



ADDvise

Sustainability Report

2022

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About the sustainability report

This is ADDvise Group AB's (publ) ("ADDvise" or the "Company") second sustainability report and concerns the financial year 2022. The sustainability report covers the parent company ADDvise Group AB (556363-2115) and all companies that are consolidated in the consolidated financial statements for the same period, as specified in Note K13 to the consolidated financial statements. CliniChain is not included in the sustainability report as the consolidation only took place in December 2022.

All subsidiaries are wholly owned by the parent company. The sustainability report has been prepared in accordance with the provisions of chapters 6 and 7 of the Swedish Annual Accounts Act. When preparing the sustainability report, guidance has been drawn from Global Reporting Initiatives' (GRI) sustainability reporting standards.

Climate impact calculation methodology

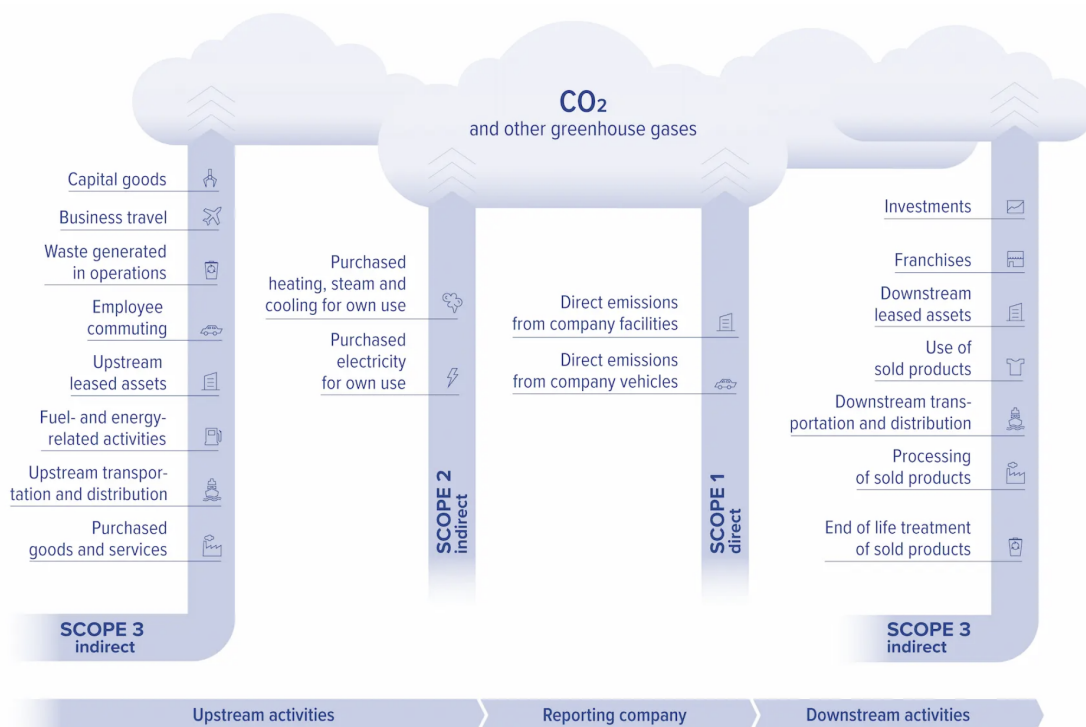
The ADDvise Group's climate impact for 2022 has been calculated on the basis of the Greenhouse Gas Protocol standard, commonly referred to as the GHG Protocol. The standard defines an organization or company's emissions based on three areas, which are referred to as scopes. Scope 1 covers direct emissions from a company's facilities and vehicle fleet. Scope 2 covers emissions from purchased heating, cooling, steam and electricity. Scope 3 covers

the upstream and downstream emissions that originate in the company's value chain. See the image below for all emission categories in Scope 3.

With regard to the ADDvise Group's calculation, the scope system limits have been defined based on our operational control of properties, facilities, and vehicles. The properties, facilities, and vehicles over which the ADDvise Group has operational control have been included in Scope 1. As an example, leased vehicles and leased business premises are included in Scope 1, as well as Scope 2 activities associated with these. For the calculation of Scope 1 and Scope 2 emissions in the sustainability report for 2021, financial control was used as the method of defining system limits, which means that the results are not comparable.

The climate impact calculation carried out covers all Scope 1 and Scope 2 categories as well as the following Scope 3 categories: business travel, waste generated in operations, employee commuting, and fuel- and energy-related activities, in addition to purchased goods and services. The two categories of upstream transport and distribution and downstream transport and distribution have also been included for those subsidiaries where emissions in these categories have been significant.

On signing the annual report and consolidated financial statements, the Board of Directors of ADDvise have approved the sustainability report.



Sustainability a part of ADDvise

ADDvise's strives to improve, prolong, and save people's lives by developing and providing products and services for healthcare and research. This is a social responsibility that contributes to a more sustainable society. Sustainability is more than just the social aspect associated with our core business; it is about taking responsibility and having influence at all levels. ADDvise's sustainability approach is based on the general commitment to sustainability that companies within the Group are constantly developing and improving upon in a way that is economically, environmentally and socially responsible in the long term. The Company focuses on the holistic perspective of sustainable for the environment, sustainable from a social perspective, and sustainable from a business perspective.

2022 was a record year for the Company, with revenue growth of 104.2% and an EBITDA margin of 19.5%; both of these figures are in line with our long-term financial targets. Sustainability continues to be a strong focus area, and the Company has taken important steps toward achieving the long-term sustainability goals. An important initiative has been to identifying the group's scope 3 emissions as a way of gaining insight into where the impact is greatest and which measures are appropriate so we can reduce this impact in the future. Sustainability is a fundamental part of the drive to achieve better business outcomes.

ADDvise has always striven to work and invest sustainably. The outside world's expectations of seeing tangible improvements within sustainability are accelerating this work and driving development. Year on year, the Company is expanding its sustainability efforts and sustainability reporting. We are working toward being compatible with and meeting the requirements of new EU directives and legal requirements when this is relevant.

Communication and transparency regarding sustainability constitute an area in which the Company's various stakeholders, such as investors, shareholders, potential acquisitions, and subsidiaries, are expressing a greater interest.

Business model

ADDvise is a leading supplier of equipment to healthcare and research facilities. Sales are international. The Group has a clear acquisition strategy with the aim of raising shareholder value and expanding the business—both geographically and in terms of products.

ADDvise as an owner

ADDvise is a long-term owner that operates a decentralized organization, and our focus is



Group CEO Rikard Akhtarzand

to maintain a spirit of entrepreneurship and business acumen at a local level in the companies we acquire. These companies continue to operate independently within the framework of ADDvise's corporate governance. This contributes to flexibility and enables important business decisions and product development to take place closest to the business and customers. Companies that are part of the Group are offered central support functions and guidance in strategic decision making.

The company's focus on acquiring well-managed companies while also developing and supporting existing companies in the Group has proved to be successful.

Decentralization

Each and every company within the Group functions as a separate entity and is operated independently so as to retain its own strategy and culture. This enables product development and key commercial decisions to be made closest to customers based on cultural and geographical considerations.

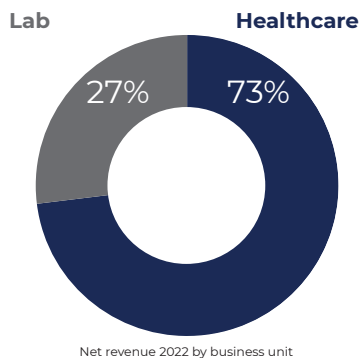
Support and knowledge exchange

The subsidiaries of the ADDvise Group are offered central support for everything from high-level strategic decisions to advice on pricing, marketing, and how to optimize their balance sheet and working capital. Increasingly complex

regulations are creating significant barriers for smaller players who struggle to allocate sufficient resources to ensure full compliance. A Group-level QA/RA (quality assurance/regulatory affairs) function offers the subsidiaries support and guidance to ensure that the Group's companies do comply with applicable quality standards, laws, and regulations.

The exchange of knowledge, experience, and business opportunities with sister companies within the Group is encouraged, and regular network meetings, training sessions, and workshops are organized.

The Group's subsidiaries are divided into two business units: Lab and Healthcare. ADDvise is an international group with the majority of the business primarily in the USA and Sweden. The companies work according to high quality requirements, and the parent company has been certified in accordance with the global quality systems ISO 9001 and ISO 14001 since 2009. Other common certifications achieved by subsidiaries include ISO 13485, ISO 17025, CE, FDA approved, EU Regulation 2017/745 (MDR), DEA, SE, NC Board of Pharmacy, State Pharmacy Boards, Health Canada, etc.



Supply chain

The companies within the ADDvise Group work with a large number of global suppliers' products and solutions. Their relationships with suppliers primarily consist of long and close collaborations, which create better opportunities for dialogue and control. Under the ADDvise decentralized organization, each subsidiary ensures that its suppliers comply with laws, rules, and the Company's code of conduct. In the past year, the Board adopted an updated version of the ADDvise code of conduct. This code of conduct applies to all parties active within the Group, including suppliers, subcontractors, customers, and partners. The code of conduct is available on the ADDvise website. It is not compulsory for the Group companies to implement the Group-wide code of conduct; the alternative scenario is for them to draw up a company-specific code. It

is, however, essential for any company-specific code of conduct to meet the requirements of the Group-wide code of conduct as an absolute minimum.

ADDvise has a whistleblower function for all parties to report any deviations from the code of conduct.

ADDvise as an investment

As an expansive group, ADDvise offers complete solutions in terms of products and services for healthcare and research facilities.

Strong trends and long-term growth

Several factors contribute to the long-term demand for products and services within the market for life science in which ADDvise operates. There is a substantial need for increased capacity and modernization in both the private and public healthcare and lab sectors. An additional factor here is the growing and aging population in almost every single country across the world. This creates long-term demand for our products.

Growth

ADDvise's business model has proven to be successful and provides long-term and good returns with the aim of creating sustainable value development. The combination of acquisitions and organic growth is the basis of the growth strategy. Constant work on new acquisitions takes place alongside the development of our business units. ADDvise follows a decentralized organization and provides strategic support and industry-specific know-how to all of the subsidiaries.

Stakeholder dialogue and materiality analysis

ADDvise maintains a regular dialogue with stakeholders as a way to gain insight into the issues they consider to be the most important, as well as their needs and expectations for the Company. Staying in contact with stakeholders is an important part of the Company's sustainability work. We also conduct analyses of and comparisons with companies in similar industries and with similar business models to ensure that this work achieves best practice.

ADDvise has identified the following key stakeholder groups that may directly or indirectly influence or be influenced by the decisions ADDvise makes: shareholders, investors and financial institutions, employees, subsidiaries, customers and suppliers. These are identified on the basis of the extent to which they influence or are influenced by the Group's work. The dialogue with them shows that there is a great deal of engagement with the Company's sustainability

work.

Discussions have been conducted both in person and in the digital sphere in conjunction with internal training, workshops, sustainability dialogue, opinion polls, questionnaires, the annual general meeting, analyst meetings, investor meetings, and employee appraisals, as well as personal and public meetings.

ADDvise operates in a non-cyclical market and has decided to carry out a more comprehensive stakeholder and materiality analysis every two years. Our first sustainability report was produced in 2021, for which a very basic stakeholder and materiality analysis was carried out. This is why the stakeholder and materiality analysis for 2022 has been augmented somewhat. Representatives from both outside and within ADDvise were asked about ADDvise's sustainability work and what it is important for us to consider in the face of future challenges. The majority of respondents come from Sweden or the USA, but responses were also received from employees, suppliers, and customers from other parts of the world.

Materiality analysis

ADDvise uses the results of stakeholder dialogues and analyses of ADDvise's strategic issues, risks, challenges, and objectives to define the most important sustainability issues. Macro trends and drivers in society are also incorporated, as is an industry comparison of other companies to ensure comparability and transparency. Planned and future legislative changes and standards are reviewed and added to ensure that the Company's work evolves in the desired direction. The materiality analysis will be validated annually.

The materiality analysis has mapped which aspects of sustainable business are of the utmost importance to ADDvise and where the impact can be considered greatest. The analysis was based on risks and opportunities related to sustainable business, and the overall areas taken into account were the environment, social conditions, personnel issues, respect for human rights, anti-corruption, and governance issues. The areas are categorized as above in order to make it clear to the reader that the legal requirements for sustainability information in the Swedish Annual Accounts Act have been satisfied. The Company has taken its core business as a starting point and ensured that it follows and works toward meeting international guidelines and global initiatives. The analysis results can be extrapolated from the topics and performance indicators presented in this report. ADDvise primarily focuses on governance issues, the environment, and social conditions. From now on, ADDvise intends to carry out a double materiality analysis.

Governance and responsibility for sustainability aspects in our

The Board has overall responsibility for managing ADDvise, which also includes issues

related to sustainable business. The Board receives updates and information related to sustainable business, as necessary, from the CEO. The CEO is responsible for executing the Board's decisions and strategies. To support the CEO and other personnel, ADDvise appointed a sustainability manager, who reports directly to the CEO. This person is responsible for producing decision guidance, conducting analyses, and assisting others in management to implement the decisions that are made. The sustainability manager will also lead the work to produce the sustainability report, in addition to supporting the subsidiaries in their sustainability efforts. Our ambition is for all employees to feel ownership of issues within sustainable business that are closely associated with their own role at the Company. During the year, ADDvise has conducted training sessions and workshops for Company employees to not only increase understanding and competence but also create engagement.

Governing documents and guidelines

The fundamental starting point for ADDvise's sustainability work is to minimize the potential negative effects of our operations and to take advantage of the opportunities that sustainable business offers. ADDvise's business policy, including the sustainability aspect, applies to the entire Group. Among other things, the policy addresses environmental issues, respect for human rights, and employment conditions. Parts of the policy, such as our ambitions, are set out in this sustainability report. The policy can be read in its entirety on the company's website under [About ADDvise - Business Policy and Documentation](#). ADDvise is working to adding sustainability guidelines for subsidiaries and a sustainable investment policy.

ADDvise has zero tolerance for any form of discrimination, and we strive to achieve a culture of equality and diversity. This is clearly expressed in our equality policy, which is communicated to all employees. In 2022, the ADDvise Board adopted an updated code of conduct, which is based in part on the human rights established by the United Nations. This is also communicated to all employees and implemented in our operations.

The Group operates according to a decentralized organization, and the CEO of each subsidiary is responsible for ensuring that there is a code of conduct and for staff being trained and informed about the code of conduct and human rights. ADDvise's decentralized organization means that each company prepares local policy documents adapted to their operations. In the past year, ADDvise has produced and published long-term sustainability goals for the Group. They can be read on the Company's website and are also set out below in this report.

Key sustainability events in 2022

- » During the year, ADDvise has developed and published **long-term sustainability goals** for 2030 for the Group with 2022 as the base year. The Company also adjusted the climate impact calculation in 2022 to be based on operational control in order to obtain a clearer and more transparent overall picture. For 2021, the climate impact calculation was based on financial control, which categorizes Scope 3 somewhat differently. See the section above on *Climate impact calculation methodology* for a more detailed description.
- » **A sustainability section** has been created on the ADDvise website (www.addvisegroup.com/sustainability) in order to communicate sustainability initiatives. This is part of the work to be transparent and make information available to stakeholders in a clear and simple way.
- » An update to the **Company's Group-wide code of Conduct** has been implemented and adopted by the Board and then communicated and implemented within the organization. The CEO of each subsidiary has signed this code of conduct, which means that they must ensure that it is complied with in their respective operations. .
- » ADDvise has been a **Nasdaq ESG Transparency partner** since 2021 and reports sustainability data to Nasdaq each year.
- » Our **carbon footprint in Scopes 1, 2, and 3** has been mapped. Prior to this, only Scopes 1 and 2 were calculated.
- » The Company has appointed a **sustainability manager** to drive the Company's work forward. This person reports directly to the CEO but is not part of the Executive Management.
- » A more comprehensive **stakeholder dialogue** with associated **materiality analysis** was conducted during the year.
- » ESG reporting was expanded to feature more key figures, and more support has been provided to Group companies.
- » The Company has held a number of **internal training sessions** and **workshops** on sustainability and ESG.

ADDvise sustainability goals

Sustainability goals for 2030, with 2022 as the base year

ADDvise's long-term sustainability goals are clearly linked to the vision of contributing to a sustainable society through products and services that improve, prolong, and save people's lives. The sustainability goals, in combination with the financial targets, must ensure that the Company steers towards long-term profitable and sustainable growth.

Environment

- » Reduce CO₂ intensity by 50% in Scopes 1 and 2 (including subsidiaries' impact in Scopes 1 and 2). The CO₂ intensity is calculated according to CO₂e/revenue.

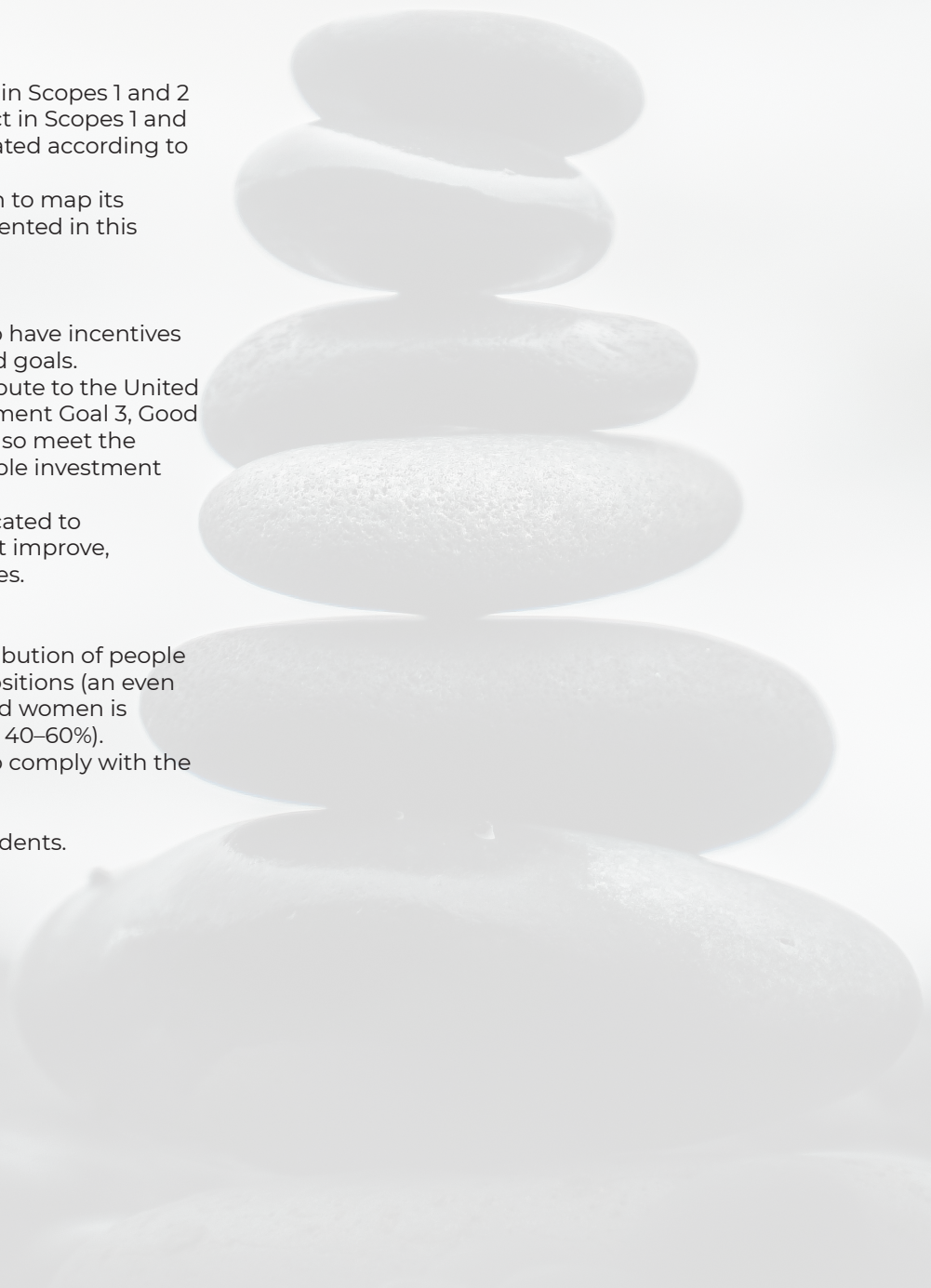
This year, ADDvise has chosen to map its impact in Scope 3, which is presented in this report.

Finance/Governance

- » All companies in the Group to have incentives linked to sustainability-related goals.
- » 100% of acquisitions to contribute to the United Nations Sustainable Development Goal 3, Good Health and Well-being, and also meet the requirements of our sustainable investment policy.
- » 1.5% of net revenue to be allocated to development of products that improve, prolong, and save people's lives.

Social

- » Achieve an even gender distribution of people on the Board and in senior positions (an even distribution between men and women is represented within the range 40–60%).
- » All companies in the Group to comply with the code of conduct.
- » Sick leave max 5%.
- » Zero vision for workplace accidents.



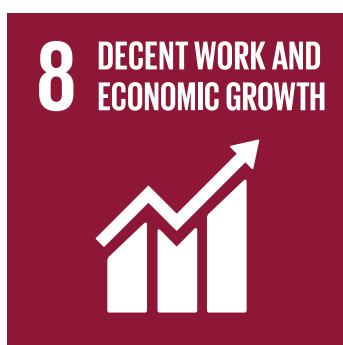
ADDvise contributes to the UN's Sustainable Development Goals

ADDvise and its subsidiaries contribute both directly and indirectly to most of the global goals of Agenda 2030 (United Nations Sustainable Development Goals, SDG). SDGs are goals that must contribute to socially, economically, and environmentally sustainable development and must be achieved by 2030.

Sustainability is an important and clear part of ADDvise's work. Linking the Company's work to and supporting global initiatives is part of being transparent and making it clear what the Company thinks is important. ADDvise's vision is to improve, prolong, and save people's lives. This is an undertaking that is of the utmost importance as it contributes to a more sustainable society. The goal that ADDvise contributes to the most is Sustainable Development **Goal 3 – Good Health and Well-being**. ADDvise subsidiaries are important players in both the healthcare sector and the laboratory and research sector. Among other things, they contribute to improving healthcare processes and products, enabling safe and modern research, and developing medicines, vaccines, etc.

» **Goal 1 – No Poverty**. By sponsoring and supporting the charity Hand in Hand Sweden, ADDvise indirectly contributes to reducing poverty. Hand in Hand works with sustainable poverty reduction through entrepreneurship and education, and is aimed primarily at women.

- » **Goal 5 – Gender Equality**. ADDvise is working to become an equal opportunity Group. The long-term sustainability goal of achieving equality has not yet been fulfilled, but the development is heading in the right direction. During the year, the Board achieved equal representation with 40% women and 60% men. To ensure equal opportunities for people in senior positions and on the Board, ADDvise is aiming for a gender distribution of 40/60%.
- » **Goal 8 – Decent Work and Economic Growth**. It is of the utmost importance for ADDvise to be an employer with decent working conditions. This applies at all stages of the value chain. To ensure decent working conditions at all levels, ADDvise has developed a code of conduct that is in part based on the human rights established by the United Nations.
- » **Goal 10 – Reduced Inequalities**. Companies in the Group hire suppliers for production who work to create jobs and inclusion for all people, regardless of functional variations or work ability.
- » **Goal 12 – Responsible Consumption and Production**. Companies within the Group are constantly working to improve and develop their production approach. They evaluate sustainable material choices and review packaging materials to ensure that production is as sustainable as possible.



Sustainability-related risks and risk management

Significant risks	Risk management description
Environment	
<p>Climate change Depending on how global greenhouse gas emissions develop, the Earth is very likely to face an increase in average global temperature. This will affect different parts of the planet in different ways. ADDvise's operations are with the majority of its operations in Sweden and the USA. ADDvise's analysis shows that climate change would not pose a material threat to our operations apart from a risk of any insurance costs increasing due to, for example, more extreme weather such as heavier rainfall and similar natural phenomena. It may also affect how products are shipped.</p> <p>Stricter regulation of greenhouse gas emissions Due to the threat of climate change, there is a consensus that global greenhouse gas emissions need to be drastically reduced. There is therefore a high likelihood that political initiatives and regulations will be introduced that will, in various ways, force companies to limit and report their emissions and impacts. .</p> <p>Sustainable choice of materials, packaging, and modes of transport Customers are stipulating more stringent requirements for choice of materials, modes of transport, and packaging materials. ADDvise's analysis shows that if products do not satisfy customer requirements, we risk being perceived as lacking credibility and, in the worst case, we may lose customers and contracts. Passenger transport, methods of travel, and choice of vehicles that are considered to have a negative impact on the environment may adversely affect our credibility and reputation, in addition to contributing to a greater negative climate impact.</p>	<p>Although the Company cannot influence climate change on its own, we are actively working to reduce our own impact. Actively working to reduce our carbon footprint is also part of contributing to the debate and setting a standard that companies should work toward in an attempt to reduce their own impact on the environment. ADDvise operates according to a decentralized business model, and the CEO of each subsidiary is ultimately responsible for reducing the impact on operations based on its specific circumstances.</p> <p>ADDvise's operations have limited impact, and no significant emissions are generated from heavy production, for example. To check and monitor greenhouse gas emissions, a mapping of all scopes has been carried out, in accordance with the GHG Protocol. Scopes 1, 2 and 3 have been mapped in order to obtain a clear picture of where the Company's impact can be found. We will explore the possibility of formulating a Scope 3 climate impact reduction target in future.</p> <p>The CEO of each subsidiary is responsible for choosing materials and packaging options that are tailored to their operations and, wherever possible, choosing the most sustainable options available. Passenger transport is yet another factor affecting the environment. ADDvise has drawn up a travel policy to ensure that the impact on the environment is limited as far as possible.</p>
Personnel issues	
<p>Work environment – safety, health, and well-being There is a risk of employees being physically injured due to workplace accidents. There is also a risk of injury due to psychosocial risks for employees.</p> <p>Discrimination and inequality There is a major risk associated with being a workplace lacking in equal opportunities and also a risk of discrimination. This could contribute to us losing our competitiveness and also competent employees.</p>	<p>ADDvise is actively working to constantly improve the work environment and has designed a business policy that takes the work environment into consideration. We also ISO certified in accordance with 14001 and 9001, standards which cover management systems for areas such as work environment. Most subsidiaries also hold additional certifications, such as ISO 13485. The CEO of each subsidiary is responsible for its work environment and for adapting the design of policies according to its operations.</p> <p>ADDvise has zero tolerance for any form of discrimination, and we strive to achieve a culture of equality and diversity. This is clearly expressed in our equality policy, which is communicated to all employees. ADDvise has also established a whistleblower system to enable anonymous reporting of grievances.</p>

Significant risks	Risk management description
<p data-bbox="161 333 376 362">Social conditions</p> <p data-bbox="161 376 639 405"><i>Community engagement and sponsorship</i></p> <p data-bbox="161 405 778 582">ADDvise considers a lack of community engagement beyond our core business to be a risk. The risks are being perceived as lacking credibility, gaining a bad reputation, and not meeting the collective desire to make the world a better place. An additional risk linked to a lack of active engagement is not being able to attract or retain employees.</p>	<p data-bbox="810 405 1428 607">ADDvise's core business aims to improve, prolong, and save people's lives. In addition to the engagement of and work carried out by employees every day, ADDvise has also decided to increase its community engagement and support the charity Hand in Hand Sweden. It is a non-profit organization that works with entrepreneurship as an effective, long-term and sustainable way to fight poverty.</p>
<p data-bbox="161 669 483 698">Respect for human rights</p> <p data-bbox="161 712 783 866">ADDvise's analysis does not show any direct risks of human rights violations. (Discrimination and associated risk management are described above.) However, there is a risk of human rights violations in our value chain. For more information, see below under risks in the supply chain ("Corruption and bribery").</p>	<p data-bbox="810 712 1428 992">ADDvise has a code of conduct that is in part based on the human rights established by the United Nations. In 2022, our Group-wide code of conduct was updated and then adopted by the Board. This code of conduct has been communicated and implemented. The CEOs of all the subsidiaries have read and signed the document. The Group operates according to a decentralized business model, and the CEO of each subsidiary is responsible for ensuring that there is a code of conduct, as well as for staff being trained and informed about the code of conduct and human rights.</p> <p data-bbox="810 992 1377 1070">In order to further minimize the risks in the value chain, we are planning to carry out a mapping of our suppliers in the near future.</p>
<p data-bbox="161 1111 451 1140">Corruption and bribery</p> <p data-bbox="161 1153 770 1352">ADDvise considers the risk of corrupt behavior to be relatively limited. The risk primarily arises in connection with purchases and sales within certain customer segments in high-risk countries. This is a small group at present. Public sector procurements can also be seen as a risk as the Company may gain a bad reputation if the procurement is misinterpreted or inadequate information is provided.</p>	<p data-bbox="810 1153 1428 1375">ADDvise has a code of conduct covering bribery and corruption. The Group works according to a decentralized business model, and the CEO of each subsidiary is responsible for ensuring that there is a code of conduct, as well as for staff being trained and informed about corruption and bribery. ADDvise also has an external whistleblower function, through which employees or other stakeholders can anonymously report suspicions of corrupt behavior.</p>

Focus areas

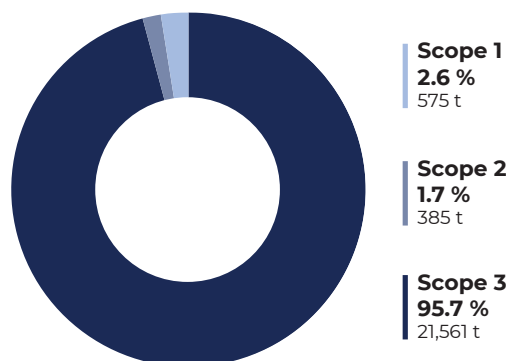
Environment

Energy consumption

The Group's energy consumption is presented here. ADDvise has previously measured direct emissions (Scope 1) and emissions from energy consumption (Scope 2) according to the financial control method. During 2022, the method of climate impact calculation was adjusted to operational control, which is why the figures for 2021 and 2022 are not comparable. We have also chosen to map the climate impact in Scope 3 in order to obtain a clear picture of where the greatest impact is found.

ADDvise operations have limited impact on the environment. The Company believes that, regardless of the extent of the impact, it is important to monitor energy consumption within the Group. This is part of being transparent and comparable because it is a common key performance indicator in sustainability. It is important to systematically follow up on and work toward reducing energy consumption.

CO₂ emissions categorised by scope 1, 2, and 3



Emission sources	t CO ₂
Scope 1	574,66
Direct emissions from vehicles	479,52
Vehicle fleet	479,52
Direct emissions from facilities	95,14
Heat	64,30
Refrigerant leakage	30,84
Scope 2	385,93
Purchased electricity for own use	316,69
Electricity	290,17
Electricity (vehicle fleet)	26,52
Heating, steam, and cooling	69,24
Heat (purchased)	68,79
Purchased cooling	0,45

Emissions from electricity were calculated using both the market-based method and the site-based method. This corresponds to double reporting as specified in the GHG Protocol.

In the market-based method, the specific emission factors for the electricity purchased, to the extent they were known, were used for the calculation. In all other cases, the residual mix was used if it was available, but if not, the country mix was used.

The site-based method was also specified in detail. This method uses national average factors for each electricity mix. This makes it possible to directly compare our own value to the country-specific average.

Carbon dioxide emissions

ADDvise's climate impact primarily consists of carbon dioxide emissions, which are the greatest negative impact on the environment from our operations. In addition to emissions related to internal use of fossil fuels and electricity, carbon dioxide emissions are also generated from various types of transport, such as greenhouse gas emissions from the transport of materials and products, as well as passenger transport. Systematic monitoring is essential in order to control and reduce emissions. Measuring carbon dioxide emissions is standard industry practice, and ADDvise wishes to be transparent and report our emissions.

ADDvise CO₂ emissions in scope 1 & 2 2022 is: **1 057 metric ton**

CO₂e Ton Scope 1 & 2/MSEK revenue: **1,1**

Scope 1: **575 ton CO₂e**

Scope 2: **385 ton CO₂e**

During the year, a mapping of the group's scope 3 emissions was made, which is **21,561** metric tons, 95.7% of the group's emissions.

CO₂ emissions have been calculated using consumption data and emission factors. Primary data were used wherever possible. If no primary data were available, secondary data from recognized sources were used. The emission factors are taken from scientifically recognized databases such as ecoinvent and DEFRA.

Personnel issues

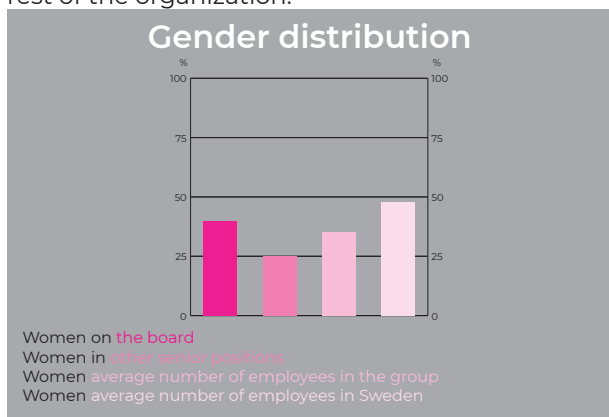
Workplace accidents

Workplace safety is an important issue for ADDvise's long-term sustainability. We are actively working to constantly improve the work environment and have designed a business policy that includes the work environment. We are ISO certified in accordance with 14001 and 9001, standards which cover management systems for, among other things, work environment. Most subsidiaries also hold additional certifications, such as ISO 13485. Work on safe workplaces is carried out locally based on each company's specific conditions.

In 2022, there were 30 workplace accidents. Dividing this by the number of employees gives us a rate of 8.9%. In the previous year, 2021, there were eight workplace accidents. Dividing this by the number of employees for that year gives us a rate of 3.7%. The rise in the number of accidents reported is mainly because the group has acquired more companies with production operations. This rise is also believed to be due to 2021 still being affected by the COVID-19 pandemic as more people were absent due to illness and fewer people were on site. The increase in absolute numbers also depends on that the number of employees has increased significantly during the period.

Discrimination and inequality

ADDvise has zero tolerance for any form of discrimination, and we strive to achieve a culture of equality and diversity. This is clearly expressed in our equality policy, which is communicated to all employees. ADDvise actively works to increase the proportion of women and people from international backgrounds in order to become an equal opportunities Group, with a focus on people on the Board and in senior positions. One of the ADDvise's long-term sustainable development goals for gender equality on the Board and in senior positions has not yet been met in full, but we are heading in the right direction. To ensure equal opportunities in senior positions and on the Board, ADDvise aims for a gender distribution of 40/60%. During the year, we achieved gender equality on the Board, with 40% women and 60% men. We are still focusing on achieving gender equality in executive management and across the rest of the organization.



Whistleblower system

ADDvise established a whistleblower system in 2021 to enable anonymous reporting of grievances. No cases were received during 2022 or 2021. The whistleblower system is located on the ADDvise website so as to be available to everyone within and outside the Group.

Employees

ADDvise's most important asset is our employees, all of whom contribute to the Company's shared success. We must offer our employees a safe and healthy work environment that, together with good working conditions, ensures a sustainable working climate with low absence due to illness, not to mention good health and engagement. The company continues to take advantage of know-how, processes, and procedures from previous years with a lot of remote working. All of which has created an organization with a high level of digital advancement that has been able to streamline certain work elements to find a balance between the physical and digital ways of working and meeting. It has also created opportunities for the future, and many physical meetings, collaborations, and networking meetings and/or trainings have been replaced by digital ones. This also helps reduce the number of business trips as some work can be done digitally.



Absence due to illness as a percentage of time worked in days was 0.4% in 2022. The 2021 figure was 1.4%. It is likely that the COVID-19 pandemic impacted the figures and contributed to a higher than normal rate of absence due to illness in 2021, something which will become clear once additional comparative figures are available. ADDvise considers the rate of absence due to illness to be low and within the framework of the sustainable development goal if it does not exceed 5%. Measuring absence due to illness is an important key figure because it could potentially signal employees' well-being.

Like other parts of the Group's operations, the specific work on social responsibility in respect of employees is largely decentralized within the framework of the guidelines adopted by ADDvise.

Social conditions

Community engagement and sponsorship

ADDvise considers it important to influence and contribute to positive change outside of our own organization. We consider a lack of community engagement beyond our core business to be a risk. The risk is being perceived as lacking credibility, having a lower standing, and not meeting the collective desire to make the world a better place. It could also have an adverse effect on ADDvise being an attractive workplace and on us attracting and retaining competent employees. In addition to the engagement of and work carried out by employees every day, ADDvise has decided to continue supporting the charity Hand in Hand Sweden for a second year. By supporting this charity, ADDvise helps people, mainly women, to help themselves out of poverty through entrepreneurship. Hand in Hand Sweden is a non-profit organization that works with entrepreneurship as an effective, long-term, and sustainable way of fighting poverty. Donations to UNHCR and UNICEF made during the year were prompted by the war in Ukraine. Like most of our subsidiaries, ADDvise has also donated medical equipment to the victims of the war.

ADDvise works according to a decentralized business model in which maintaining entrepreneurial spirit and business acumen at a local level in the companies we acquire is of the utmost importance. Most subsidiaries in the Group also have local engagement schemes and sponsor a number of charitable organizations.

Human rights

ADDvise considers the vital work to ensure that there are no human rights violations to be a task that constantly evolves. The risk of human rights violations within the Company is primarily found in the value chain, although no such violations have been identified. We consider the risks inherent in conducting business with companies identified to not comply with human rights established by the United Nations to be big, and we believe that doing so could damage our credibility with customers, investors, employees, and other stakeholders. We have a code of conduct that is based on the human rights established by the United Nations. For more information on the code of conduct, see the section below on corruption and bribery.

Corruption and bribery

Code of conduct and supplier code of conduct

ADDvise has zero tolerance for bribery and corruption, a stance that is set out clearly in the code of conduct. The risk is considered to be relatively limited as it primarily arises in connection with purchases and sales to high-risk countries, which constitute a small group at present. The Group has a decentralized organization, and the CEO of each subsidiary is responsible for implementing a code of conduct that is adapted to their specific operations, as well as for staff being trained and informed about corruption, bribery, and human rights. Each and every one of ADDvise subsidiaries have a code of conduct, with 65% of the companies applying the Group-wide code of conduct while the remaining 35% have drawn up their own company-specific code of conduct.

ADDvise has an external whistleblower function that enables employees or other stakeholders to anonymously report suspicions of corrupt behavior or grievances. No cases were received during 2022.

The whistleblower function was introduced in 2021, and there have been no cases since then.

Outlook for 2023

- » ADDvise will continue to have a strong focus on driving sustainability work forward. One focus area will be adapting reporting and procedures to comply with new standards and regulations that will be implemented in the near future. More regulations will need to be implemented as the Company grows. Examples of these include the EU's new European Sustainability Reporting Standards (ESRS) and Corporate Sustainability Reporting Directive (CSRD), as well as the EU taxonomy for sustainable economic activities.
- » Continuing to actively support the subsidiaries in their sustainability efforts.
- » Newly acquired companies will receive introductions on sustainability and the Group's focus, activities, and long-term goals within sustainability.
- » The Group's sustainability policy.
- » Sustainable investment policy.
- » **Sustainability guidelines** have been prepared and must be communicated to all subsidiaries.
- » Further planned activities include carrying out a TCFD analysis. The Task Force on Climate-related Financial Disclosures (TCFD) is a framework that helps organizations map and prevent climate-related financial risks. The purpose of this framework is to create insight into how climate change will affect the financial prospects of companies.
- » Supplier mapping is scheduled to be carried out in the future. This will further ensure supply chain control and compliance with our code of conduct.

Auditor's statement on the statutory sustainability report

To the AGM of ADDvise Group AB (publ), company reg. no 556363-2115.

Assignment and division of responsibilities

The Board of Directors is responsible for the sustainability report for 2022 and for its preparation in accordance with the Swedish Annual Accounts Act.

Focus and scope of the review

Our review has been carried out in accordance with FAR's recommendation RevR 12 Auditor's statement on the statutory sustainability report. This means that our review of the sustainability report has a different focus and a much smaller scope than the focus and scope of an audit in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that this review provides us with sufficient basis for our opinion.

Opinion

A sustainability report has been prepared.

Stockholm, April 4, 2023
Öhrlings PricewaterhouseCoopers AB

Magnus Thorling.
Authorized Public Accountant