to the business of the Healthcare 21 Group (HC21) which is owned by AddLife PLC. As a Nordic plc, sustainability is a central part of AddLife's vision to improve people's life by being a leading, value-creating player in Life Sciences. Operations from a sustainability perspective include aiming to be a:

- Responsible Producer & Distributor
- Responsible Employer
- Responsible Market Participant

AddLife annually prepares a sustainability report which covers the parent company AddLife AB and its 100 subsidiaries. The purpose of the sustainability report is to provide an overarching description of AddLife's business from the perspective of sustainability and to inform about the sustainability aspects that are necessary to understand the company's development, position and performance, as well as the consequences of its operations.

In 2021, HC21 engaged with an independent Sustainable Business Strategist to analyse, review and develop a Sustainable Business Strategy for the Group to align with the overall AddLife Strategy. This engagement has assisted us to identify current good practices along with opportunities for improvements which are now underway. When we talk about our sustainable business, we are not just articulating our environmental efforts but also how we take care of our people and our business relationships. For this reason, our Sustainable Business Strategy takes a 3 pillar approach:

- Sustainable Solutions
- Sustainable Culture
- Sustainable Growth

HC21 is committed to optimising opportunities to reduce the impact of our activities and business practices at every level throughout our supply chain. We are dedicated to promoting awareness and decisions that contribute to reducing our environmental impact. We will reflect our commitment to delivering sustainability in our business practices through our values and policies. We recognise this to be a continuous process of improvement rather than a steady-state and seek to improve our performance, and that of our suppliers, over time.

Note: Healthcare 21 Group (HC21), incorporating the following group companies:

Primacy Healthcare 21 Ltd, Healthcare 21 (UK) Ltd, Healthcare 21 (DE) GmbH, Tools for Living (Ireland) Ltd
Aquilant Medical (ROI) Ltd, Aquilant Scientific (ROI) Ltd, Aquilant Northern Ireland Ltd, Aquilant Ltd, Aquilant Endoscopy Ltd
Xograph Healthcare Ltd, Xograph Healthcare (Ireland) Ltd
O'Flynn Medical Ltd, O'Flynn Innovation Ltd

Sustainable Business Strategy - 2025



SUSTAINABLE SOLUTIONS

Sustainability Management

Energy Management

Company Transport

Waste Management

Water Stewardship

Circular Economy

Biodiversity



SUSTAINABLE CULTURE

Employee Experience

Gender Balance

Business Ethics

Labour Practices & Employee Development

Sustainability Culture

Graduate Program

Health & Safety Culture



SUSTAINABLE GROWTH

Sustainable Logistics

Sustainable Procurement

Corporate Governance & Compliance

Stakeholder Engagement

Community Engagement

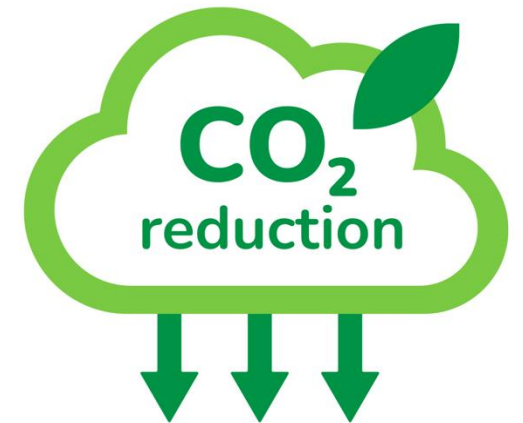
Key Initiatives to Date

- ✓ Annual **Carbon Reduction Plan** in place (<https://healthcare21.eu/carbon-reduction-plan/>) declaring annual carbon emissions and target to achieve **net zero by 2045**
- ✓ Reporting in place to annually monitor & measure our **Scope 1, 2 & 3 emissions**
- ✓ Environmental Sustainability Group **Policy** in place
- ✓ **ISO14001** Environmental Management awarded – Maryland (Northern Ireland)
- ✓ A **plastic usage reduction** of 58% of plastic per year has been achieved at our Recycling & Decontamination Facility
- ✓ Developed **online customer training** platform offering convenient training to over 5,000 customers to date, reducing HC21 travel by 10,000 miles per year and CO2 emissions by 2.5 tonnes
- ✓ Introduction of new technology & initiatives and collaboration with suppliers and customers has reduced our **paper usage** by 57,000 pages per month
- ✓ Installed **solar panels** in HQ facility - Expected to generate 181,438 kWh/yr off setting 80% of electricity
- ✓ **Waste Management Team** in place across all HC21 sites
- ✓ All cardboard and plastic **packaging waste** is collected by certified company and sent for recycling
- ✓ **Green Car Policy** in place converting fleet to greener alternatives where possible
- ✓ Shortlisted as finalists in The Green Transformation Award & The Excellence in Waste Management Award at **Green Awards 2024**
- ✓ **Supplier Management Team** in place ensuring we only trade with ethically responsible partners in line with ISO standards, EU Directives, Modern Slavery Guidelines and good corporate governance
- ✓ Launched **Healthcare 21 Cares** as part of our community engagement program providing the opportunity for employees to volunteer with charities and local communities



Key Current & Future Focus Initiatives

- Continue to replace company **vehicles** with greener alternatives
- Explore biofuel options where infrastructure/geography cannot support greener alternative
- Evaluate **water use** and impact across all HC21 sites & explore water harvesting opportunity where feasible
- Increase awareness and appreciation of **biodiversity** & ecosystems service and improve biodiversity at all HC21 sites
- Actively engage with customers & suppliers to review options of consolidating incoming and outgoing deliveries to optimize logistics routes, both inbound & outbound, in order to **lower CO2 emissions**
- Reduce **unnecessary packaging** on HC21 outbound deliveries
- Liaise with suppliers to **reduce packaging** where possible



Environmental Sustainability Group Policy

HC21
Healthcare Group

ENVIRONMENTAL SUSTAINABILITY GROUP POLICY

OVERVIEW
Healthcare 21 (hereinafter referred to as the "Company") recognises that businesses can have a negative impact on the environment. As part of the AddLife Group, sustainability is a central part of our vision to improve people's life by being a leading value-creating provider in life sciences.

Human health and well-being are intimately linked to our Sustainable Business Strategy. The Company believes that improvement in the quality of the environment is not a once off activity but rather a journey towards embedding environmentally sound business practices throughout our organisation and developing a commitment to sustainability within our people.

PURPOSE
The Company is committed to optimising opportunities to reduce the impact of its activities and business practices at every level throughout our supply chain. The Company is dedicated to promoting awareness and decisions that contribute to achieving environmentally sustainable development. It aims to reflect the commitment to delivering sustainability in its business practices and through its values and policies. The Company recognises this to be a continuous process of improvement rather than a steady-state and seeks to improve its performance, and that of its suppliers, over time.

SCOPE
The policy applies to all employees and Company facilities

POLICY
The Company will ensure it:

- continues to comply with or exceed applicable legal requirements and other compliance obligations that relate to the environmental aspects of our activities, products and services
- maintains and enhances an environmental management programme for continual improvement by establishing objectives, including regular evaluation and verification of environmental performance
- employs and implements a regularly reviewed Sustainable Business Strategy
- assesses our carbon footprint by reviewing Scope 1, 2 & 3 emissions in line with the Green House Gases Protocol Corporate Standards
- integrates the consideration of internal and external environmental concerns and impacts into all its decision making, business strategies and activities
- uses energy responsibly and efficiently
- protects the environment and prevents pollution through emission minimization, monitoring and control
- promotes environmental awareness among its employees and encourages all work in an environmentally responsible manner to ensure that personnel working for and on our behalf, are aware of this policy and individual obligations

1 | Page

HC21
Healthcare Group

- trains, educates and informs employees about environmental awareness that may affect their work
- reduces waste through re-use and recycling and by purchasing recycled, recyclable or re-furnished products and materials where these alternatives are available, economical and suitable
- promotes efficient use of materials and resources throughout its facility including water, electricity, raw materials and other resources, particularly those that are non-renewable
- avoids unnecessary use of hazardous materials and products, seeks substitutions when feasible, and takes all reasonable steps to protect human health and the environment when such materials must be used, stored and disposed of
- purchases and uses environmentally responsible products accordingly
- where required by legislation or where significant health, safety or environmental hazards exist, develops and maintains appropriate emergency and spill response programmes
- monitors and works to reduce its contribution to environmental emissions from travel undertaken for business purposes
- works collaboratively with our suppliers, customers and third parties to consider the life cycle impacts of their activities, products and services
- strives to continually improve its environmental performance and minimise the social impact and damage of activities by periodically reviewing our environmental policy in light of our current and planned future activities


Nathan Pettitt
CEO

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2 | Page