etisk handel norge

Due diligence for responsible business conduct with regards to people, animals, society and the environment

Account reporting year 2025 - The Norwegian Transparecy Act

for Mediq Norge AS

MEDIQ

*Ethical Trade Norway has assessed the report of Mediq Norge AS to meet the criteria of our Base Level. More information about our Base Level can be found **here**.*

To Readers Of The Report

Private enterprises, the public sector and organizations have a significant impact on people, society, the environment, the climate and animals. Enterprises contribute to development, innovation and improved living conditions, but their activities also entail risk and real harm. Enterprises therefore play a key role in efforts to achieve the UN Sustainable Development Goals and the Paris Agreement's 1.5-degree target. This work is most effective when done in collaboration.

Ethical Trade Norway is a membership organization and a multi-stakeholder initiative bringing together businesses, trade unions, employer organizations, civil society and the public sector to jointly address the complex challenges in global supply chains that no single company can solve alone.

Transparency, accountability and continuous improvement are fundamental to this work. This membership report can be used as a statement under the Norwegian Transparency Act, but it also covers broader topics such as climate, environment and anti-corruption. Our framework is based on the UN Guiding Principles on Business and Human Rights and the OECD Due Diligence Guidance – internationally recognized standards that form the basis for Ethical Trade Norway's 13 principles for sustainable business practices. These principles cover human rights, decent work, environment and climate, animal welfare and anti-corruption.

All members of Ethical Trade Norway are required to carry out risk-based due diligence and to report annually on progress in their own work. Companies at our quality level Basic meet the requirements of the Transparency Act for due diligence reporting. Members can also strive to achieve the levels *Implementing* and, from 2026, *Leading*.

Due diligence is not about being "risk-free", but about being transparent and systematic: identifying risks, preventing and mitigating negative impacts, communicating openly about how these are addressed, and – where necessary – contributing to remediation.

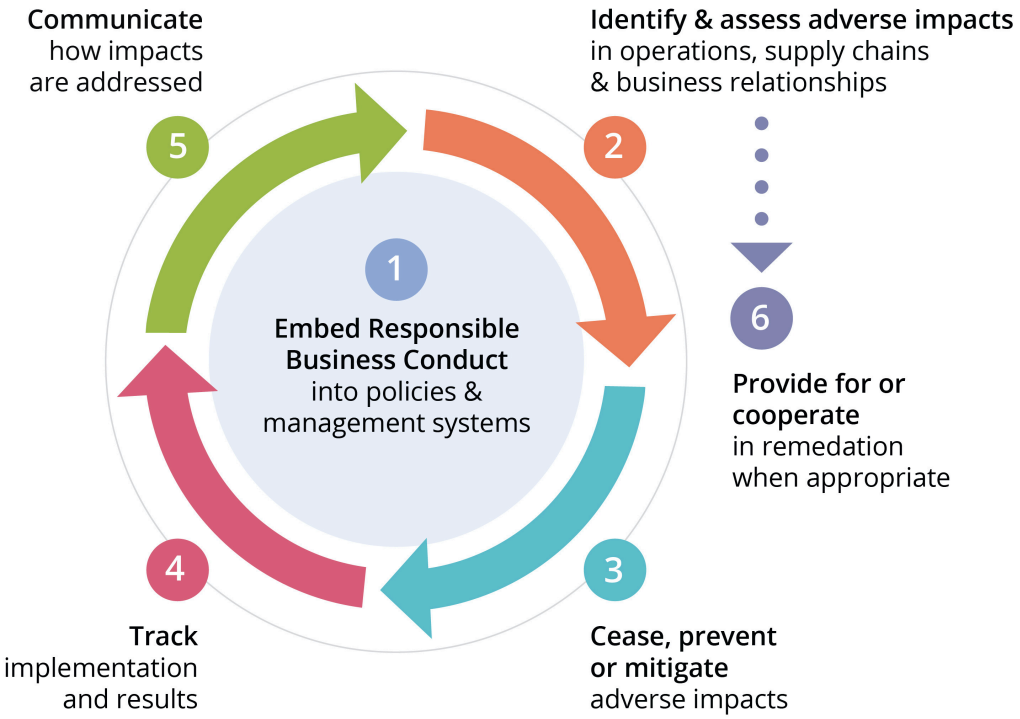
I would like to thank all members for their efforts, openness and willingness to contribute to responsible supply chains. Together, we demonstrate how responsible trade can be in the best interests of people, animals, society and the environment.

Heidi Furustøl
Executive Director
Ethical Trade Norway

Due diligence

This report is based on the UN Guiding Principles on Business and Human Rights and the OECD model for Due Diligence for Responsible Business Conduct.

The model has six steps that describe how companies can work for more responsible and sustainable business practice. However, being good at due diligence does not mean no negative impact on people, planet and the society. It means that the company is open and honest about challenges faced and shows how this is managed in the best possible way in collaboration with its stakeholders. This report is divided in chapters following the OECD model.



Preface From Managing Director

As a leading supplier of medical devices, Mediq Norge is naturally engaged in UN Goal 3 “Ensure healthy lives and promote well-being for all at all ages”. Our success relies on trust, transparency, and a commitment to sustainable and responsible practices. We examine the positive and negative environmental and social footprints we leave behind.
Our strategy is structured around four key pillars, aligned with relevant UN Sustainable Development Goals:
• Our products - UN Goal 8, 12, 13
• Our services - UN Goal 3, 12
• Our operations - UN Goal 12, 13
• Our people - UN Goal 8, 10

Our ESG Strategy goes hand in hand with our core values:
• Caring heart
• Customer drive
• Champion spirit

We invite you to learn more about our ESG strategy and achievements through reading this report.

" By doing business responsibly and sustainably, we are what we are today, a trusted partner to healthcare professionals, payors, patients and suppliers. Our business principles are founded on integrity: we do the right thing. "

Joachim Warnberg
Managing Director, Mediq Norge AS

Board Signature

This report is electronically signed. See last page for verification.

Joachim Warnberg
Managing Director

Janke Eriksen
Sales Director

Rogier Stap
Finance Director

Enterprise information and enterprise context

Key enterprise information

Enterprise name

Mediq Norge AS

Head office address

Brynsveien 14, 0667 Oslo

Main brands, products and services offered by the enterprise

Mediq Norge sell and service medical devices and consumables to both public and private institutions and companies. We represent Mediq Own Brand products, like Klinion, Curion, Absorin and Cenaman. The Mediq Own Brand products are manufactured by our sister company, Medeco. We also represent a number of A-brand suppliers, such as: Werfen, Tactical Medical Solution, Sterisol, ROPOX, Solventum, Care of Sweden, Teleflex, HARPS and Boston Scientific.

Description of enterprise structure

Mediq Norge AS import, market, sell and distribute Medical Devices, as well as install, service and maintains Medical Devices in the Norwegian market. Mediq's customers are primarily healthcare service, public and private institutions and companies. Like hospitals, healthcare institutions, general practitioners, army, police, wholesalers, first aid dealers and retail companies.

Mediq Norge AS is part of the Mediq Group with activities in 13 countries, >3000 employees, 1.000.000 orderlines pr month, >5000 institutional customers and >77.000 products in assortment.
The Mediq Group is owned by the private equity company Advent International.
Within Mediq Group, Medeco BV is the only company that has the Manufacturer role. Medeco is the Manufacturer of the Mediq Own Brands. Medeco chooses the products, contracts third-party producers and follows up the supply chain for the Mediq Own Brand products.
Mediq Norge acts as an Importer and Distributer of a large range of products from ~300 different suppliers. Medeco being one of them.

Our ESG policy and strategy are set by Top Management in Mediq Group. Top Management are supported by the ESG committee on Group level. The ESG committee consists of Top Manager representatives from Category, Sourcing, Supply Chain and HR. Committee is lead by Group ESG Manager. Ambitions related to PRODUCTS, SERVICES, OPERATIONS and OUR PEOPLE are set in our ESG strategy. (Further description in 1.C.1)
Road Map 2030 are developed to set actions in order to reach our ambitions set in our ESG Strategy.
The Top Manager representatives are responsible for cascading the ambitions and related actions through the chain of command.

Mediq Norge are closely linked to our mother and sister companies. Mediq Norge is based in Oslo. Warehouse is operated by our sister company Mediq Sverige AB based in Kungsbacka, Sweden. Functions are organized cross-Nordic or on global level.
Such as; Supply Chain, Sourcing, Category/Product Management, IT, HR, Finance, Masterdata, Sales and Tender & Contract.
For Mediq Norge, our Managing Director is overall responsible for ESG in Norway.
All functions within Mediq have some kind of ESG responsibility:
-Finance is responsible for setting budget according to our ESG Strategy.
-HR is responsible for ESG training programs and Equality & Diversity programs.
-Sourcing is responsible for performing Due Diligence of Suppliers, as well as developing the Supplier relationship to improve sustainability and ethical trade.
-Supply Chain is responsible for Sustainable operations.
-Category/Product Management is responsible for Sustainable products in our assortment.
-Demand Planning is responsible for analyzing demand data to optimize order predictability.
-Supply Planning is responsible for executing regular ordering to suppliers based in forecast/demand data.
-Tender & Contract is responsible for positioning sustainable products with suitable product information in tender biddings, to enable customers to choose the more sustainable option.
-Marketing is responsible for publishing product information (i.e in webshop) to enable customers to choose the more sustainable option.
-Quality/Regulatory is responsible for assisting management in anchoring policies, developing processes related to ESG, and to support local organization in ESG issues.

Revenue in reporting year (NOK)

445 722 000

Number of employees

46

Is the enterprise covered by the Transparency Act?

Yes

Major changes to the enterprise since last and current reporting period

During the calendar year of 2025 there were no new acquisitions or mergers for Mediq Norge.

Contact person for the report (name and title)

Kari Solhus, Quality Manager / ESG coordinator

Email for contact person for the report

kari.solhus@mediq.com

Supply chain information

General description of the enterprise's sourcing model and supply chain

The sourcing department, which is organized as a cross-Nordic function, has a clear description of all the activities and decision-making authorities. Across the Nordic countries, we share many of the same suppliers. Sourcing owns the relationship with suppliers within Mediq and negotiate prices, terms and conditions. Even if Sourcing owns the overall agreements with supplier, there are many different points of contact between Mediq and the supplier:
-Demand Planning evaluates the forecasts and sets the overall demand
-Supply Planning handles all purchase orders
-Finance handles supplier invoices
-Product Management evaluates the products
-Sales collaborates close to ensure proper information flow to customer
Mediq Norge has a well established internal Code of Conduct. "Policy for responsible business conduct" can be found on our website.
Based on our internal policy, we have developed a Supplier Code of Conduct which suppliers have to commit to. Ensuring that the Supplier signs and commits to our Supplier Code of Conduct is one of the responsibilities that Sourcing has.

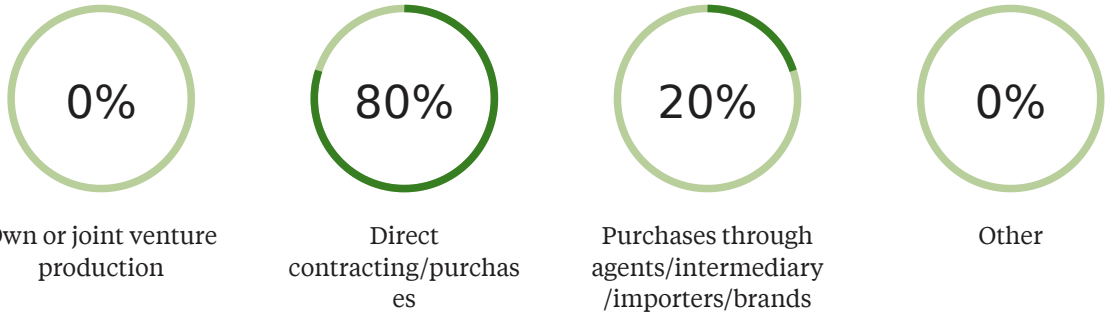
Number of suppliers with which the enterprise has had commercial relations in the reporting year

326

Comments

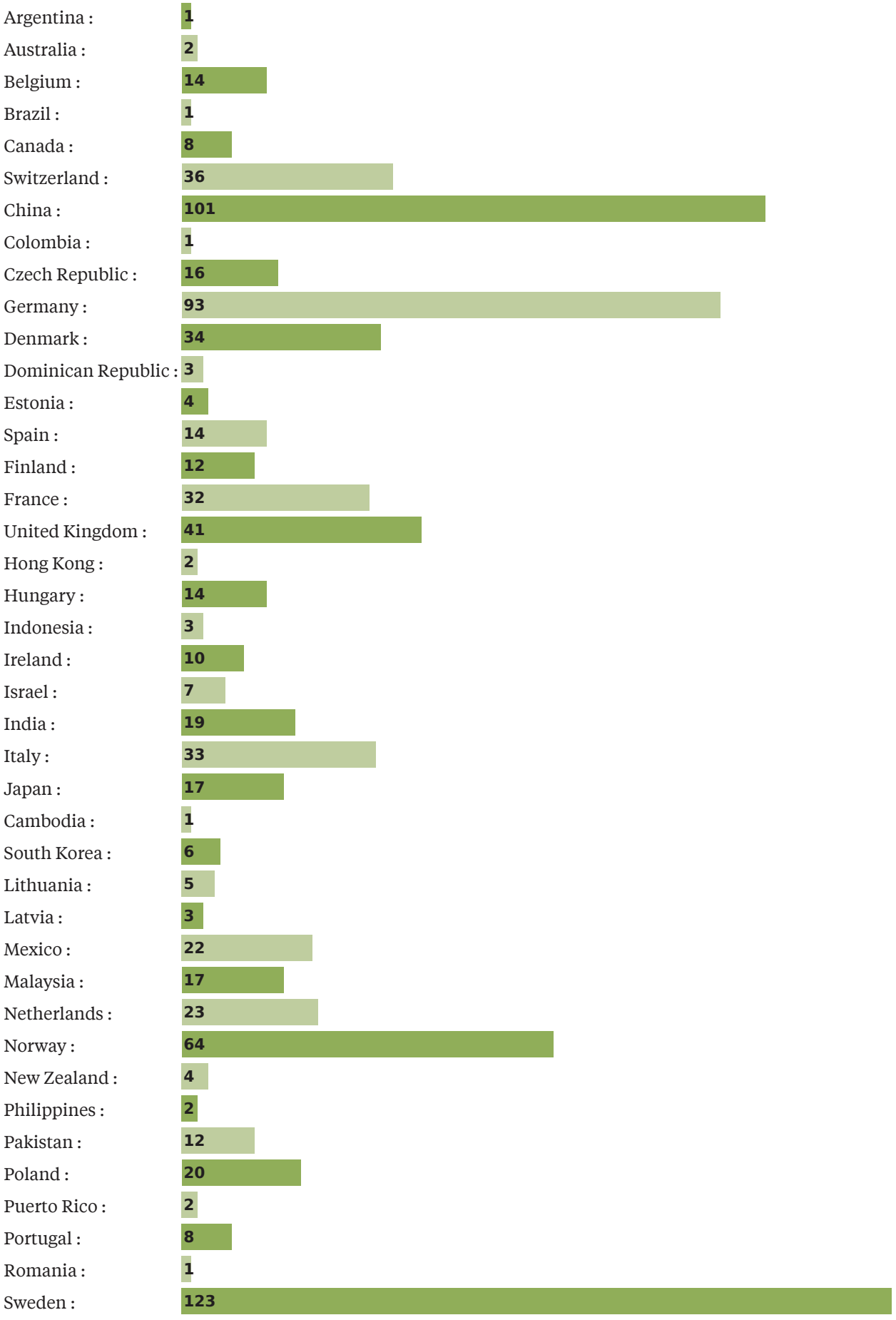
Commercial suppliers for Mediq Norge during the reporting year consists of 326. 287 of these suppliers are considered tail end suppliers (covering ~20% of spend).

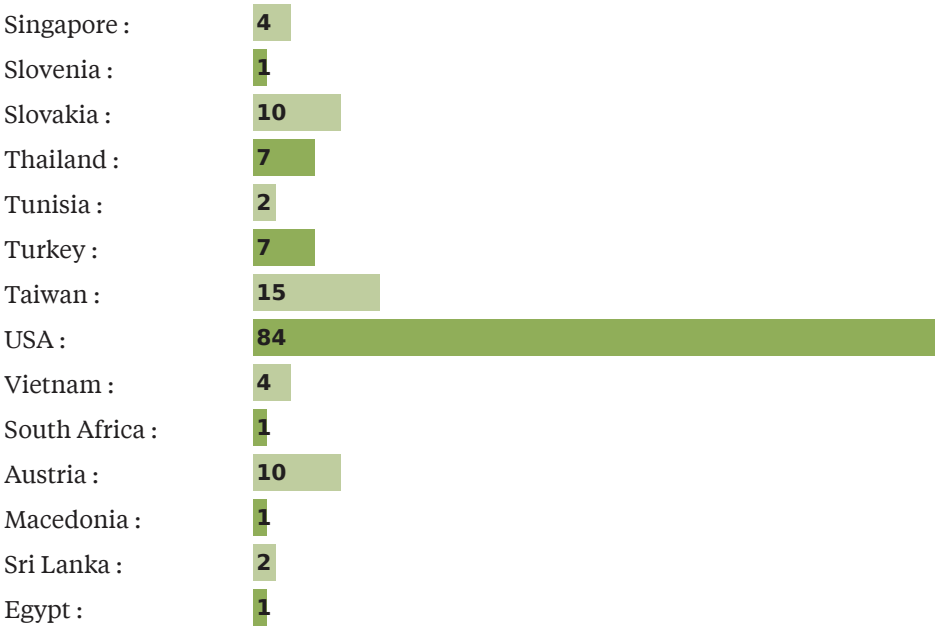
Type of purchasing/ suppliers relationships



Mediq Norge is not a Manufacturer and do not own any manufacturing sites.
-80% are purchased directly from the legal Manufacturer of the Medical Device. However, the legal Manufacturer may do their manufacturing at company owned factories, or at contracted factories. Often the legal Manufacturer provide articles manufactured from multiple factories and countries. And sometimes the legal Manufacturer produce the same product on different sites. This adds complexity to the supply chain.
-20% are purchased from an Importer/Distributor.

List of first tier suppliers (producers) by country





Information of Country of Origin of product is collected from the supplier as part of the process when we create the different stock keeping units (SKU) in our ERP system.
In 2025 Mediq Norway had about 16.000 active SKUs.

The legal Manufacturer may do their manufacturing at both company owned factories or at contracted factories. Often the legal Manufacturer provide articles manufactured from multiple factories and countries. Hence, the list above of producers is larger than the number of suppliers.

State the number of workers at first tier producers

Number of workers

37 404

Comments to number of workers

The numbers of workers are based on completed SAQs from 13 sites for Nordic Direct suppliers and 77 sites of Mediq Own Brand contracted producers.

Key inputs/raw materials for products or services and associated geographies

Cotton	Global Brazil China India Pakistan USA
Rubber	Global Indonesia Thailand Vietnam
Stainless Steel	Global China United Kingdom Indonesia Japan South Korea Pakistan Sweden USA
Plastic	Global China Mexico USA
Aluminium	Global China India Norway

Mediq Norge's assortment includes ~16.000 active articles. Mediq does not at this time routinely require our suppliers to confirm the country of origin of the Raw Materials for all of our products. This information is only collected for selected products.

The raw materials listed here are the main raw materials for our top categories, in no particular order.
The countries and regions stated above are mainly stated due to them being large global exporters.

Is the enterprise a supplier to the public sector?

Yes

Goals and progress

Process goals and progress for the reporting year

1

Goal : Employee training:
100% of our employees shall have completed our annual e-training of our Mediq Code of Conduct.

Status : 98%

2

Goal : Supplier Code of Conduct:
100% of our top 100 Nordic external suppliers should sign Mediq's Supplier Code of Conduct (or deliver equivalent or better Code of Conduct commitment).

Status : 100%

3

Goal : Supplier Assessment Questionnaire:
Long term goal: 100% of Nordic direct suppliers with Inherent Risk Score above 4,1 according to the Sedex screening methodology and with >0,1m EUR in annual spend, should have completed an SAQ through Sedex (or equal assessment).
Short term 2025: 100% of of the 21 sites defined as in-scope in start of 2025, should have completed an SAQ through Sedex (or equal assessment).

Status : **Long term goal:** 14 of 189 manufacturing sites have completed SAQ.
Short term goal: 14 of 21 in-scope manufacturing sites by start 2025 have completed SAQ.

4

Goal : Russian sanctions:
100% of our top 100 Nordic suppliers (by spend) should sign "Confirmation on compliance with EU sanctions and regulations regarding trade with Russia" statement.

Status : 87%

5

Goal : Sustainable assortment - Mediq Own Brand:
Increase share of our Mediq Own Brand products that are part of Mediq's "Care-to-Care" program.

Status : Mediq Own Brand products in Care-to-Care assortment: 140

6

Goal : Sustainable assortment - Mediq Own Brand:
Develop more LCAs.

Status : Mediq Own Brand products with LCAs: 5

Process goals for coming year

1

Employee training:
100% of our employees shall have completed our annual e-training of our Mediq Code of Conduct.

2

Supplier Code of Conduct:
100% of our top 100 Nordic external suppliers should sign Mediq's Supplier Code of Conduct (or deliver equivalent or better Code of Conduct commitment).

3

Supplier Assessment Questionnaire:
100% of Nordic direct suppliers should have completed an SAQ through Sedex (or equal assessment) if they belong to following category:
- High Inherent Risk Score, independent of annual spend
- Medium Inherent Risk Score, with annual spend >0,1mEUR

4

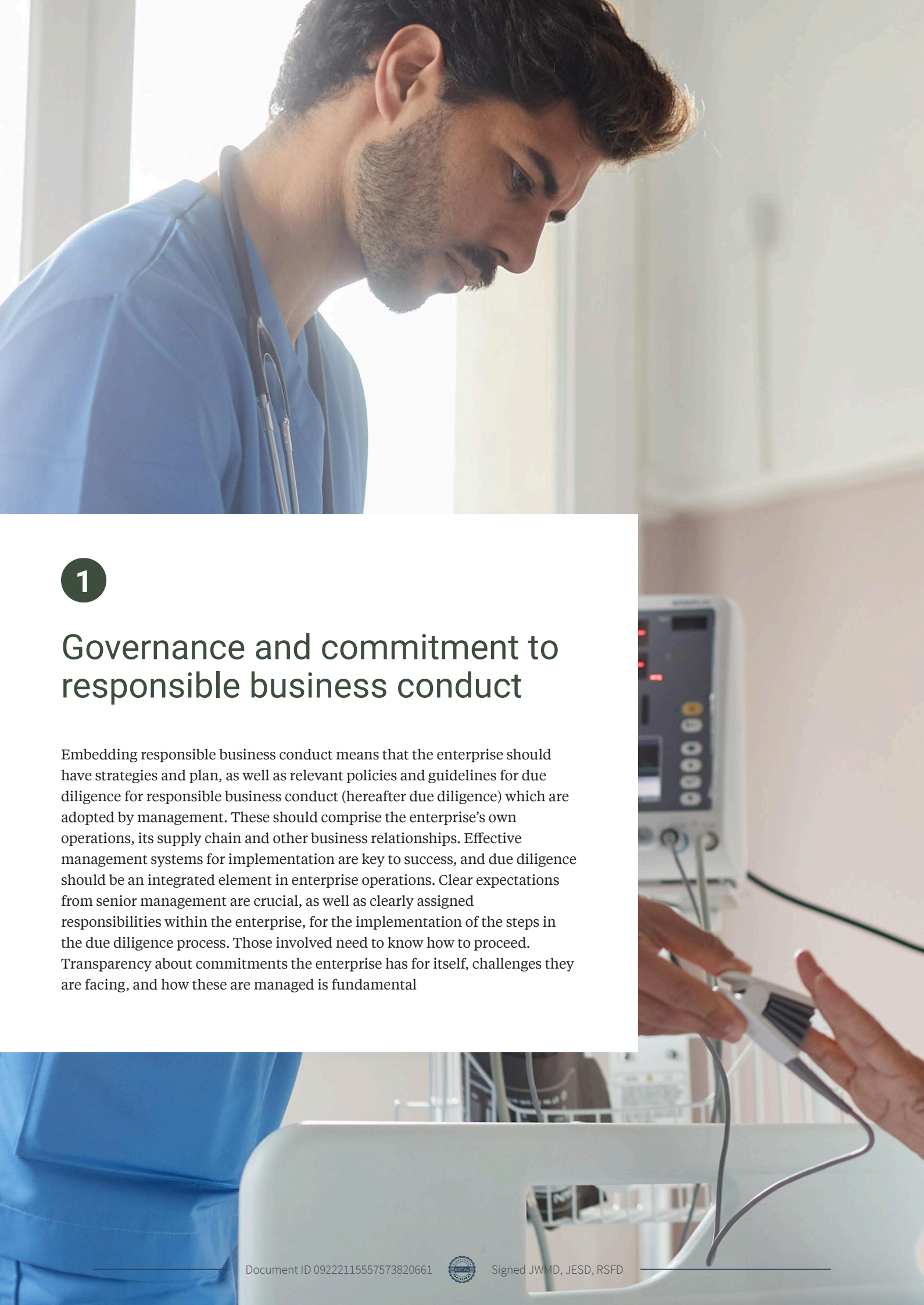
Russian sanctions:
100% of our top 100 Nordic suppliers (by spend) should sign "Confirmation on compliance with EU sanctions and regulations regarding trade with Russia" statement.

5

Sustainable assortment - Mediq Own Brand:
Increase share of our Mediq Own Brand products that are part of Mediq's "Care-to-Care" program.

6

Sustainable assortment - Mediq Own Brand:
Develop more LCAs.



1

Governance and commitment to responsible business conduct

Embedding responsible business conduct means that the enterprise should have strategies and plan, as well as relevant policies and guidelines for due diligence for responsible business conduct (hereafter due diligence) which are adopted by management. These should comprise the enterprise's own operations, its supply chain and other business relationships. Effective management systems for implementation are key to success, and due diligence should be an integrated element in enterprise operations. Clear expectations from senior management are crucial, as well as clearly assigned responsibilities within the enterprise, for the implementation of the steps in the due diligence process. Those involved need to know how to proceed. Transparency about commitments the enterprise has for itself, challenges they are facing, and how these are managed is fundamental

1.A Policy for own enterprise

1.A.1 Link to publicly accessible policy for own enterprise

https://mediqnorge.no/om-oss/csr.

1.A.2 What does the enterprise say publicly about its commitments to respect people, animals, society and the environment?

Mediq has established our **Mediq Code of Conduct** (https://mediqnorge.no/om-oss/code-of-conduct) which apply to all Mediq companies.
Our Mediq Code of Conduct are founded on UN and International Labor Organization conventions as amended or restated from time to time.
This document highlights Mediq's core values and mission in addition to describing Mediq's expectations in regards to:

• People and Environment
- Safe Workplace
- Workplace violence
- Alcohol and drug-free workplace
- Human Rights (with listing of relevant conventions and guidelines)
- Anti-Discrimination
- Anti-Harassment
- Diversity, Equity & Inclusion
- Environment
- Animal Welfare

• Business Integrity & Fairness
- Conflicts of interest
- Anti-Kickback, Bribery and Corruption
- Dealing with government officials, Healthcare professionals, Healthcare insurers and other payors
- Quality
- Exports and anti-money laundering
- Antitrust and competition laws
- Gifts, entertainment, hospitality and donations

• Safeguarding of company assets
- Use of company resources & property
- IT use guidelines
- Fraud and Misconduct
- Privacy & data protection

• Instruction of reporting suspected breach of conduct on anonymous reporting hotline (www.speakup feedback.eu)

Based on our Mediq Code of Conduct, Mediq has developed a **Supplier Code of Conduct** (https://mediqnorge.no/om-oss/csr) that all Mediq companies use towards our suppliers.
The Supplier Code of Conduct requires that our suppliers commits to the same principles throughout the whole value chain.
The ethical guidelines are designed to ensure that products and services that we deliver complies with:
-Labor and human rights
-Environment (incl animal welfare)
-Ethics
-Health and Safety
-Privacy and Security

Mediq is committed to upholding our standards across all of its locations. Our responsibility in this area includes creating awareness and understanding.
By incorporating these principles into strategies, policies, and procedures, and living out our values, Mediq will uphold our responsibilities to people, animals, society and environment, and set the stage for our customers trust.

Mediq Norge uses our website to communicate how we commit to doing our due diligence in our supply chain, towards our external stakeholders.
Our "Policy for Responsible Business Conduct" and a description of how Mediq work with Environmental Social Governance towards our suppliers are published on our website.
Policies are available in English.
You can read more about Mediq ESG Strategy in pt 1.C.1 and on our website; https://mediqnorge.no/om-oss/csr

1.A.3 How has the policy/commitment been developed and how is it embedded in the enterprise?

The sender of our Mediq Code of Conduct is the CEO of Mediq Group.
The policy is on the agenda from board meetings down through sales meetings, purchasing meetings, and supplier contract.
Mediq Code of Conduct is developed by Top Management together with our Group ESG Committee. Local country ESG coordinators give their input to the Group ESG Committee.
Our Mediq Code of Conduct on group level are currently not describing policy for Regular Employment (ILO Convention No 95, 158, 175, 177 and 181). This is only stated in our Group Supplier Code of Conduct. Hence, Mediq Norge has a national policy document "Policy for responsible business conduct" to include this topic (https://mediqnorge.no/om-oss/csr).
This policy document is based on resources from Etisk Handel Norge, approved by the board of Mediq Norge and signed by Managing Director of Mediq Norge.

The Mediq Code of Conduct is part of our mandatory annual e-training module for all employees in Mediq Group. The onboarding process of new employees at Mediq Norge also include face to face training on ESG topics with the local ESG coordinator.
Also, the company's intranet is a tool for communicating to all employees about the work on ESG topics and risks in the value chain. Including communication regarding our member reporting to the Ethical Trade Initiative in Norway, as well as the risks and issues we see in the markets we operate in.

Our Mediq Code of Conduct applies to all employees, officers, and directors of Mediq and governs all our decisions and actions, whether in our offices, warehouses, in the boardroom, at customer or supplier premises. This Code is at the center of everything we do. It reinforces our Core Values. We require that all our suppliers commit to our Supplier CoC, to ensure that the same principles are followed throughout the value chain.

Mediq Norge has established internal procedures related to ESG in our Management System.
Mediq Norge is certified according to ISO9001 and ISO14001.

1.B Organisation and internal communication

1.B.1 How is the due diligence work organized within the enterprise, embedded in internal guidelines and routines?

The ESG policy and strategy are decided by our CEO for Mediq Group. Our Managing Director for Norway is overall responsible for ESG within Norway.
Within Mediq the responsibility for Supplier Due Diligence is placed to our Sourcing department.
The reporting lines within Sourcing are:
• CEO
• Chief Product Officer (CPO)
• Director Sourcing Excellence
• ESG Manager
• Responsible Sourcing analyst
• Sourcing Director Nordics & Baltics
• Sourcing Performance Manager Nordics & Baltics
• Sourcing & Ethical Trade Specialist Nordics & Baltics

Chief Product Officer Sourcing is part of our Group ESG Committee (as previously described in pt. “Description of Enterprise Structure"). Hence, the Chief Product Officer Sourcing have been part of developing our ESG Strategy. The role is responsible for implementing actions throughout the reporting lines for the different countries to ensure we will meet our ambitions set out in our ESG Strategy.
A Road Map 2030 have been developed. Personal incentives are set to ensure adherence to the Road Map 2030. In addition, the CPO is informed and consulted by Global Sourcing Excellence regarding suppliers alleged to be in violation of the Supplier Code of Conduct, including any proposed remedial actions, such as potential supplier relationship termination or suspension. The Director of Sourcing Excellence has overall responsibility for the Supplier Due Diligence process within Sourcing and also designs, assesses, and reviews our Standard Operating Procedure (together with the ESG Manager).
In addition, the Director leads supplier management in cases of alleged violations of the Supplier Code of Conduct.
The Group ESG Manager assists Top Management in anchoring policies, developing processes and tools related to ESG, and supporting all business units (Mediq countries) in ESG matters. In addition, the Group ESG Manager is responsible for designing, assessing, and reviewing our Standard Operating Procedure (together with Director Sourcing Excellence), providing guidance on actions and decisions that are alleged to be in violation of the Mediq Supplier Code of Conduct, monitoring new regulations and relevant developments to ensure that our approach and standards remain up to date, and overseeing the ESG report, which is an annual due diligence report on Responsible Business Conduct, shared with and approved by the Board of Directors.

The Responsible Sourcing Analyst leads the coordination of supplier participation in the Responsible Sourcing Program together with the supplier’s Key Account Manager and is working closely with the relevant Category Directors. The Analyst also acts as the central link between Sedex and Mediq to ensure efficient data flow and alignment of processes.

The Nordic countries in Mediq have many shared functions, such as Sourcing. The Nordic countries share many of the same suppliers.
The Nordic Sourcing & Ethical Trade Specialist is responsible for the operational execution of the Supplier Due Diligence in the Nordic countries, using the external platform Sedex, our partner for responsible business conduct and supply chain due diligence, and reports to the Sourcing Performance Manager Nordics & Baltics, who in turn reports to the Sourcing Director Nordics & Baltics
Procedures for Due Diligence and how we collaborate with Sedex is developed on Group level with input from the local organizations in regular meetings, and workshops when needed.
All Mediq countries use Sedex as partner for Due Diligence.
Sedex (Supplier Ethical Data Exchange) is a globally recognized, non-profit organization headquartered in London, UK. It operates one of the world's largest collaborative platforms for sharing responsible sourcing data on supply chains. Sedex enables businesses to assess, monitor, manage and report on ethical and responsible practices within their supply chains, addressing issues such as labor rights, health and safety, environmental impact, and business ethics. Through its platform, Sedex facilitates transparency and collaboration among companies, suppliers, and stakeholders to drive improvements in supply chain sustainability.

The annual report of Due Diligence for Responsible Business Conduct are shared with and signed by the board of Directors for Mediq Norge.
The local country ESG Coordinators assist local management, ensure local routines, coordinate reporting and internal communication, and promote local requirements up to Group level.

1.B.2 How is the significance of the enterprise's due diligence work defined and clarified for the employees through their job description (or the like), work tasks and incentive structures?

Mediq conduct e-training "Mediq's Ethical Guideline" in our digital tool "Mediq Academy".
The e-training includes a video presentation from our CEO, an explanation of why we need a Code of Conduct and the actual Mediq Code of Conduct. The theoretical training is followed by a test. The e-training module is mandatory for all employees on all levels and must be performed annually.
On local level, the onboarding process at Mediq Norge include a section of ESG training conducted by the local ESG coordinator in Mediq Norge. This training is face-to-face training that includes more details about local Norwegian requirements and stakeholder expectations.

Personnel with specific tasks related to Due Diligence have Job descriptions that describes these responsibilities and tasks. This applies for i.e Nordic Sourcing & Ethical Trade Specialist and local ESG Coordinator.
Individual training programs are set up for new employees within these roles. The training program includes process descriptions and procedures in our Management System, as well as materials and webinars available at Etisk Handel Norge.
Personal incentives related to ESG are implemented for dedicated personnel.

1.B.3 How does the enterprise make sure employees have adequate competence to work on due diligence for responsible business conduct?

Mediq ensures suitable competence for performance of Due Diligence for responsible business conduct by setting up individual training programs for dedicated employees. The training program includes:
• Relevant processes and procedures in Mediq Management System
• Etisk Handel Norge resources, courses and webinars
• Training and guidance from Sedex
• Sharing of best practices in Supplier & Customer meetings
• Sharing of best practice internally
• Negotiation courses
• Leadership programs
• Higher educations

1.C. Plans and resources

1.C.1 How are the enterprise's commitments to respect people, animals, society and the environment embedded in strategies and action plans?

Mediq Norge AS strives towards responsible business conduct that respects people, animal, society and the environment. Mediq considers responsible business conduct to be a prerequisite for sustainable development, meaning that today's generation get their needs covered without compromising the ability of future generations to meet their own needs.
This is in line with our Core Values: Caring Hearth, Customer Drive and Champion Spirit.
Mediq has transitioned from a CSR-focused approach to a more encompassing ESG model. For those unfamiliar, while Corporate Social Responsibility (CSR) has traditionally emphasized ethical operations and sustainability initiatives, the Environmental, Social, and Governance (ESG) framework takes a broader view. ESG not only addresses the negative impacts, but focuses on minimizing those impacts and redirecting them toward creating positive outcomes.
This enhanced strategy encapsulates our entire value chain — from the production phase of our products to their eventual disposal by end-users.

Our strategy is structured around four key pillars:
• **Our products**
We deliver products with minimal environmental impact – keeping circularity as our guiding principle – that are ethically produced.
• **Our services**
We provide services and solutions to enrich the quality of life of patients and people working in healthcare and support the sustainability transition in healthcare.
• **Our operations**
We operate minimizing waste, use of packaging material, emission in transport and energy use in buildings. Keeping circularity as our guiding principle.
• **Our people**
We develop and empower engaged, healthy and diverse people.

You can read the full description of Mediq's ESG Strategy, with description of the four key pillars, focus areas, ambitions and corresponding UN sustainable development Goal, on our webpage.
https://mediqnorge.no/om-oss/csr
https://mediq.com/about-us/environmental-social-governance

Our ESG Committee have developed a Road Map against 2030, in order to reach our Ambitions that are outlined in the ESG strategy.
For Mediq Norge our ESG strategy and setting a Road Map against 2030 is essential for being a player in the public tender biddings and to comply to the Norwegian Transparency Act.

See further description of resources and organizational set up in "Description of enterprise structure" and 1.B.1.

1.C.2 How are the strategies and action plans for sustainable business conduct followed up by senior management and the board?

The ESG committee owns the ESG strategy and its execution, it holds representation of the Group CEO and other senior management within the organization, chaired by the ESG manager. This committee has the shared responsibility to, amongst others, support and supervise ESG strategy process and implementation into ways of working and embedding ESG into personal and company targets.
The ESG committee regularly reports out to Mediq's Supervisory Board, at a minimal on a quarterly basis.

Follow up of actions down to local level are anchored through the functional reporting lines up to Top Management representatives, for the key areas PRODUCTS, SERVICES, OPERATIONS and OUR PEOPLE.
See "Description of enterprise structure".
The board for Mediq Norge is informed of status via this annual reporting.

1.D Partnerships and collaboration with business relationships

1.D.1 How does the enterprise communicate the importance of responsible business conduct in its business relationships?

As part of the process that our Nordic Sourcing department follows when a contract with a new supplier is to be entered, Mediq requires that our Supplier Code of Conduct is read, understood and signed. The Supplier Code of Conduct is a mandatory attachment to the commercial agreement. The Supplier CoC requires that our suppliers commit and adhere to the requirements, that they have the training and tools to do so, and that they shall be able to document their efforts to secure compliance with the local laws and our Supplier Code of Conduct at our request. This also applies to any sub-supplier. Mediq may terminate the relationship with any supplier, third party representative or other business partners that fails to meet the standards in this Code after a reasonable period of time for remedying a breach.
Other attachments to our commercial agreement include “Guidelines for environmentally adapted choice of products”.
All new manufacturing partners for Mediq Own Brand products are subject to a supplier visit and evaluation with a multifunctional team.

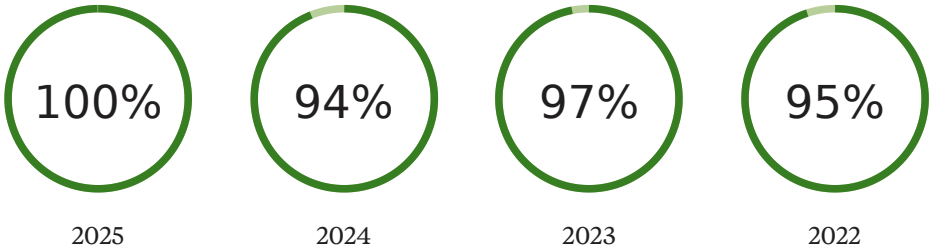
Our **minimum requirements** for considering a supplier to be compliant with our Mediq standards is embedded in our Responsible Sourcing Program.
The Program include that they shall sign our Mediq Supplier Code of Conduct, or in exceptional cases provide us with an equal statement.
As minimum the Supplier shall:
• Actively communicate the content of the Supplier Code of Conduct to their workers as well as to their suppliers.
• Require that its suppliers (our second tier supplier) to acknowledge and implement a corresponding Code of Conduct requirements.
• Provide Mediq with information by responding to supplementary questionnaire.
• Allow Mediq or 3rd party to perform audits.
Mediq follow a risk based approach (as described in 2A2) to verify the level of adherence to these requirements and Mediq Standards.
By using the sources listed in 2A2 we ensure that the most relevant topics within Labor & Human Rights, Ethics, Environment and HSE, are used to calculate the risk scores, depending on location and industry. Defined risk score thresholds triggers further investigations such as SAQs and Audits. Outcome of SAQs and Audits is used to verify if supplier is compliant to our Mediq standard.

To communicate Mediq policies publicly, Mediq Norge has uploaded "Policy for responsible business conduct" and "Responsible Sourcing Program" to our website: https://mediqnorge.no/om-oss/csr.

Mediq acknowledges that our purchase practices influence the suppliers ability to comply to our CoC. It is important for our suppliers to have predictability and Mediq strives to give good and accurate information of forecasts to our suppliers. To ensure this our Demand Management team analyzes demand data to optimize order predictability and regularity. Supply Planning is responsible for executing regular orders based on well-founded demand data.

Indicator

% of our top 100 Nordic suppliers that has signed our Mediq Supplier Code of Conduct, or provided equal statement.



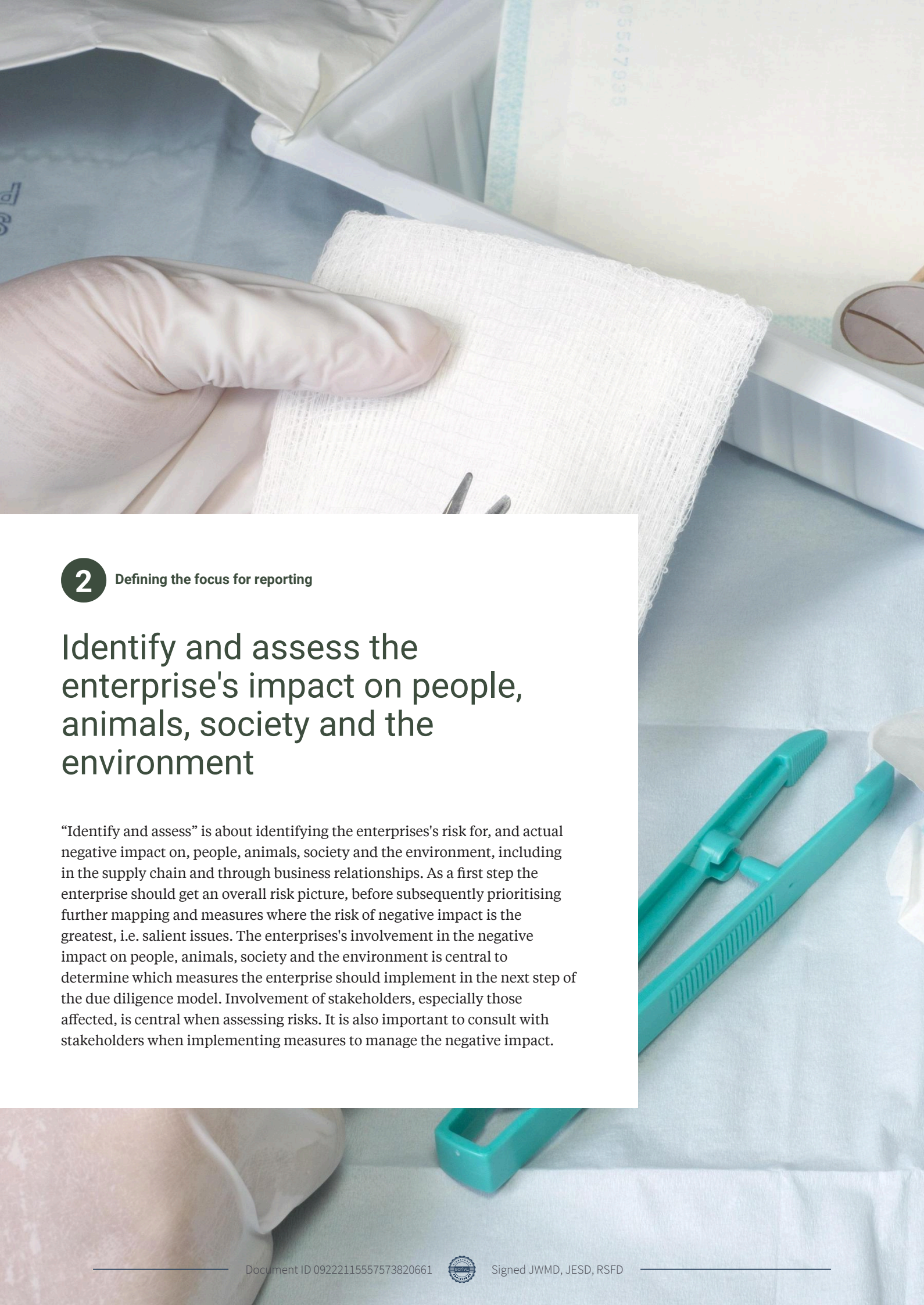
Our top 100 suppliers are relative stabile. However, new suppliers come from time to time. Sometimes there are mergers or splitting of companies at our suppliers, so there are naturally some changes in the list.

1.E Experiences and changes

1.E.1 What experiences have the enterprise encountered during the reporting period concerning responsible business conduct, and what has changed as a result of this?

Mediq transferred from using Factlines to partner with Sedex for our Supplier Due Diligence process in 2023. By using Sedex we have access to a pool of audit reports to supplement the SAQ data.
During 2025 we focused on increasing the share of our prioritized suppliers connected to the Sedex platform, collecting and analyzing SAQ results and audit reports. For the suppliers that have accepted Sedex membership, Mediq now have increased transparency, enabling more targeted dialogue with our suppliers. This process will continue in 2026.
However, we also experience challenges related to resistance from some suppliers to accept Sedex membership, as cost of Sedex membership and SMETA audits falls on the supplier. Other suppliers see the value of connecting to Sedex to reduce the multitude of questionnaires and social audits from their customers.

Mediq also see that environmental requirements from our public customers have increased.
Stricter requirements emphasizing climate and environmental considerations in public procurement came into effect on 1 January 2024. The main rule is now that climate and environmental considerations must be weighted by a minimum of 30 percent, with exceptions if specific conditions are met.
Examples of requirements we meet in public tenders:
-Science Based Target Initiatives
-Eco labelled products
-Zero emission transport
As Norway is the first country requiring this substantial weighting of environmental consideration in public tenders, this sets a new pressure on our suppliers. We have experienced that for some of our suppliers, the tender requirements speeds up the internal processes related to sustainability. However, there is also a risk that some global Manufacturers will not prioritize putting their Medical Device on the Norwegian market.



2 **Defining the focus for reporting**

Identify and assess the enterprise's impact on people, animals, society and the environment

“Identify and assess” is about identifying the enterprises's risk for, and actual negative impact on, people, animals, society and the environment, including in the supply chain and through business relationships. As a first step the enterprise should get an overall risk picture, before subsequently prioritising further mapping and measures where the risk of negative impact is the greatest, i.e. salient issues. The enterprises's involvement in the negative impact on people, animals, society and the environment is central to determine which measures the enterprise should implement in the next step of the due diligence model. Involvement of stakeholders, especially those affected, is central when assessing risks. It is also important to consult with stakeholders when implementing measures to manage the negative impact.

2.A Mapping and prioritising

PRIORITISED ACTUAL OR POTENTIAL NEGATIVE IMPACT ON PEOPLE, ANIMALS, SOCIETY, AND THE ENVIRONMENT

Prioritising one or more risk areas on the basis of severity does not mean that some risks are more important than others, or that the company should not take action on other risks, but that risks with the greatest negative impact are prioritised first. Mapping and prioritisation are a continuous process.

2.A.1 List prioritized significant risks and/or actual negative impacts on people, animals, society and the environment.

Salient issue	Related topic	Geography
Breach of labor- and human rights for employees at prioritized suppliers.	Forced labour Occupational Health and safety Wages Working hours Regular employment Marginalized populations	China Malaysia
Environmental impact from Transport Emissions, Energy and Packaging Materials.	Environment Emission Greenhouse gas emission Energy Waste Use of materials	Global Norway Sweden
Conflict areas / War zones		Belarus Israel Russia

Mediq Norge AS is an importer/distributor of mainly Medical Devices. We do not have our own production. Our suppliers are typically a legal Manufacturer that either does their own manufacturing, or have contracted the manufacturing to another partner. In this way Mediq Norge is directly linked to the manufacturing either through one or more entities.
-Mediq partners with Sedex to identify our highest risks, on-site audits and follow up audits for identified breaches. See description in 2A2.
-Mediq focus on internal activities with environmental impact from Transport Emissions, Energy use in buildings, Packaging Materials and Waste. Mediq post annual ESG-reports on our website; https://mediqnorge.no/om-oss/csr / https://mediq.com/about-us/environmental-social-governance
-Mediq follow closely development of conflict areas / war zones, to ensure we comply with sanctions.
See description in 3A1.

JUSTIFICATION FOR THE PRIORITISATION OF RISKS OF NEGATIVE IMPACT ON PEOPLE, ANIMALS, SOCIETY, AND THE ENVIRONMENT

2.A.2 Describe: a) the enterprise's routines for mapping and identifying risk and show how the negative impact was identified and prioritized b) activities or sections of the enterprise not covered in this report , if any (product groups, own products, departments etc.), and why c) how the information was gathered, what sources were used, and which stakeholders have been involved d) whether you have identified areas where information is lacking, and how you are planning to proceed to collect more information about this.

Procedure for Mapping, Identifying and Prioritizing Risks within Ethical Trade
Mediq identifies and prioritizes supplier risks through a structured, risk-based approach fully integrated into Mediq´s Responsible Sourcing Program.
In addition to Mediq Own Brand products supplied by Medeco, Mediq Norway works with more than 300 external suppliers (approximately 1200 across the Nordics). These include both legal manufacturers as well as importers and distributors.
Legal manufacturers may deliver products produced by multiple production sites, which can be either company-owned or contracted. As a result, the total number of production sites is extensive, making it necessary to prioritize and focus our efforts.
Suppliers are prioritized based on Inherent and Combined Risk Scores, and supplier spend, guiding appropriate due diligence such as SAQs and Audits, possibly leading to need for Corrective Actions. Continuous monitoring ensures ongoing compliance and engagement with both internal teams and external stakeholders.

Supplier Code of Conduct
All suppliers, including our Private Label suppliers who produce Mediq Own Brand products on behalf of our sister company Medeco, must commit to our **Mediq Supplier Code of Conduct**.

Inherent Risk Assessment
Risk mapping is conducted using **Sedex's analytical tool Radar**, which assesses **Inherent Risk based on country and industry sector.**
Inherent Risk Scores range from 0 (lowest risk) to 10 (highest risk).
Based on the inherent risk score, Mediq applies a structured decision matrix that combines risk level, supplier spend, and supplier type to determine the appropriate level of due diligence and ensure proportionate oversight.
• Direct suppliers with scores 0–3.9 are classified as **low risk** and considered compliant regardless of spend.
• Direct suppliers with scores 4.0–5.9 are classified as **medium risk**; those with spend below 100 KEUR are not prioritized for further assessment, while suppliers with spend above 100 KEUR are required to complete a Self Assessment Questionnaire (SAQ).
• Direct suppliers with scores 6.0–10 are classified as **high risk** and are required to complete an SAQ regardless of spend.
• Private Label suppliers are required to complete an SAQ irrespective of inherent risk score or spend.

Self-Assessment Questionnaire (SAQ)
For suppliers prioritized for SAQ, Mediq requires registration on the Sedex platform for completion of an SAQ. Prior to issuing an SAQ, Sedex verifies whether the supplier is already sufficiently audited or certified through recognized third party frameworks. Mediq accepts several internationally recognized audit frameworks and certification schemes, provided they meet Mediq's minimum requirements and are conducted by accredited bodies. Suppliers meeting these requirements are considered compliant and are therefore exempt from completing an SAQ.
SAQs cover 15 topics including: Profile, Workplace Impact, Management Systems, Freely Chosen Employment, Freedom of Association, Health & Safety, Living Accommodation, Children and Young Workers, Wages, Working Hours, Regular Employment, Discrimination, Discipline and Grievance, Environment, and Business Ethics.
Sedex combines inherent risk data with supplier-specific information from Self-Assessment Questionnaires to produce a consolidated **Combined Risk Score** on the scale from 0 to 10, which is used to prioritize suppliers for further due diligence.

Radar – Sedex analysis tool
Sedex assesses the information provided by suppliers using Radar. Radar is their comprehensive risk assessment and analysis tool.
Members use Radar to understand what the most likely issues in their supply chains are, even at the earliest stages of risk assessment.

Radar uses hundreds of data sources to produce scores, on a scale of 0 – 10.0. See list of indicators and sources at end of this text.*
These scores act as an indication for the level of risk within different countries and industries. The higher the score, the higher the risk.
For example, in the "Working Hours" issue area, a score of 10 would indicate that workers are at the highest risk of working excessive hours.
Radar also incorporates data on the businesses suppliers, where this is available from audits and the self-assessment questionnaire, to produce unique risk scores for individual sites in a supply chain.

Prioritization of Suppliers
A "Mediq High Risk List" for the Mediq Nordic countries was initially created in 2024 to identify suppliers operating in high risk countries and high risk product categories. These suppliers were prioritized for enhanced due diligence through the Sedex platform, including SAQs and, where applicable, SMETA audits or equivalent Mediq-approved frameworks. The same list was used in 2025; however, a different number of suppliers were prioritized for various reasons.

In 2025, the risk prioritization process identified 20 direct high-risk suppliers (21 sites), down from 30 in the previous year.
The reduction of 10 suppliers was due to the following reasons:
• 3 were internal suppliers within the Mediq Group
• 3 had no spend during 2025
• 3 were put on hold due to ongoing commercial negotiations with Mediq Group
• 1 supplier was replaced by an alternative supplier
The remaining 20 high-risk direct suppliers represent approximately 5% of total Nordic spend in 2025. Or 7% when also 97 Medeco suppliers (contracted manufacturers) are included.

While the Mediq High Risk List provided a structured and pragmatic starting point, Mediq strengthened its approach during 2025 by adopting Sedex's inherent risk assessment methodology. This transition enabled a more comprehensive and data-driven prioritization across the entire Nordic supplier base. All direct suppliers in the Nordics were screened, and risk scores were combined with purchasing volume (spend) to determine a prioritization for targeted follow-up. Medeco suppliers applied Sedex's inherent risk assessment methodology throughout 2025.

Parts of the business not prioritized
The 2025 risk mapping focused on suppliers and product categories assessed as medium to high inherent risk.
•Low-risk suppliers were not subject to enhanced assessment and follow-up measures.
•No additional measures were implemented for service providers based in Nordic countries, as these are generally considered low-risk regarding human rights, working conditions, and environmental impact.
For these suppliers, compliance is limited to signing the Supplier Code of Conduct.

Information gathering, sources, and involved stakeholders
Information was collected from multiple complementary sources and methods:
• ERP Data: Extracted from Mediq Nordics' ERP system, providing the country of origin for all supplier products.
• Sedex Radar, drawing from internationally recognized sources such as ILO, World Bank, OECD, and NGO reports.
• Suppliers' Self-Assessment Questionnaires (SAQs) covering the 15 topics described above.
• Third-party audits conducted according to SMETA or equivalent Mediq-approved frameworks.
• Supplier dialogue and follow-up by Sedex on behalf of or in collaboration with Mediq.
• External information such as customer feedback, business partners, news articles, and reviewed publications.

Stakeholders:
• Internal: Procurement, category/product management, and ESG functions.
• External: Suppliers, auditors, Sedex, and in some cases workers and local communities.

Use of Information:
• Risk data informs supplier selection, product assortment, and ESG-related customer dialogue.
• Findings are integrated into operational and strategic decision-making.

Identified information gaps and planned actions

Complete information is not always available, for example when suppliers have not yet registered on the Sedex platform, completed SAQs or audits are pending. Planned actions to address gaps include:
• Requiring suppliers to register on the Sedex platform
• Requiring suppliers to complete SAQs via Sedex
• Scheduling and completing SMETA audits or equivalent frameworks
• Enhanced dialogue with affected suppliers
• Follow-up on CAPRs where non-conformities have been identified
Another issue may also be incorrect information in our ERP system regarding data such as Country of Origin. Mediq continuously work on securing correct and complete Masterdata of the products in our assortment.

Sources*:
Topic - Indicator - Source (as used by Sedex):
Forced Labour - Forced Labour Index - Ergon Associates (2022)
Freedom of Association and Collective Bargaining - ITUC Global Rights Index - The International Trade Union Confederation (ITUC) (2024)
Children & Young Workers - Children's Rights in the Workplace - Global Child Forum and UNICEF (2023)
Gender - Gender inequality - Index United Nations Development Programme (2024)
Gender - Global Gender Gap - World Economic Forum (2023)
Gender - Women, Business and the Law 2.0 - World Bank (2024)
Wages - 2023 Country Reports on Human Rights Practices - US Bureau of Democracy, Human Rights and Labor (2024)
Wages - Poverty headcount ratio at $6.85 a day (% of population) - World Bank (2024)
Working Hours - Mean weekly working hours actually worked per employee - ILO (2017-2024)
Discrimination - Group Grievance - Fund for Peace (2023)
Discrimination - Global Slavery Index vulnerability Model: Disenfranchised groups - Walk Free Foundation (2023)
Discrimination - Freedom in the World: Indicators D2 & F4 - Freedom House (2024)
Regular employment - Wage and salaried workers, total (% of total employment) - World Development Indicators World Bank / ILO (2023)
Health, safety & hygiene - Environmental Performance Index (EPI): Sanitation & Drinking Water - Yale University (2024)
Health, safety & hygiene - Global Health Security (GHS) Index: Social resilience - Nuclear Threat Initiative (NTI), the Johns Hopkins Center for Health Security (JHU), The Economist Intelligence Unit (EIU) (2022)
Health, safety & hygiene - The Notre Dame-Global Adaptation Index (ND-GAIN) Country Index - University of Notre Dame (2023)
Business Ethics - Corruption Perception Index - Transparency International (2024)
Biodiversity - Environmental Performance Index (EPI): Biodiversity & Habitat - Yale University (2024)
Biodiversity - Environmental Performance Index (EPI): Forests (previously "Ecosystems services") - Yale University (2024)
Energy & Emissions - Environmental Performance Index (EPI): Climate Change Mitigation - Yale University (2024)
Water - Water Stress Index 4.0 - World Resources Institute (2023)
Waste and pollution - Environmental Performance Index (EPI): APE – pollution emissions - Yale University (2024)
Waste and pollution - Environmental Performance Index (EPI): WMG – Controlled solid waste - Yale University (2024)

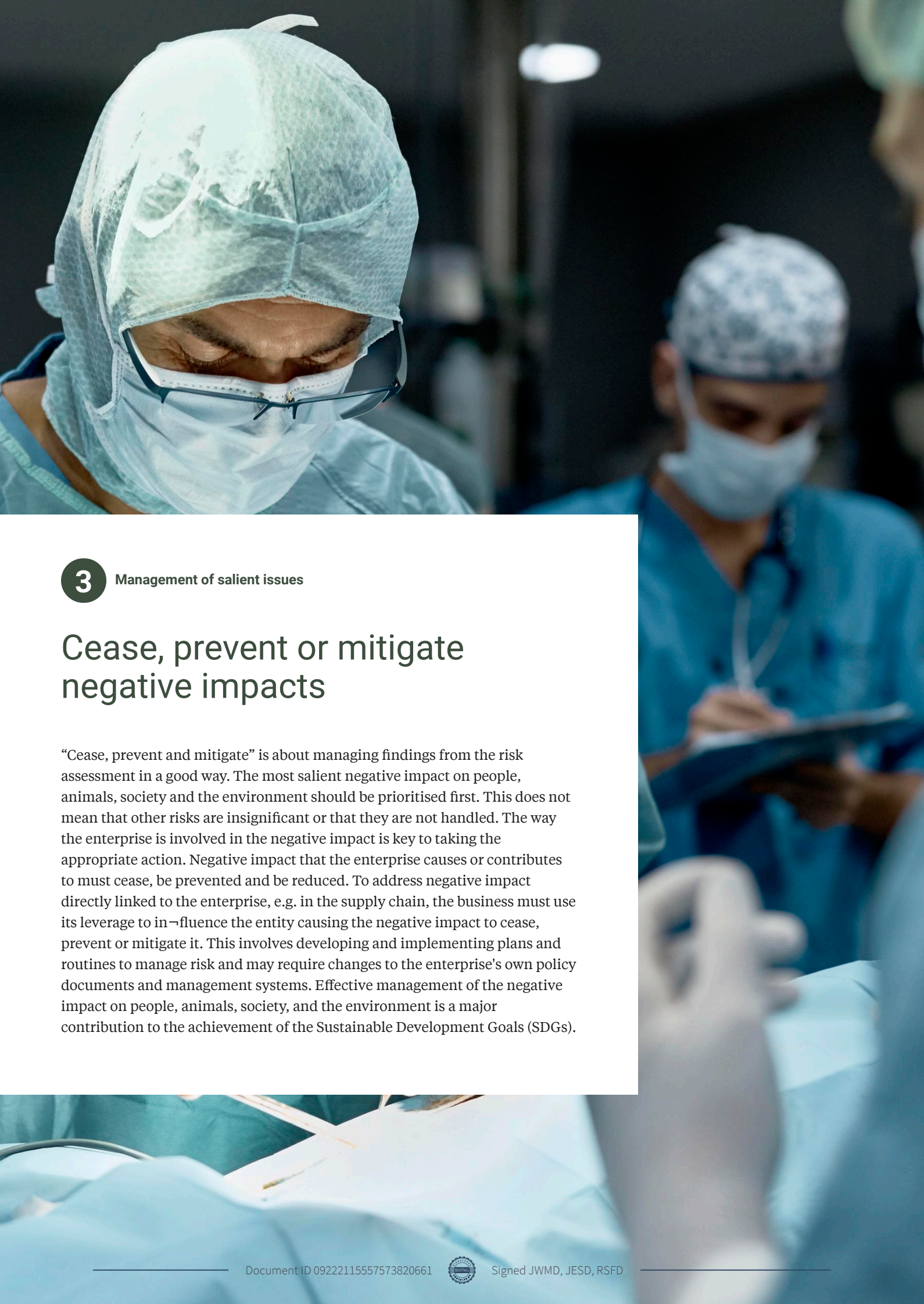
ADDITIONAL SEVERE IMPACTS

2.A.3 Describe other risks of negative impacts on people, animals, society and the environment that were identified but not prioritized, and how these have been handled.

Through the SMETA (Sedex Members Ethical Trade Audits) audits performed on-site, several different of breaches can be found, not only those that are part of the top priority.
A SMETA audit is based on the four pillars; Labor Standards Base Code, Health & Safety Base Code, Environment and Business Ethics.
SMETA delivers a full audit report and a Corrective Action Plan Report (CAPR), which includes a summary of findings, agreed actions, timescales and verification methods, and gradings.
SMETA follow-ups verifies the improvements done at the site with methods best suited for situation. Sedex verifies that actions are closed out either by desktop review for minor issues, or physical verification is not required. On-Site Follow-Up Audit are used for serious or systematic issues or when verification requires physical inspection or worker interviews.

In line with our risk management approach, **Sedex actively follows up only CAPR with more than three major issues or more than one critical/business-critical issue.**
Minor non-conformities are recorded but not monitored. While suppliers may choose to address these lower-priority issues voluntarily, Sedex verification focuses exclusively on the prioritized findings. This ensures that resources are concentrated on the most serious risks, while all identified issues are documented for transparency.

Examples of lower priority findings from 2025:
- People: Slightly damaged Personal Protective Equipment, cluttered storage, incomplete training records.
- Animals: Limited bedding or minor lack of enrichment
- Society/Communities: Low community engagement or limited reporting on local initiatives
- Environment: Small deviations in waste management, energy tracking or water use



3 Management of salient issues

Cease, prevent or mitigate negative impacts

“Cease, prevent and mitigate” is about managing findings from the risk assessment in a good way. The most salient negative impact on people, animals, society and the environment should be prioritised first. This does not mean that other risks are insignificant or that they are not handled. The way the enterprise is involved in the negative impact is key to taking the appropriate action. Negative impact that the enterprise causes or contributes to must cease, be prevented and be reduced. To address negative impact directly linked to the enterprise, e.g. in the supply chain, the business must use its leverage to in¬fluence the entity causing the negative impact to cease, prevent or mitigate it. This involves developing and implementing plans and routines to manage risk and may require changes to the enterprise's own policy documents and management systems. Effective management of the negative impact on people, animals, society, and the environment is a major contribution to the achievement of the Sustainable Development Goals (SDGs).

3. A Cease, prevent or mitigate

3.A.1 Describe goals and progress status for the measures you have implemented to reduce the enterprise's prioritized negative impact

	Breach of labor- and human rights for employees at prioritized suppliers.
Goal :	Reduce negative impact on labor- and human rights.
Status :	**<u>Status of Due Dilligence for Mediq Nordic's 21 in-scope direct supplier sites</u>** **Supplier engagement on Sedex:** • Suppliers linked to Mediq on the Sedex platform: 16 out of 21 invited sites (76%) • Suppliers with completed SAQs: 14 out of 16 sited linked with Mediq (88%) **SAQ risk assessment results:** • Suppliers sites with combined risk scores: 16 out of 21 (81%) - Low combined risk: 9 out of 16 (56%) - Medium combined risk (low spend): 1 out of 16 (6%) - Medium combined risk: 4 out of 16 (25%) - High combined risk: 2 out of 16 (13%) **Audit results (of sites requiring audits based on combined risk score):** • Suppliers sites requiring a SMETA audit or Mediq-approved audit: 7 out of 21 (38%) - No audit in place: 3 of 7 (43%) - Compliant SMETA audit in place: 3 out of 7 (43%) - Non-compliant SMETA audit: 1 out of 7 (14%) Current status: The site have 1 critical & 2 major open non-conformities. The supplier has conducted a new SMETA audit in January 2026, audit report is pending. (This Nordic supplier is not used in Norway.) **<u>Status of Due Dilligence for Mediq Own Brand´s 111 manufacturing partners in-scope sites</u>** **Supplier engagement on Sedex:** • Suppliers linked to Mediq on the Sedex platform: 81 out of 111 invited sites (73%) • Suppliers with completed SAQs: 77 out of 81 out of sites linked with Mediq (95%) **SAQ risk assessment results:** • Suppliers sites with combined risk scores: 81 out of 111 (73%) - Low combined risk: 16 out of 81 (20%) - Medium combined risk (low spend): 24 out of 81 (30%) - Medium combined risk: 33 out of 81 (41%) - High combined risk: 8 out of 81 (10%)

	Audit results (of sites requiring audits based on combined risk score): • Suppliers sites requiring a SMETA audit or Mediq-approved audit: 65 out of 111 (59%) - No audit in place: 14 of 65 (22%) - Compliant SMETA audit in place: 44 out of 65 (68%) - Compliant alternative audit (non-SMETA) accepted: 9 out of 65 (14%) - Non-compliant SMETA audit: 3 out of 65 (5%) Current status Site 1: 3 critical & 8 major open non-conformities Follow-up audit status: Mediq dealing with follow-up audit booking internally Current status Site 2: 1 critical & 1 major open non-conformities Follow-up audit status: In process of obtaining fire certificate and undergoing waste management training Current status Site 3: 6 critical & 6 major open non-conformities Follow-up audit status: A follow-up audit has been booked for January 2026, audit report pending.
Goals in reporting year :	-100% of our top 100 Nordic direct suppliers should sign Mediq' Supplier Code of Conduct. -Short term 2025: 100% of the 21 sites defined as in-scope in start of 2025, should have completed an SAQ through Sedex (or equal assessment).

Describe already implemented or planned measures :

During 2025, Mediq has implemented several measures to strengthen responsible sourcing and improve transparency in our supply chain. Key initiatives include audits, follow-up of corrective actions, and ongoing monitoring in collaboration with Sedex.

Audits & Follow-Up

Sedex combines inherent risk data with supplier-specific information from Self-Assessment Questionnaires to produce a consolidated Combined Risk Score, which is used to prioritize suppliers for further due diligence.

Based on Combined Risk Score and Mediq's internal policy, suppliers may be recommended by Sedex on behalf of Mediq for onsite SMETA audits or equivalent Mediq approved audit frameworks or certifications that meet Mediq's defined grading requirements.

The supplier is responsible for booking the audit. Once the audit has been booked and conducted, we have access to the audit results and the audit grade.

SMETA audit grades are classified from "Satisfactory" to "Business Critical." The audit outcome determines the supplier's compliance status as follows:

• Satisfactory / Fair (SMETA): Supplier is compliant.

• Unsatisfactory / Business Critical (SMETA): Supplier is not compliant and a Corrective Action Plan (CAP) is required and must be completed within three (3) months.

Non-conformities classified as Business Critical, Critical, and Major have been identified in Sedex SMETA audit reports and prioritized for follow-up, while minor non-conformities are noted but not actively pursued.

Only suppliers with 4+ Major, 1–3 Critical, 4+ Critical, or 1+ Business Critical non-conformities are subject to corrective actions; suppliers with fewer or lower-severity non-conformities are considered compliant.
The findings were communicated to and followed up with the Suppliers , for further dialogue to solve issues.

Examples from the audits:
- The one site currently classified as non-compliant, is a manufacturing site for gloves. This site supplies to the Nordic Mediq countries, but are currently not part of Norway's assortment. A new follow-up audit was scheduled to January 2026. Reports is still pending.

- One of the sites audited in 2025 that are currently classified as compliant was a manufacturing site of surgical blades. The site was initially classified as non-compliant due to five findings; one critical and four major. All non-compliances was closed within 2025, and there are currently no open findings at this site.
The critical finding related to the absence of a Fire NOC. This was addressed by obtaining the required certificate, and evidence of receipt was uploaded to the Sedex platform, allowing the auditor to formally close the finding.
The four major findings concerned the absence of a rubber mat in front of an electrical panel board, workers not consistently wearing appropriate PPE, improper storage of cylinders, and missing "Danger" and "No Smoking" signage. A corrective action plan was implemented, and supporting desktop evidence was uploaded to Sedex. Following review, all four findings were closed by the auditor.

- Two sites audited in 2025 was deemed compliant to Mediq's standards. These sites manufacture medical supplies from latex, i.e tubes and gloves. No critical non-conformances were found. The major findings were linked to missing warning signs in workshop, missing safety labels on chemicals and use of earplugs in workshop areas. All findings have since been closed by the auditor.

For more examples of findings and actions, see pt 4A2 , 6A1.

Beyond direct follow-up via new audits, Mediq aims to positively impact supplier practices through proactive and transparent dialogue led by the Sourcing department.

Describe actual or expected results of the measures, as well as goals and activities for the coming reporting year :

The increased level of detail in our supplier data is already providing a stronger platform to drive constructive improvement dialogues with our suppliers.
For the next reporting year, Mediq will continue its collaboration with Sedex to:
• Expand the scope of Sedex follow-up to include additional Nordic direct suppliers with a Medium Inherent Risk Score and annual spend above 100 KEUR.
As well as all suppliers with a High Inherent Risk Score regardless of spend, ensuring an even more comprehensive risk assessment of our supplier base.
• Screen new suppliers using the Inherent Risk Score
• Request SAQs from prioritized suppliers based on their Inherent Risk Score
• Request Audits from prioritized suppliers based on their Combined Risk Scores
• Follow up on identified Non-conformances

	Environmental impact from Transport Emissions, Energy and Packaging Materials.
Goal : **Status :**	To be climate gas neutral and circular company. Mediq work towards greenhouse gas neutrality and circular economy by 2050, while prioritizing the well-being of people, whether it is our employees, healthcare professionals, patients, or those in the value chain. Mediq Top Management have defined our ambition within climate and set up Road Map to achieve the goals. The key drivers of these goals are embedded in our product portfolio. Mediq annually publish an ESG report that provides an overview of our ESG strategy and our progress throughout the year. You are welcome to read more in depth details by accessing out report through this link; https://mediq.com/about-us/environmental-social-governance
Goals in reporting year :	Expanded data collection within scope 3 for reporting year 2024, and analyzed hotspots. Packaging material by recycled and recyclable materials. Continue collaboration with transport provider to reduce transport emissions.

Describe already implemented or planned measures :

Performed Actions:
Mediq partner with ClimateParter to perform annual climate reporting. Mediq are gradually getting better data for scope 3.
Purchased Energy Attribute Certificates (EACs) to offset emission within scope 2.

Mediq has strategically chosen Bring as downstream transport supplier.
Being a governmental owned carrier high demands are set for Bring within social responsibility and the green shift. Their long term approach makes it possible to:
-Invest in electric vehicles and charging infrastructure (any surplus capacity are sold to other heavy transport)
-Developing zero-emissions terminals
-Moving transport from road to rail
Bring has been recognized as one of Europe's climate leaders.

Efforts to reduce transport of air include optimizing transport box size, by use of AI driven calculation of order volume and using automatic packaging process that cut the height of box sides according to content level.
Mediq use transport boxes of unbleached fibers with high degree of recycled materials, that are FSC certified and labelled with recycling information.
Using carton instead of plastic as fill material and using cellulose material for delivery note poach. Upgrade of machines for plastic wrapping that stretches the plastic more efficiently. Use transparent plastic for wrapping of pallets to ensure recyclability.
Encourage customers to place orders in whole transport boxes, to avoid repacking into new packaging materials. Help customers in different ways to avoid rush orders outside of predefined delivery dates and

reduce number of delivery dates as far as possible.
Our warehouse use guarantied 100% fossil free electricity. Heating is by district heating.

Describe actual or expected results of the measures, as well as goals and activities for the coming reporting year :

Actual results are shown in the indicators below.
In 2026 we will continue to improve our emission data for scope 3 and increase our understanding on how to reduce the total emissions in the most efficient way.

Indicator

Electricity - Oslo office (kWh)

2025: **22280**
2024: **23358**
2023: **25894**
2022: **27968**

Based on data from electricity supplier.

CO2e (kg) per chargeable weight shipped as parcels (kg)

2025: **0.0113**
2024: **0.0151**
2023: **0.0152**

Based on data from transport supplier.

CO2 impact from packaging materials used at our outbound (kg CO2 per Orderline)

2025: **0.1189**
2024: **0.1492**
2023: **0.1437**

Based on data from our packaging supplier.

	Conflict areas / War zones
Goal :	Mediq Norway ensures compliance with Norwegian sanctions regulations and meets stakeholder expectations regarding suppliers in conflict-affected areas and war zones.
Status :	Mediq Norway has taken measures to ensure compliance with sanctions and stakeholder expectations, with no commercial ties to Russian or Israeli companies in illegally occupied territories.
Goals in reporting year :	Mediq Norway ensures compliance with Norwegian sanctions regulations and meets stakeholder expectations regarding suppliers in conflict-affected areas and war zones.

Describe already implemented or planned measures :

In 2025, Mediq continued monitoring suppliers for compliance with Russian sanctions, requiring suppliers to sign a “Confirmation on compliance with EU sanctions.”
For the Israel/Palestine conflict, suppliers and manufacturing sites in Israel were assessed to confirm they are not located in the occupied territories of the Golan Heights, West Bank, or Gaza.

Describe actual or expected results of the measures, as well as goals and activities for the coming reporting year :

87% of our top 100 Nordic suppliers (by spend) have signed the “Confirmation on compliance with EU sanctions and regulations regarding trade with Russia.”
None of the products offered by Mediq Norway originate from Russia or Belarus.
None of our suppliers are linked to the conflict areas of the Golan Heights, West Bank, or Gaza.
Mediq will continue to closely monitor developments in conflict areas and war zones.

3.B Other actions related to management of negative impact

3.B.1 Reduction of nature- and environmental impact

A Road Map against 2030 is developed to to steer all Mediq countries to reach our ambitions. We have set an ambitious overall environmental goal of working towards GHG emission neutral and circular business.
To achieve this we focus on our Products, Services, Operations and Our People.

Products:
We have intensified our collaboration with our suppliers with focus on developing our Care-to-Care selection, with circularity as a guiding principle, rooted on the concept of the 9R's of sustainability; rethink, refuse, reduce, reuse, rehome, repair, restore, recycle, and rot. This includes developing both the product and packaging.
More LCAs are being developed for Mediq Own Brand products.
Information is collected from our external suppliers on external products and updated in our ERP system.
We take our responsibility for collection and recycling of waste as member of Grønt Punkt for Packaging Material and NORSIRK for EE-products and batteries.

Services:
We focus on supporting the sustainability transition for Healthcare providers, by offering advisory services focusing on assortment transition towards more sustainable disposables and reusables. Services may also include efficient assortment and inventory management that helps healthcare professionals streamline the process of ordering medical supplies and managing hospital stock levels. Hence, avoiding rush orders or returns. This solution not only simplifies the ordering process but also aids in organizing shelving and inventory planning.
For complex Medical Technical Equipment we provide technical preventative maintenance, not only to ensure safe use, but also to ensure equipment meet the expected lifespan.
Some type of equipment can be returned to Mediq, for refurbishing and to re-enter device to market. However, this can only be done in line with governing regulations for Medical Devices to ensure the safety of the patients.

Operations:
We focus on minimizing waste generation, use of packaging material, emission in transport and energy use in buildings.
Office buildings is classified as BREEAM NOR- Very Good. Heat pump is used for both heating/cooling. Sensor regulated LED lighting.
Our warehouse facilities source 100% fossil free electricity and uses district heating.
Transport are done with partners preferably with zero emission vehicles, or minimum with Euronorm class 6 vehicles.
Transport by air is strictly done when it can not be avoided, i.e for long distance transport of temperature sensitive medical devices.

Our People:
To reach our ambitions it is essential that our people are engaged. Engaged people will be achieved by focusing on aligning work to our strategy and by enabling, empowering and developing our employees. We focus on training and setting personal goals aligned with our strategy.
We focus on limiting employee travels. Digital meetings have become a standard practice in society.
Company car fleet are transitioned to electric or hybrid cars.
For travels within local area of headquarters of Oslo, public transport is preferred.
Office is centrally located in Oslo close to train, subway and bus.
Electric bikes are made available for our employees free of charge.

Both Mediq Norge AS and Mediq Sverige AB (entity operating joint Warehouse) are certified according to ISO14001.
Our Environmental Management system support Mediq Norge to systematically work to minimize environmental impact and ensure operations in compliance with local laws and regulations. It allows Mediq Norge to continuously monitor and improve the way our business affects the environment.
Mediq Norge's ISO certificates are published on website: https://mediqnorge.no/om-oss/isosertifisering
Mediq Sverige's ISO certificates are published on website: https://mediq.se/om-mediq/nedladdningsbara-dokument

3.B.2 Reduction of greenhouse gas emissions

As part of our preparations for CSRD reporting, Mediq have conducted Dual Materiality Assessment to determine which topics to report on.
Our material topics include amongst others; E1 – Climate Change – Mitigation, Adaption and Energy.

The foundation of working towards Green House Gas neutral business is assessment of emissions.
To do so we have partnered with **ClimatePartner.** ClimatePartner is a sustainability-focused company that helps businesses calculate, reduce, and offset their carbon emissions. Through their software tools and expertise, ClimatePartner assists us in identifying areas where we can minimize our environmental impact and take meaningful steps towards carbon neutrality.
For 2024 data Mediq assessed our scope 1, 2 and parts of scope 3 in line with GHG Protocols.
For 2025 data this was further developed to include full scope 3.
Our "Environmental, Social, Governance Report 2024" are available on our website https://mediqnorge.no/om-oss/csr.
ESG Report 2025 will be published when completed.
Available data show that even without scope 3 being fully assessed, it accounts for the majority of our emissions (>70%).

Related to SDG 13 Climate Action, Mediqs ESG Strategy focused on two of our four pillars; PRODUCTS and OPERATIONS:
- Mediq focuses on delivering **PRODUCTS** with minimal environmental impact. In addition to active collaboration with our suppliers to find more sustainable products and materials, to increase the amount of ecolabelled products in our assortment, we focus on making it easy for our customers to choose the more sustainable option. For example through clear labelling in our webshop and customer trainings.
Mediq perform Life Cycle Analysis (LCA) of selected products. To support this work, we invested in the **Mobius Tool** from Ecochain.

- Mediq invests in sustainable **OPERATIONS** to minimize waste, use of packaging material, emission in transport and energy use in buildings. Our offices are BREEAM – Very Good certified. Our warehouse facilities source 100% fossil free electricity and uses district heating.
Transport services is sourced from market leading transport providers with ambitious climate targets. See 3A1 regarding data for transport emissions.
Mediq acquired **Energy Attribute Certificates (EACs)** to compensate for emissions from electricity. However, since EACs do not actively promote reduction, this does not absolve us from the need to decrease electricity consumption.

Indicator

Mediq Own Brand products with LCA

3.B.3 Improvements in own purchasing practices

Mediq does it upmost in regards to its purchasing practices to be a trusted long-term partner to its suppliers and business partners.
We collaborate closely with our suppliers to create predictability, transparency and efficiency, as we believe this is the key to success for both parties.
Mediq focus on achieving qualified and reliable data of forecasts to be communicated to our suppliers, for the suppliers to plan by. Our Demand Management team analyze demand data to optimize order predictability and regularity. Supply Planning is responsible for executing regular orders based on well-founded demand data.

By having this close collaboration with our suppliers, we strive to have the right goods in stock at the right time and at the same time the suppliers have predictability for optimal production- and stock planning. Hence, avoiding to handle rush orders that put strain on suppliers, or trigger need for transport by air.
The Nordic countries in Mediq strive to have a common core of products. By acting as one party towards our suppliers, all the Nordic countries can utilize a wide range of assortment. This allows Mediq to reduce the need to purchase products outside of the agreed assortment, which can be challenging for the suppliers. This effort supports Mediq to be a stable buyer, as it hopefully reduces the need for non-planned purchases which can strain the supplier and the supplier relationship over time. Being a stable buyer is positive both for the production planning, as well as eliminating the need for transport by air.

3.B.4 Choice of products and certifications

Mediq has launched our own "Care-to-Care" selection. Our Care to Care selection is the result of careful evaluation and a commitment to transparency. Our team assesses each item in this selection to ensure it meets our sustainability standards based on the goal of becoming circular by 2050. While achieving full circularity in healthcare may still be a distant goal, we firmly believe in taking steps now – even if they are small - to achieve a more sustainable future. That's why our Care to Care selection criteria are rooted in the 9 R's of sustainability: rethink, refuse, reduce, reuse, rehome, repair, restore, recycle, and rot.
Products in the Care to Care selection are labelled with a special symbol in our webshop, to help our customers choose a more sustainable option.
You can read more about our ambitions related to products in our Care to Care selection in our ESG Strategy (https://mediqnorge.no/om-oss/csr).

Indicator

Number of Mediq Own Brand products in our Care-to-Care selection

2025: **140**

2024: **119**

Per 2025, 104 of these have Ecolabel certificate, i.e OEKO-TEX, PEFC, Nordic Swan, EU Ecolabel, FCS.

3.B.5 Actively support free trade union organisation and collective bargaining, or where the law does not allow it, actively support other forms of democratically elected worker representation

Our Code of Conduct includes the following point; Freedom of Association and the Right to Collective Bargaining (ILO Conventions Nos. 87, 98, 135 and 154).
Our suppliers are required to comply with this and also forward this requirements to its suppliers. Topic may also be discussed with the suppliers in meetings if we suspect any risks associated with this, and in this way raise awareness. This topic can typically be flagged as an issue in the Supplier Assessment Questionnaire responses.

3.B.6 Contribution to development, capacity building and training internally and of suppliers and workers in the supply chain

Competence within our own organization in ethical trade and sustainability is considered critical in todays market. To ensure suitable competence, Mediq conducts both individual and collective training depending on the employees position. Collective E-training is provided via our platform "Flowsparks" and relevant topics are also part of the agenda on internal meetings.
Individual training for key personnel are described in pt 1B3.

Mediq does not contribute directly to development, capacity building and training of suppliers and workers in the supply chain in terms of funding different programs at this time, but we work closely with suppliers which allows us to support each other in terms of sharing information, best practices, etc. Via Sedex all members, both buyers and suppliers, have access to a range of training. Mediq encourages our prioritized suppliers to become Sedex members.

3.B.7 Combatting corruption and bribery in own enterprise and supply chain.

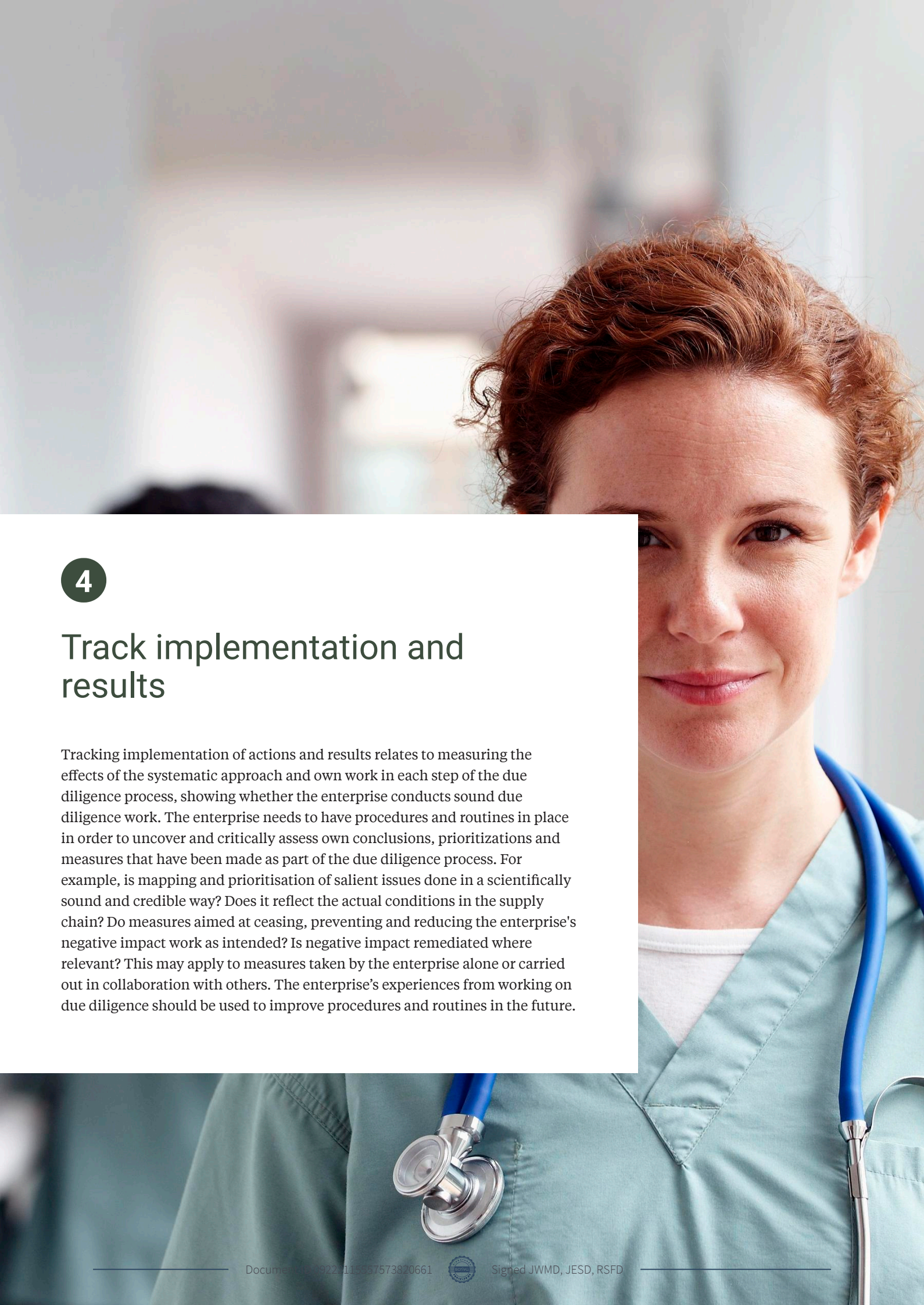
Corruption is a key topic in our internal Code of Conduct. Employees are encouraged to report breaches of our ethical guidelines through standard reporting lines. In addition Mediq has a hotline to facilitate anonymous reporting.
All employees are annually trained in our Code of Conduct through our e-training module.
Corruption is also a key topic in our Supplier Code of Conduct.
We also experience that customers and other business partners reach out to us for commitment on these topics. Which we welcome.

Indicator

Share of employees completed the annual Mediq Code of Conduct e-training.

3.B.8 Other relevant information concerning the enterprise's work to reduce, prevent, and manage negative impact

We hope you will follow Mediq via LinkedIn to read news of small and large measures that Mediq do to reduce, prevent, and manage negative impact on people, animals, society and the environment.
According to our value "Caring Hearth" we strive to help people in need. Mediq has historically been a contributor by donating medical equipment and personal protective equipment in crisis situations across the world.
Mediq Norge and Mediq Sverige share warehouse facilities in Kungsbacka. We collaborate with non-profit organizations Vétérinaires Sans Forntières (VSF) and Human Bridge (humanbridge.se).
In 2025 Mediq Norge donated over 600.000NOK worth of supplies, like Medical consumables (syringes, swabs, tubes), Personal protective equipment (gloves, gowns, aprons), Hygiene and sanitation items. Most was shipped to Ukraine.



4

Track implementation and results

Tracking implementation of actions and results relates to measuring the effects of the systematic approach and own work in each step of the due diligence process, showing whether the enterprise conducts sound due diligence work. The enterprise needs to have procedures and routines in place in order to uncover and critically assess own conclusions, prioritizations and measures that have been made as part of the due diligence process. For example, is mapping and prioritisation of salient issues done in a scientifically sound and credible way? Does it reflect the actual conditions in the supply chain? Do measures aimed at ceasing, preventing and reducing the enterprise's negative impact work as intended? Is negative impact remediated where relevant? This may apply to measures taken by the enterprise alone or carried out in collaboration with others. The enterprise's experiences from working on due diligence should be used to improve procedures and routines in the future.

4.A. Track and assess

4.A.1 Describe a) assignment of responsibility for tracking the effect and result of implemented measures, as well as how the tracking is carried out in practice, b) who is responsible for evaluating the enterprise's implementation and work with due diligence, and how the evaluation is carried out in practice.

Monitoring and Evaluation

Mediq has established a structured framework for monitoring the effectiveness and outcome of implemented measures, as well as for evaluating its due diligence efforts.

Responsibility for ongoing monitoring lies primarily with the Sedex Sustainability Coordinator, in close cooperation with Global Sourcing Excellence, Responsible Sourcing Analyst, Souring & Ethical Trade Specialist, local sourcing teams, and the ESG function.

The Sedex Sustainability Coordinator works dedicatedly for Mediq several days per week.

Roles and responsibilities related to responsible sourcing and due diligence are defined in Mediq's Responsible Sourcing Program – Standard Operating Procedure.

All suppliers are initially screened through an inherent risk assessment based on country of operation and business sector.

Depending on the risk level and spend, suppliers are required to complete Supplier Assessment Questionnaires (SAQs) and, where relevant, undergo social audits.

The Sedex Sustainability Coordinator, on behalf of Mediq, follows up with suppliers to ensure completion of SAQs, clarifies inconsistencies, and monitors the implementation of Corrective Action Plans (CAPs).

Critical non-conformances are expected to be closed within three months and are actively tracked via the Sedex platform.

Where suppliers fail to comply with requirements such as signing the Supplier Code of Conduct, completing audits, or closing CAPs, cases are escalated to the relevant Sourcing Director and the Chief Product Officer (CPO) for further action.

The evaluation of due diligence efforts is carried out through a combination of data analysis, internal reviews, and regular follow-up processes.

SAQ results are combined with inherent risk scores to form a combined risk assessment, which is used to prioritize suppliers for audits and further follow-up. Social audits are conducted by accredited third-party auditors, and SMETA audit results and CAPs are uploaded and monitored through Sedex.

Recognized certifications such as EcoVadis, amfori BSCI, SA8000, or RBA may, where applicable, substitute for a SMETA audit, provided that their audit gradings meet Mediq's defined requirements for compliance.

Global Sourcing Excellence is overall responsible for the Mediq Responsible Program and responsible for designing, reviewing, and assessing the Standard Operating Procedures related to responsible sourcing, in collaboration with ESG Manager.

ESG Manager provides guidance on ethical and regulatory matters, monitors relevant regulatory developments, and ensures that Mediq's approach to due diligence remains aligned with applicable legislation and best practices.

Local sourcing teams are responsible for ensuring compliance with the established procedures in their respective regions, maintaining updated supplier information, engaging directly with suppliers on identified issues, and defining action plans for non-compliant suppliers in alignment with the Chief Product Officer.

Monitoring and evaluation are further supported through weekly coordination meetings involving Global Sourcing Excellence, Sedex Sustainability Coordinator, Responsible Sourcing Analyst and the Sourcing & Ethical Trade Specialist for Nordics.

These meetings are used to review supplier status, onboard new suppliers, assess progress on corrective actions, and evaluate which suppliers should be escalated for audits.

Through this structured and continuous process, Mediq ensures effective oversight of implemented measures and ongoing evaluation of its due diligence work.

4.A.2 Describe how you track the effect, and/or demonstrate the probability of effect, of meassures taken to reduce negative impact.

Mediq primarily substantiates and measures the effectiveness of implemented risk mitigation measures through independent third-party audits.
When audit results are assessed as satisfactory or acceptable, the supplier is considered compliant with Mediq's standards as outlined in the Standard Operating Procedure of the Mediq Responsible Sourcing Program, and is scheduled for re-evaluation within two years.
If audit results are assessed as unsatisfactory, the supplier is considered non-compliant with Mediq's standards as outlined in the Standard Operating Procedure of the Mediq Responsible Sourcing Program. In such cases, the supplier is required to develop and implement a Corrective Action Plan (CAP), and a follow-up audit is conducted to verify that the identified non-conformances have been effectively addressed.
See pt 2A2 for information about assessment steps.

The following are examples of progress made at supplier sites that Mediq addressed in our 2024 Ethical Trade report:

Site producing incontinence products, adult diapers, and underpants
2024 Status: Critical and major non-conformances identified related to fire drills, PPE signage, and chemical safety; Sedex had booked follow-up audits for unresolved findings.
Corrective Actions: Site underwent a new audit in June 2025. The previous critical finding and two major findings were closed.
One major non-compliance remains open concerning business ethics training.
2025 Status: Despite the remaining open major finding, the site is considered compliant within Mediq's Standard, as it does not have four or more open major non-conformances.

Site producing diaper pants, panty liners, and disposable/paper-based hygiene products
2024 Status: Major non-conformances identified regarding overtime payment practices and inadequate oversight of external labor providers. Follow-up audits were planned.
Corrective Actions: New audit conducted in October 2025. All previously open non-conformances were addressed.
2025 Status: No open non-conformances remain; site is fully compliant within Mediq's SOP.

Sites producing medical dressings, protective supplies, surgical consumables, bleached dressings, cleaning products, cosmetics, cotton-based products, and gauze products
2024 Status: Major non-conformances related to excessive overtime and machine safety guards; critical findings addressed via follow-up audits.
Corrective Actions: All three sites now have valid SMETA audits with no critical findings. Each site has one open major non-compliance remaining.
2025 Status: Sites are compliant within Mediq's SOP, as none have critical or four or more major open non-conformances.

Site producing gloves (latex and nitrile, powdered and powder-free, examination gloves)
2024 Status: Non-compliance identified regarding the structural safety of the production site building; fire license and inspection certificate remain pending.
Corrective Actions: The facility underwent an audit in June 2025, with environmental compliance measures reviewed, including the assignment of a competent person for scheduled waste and wastewater treatment.
2025 Status: One major environmental non-compliance remains; the site is considered compliant within Mediq's SOP.

5

Communicate how negative impacts are addressed

A prerequisite for good external communication on due diligence for responsible business conduct is that it builds on concrete activities and results. Enterprises should make relevant documents concerning due diligence publicly accessible, i.e. policies, codes of conduct, guidelines, processes and activities related to identifying and handling the enterprise's actual and potential negative impacts on people, animals, society and environment. Communication should include information about how the risks have been identified and handled, as well as the effect of the measures/activities. The Transparency Act (Åpenhetsloven) §5 requires companies to publicly account for their human rights due diligence on an annual basis.

5.A External communication

5.A.1 Describe how the enteprise communicates with affected stakeholders about managing negative impact

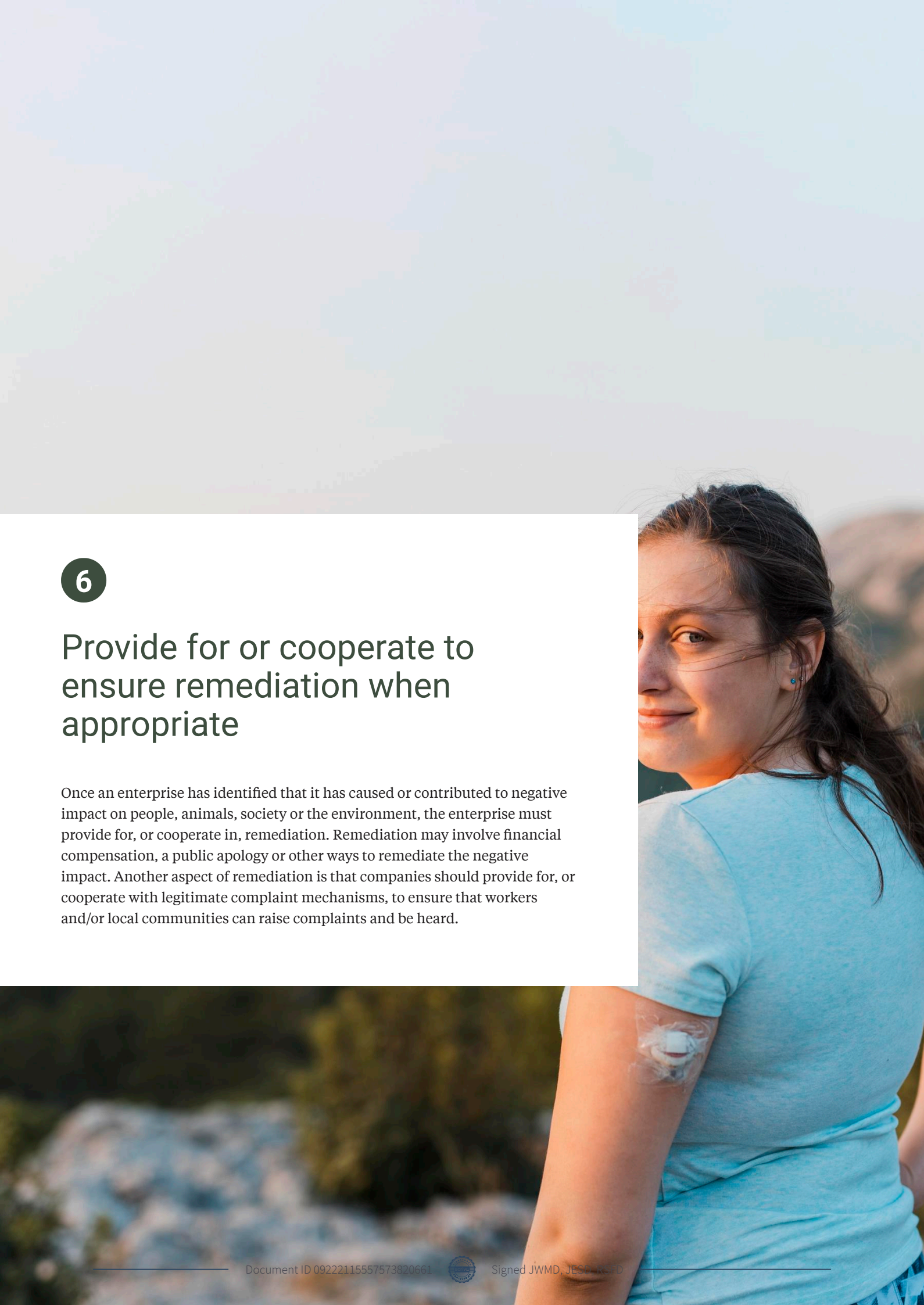
Mediq Norge has published our Policy for responsible business conduct and our annual report for Due Diligence for Responsible Business Conduct (EHN) on our website; https://mediqnorge.no/om-oss/csr.
We have close direct dialogue with our suppliers and follow up directly to explore issue and initiate development. Customers have access to our published information. Customers are also informed directly. Key customers perform annual supplier assessments which include our level of maturity related to ESG.
Mediq Group relies on use of external competence to perform audits and to follow up on mitigating actions. i.e. audits by SMETA.

5.A.2 Describe how the enterprise publicly communicates its own work on identifying and managing negative impact/harm

Openness creates confidence, also regarding challenges in the supply chain. Mediq communicates it's work on this topic in several ways, such as:
• Directly to customers in customer meetings with this topic on the agenda
• Through this report published on our website (https://mediqnorge.no/om-oss/csr) and on social media
• Through our annual ESG reports published on our website (https://mediq.com/about-us/environmental-social-governance)

5.A.3 Describe the enterprise's routines for answering external inquiries related to the information requirement imposed by the Transparency Act

Any inquiries from external parts about ESG and compliance to the Transparency Act is routed to the local Norwegian ESG coordinator.
ESG coordinator involves Sourcing or other resources on Group level in case of need.
As our ESG follow-up of our suppliers are risk based, we may not have all answers that are inquired.
If so, our answer then include description of how Mediq has prioritized and why.



6

Provide for or cooperate to ensure remediation when appropriate

Once an enterprise has identified that it has caused or contributed to negative impact on people, animals, society or the environment, the enterprise must provide for, or cooperate in, remediation. Remediation may involve financial compensation, a public apology or other ways to remediate the negative impact. Another aspect of remediation is that companies should provide for, or cooperate with legitimate complaint mechanisms, to ensure that workers and/or local communities can raise complaints and be heard.

6.A Remediation

6.A.1 Describe the enteprise's policy for remediation of negative impact

Our Policy for responsible business conduct is based on template from Etisk Handel Norge.
The policy states: "If our activities are found to cause or contribute to negative impact on people, society or the environment, we will stop the activities and seek to provide remedy. If our supplier is responsible for the negative impact, the supplier is responsible for providing remedy."

6.A.2 If relevant, describe cases of remediation in the reporting year

In 2025 we have no examples of cases where Mediq was responsible for the negative impact, resulting in remedy actions.
However, Mediq is directly linked to identified negative impact through purchase of goods from suppliers.
Example:

Remediation Measures at Factories in Malaysia producing Ceramic Molds used in production of gloves
Background:
In 2025, Nordic regional customers reached out to Mediq and reported potential labor rights concerns at two Malaysian factories producing ceramic molds used in glove manufacturing.
Reported issues included forced labor among migrant workers, high recruitment fees, and inadequate housing conditions.
Several workers confidentially shared their experiences regarding working and living conditions.
Both factories employ a significant proportion of migrant workers from Nepal, Myanmar, and Bangladesh.
Alleged concerns included unpaid wages, passport retention, poor living conditions, and high recruitment costs.
These factories are not direct suppliers to Mediq, but could potentially be part of the supply chain of Mediq's glove suppliers. (Sub-suppliers).

Mediq Actions:
• Identified all glove suppliers across regions to confirm whether they had any supply relationship with the factories.
• Contacted suppliers to verify whether any products delivered to Mediq were sourced directly or indirectly from the factories.
• Monitored progress through supplier feedback, independent audits, and ongoing communications.
• Advised suppliers to continue monitoring and auditing the factories where relevant.
• Documented supplier responses and remediation plans to ensure traceability and transparency.

Findings and Remediation:
• Most suppliers confirmed no direct supply from the factories to Mediq products.
• Historical purchases from the factories existed for some suppliers, but no products produced using these factories' molds were delivered to Mediq during 2025.
• Remediation measures were implemented at the factories, overseen or verified by suppliers, including:
  - Payment of back wages.
  - Reimbursement of recruitment fees to workers.
  - Improvement of worker accommodations.
  - Establishment of grievance mechanisms and worker committees.
• Progress is tracked through supplier updates, documentation, and ongoing engagement.
• Independent third-party audits are planned or ongoing to validate remediation efforts.
• Suppliers have established monitoring routines to ensure continued compliance with ethical standards.
• One of the former factory suppliers has ceased operations due to financial insolvency, and all business relationships have ended as of January 2026.

Conclusion:
• It is verified that there is no risk that Mediq products delivered in 2025 originated from these factories.
• Historical relationships exist but did not impact Mediq's supply chain during the reporting period.
• Remediation measures have been implemented or are ongoing at the factories, monitored via supplier communications and audits.
• Mediq continues to advise and monitor glove suppliers to ensure ethical sourcing standards are maintained.

6.B. Ensure access to grievance mechanisms

6.B.1 Describe what the enterprise does to ensure that employees and other stakeholders, especially impacted workers and local communities have access to whistleblowin systems and grievance mechanisms

Mediq have an internal speakup feedback hotline where all employees can report issues. This can be done anonymously, if desired. Contact information is easily accessible in our Mediq Code of Conduct, to which we run annual e-training for all employees.

Regarding grievance mechanisms in the supply chain, Mediq investigate the availability and quality of mechanism through our SAQs.
The SAQ include questions such as:
- Wetter grievance mechanisms are a formal process, available in suitable language for workers and local community.
- What kind of of reporting mechanisms are available (i.e through Unions, Worker Committees, Recruiter, Labor provider or Our Supplier).
- Wetter the process protects the confidentiality of the person, protects against intimidation and retaliation.
- Wetter the remediation are documented and shared with stakeholders within reasonable timeframe.
- Training and language of people handling cases.

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