Sustainability policy

Introduction

ChemoMetec is committed to conducting its business responsibly and ethically in accordance with applicable regulation and standards and to taking responsibility in the countries and local communities in which our business activities are located – for the benefit of our customers, our shareholders, our employees and society at large.

We take a long-term and broad-based approach to sustainability. This comes naturally to us as it is our business to develop and sell products that are typically in use for many years, and building and maintaining close, long-term relations with our customers and end-users is key to ChemoMetec's continued value creation.

We base our sustainability work on the ten UN Global Compact principles on environmental protection, human rights, labour rights and anti-corruption.

We also promote sustainability, as defined by the 17 UN Sustainable Development Goals, by developing and operating ChemoMetec in a responsible manner.

Governance

This sustainability policy establishes the overall framework, standards and guidelines for how we promote sustainability across activities and employees throughout the ChemoMetec organisation.

The policy is backed by specific policies and guidelines applicable to our employees, our operations and the conduct of our external business partners.

The Board of Directors has the overall responsibility for the company's strategy and policies in the area of sustainability and considers and decides on strategic and tactical subjects related to sustainability.

The Executive Management has the day-to-day responsibility for sustainability across the organisation and oversees the implementation of and compliance with the policy as well as the overall prioritisation of efforts.

ChemoMetec reports externally on the company's sustainability efforts in its annual report.

Climate and the environment

ChemoMetec is committed to carrying on its business in a safe and environmentally-friendly way and to minimising our impact on the global climate as well as on the local environment. We approach this by focusing on responsible use of resources.

Our direct external environmental impact is mainly connected to the production of our instruments and related disposable articles, including the use of plastics for our disposable cassettes. We continually strive to reduce our environmental impact by applying responsible and sustainable solutions in our production. For example, we have implemented a number of sustainability considerations in our investment policies and supplier agreements, and we take environmental and climate considerations into account when we approve investments. We also require our suppliers to comply with the UN Global Compact principles.

We are furthermore committed to reducing our climate and environmental impact throughout our value chain, including in connection with procurement, transport and travel activities.

Human and labour rights

ChemoMetec supports and respects internationally adopted basic human and labour rights, including the rights set out in the UN Global Compact, the Universal Declaration of Human Rights and the ILO's basic labour conventions.

ChemoMetec furthermore respects the freedom of association and the right to collective bargaining.

We work actively to prevent human and labour rights violations, and we strive to promote these principles together with our employees in our own operations and with our business partners and sub-suppliers and throughout the value chain.

As a responsible employer, we offer our employees decent and attractive working and employment conditions as well as regular development, training and upgrading of skills to ensure that our employees are able to meet the ever increasing labour market demands and to help ChemoMetec deliver on its strategy.

We treat our employees with dignity and respect, and we work actively to avoid any kind of discrimination, including on the basis of age, gender, race, religious beliefs, political views or sexual orientation.

We wish to foster a diverse and inclusive workplace culture because we believe a diverse group of employees adds to the value we create for all our stakeholders.

Health and safety

The well-being, health and safety of our employees is a key concern for ChemoMetec as an employer. We strive to provide a well-functioning health and safety environment and to avoid occupational injuries. ChemoMetec also focuses on mental health and well-being, as this is essential to our employees' job satisfaction and development as well as to our productivity.

Ethics and anti-corruption

We are committed to upholding high ethical standards and to protecting our business against corruption. To that end, ChemoMetec works actively to prevent, and takes a zero-tolerance approach to, any kind of corruption, including conflicts of interest, bribery, extortion, fraud, embezzlement, etc.

ChemoMetec operates globally, including in markets where corruption and bribery are more common than in the Western world. With a view to minimising the risk of corruption, we implement anti-corruption requirements in all distribution contract renewals.

All ChemoMetec employees have been informed of our policies concerning anti-corrpution and compliance with ethical standards.

Updating of policy

This policy is updated as and when required and at least once annually. It is the responsibility of the Board of Directors to keep the policy updated.

Approved by the Board of Directors on 17. June 2026