

## **Sustainability Policy**

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## **Table of Content**

Sustainability Policy.....	1
1. Introduction.....	3
2. Governance / Steering .....	3
3. Review and compliance .....	3
4. Scope and enforcement .....	3
5. Sustainable business.....	3
5.1 Economic sustainability.....	4
5.2 Social sustainability.....	4
5.3 Ecological sustainability .....	4

## **1. Introduction**

The purpose of this Sustainability Policy is to define Devyser Diagnostics AB's ("Devyser") position and guidelines for the participation in building sustainable social development. Devyser's sustainability work takes its starting point in the sustainability vision for 2030, a continuous dialogue with stakeholders and the company's values of simplicity, relevance and empathy. Devyser's most important stakeholders are patients, customers, employees, suppliers, distributors and owners. Devyser and its subsidiaries (the "Group") maintain continuous dialogues with these stakeholders, which gives Devyser important insight into both business, product and sustainability development.

Devyser supports the Paris Agreement's climate goals, the UN's global goals for sustainable development, the Global Compact's ten principles for sustainable business, the OECD's guidelines for multinational companies and the ILO's declaration on basic principles and rights in working life.

The concept of sustainability includes the following dimensions:

- Economic sustainability
- Social sustainability
- Ecological sustainability

## **2. Governance / Steering**

The sustainability policy is the Group's overall governing document. The CFO is responsible for the Sustainability Policy and that the guidelines are updated in the event of changes. The CFO is also responsible for reporting on the systematic sustainability work within the Group. Sustainability work is integrated into the business and the CFO distributes responsibility for reporting to departments and sections within the Group. Devyser's Board annually determines the Sustainability Policy and targets for the sustainability work.

## **3. Review and compliance**

The review and compliance with this Sustainability Policy is a natural part of the daily work and the daily operations. Deviations from this Sustainability Policy must be reported to the immediate manager or CFO.

Follow-up of the systematic sustainability work takes place on an ongoing basis and is reported to the Audit Committee and the Board if necessary, but at least twice a year.

## **4. Scope and enforcement**

Sustainability is a natural part of Devyser's business model. Sustainability pervades all work within the Group. The Sustainability Policy covers all employees and all parts of Devyser's operations, including subsidiaries. All employees, including all managers and partners, have a responsibility to keep themselves informed about the Sustainability Policy as well as other applicable policies within the Group and about applicable legislation.

## **5. Sustainable business**

Devyser's vision is a world where individualized treatments are globally available thanks to user-friendly and reliable genetic tests. Devyser develops and markets genetic test products to ensure clear and rapid diagnoses in three selected focus areas; hereditary diseases, oncology and follow-up after transplantation. By combining social responsibility,

consideration for the environment and long-term profitability, the Group strives to contribute to both the vision and the building of a sustainable society.

### **5.1 Economic sustainability**

Devyser conducts sustainable business and contributes to a long-term sustainable business by:

- Working for resource efficiency and long-term profitability for the benefit of society.
- Integrating sustainability issues into their business management and decisions.
- Paying corporation tax, VAT and social security contributions in accordance with current legislation.
- Informing partners and suppliers about Devyser's sustainability work and requirements.
- Working to promote the innovation of new products that are safe for the patient and that create a long-term sustainable business for Devyser and its stakeholders.
- Publicly reporting current and essential sustainability data, the fulfillment of sustainability-related goals, sustainability-related risks and incidents from and including the year 2024.
- Working to establish and promote effective governance and control to ensure integrity and an ethical approach.

### **5.2 Social sustainability**

Devyser promotes human rights, good business conditions and business ethics by:

- Working to promote health and safety.
- Offering products and services that help cure, alleviate or prevent ill health in society.
- Cooperating with its suppliers and distributors to achieve good working conditions and reduce the risk of child labour, forced labor and discrimination.
- Welcoming differences and counter act all forms of discrimination.
- Striving for equal treatment, equality and a healthy and motivating company culture.

### **5.3 Ecological sustainability**

Devyser works for a better environment and reduced climate impact by:

- Minimizing the environmental impact from transport.
- As far as possible avoiding unnecessary, environmentally dangerous and unethically manufactured packaging.
- Collaborating with suppliers, distributors and customers to reduce waste from the manufacture and use of their products.
- Minimizing waste, dispose of waste and resources in a responsible manner.