2025
BREAS MEDICAL SUSTAINABILITY REPORT

Reporting period: 1 January - 31 December 2025

Publication date: October 2026









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MESSAGE FROM OUR CEO

2025 represented an important year of progress in Breas' sustainability journey as we moved from establishing our foundation to creating momentum for long-term impact. Following the establishment of our first greenhouse gas emissions baseline in 2024, we focused on strengthening the systems, governance, and partnerships needed to translate ambition into action. This progress reflected our commitment to transparency, accountability, and continuous improvement.

Sustainability continued to become an increasingly important part of how we create value and build resilience. By embedding ESG considerations into our processes and culture, we further strengthened Breas' ability to meet stakeholder expectations while supporting sustainable growth.

Our efforts during the year focused on:

1. Advancing our climate journey through improved emissions management and the continued integration of environmental considerations into products and operations.
2. Strengthening responsible sourcing through supplier engagement, ESG assessments, and collaboration with key partners to promote responsible practices throughout our value chain.
3. Enhancing governance and transparency by maturing our sustainability reporting processes and preparing for evolving regulatory and stakeholder expectations.
4. Building awareness and engagement by empowering employees to contribute to our sustainability ambitions through education and cross-functional collaboration.

This report reflects the progress we made during 2025 and our commitment to continuous improvement. Together, we continue to build a more sustainable Breas, one that delivers value for patients and customers while contributing to a healthier, more equitable, and environmentally responsible future.

Caroline Jin

Chairman and Chief Executive Officer

Breas Medical Group

SUSTAINABILITY HIGHLIGHTS 2025

Total GHG Emissions	Carbon Intensity	Supplier Code Alignment	Ecovadis
18,928.72 tCo2e ↓ 3.8% vs. 2024	↓14.9% vs. 2024	83% Target - 80%	Bronze Advanced to committed

ENVIRONMENT

Climate
- Scope 1: 60.10 tCo2e
- Scope 2: Market Based: 175.19 tCo2e
- Scope 3: 18,693.43 tCo2e

Resources
- Energy: 1,095.94 MWH
- Renewable Energy: 538.3 MWH

Waste
- 92.9% Recovery rate

Water
- 907 m3 ↓ 3.1%

Management
EMS implemented in 2025; Sweden and UK certified to ISO 14001 in 2026

PEOPLE

Safety
- 0 work - related accidents
- 0 days lost

Engagement
- 71% Average pulse survey response rate

Learning
- 8.3 average training hours per employee

Representation
- 40% women across all employees
- 33% women in management

Human Rights
- 87% training completion
- Target 95% by 2028

ETHICS & INTEGRITY

Training
- 94% Code of Conduct training completion
- Target: 95% by 2028

Speak - Up
- 3 whistle blowers report received

Outcome
- 0 confirmed Code of Conduct breaches

Compliance
- 0 reported human rights, fraud, corruption, bribery or anti trust incidents

Cyber Security
- 0 information security incidents

SUSTAINABLE PROCUREMENT

Supplier Standards
- 83% Code alignment for category A & B Suppliers

Capability
- 100% of procurement employees trained

Contracts
- ESG criteria integrated into new supplier contract template

Assessment
- Environment assessment programme initiated; tools established

Next Step
- Assessments covering 75% of addressable procurement spend in 2026

GENERAL INFORMATION

About This Report

About Breas

Sustainability Governance

Stakeholder Engagement

Materiality Assessment

Sustainability Roadmap and Strategy



ABOUT THIS REPORT

Reporting Frameworks and Methodology

This Sustainability Report presents the environmental, social, and governance (ESG) performance of Breas Medical Group for the period from 1 January 2025 to 31 December 2025.

The report covers Breas Medical Group's global operations and provides information on material sustainability impacts, risks, opportunities, governance processes, strategic priorities, actions, and performance. The report is prepared on a consolidated basis and includes main entities under Breas Medical Group's operational control.

The report addresses sustainability topics across environmental stewardship, labour and human rights, business ethics, and sustainable procurement, reflecting Breas' material sustainability priorities and stakeholder expectations.

Breas Medical Group publishes this report voluntarily as part of its commitment to transparency, accountability, and responsible business conduct. To support consistency, comparability, and transparency, the report has been informed by relevant principles and disclosure requirements from the European Sustainability Reporting Standards (ESRS), where applicable to the Company's business and reporting maturity.

Material sustainability topics were identified through a Double Materiality Assessment (DMA), which considered both the impacts of Breas on people and the environment and the sustainability-related risks and opportunities that may affect the business. The assessment involved cross-functional participation, stakeholder inputs, risk evaluation, and management review.

Greenhouse gas (GHG) emissions have been calculated in accordance with the Greenhouse Gas Protocol (GHG Protocol). Scope 1, Scope 2, and selected Scope 3 emissions are reported using available activity data, recognised emission factors, and reasonable estimates where primary data is not yet available. Sustainability data is collected through established internal reporting processes and reviewed as part of Breas' sustainability governance and Environmental Management System (EMS) framework.

Unless otherwise stated, all information presented in this report relates to the reporting period and reporting boundary described above.

Breas continues to strengthen sustainability governance, management systems, reporting processes, data quality, and internal controls to support continuous improvement and increase transparency for stakeholders.

ABOUT BREAS

The story of Breas began with passionate entrepreneurs determined to solve a practical challenge for a patient. Since then, the company has grown into one of the global leaders in home mechanical ventilation. Our name, Breas, reflects our purpose: Breathing Assistance.

Founded in 1991 in Gothenburg, Sweden, Breas Medical is a global provider of Home Mechanical Ventilation, Airway Clearance and Sleep Therapy solutions. Our vision: A world where everyone breathes better. Our mission: Connecting people on their respiratory journey uniting insights, innovation, and care - helping the world breathe better.

Headquartered in Sweden, Breas has subsidiaries in the UK, Germany, Spain, USA, China, Australia, Japan and France, supported by specialized distributors serving more than 50 countries. Our brands, including Vivo, Nippy, Clearo, Z1, EveryWare and Apto, are recognized for their performance, ease of use and thoughtful design.

With more than 300 employees and 35 years of respiratory care expertise, Breas combines global reach with a personal approach to customer care. Our solutions span devices, consumables, digital connectivity, service solutions and education programs, supporting patients from hospital to home and helping improve quality of life.



LOCATIONS AND BUSINESS

Our principal global operations and functional support team locations are outlined below. Our primary site in Mölnlycke, Sweden, is company-owned, while all other sites operate from leased premises.

Table 1: Breas Subsidiaries Site Locations in Y 2025

Country	Location	Roles
Sweden	Mölnlycke	Design and development, manufacture, servicing and distribution
Germany	Herrsching, greater Munich area	Servicing and distribution
Spain	Madrid	Servicing and distribution
United Kingdom	Stratford-Upon-Avon	Design and development, manufacture, servicing and distribution
United states	N. Billerica, MA	Design and development, manufacture, servicing and distribution
China	Shanghai	Design and development, manufacture, servicing and distribution
Australia	Sydney	Design and development
France	Lyon	Establishment in progress
Japan	Osaka	Establishment In progress

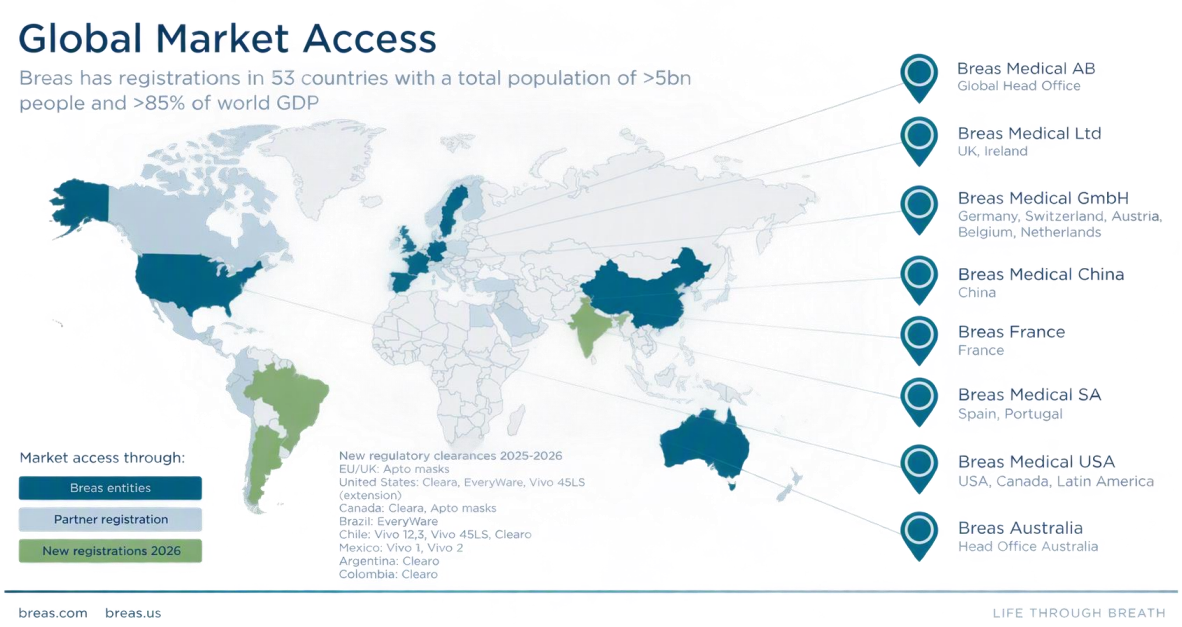


Figure 1: Breas Subsidiaries and Distributors

SUSTAINABILITY GOVERNANCE

Sustainability Governance Responsibilities

Sustainability governance at Breas is integrated into the Company's overall governance framework, strategic planning processes, and operational management systems. Sustainability-related impacts, risks, opportunities, targets, and performance are managed through established governance processes that support long-term value creation and responsible business practices.

The Board of Directors oversees material sustainability risks, opportunities, strategic priorities, targets, long-term commitments, and sustainability disclosures. The CEO holds overall accountability for sustainability performance and ensures sustainability considerations are integrated into business strategy and decision-making.

The Global Leadership Team (GLT) is responsible for implementing the sustainability strategy and monitoring progress against objectives, KPIs, and action plans. Sustainability performance, environmental objectives, compliance obligations, significant environmental aspects, and related indicators are reviewed at least twice annually through the ISO 14001 Environmental Management Review process.

The Sustainability Director coordinates sustainability programmes, ESG reporting, stakeholder engagement, EMS implementation, and continuous improvement activities, working closely with functional and regional leaders to support implementation, performance monitoring, and data collection across the organisation.



Figure 2: Sustainability Governance Framework

Governance Structure and Representation

The Sustainability Governance Model establishes clear accountability from Board oversight through executive management to operational implementation. Sustainability reporting and governance processes are supported by defined roles and responsibilities, reporting requirements, internal controls, and audit provisions.

Breas Medical Group's Board of Directors consists of five members with diverse professional, cultural, and industry backgrounds, including two female directors, representing 40% of Board membership. The Board's experience within the medical device sector supports effective oversight of sustainability strategy and long-term business performance.

The Global Leadership Team comprises 10 senior executives responsible for implementing the Company's strategy and integrating sustainability considerations into global operations. Four members of the team are women, and the team's expertise across operations, innovation, quality, compliance, and stakeholder engagement supports the achievement of Breas' sustainability objectives and commitments.

STAKEHOLDER ENGAGEMENT

Breas Medical Group actively engages stakeholders to drive value, sustainability, and positive impact. We collaborate with customers, employees, suppliers, owners, communities, and regulators to improve eco-friendly products, foster ethical practices, and enhance social and environmental well-being. Stakeholder feedback informs our due diligence and materiality assessments, guiding innovation, compliance, and long-term growth. Through these efforts, we promote responsible business practices, minimize our environmental footprint, and strengthen a resilient, sustainable organizational culture.

MATERIALITY ASSESSMENT

Breas completed its first ESRS-aligned Double Materiality Assessment (DMA) in 2024 to identify and evaluate sustainability-related impacts, risks, and opportunities (IROs) across the value chain. The assessment established the basis for determining the sustainability matters reported in this Sustainability Report.

During 2025, Breas reviewed and validated the outcomes of the DMA as part of its ongoing sustainability and environmental management activities. This review considered changes in the business environment, regulatory developments, stakeholder expectations, and internal risk assessments. No material changes were identified that would significantly alter the conclusions of the original assessment.

Continuous Review and Integration with Environmental Management System

As part of the preparation for ISO 14001 certification and the continual improvement of the Environmental Management System (EMS), Breas conducted comprehensive reviews of:

- Organisational context and environmental conditions
- Interested parties and their relevant needs and expectations
- Compliance obligations
- Environmental risks and opportunities
- Significant environmental aspects and impacts

These analyses were performed through cross-functional workshops and management reviews involving relevant business functions and members of the Global Leadership Team (GLT). The outcomes were used to validate environmental priorities and ensure ongoing alignment between the Environmental Management System, sustainability strategy, and the results of the Double Materiality Assessment.

This integrated approach strengthens Breas' understanding of sustainability-related risks and opportunities and supports informed decision-making at both strategic and operational levels.

Material Sustainability Matters

The updated DMA results were approved by the Global Leadership Team. Based on the assessment and subsequent validation activities conducted during 2025, Breas continues to consider the following sustainability matters material:

- E1 Climate Change
- E5 Resource Use & Circular Economy
- S1 Own Workforce
- S2 Workers in the Value Chain
- S4 Consumers and End-Users
- G1 Business Conduct

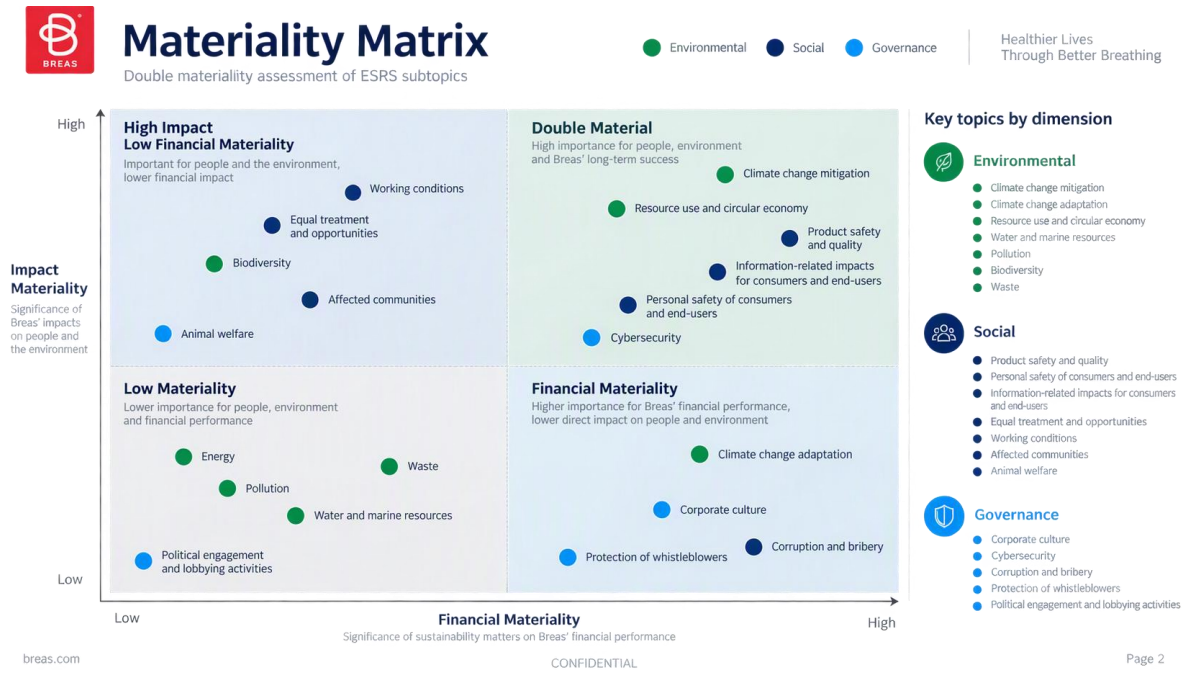


Figure 3: Materiality Matrix

SUSTAINABILITY ROADMAP AND STRATEGY

Building on the outcomes of our Double Materiality Assessment (DMA) and aligned with our corporate strategy, Breas updates its sustainability roadmap through an annual planning process covering short-, medium-, and long-term horizons (1+2+7 years).

In 2025, our focus shifted from establishing the ESG foundation to embedding Environmental Management System (EMS) principles into governance and business processes. This strengthens our ability to manage environmental impacts systematically, meet stakeholder expectations, and create long-term business value.

The roadmap defines strategic priorities, targets, and actions across environmental, social, and governance topics. By integrating sustainability into decision-making, product lifecycle management, operational excellence, and stakeholder engagement, we aim to translate commitments into measurable results.

PROGRESS AGAINST OUR SUSTAINABILITY ROADMAP

Following the establishment of Breas' sustainability foundation in 2024, including completion of the DMA and development of our first greenhouse gas emissions baseline, 2025 focused on implementation, governance, and performance improvement.
During the year, Breas advanced from EcoVadis Committed to Bronze recognition, reflecting progress in sustainability governance, environmental management, responsible sourcing, and transparency.

Key achievements in 2025 included:

- Establishment of Environmental Goals and Objectives to drive environmental performance and continual improvement.
- Development and implementation of an ISO 14001-aligned Environmental Management System (EMS).
- Launch of sustainability initiatives under the Carbon Reduction Plan.
- Enhanced supplier sustainability management through assessments, engagement, ESG requirements, and procurement training.
- Integration of sustainability considerations into procurement and supplier management processes.
- Launch of Breas' ESG website to improve transparency and stakeholder access to sustainability information.

These achievements mark an important transition from planning and assessment to systematic implementation and measurable performance improvement. Progress is monitored through Breas' sustainability governance framework and reviewed twice annually as part of the EMS Management Review process to support strategic alignment and continual improvement.



Figure 4: Strategy to Progress Overview

OUR PLANET

E1 Climate Change

Material Impacts, Risks and Opportunities

Y 2025 Energy and Emissions Report

Y 2025 GHG Performance Review

Climate Targets & Transition Plan

E5 Resource Use & Circular Economy

Material Impacts, Risks and Opportunities

Environmental Management System (EMS)

Biodiversity and Animal Welfare

Waste Management

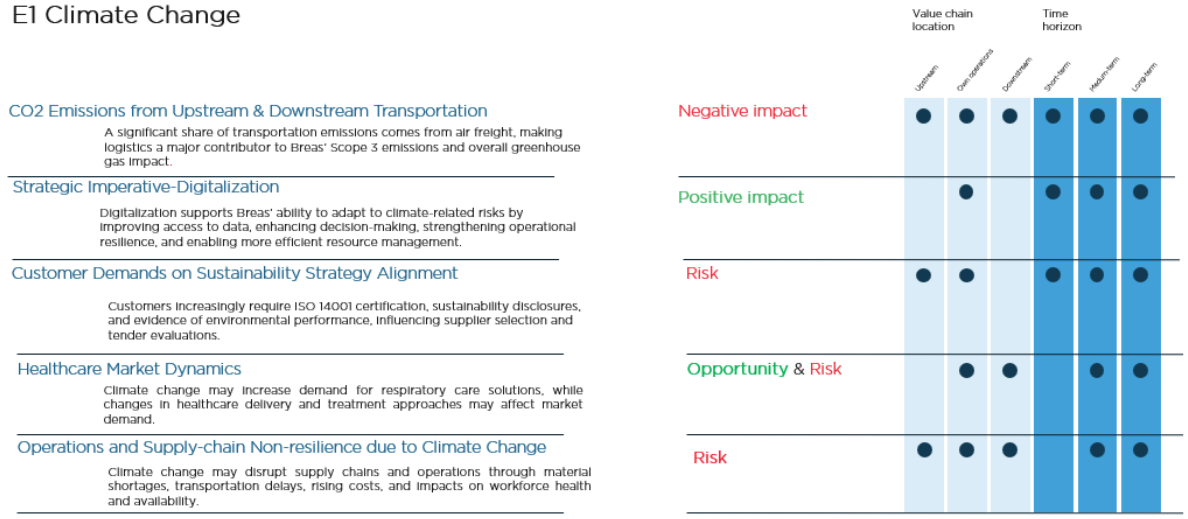
Water Management

Product Stewardship and Environmental Impact



E1 CLIMATE CHANGE

MATERIAL IMPACTS, RISKS AND OPPORTUNITIES



Following the identification of environmental and climate-related impacts, risks and opportunities through the Double Materiality Assessment, Breas continued to strengthen its understanding of key environmental topics during 2025.

As part of the development of the Environmental Management System (EMS) and preparation for ISO 14001 certification, the Company conducted detailed assessments of its environmental context, interested parties, compliance obligations, environmental aspects, and associated risks and opportunities. These activities involved cross-functional representatives and members of the Global Leadership Team (GLT), ensuring alignment between environmental priorities, business objectives, and stakeholder expectations.

The findings confirmed the continued relevance of the Company's identified environmental priorities and supported the ongoing monitoring and management of environmental performance.

Y 2025 ENERGY AND EMISSIONS REPORT

In 2025, Breas reported:

- Scope 1 emissions: 60.1 tCO_2e
- Scope 2 emissions: 175.19 tCO_2e
- Scope 3 emissions: 18,693.43 tCO_2e

Table 2a: Y 2025 Scope 1 and Scope 2 Greenhouse Gas Emissions

tco2e	Sweden	US	UK	China	Germany	Total Emissions
Scope 1 Emissions						
Company vehicles	2.04	0.75	6.57	N/A	50.74	60.1
Scope 1 Emissions total	2.04	0.75	6.57	N/A	50.74	60.1
Scope 2 Emissions						
Company Vehicles	0.17	N/A	1.07	N/A	1.18	2.42
Purchased Heating	N/A	36.95	9.9	N/A	33.84	80.69
Purchased Electricity	N/A	1.13	32.9	54.19	3.86	92.08
Scope 2 Emissions total	0.17	38.08	43.87	54.19	38.88	175.19

Table 2b: Y 2025 Scope 3 Greenhouse Gas Emissions

tco2e	Sweden	US	UK	China	Germany	Total Emissions
Scope 3 Emissions						
Company Vehicles	0.67	0.18	4.67	N/A	0	5.52
Purchased Heating	N/A	3.9	1.08	N/A	0.71	5.69
Purchased Electricity	0.45	0.15	6.36	11.46	0.55	18.52
Purchased Goods & Services	6105.00	1589	1861	1402.53	N/A	10958
Capital Goods	31.505	147.39	86.986	1.54	N/A	267.421
Waste Generated in Operations	7.81	0.86	0.2	N/A	0.6	9.47
Business Travel	368.5	374	12.42	82.85	9.64	847.41
Employee Commuting	46.06	46.3	21.9	23.76	27.28	165.3
Use of Sold Products	2750.97	250.87	59.69	1709.57	N/A	4771.1
Upstream Transport	125.3	832.64	314.23	135	23.67	1430.84

tco2e	Sweden	US	UK	China	Germany	Total Emissions
Downstream Transport	18.795	124.896	47.13	20.25	3.55	214.626
Upstream & Downstream Transport	144.095	957.536	361.364	155.25	27.22	1645.46
Scope 3 Emissions Total	9454.61	3370.18	2415.67	3386.96	66.00	18693.43
Scope 1, 2 & 3 Total Emissions	9456.82	3409.0	2446.11	3441.15	155.6	18928.72

Note: GHG Upstream Transport: Transport of purchased goods and materials from suppliers to company facilities. GHG Downstream Transport: Transport of sold products from company facilities to customers or end users.

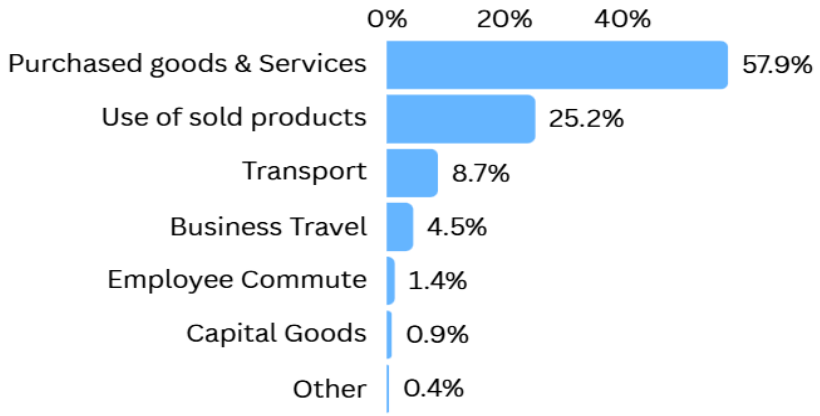


Figure 5. Major sources of 2025 greenhouse gas emissions

Analysis: Purchased goods and services and use of sold products together represented approximately 83% of the total 2025 footprint. This concentration confirms that supplier engagement, product lifecycle management, transport optimisation and eco-design are the principal reduction levers.

Table 3: Y 2025 GHG Emission Executive Summary

Scope	Total tCO_2e
Scope 1	60.10
Scope 2 Market-based	175.19
Scope 2 Location-based	193.0
Scope 3 Upstream	13,707.70
Scope 3 Downstream	4,985.73
Scope 3 Total	18,693.43
Total	**18,928.72**

Table 4: Resource Use and Waste

Metric	Value	Unit
Total energy consumption	1,095.94	MWh
Renewable energy consumption	538.3	MWh
Total water consumption	907,000	Litres
Water recycled and reused	N/A	Litres
Air pollutants (total weight)	N/A	Metric tons
Hazardous waste excluding WEEE	0.168	Metric tons
Non-hazardous waste excluding WEEE	60.853	Metric tons
Waste recovered	59.288	Metric tons

2025 GHG PERFORMANCE REVIEW

In 2025, Breas conducted a review of its greenhouse gas (GHG) performance against its climate objectives and baseline established in 2024.

Table 5: GHG Performance Overview

Metric	2024 (tCO_2e)	2025 (tCO_2e)	Absolute Change	Intensity Performance Change
Scope 1	65.25	60.10	-7.9%	-18.5%
Scope 2 (Market-based)	144.63	175.19	+21.1%	+7.2%
Scope 3	19,463.81	18,693.43	-4.0%	-15.1%
Total Emissions	19,673.69	18,928.72	-3.8%	-14.9%

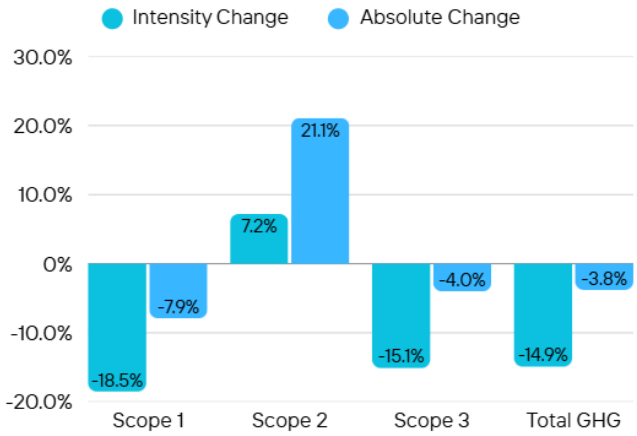


Figure 6. Absolute and intensity performance change by emissions scope, 2025 versus 2024

Analysis: Scope 1 and Scope 3 improved in both absolute and intensity terms. Scope 2 moved in the opposite direction, increasing 21.1% in absolute terms and 7.2% on an intensity basis, identifying renewable electricity sourcing and facility energy efficiency as the clearest near-term priorities.

Progress Review

Total greenhouse gas emissions decreased by 3.8% compared with 2024. The reduction was primarily driven by lower Scope 3 emissions, while Scope 3 remained the dominant contributor to Breas' overall carbon footprint.

When adjusted for business growth, Breas achieved a significantly stronger improvement in carbon efficiency. Total carbon intensity decreased by 14.9% compared with 2024, demonstrating that greenhouse gas emissions were reduced while business activity increased.

Scope 1 carbon intensity improved by 18.5%, and Scope 3 carbon intensity improved by 15.1%. Scope 2 emissions increased in absolute terms and carbon intensity increased by 7.2%, highlighting an area for continued focus through renewable energy sourcing, facility energy optimisation and energy efficiency initiatives.

Overall, the results indicate a partial decoupling of business growth from greenhouse gas emissions and demonstrate progress towards Breas' climate objectives.

CLIMATE TARGETS AND TRANSITION PLAN

Recognising that greenhouse gas emissions are Breas' most significant environmental impact, the company manages climate performance through a combination of operational carbon-efficiency objectives and absolute greenhouse gas reduction targets. The Environmental Management System establishes intensity-based objectives linked to transport efficiency, sustainable packaging, business travel, renewable energy, supplier engagement and lifecycle management.

As Breas expects continued business growth, climate performance is measured using both carbon-intensity metrics and absolute GHG emissions. Intensity targets support operational efficiency and sustainable growth, while absolute targets ensure that overall climate impact is progressively reduced over time.

Climate Commitments

Absolute Greenhouse Gas Reduction Targets

Using 2024 as the baseline year, Breas has established the following absolute greenhouse gas reduction targets. The targets are designed to be credible in a high-growth business environment while supporting the long-term Net Zero 2050 ambition.

Table 6: Absolute GHG Reduction Targets

Emission Category	2024 Baseline (tCO2e)	2030 Target	2040 Target
Scope 1	65.25	Maintain below 2024 baseline	-25%
Scope 2 (Market-based)	144.63	-10%	-25%
Scope 1 + Scope 2	209.88	-10%	-25%
Scope 3	19,463.81	-5%	-20%
Total Emissions	19,673.69	-5%	-20%

TARGET PATHWAYS

Baseline, 2025 Result and Direction of Travel

Total greenhouse gas emissions decreased by 3.8% compared with the 2024 baseline, while carbon intensity improved by 14.9%. The pathway below illustrates Breas' 2030 and 2040 climate commitments and is indicative rather than a fixed annual trajectory. Future progress will be assessed against reported emissions and performance metrics. Scope 2 remains a priority area for improvement through renewable electricity sourcing, energy optimisation, and efficiency initiatives.

Table 7: Baseline, 2025 Result Overview

Scope	2024	2025	Change
Scope 1	65.25	60.10	-7.9%
Scope 2 (Market-based)	144.63	175.19	+21.1%
Scope 3	19,463.81	18,693.43	-4.0%
Total	**19,673.69**	**18,928.72**	**-3.8%**

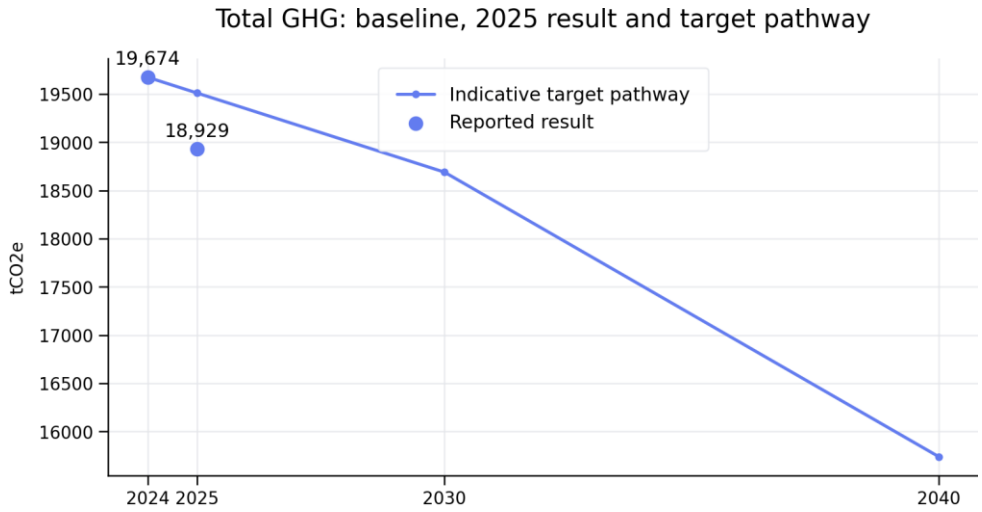


Figure 7. Indicative pathway from the 2024 baseline to the 2030 and 2040 total GHG targets.

Scope 3 Focus

Value-Chain Emissions as the Primary Priority

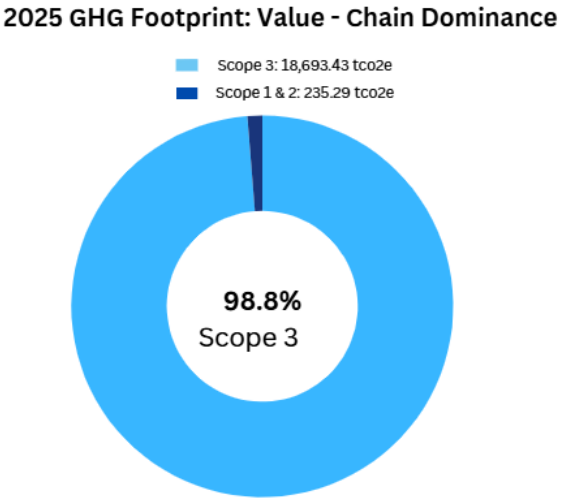


Figure 8. Scope 3 represented 98.8% of the 2025 GHG footprint

Scope 3 emissions decreased by 4.0%, representing approximately 770 tCO2e of reduction. Future reductions will be pursued through the following value-chain levers:

Logistics optimisation and freight management
Eco-packaging and material reduction initiatives
Supplier environmental engagement and sustainability assessments
Lifecycle assessment and eco-design integration
Sustainable business travel management

EMS TO TARGET MAPPING

How Environmental Objectives Support Absolute Reductions

The existing EMS objectives remain the implementation framework. The table below links each operational or intensity-based target to the relevant absolute emissions commitment.

Table 8: Environmental Management System (EMS) Targets and Scope Contribution

Focus Area	EMS Target	Absolute Target Contribution
Distribution & Logistics	10% reduction in transport-related carbon intensity by 2026; 20% reduction in transport emissions by 2027-2028	Scope 3
Packaging	20% reduction in packaging-related carbon intensity	Scope 3
Business Travel	15% reduction by 2028; 50% reduction by 2035 in travel-related carbon intensity	Scope 3
Energy Management	10% reduction in Scope 2 carbon intensity	Scope 2
Renewable Energy	Evaluation and implementation at priority sites	Scope 2
Supplier Engagement	Environmental assessments for 75% of key suppliers	Scope 3
Lifecycle Management	Lifecycle assessment and eco-design integration	Scope 3

Progress Toward 2030 Commitments

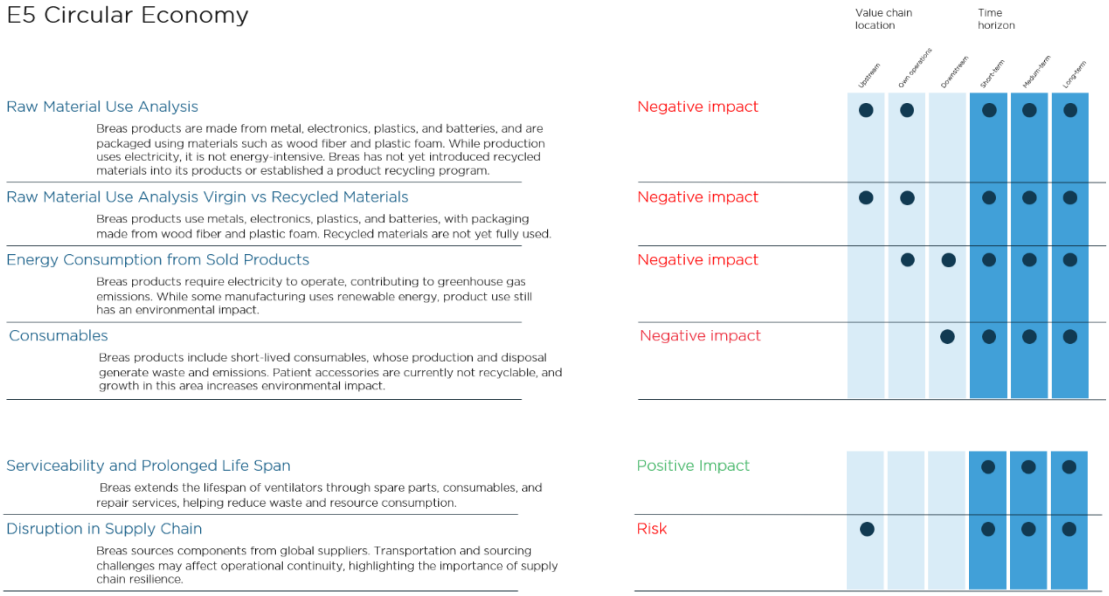
Table 9: Progress Toward 2030 Greenhouse Gas Emissions Reduction Commitments

Category	2024 Baseline	2025 Result	2030 Commitment	Status
Scope 1	65.25	60.10	Maintain below baseline	On Track
Scope 2	144.63	175.19	-10%	Requires Action
Scope 3	19,463.81	18,693.43	-5%	On Track
Total Emissions	19,673.69	18,928.72	-5%	On Track

Breas has established absolute greenhouse gas reduction targets covering Scope 1, Scope 2 and Scope 3 emissions using 2024 as the baseline year. Progress against both intensity-based and absolute targets will be reviewed annually through the Environmental Management System and disclosed in future Sustainability Reports.

E5 RESOURCE USE & CIRCULAR ECONOMY

MATERIAL IMPACTS, RISKS AND OPPORTUNITIES



ENVIRONMENTAL MANAGEMENT SYSTEMS (EMS)

To support the transition towards more sustainable operations and strengthen environmental governance, Breas formally initiated the implementation of an Environmental Management System (EMS) during 2025, aligned with the requirements of ISO 14001.

Building on the Environmental Manual established in previous years, Breas progressed from policy development to structured EMS implementation across the organization. During 2025, key activities included the establishment of environmental management processes, identification and assessment of environmental aspects and impacts, development of environmental objectives and performance indicators, and employee awareness and training initiatives to support environmental responsibilities throughout the business.

The Environmental Manual, coded COR-QUA-GUI-007793, applies to the entire Breas Medical Group and all legal entities. It provides the framework for environmental management by:

- Describing Breas' Environmental Policy and Environmental Management System (EMS);
- Defining responsibilities, authorities, and interactions for environmental management activities;
- Establishing processes to support compliance with applicable environmental legislation and other environmental requirements;

- Supporting continual improvement of environmental performance.

The EMS implementation is integrated with Breas' existing management system approach and supports the company's efforts to identify environmental risks and opportunities, improve resource efficiency, and strengthen environmental performance monitoring.

Following the progress achieved during 2025, Breas successfully completed ISO 14001 certification for its Sweden and UK sites in 2026, demonstrating the effectiveness of the environmental management framework established during the reporting period.

BIODIVERSITY AND ANIMAL WELFARE

Breas' Double Materiality Assessment did not identify material biodiversity impacts arising from its direct operations, which primarily involve the assembly, testing, servicing and distribution of medical devices. Breas is nevertheless committed to protecting the health, diversity and abundance of local ecosystems, species and genetic resources. Our objective is to continue assessing potential impacts through our Environmental Management System and to avoid or minimise adverse impacts where identified. Breas does not currently use animals in its direct operations and is committed to respecting applicable legislation and internationally recognised animal-welfare standards should this change.

WASTE MANAGEMENT

Consolidated waste performance is based on measured or documented activity data from Breas Sweden and Breas UK, the company's two principal manufacturing sites. In 2025, these sites generated 63.838 tonnes of waste. To support consistent comparison between the sites, WEEE is presented as a separate waste category rather than being automatically included in hazardous waste. The consolidated total comprised 0.168 tonnes of other hazardous waste, 60.853 tonnes of non-hazardous waste and 2.817 tonnes of WEEE. Of the total, 59.288 tonnes were reported as recovered, corresponding to a recovery rate of approximately 92.9%.

Breas prioritizes waste prevention, source separation, recycling and responsible treatment through qualified waste-management partners. Local streams include packaging materials, paper, plastics, wood, metals, batteries, WEEE and residual operational waste.

2025 WASTE PERFORMANCE

Table 10: Site-Level Waste Generation and Recovery Metrics

Site	Hazardous excl. WEEE (t)	Non-hazardous excl. WEEE (t)	WEEE (t)	Generated (t)	Recovered (t)
Sweden	0.097	29.633	1.961	31.691	31.691
United Kingdom	0.071	31.220	0.856	32.147	27.597
Total	**0.168**	**60.853**	**2.817**	**63.838**	**59.288**

PRODUCTION SITE PERFORMANCE

Breas Sweden. Waste data was consolidated from Renova statistics and supplementary NPA and El-Kretsen records. The site reported 31.691 tonnes generated and recovered. Within the harmonized presentation, 1.961 tonnes of WEEE are shown separately, while other hazardous waste comprises reported battery streams totaling 0.097 tonnes.

Breas UK. Waste data was calculated from Fortress collection records using documented weight-per-bin factors. The site reported 32.147 tonnes generated and 27.597 tonnes recovered. Within the harmonized presentation, 0.856 tonnes of mixed WEEE are shown separately, while other hazardous waste comprises 0.071 tonnes of mixed batteries.

WEEE AND PACKAGING PRODUCER RESPONSIBILITY AND REPORT

Breas fulfils its producer responsibility obligations for WEEE and packaging through approved compliance schemes, including El-Kretsen and NPA in Sweden and Valpak in the UK. In 2025, Breas reported 2.817 tonnes of WEEE and 0.141 tonnes of batteries across its principal operational sites. WEEE is reported separately to support consistent



classification and comparability. Waste is managed through authorised recycling and treatment partners in accordance with applicable legislation.

WATER MANAGEMENT

Breas' operations have a limited dependency on water resources due to the nature of its activities, which primarily involve the assembly, testing, warehousing and distribution of medical devices. Water use is mainly associated with sanitary facilities, cleaning activities and general building operations. Water is supplied through municipal networks, and Breas does not use process water or generate industrial wastewater. Water consumption is monitored through the ISO 14001 Environmental Management System and reviewed as part of ongoing environmental performance management. Breas' objective is to maintain responsible water use, continually improve water efficiency and prevent water pollution from its direct operations.

Water Basin Risk Assessment

As part of its environmental risk assessment process, Breas evaluates water-related risks at its principal operational sites in Mölnlycke, Sweden, and Stratford-upon-Avon, United Kingdom. The assessment considers basin-level water stress, operational water demand and water-management practices. No sites were identified as being exposed to high or extremely high baseline water stress. Given the company's low water consumption, municipal water supply and absence of industrial wastewater discharges, water-related risks are not considered material to Breas' direct operations. Basin-level risks are reviewed periodically through the Environmental Management System.

2025 Water Performance

Water consumption decreased from 936 m^3 in FY2024 to 907 m^3 in FY2025, a reduction of 3.1%. Based on annual environmental aspect evaluations and basin-level risk assessments, water management remains a non-material environmental topic for Breas. Nevertheless, consumption continues to be monitored to support responsible resource use and continual improvement.

Table 11: Water Consumption Performance by Operational Site

Operational Site	FY 2024 (m3)	FY 2025 (m3)	Change
Mölnlycke, Sweden	562	557	-0.9%
Stratford-upon-Avon, UK	374	350	-6.4%
Total	**936**	**907**	**-3.1%**

PRODUCT STEWARDSHIP AND ENVIRONMENTAL IMPACT

- Design for durability
- Product lifetime extension
- Repairability
- Packaging reduction

Breas' product portfolio is designed with both patient wellbeing and environmental considerations in mind. Products such as the iSleep CPAP and BiLevel systems, and the Vivo ventilator range emphasize energy efficiency, compact design, and low noise levels, helping reduce their environmental footprint in both hospital and home settings. Features such as integrated humidifiers, universal power supply compatibility, lightweight construction, and cloud-based monitoring support longer product lifecycles, reduce resource use, and enable more sustainable care pathways. Together, these features reflect Breas' commitment to delivering advanced respiratory solutions that balance clinical performance with environmental responsibility. Breas aims to further reduce environmental impacts through energy-efficient design, lifecycle assessment, enhanced product durability, and continuous eco-design improvements.

Table 12: Emissions per product

Machines	Emissions per product (tCO2e)
iSleep 20i	0.046974
iSleep 25	0.046974
Z1 Auto	0.029319
Z1 CN	0.029369
Vivo 1	0.063966
Vivo 2	0.063966
Vivo 3	0.065350
Vivo 45	0.189966
Vivo 45LS	0.222644
Nippy 4	0.189966
Nippy4+	0.222644
Vivo 55	0.501072
Vivo 65	0.501072
Clearo	0.069708
Circuits	0.000626

OUR PEOPLE

S1 Own Workforce Working Conditions

Material Impacts, Risks and Opportunities

Our Approach

S1 Own Workforce Equal Treatment and Opportunities for All

Material Impacts, Risk and Opportunities

Our Approach

S1 Own Workforce Other Work-Related Rights

Material Impacts, Risks and Opportunities

Our Approach

S1 Own Workforce: Performance, Targets and Improvement

Performance, Targets and Continuous Improvement

S2 Workers in the Value Chain

Material Impacts, Risks and Opportunities

Our Approach

S4 Consumers and End-Users

Material Impacts, Risks and Opportunities

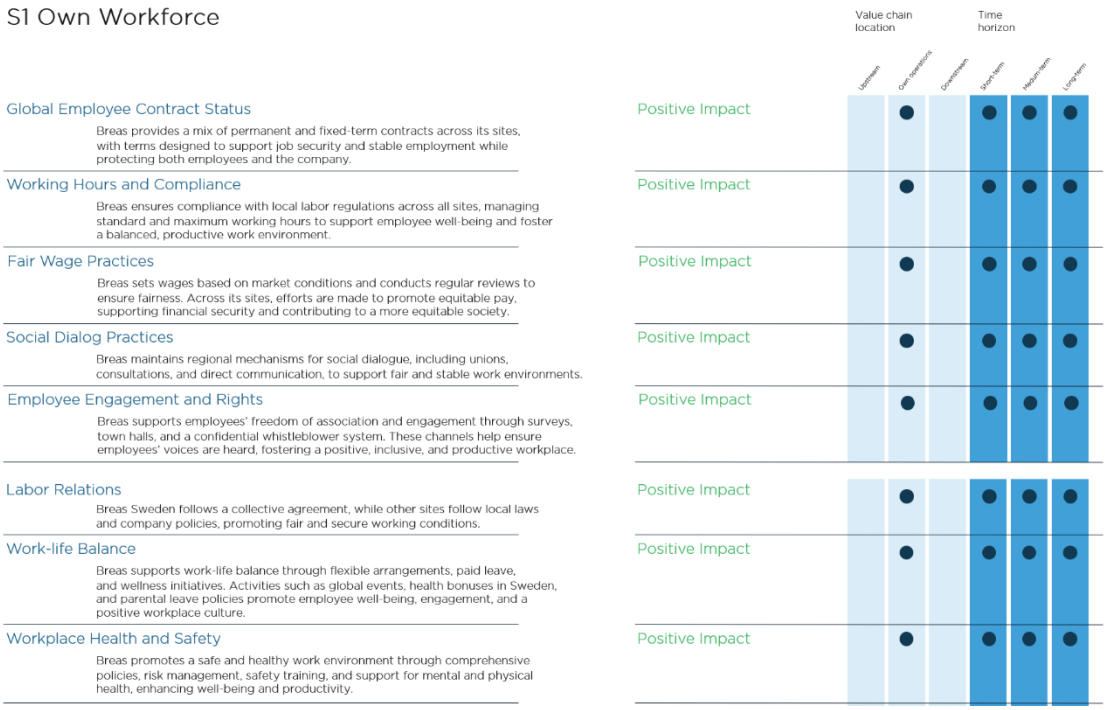
Putting Patients at the Center

Quality At Breas



S1 OWN WORKFORCE WORKING CONDITIONS

MATERIAL IMPACTS, RISKS AND OPPORTUNITIES



OUR APPROACH

At Breas, we are committed to maintaining safe, fair, and supportive working conditions across all global sites. Our Global Leadership Team oversees company-wide policies, while Human Resources ensures consistent implementation of employment terms, compensation practices, working hours, and grievance procedures.

Health and safety are managed through a structured work environment approach that combines leadership accountability with active employee participation. Employees can raise concerns through multiple channels managers, HR, Legal, safety representatives, anonymous surveys, or a third-party whistleblower hotline. We strictly prohibit retaliation against individuals who report concerns, fostering a culture of openness and trust.

Supporting documents such as our Code of Conduct, Health & Safety Policy, and Personnel Handbooks provide clear guidance and reinforce our commitment to a responsible and inclusive workplace.

Breas' approach to working conditions is guided not only by internal policies and local regulations but also by internationally recognized frameworks. We align our practices with the principles of the UN Global Compact, the International Labor Organization (ILO)

Conventions, and the OECD Guidelines for Multinational Enterprises, reinforcing our commitment to human rights, fair labor practices, and ethical business conduct across all operations.

Secure Employment and Contract Types

Breas offers secure and fair employment across all regions, with contract types adapted to local Labor laws and cultural norms. While our global principles ensure transparency and stability, local practices vary:

- In Sweden and the UK, permanent contracts are standard, complemented by fixed-term agreements for project-based needs.
- In China, employment typically begins with fixed-term contracts that may transition to permanent status in accordance with local regulations.
- In the United States, employment follows the “at-will” model, consistent with national norms. Breas enhances transparency by clearly outlining terms in offer letters and internal policies.

Approximately one-third of our global workforce is covered by collective bargaining agreements, primarily in Sweden, where these agreements govern key aspects such as working hours, contract stability, and employee rights. In other regions, job security is supported through compliance with local laws, internal policies, and ongoing dialogue between management and employees.

Two-Way Communication and Engagement

We foster a culture of transparency and active listening through structured two-way communication channels:

- **Global Engagement**: Quarterly townhall meetings provide updates on company performance and strategic priorities. Employees can submit questions anonymously, which are addressed during or after the sessions.
- **Pulse Surveys**: Conducted three times per year, these anonymous surveys gather employee feedback and guide improvements across all sites.
- **Local Engagement**: Each site complements global initiatives with tailored formats. For example, monthly townhalls covering finance, HR, sustainability, and operations.
- **Individual Engagement**: Monthly 1:1 meeting between managers and employees support development, clarify expectations, and encourage continuous feedback.

These practices ensure every employee has a voice and that leadership remains closely connected to the workforce.



Working Hours and Overtime

Breas complies with national Labor laws and local norms regarding working hours and overtime. Given the diversity of regulations across our global operations, working time arrangements are defined in employment contracts, employee handbooks and company policies specific to each location.

Overtime may occur due to travel, cross-time-zone collaboration, or project deadlines. Compensation whether financial or time off in lieu is provided in accordance with local laws, collective agreements, or internal policies. We ensure that all employees are informed of their rights and treated fairly, promoting transparency and well-being.

Work-Life Balance and Flexibility

We support employees in balancing work, family, and personal responsibilities through flexible arrangements tailored to local contexts:

- **Family-Friendly Programs**: All sites comply with national regulations on parental and caregiving leave. In Sweden, for example, employees benefit from time reduction schemes and parental leave provisions under collective agreements.
- **Flexible Work Arrangements**: Where operationally feasible, employees may work remotely or adjust schedules. Guidelines are outlined in Personnel Handbooks and Remote Work Policies locally, with decisions made collaboratively between managers and HR to ensure business continuity and data security.

While remote work is limited for certain roles, Breas strives to offer flexibility through hybrid models, adjusted hours, or location-specific solutions.

Employee Health Care Coverage

Breas supports employee health and well-being through locally adapted healthcare benefits and wellness initiatives:

- In countries with universal healthcare, such as Sweden, Breas supplements public services with wellness allowances, mental health support, and access to private insurance.
- Across all sites, healthcare benefits are clearly communicated during onboarding and through internal resources, ensuring employees understand their entitlements.

We also promote a healthy work environment through various local initiatives such as ergonomic support, mental health resources, and well-being campaigns, reflecting our commitment to a safe and supportive workplace.

Adequate Wages and Remuneration

Breas ensures fair and competitive remuneration through a globally consistent compensation framework, adapted to local market conditions and legal requirements. Our Performance Excellence Process includes goal setting, development planning, and formal reviews, fostering transparency and engagement.

Pay equity is actively monitored. For example, annual salary assessments in Sweden confirm gender pay parity in comparable roles. Performance-based incentives, such as short-term bonus programs, are centrally managed and applied consistently across regions.

By aligning global principles with local compliance, Breas ensures that all employees are compensated fairly and in accordance with our values.

Employee Listening and Engagement

As part of Breas' broader employee listening strategy, the company continued to conduct its Pulse Survey three times per year in 2025. The survey supports ongoing monitoring of employee engagement, workplace experience and organizational culture.

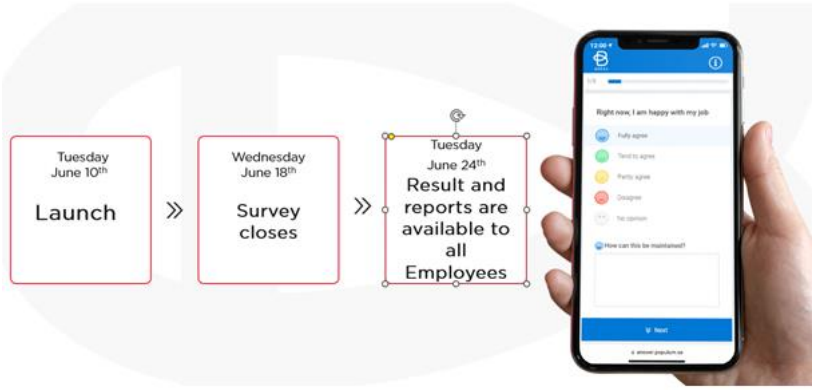
Introduced in the third quarter of 2023, the survey covers the following key dimensions:

- Enthusiasm and recognition
- Development and autonomy
- Work-life balance.
- Psychological safety
- Leadership effectiveness, covering both senior and immediate leadership

- Inclusion and equal treatment

The average response rate across the surveys conducted in 2025 was 71%, providing valuable insights into employees' experiences and perspectives. Survey results and open-text comments were reviewed to identify organizational strengths, areas for improvement and appropriate follow-up actions.

The Pulse Survey continues to support Breas' efforts to foster an inclusive, supportive and high-performing workplace. Findings are used to inform dialogue, priorities and improvement activities at both organizational and team level.



Social Dialog

Breas supports freedom of association and promotes structured, site-appropriate dialogue to ensure fair and inclusive workplaces.

- In Sweden, Breas operates under collective agreements with Teknikarbetsgivarna and the unions Unionen, Sveriges Ingenjörer, and Ledarna. Monthly meetings address working conditions, organizational changes, and health & safety, ensuring employee input and structured participation.
- In other countries, while formal collective agreements may not be in place, Breas ensures compliance with local Labor laws and promotes engagement through direct communication channels such as town halls, surveys, health & safety committees, and a third-party whistleblower hotline.

These mechanisms reflect our commitment to open dialogue, inclusion, and employee well-being across all sites.

Labor Metrics

Table 2: Breas Labor Metrics in Y2025

Labor Metrics	Sweden	US	UK	China	Global
Total hours worked (Per individual per year	1651,27	1960	1839	1984	N/A
Total hours worked (Per year)	178337,18	129360	91851	57536	457084
Highest-paid individual vs. median annual total compensation	4.4	6.4	9.4	4.1	8.6
Days lost to work-related injuries and ill-health	0	0	0	0	0
Number of work-related accidents	0	0	0	0	0
Average hours of training per employee	N/A	N/A	N/A	N/A	8.3

Note: All labor metrics presented in this table are based on internal reporting, reflect calendar year performance, and cover more than 80% of Breas direct employees globally. Total hours worked represent the annual hours worked by direct employees.

Health& Safety

Breas prioritizes the health and safety of employees, contractors, and partners through a globally consistent approach rooted in international standards, local regulations, and local internal Systematic Work Environment Management (SWEM) procedures.

Our Global Work Health and Safety (WHS) Policy outlines responsibilities, standards, and procedures across all sites, ensuring consistent risk management and safe working environments.

Key Commitments

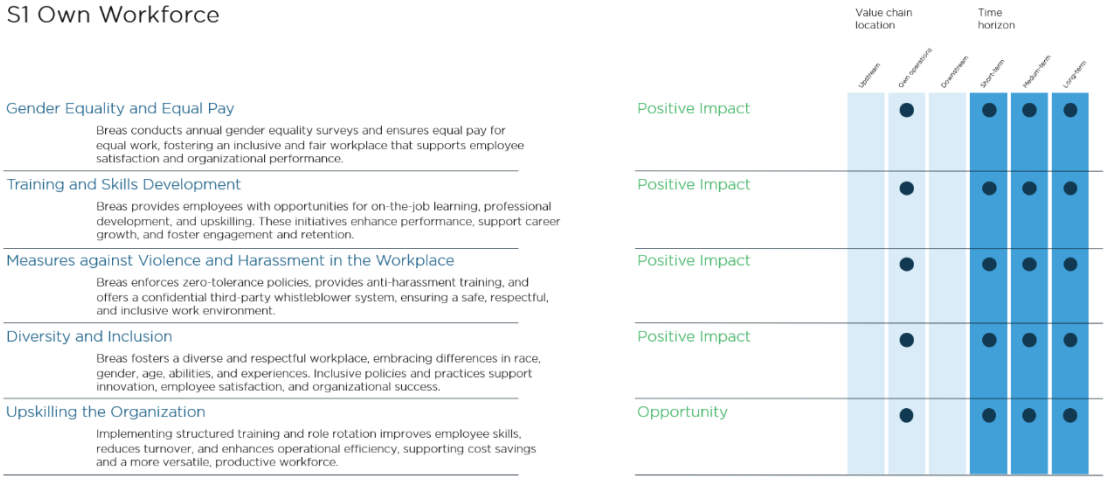
- Zero workplace injuries and illnesses
- Year-over-year reduction in Lost Time Injury Frequency Rate (LTIFR)
- 100% completion of mandatory health & safety training
- Zero tolerance for bullying, harassment, and discrimination
- Active employee participation in safety committees and incident reporting
- Ongoing awareness campaigns to strengthen WHS knowledge.

Preventive Measures & Crisis Preparedness

- Structured incident reporting and hazard identification
- Regular inspections, audits, and equipment checks
- Emergency Action Plans coordinated by local crisis teams.
- Centralized communication protocols for critical incidents

S1 OWN WORKFORCE EQUAL TREATMENT AND OPPORTUNITIES FOR ALL

MATERIAL IMPACTS, RISKS AND OPPORTUNITIES



OUR APPROACH

Inclusion, Equal Pay, and Non-Discrimination

Breas is committed to fostering an inclusive workplace where all employees have equal rights and opportunities, regardless of gender, identity, background, ability, or other personal characteristics. We value diversity in all its forms and promote equity through fair recruitment, development, and promotion practices.

This commitment is embedded in our Global Code of Conduct, which prohibits discrimination, harassment, and unfair treatment. All Breas locations comply with applicable anti-discrimination laws and regulations. In Sweden, Breas also implements Active Measures under the Discrimination Act (2008:567) to promote equal opportunities through regular assessments and action plans.

We support equal pay for work of equal value. Annual reviews help identify and address unjustified pay differences, supported by documented corrective actions to ensure fair and competitive compensation.

To support accountability and continuous improvement, Breas monitors diversity indicators such as gender balance, age distribution, tenure diversity, and representation across functions and leadership levels.

Our approach to inclusion and equal treatment is aligned with internationally recognized frameworks, including the UN Global Compact, ILO Conventions, and the OECD Guidelines for Multinational Enterprises, supporting our commitment to human rights, fair labour practices, and ethical business conduct.

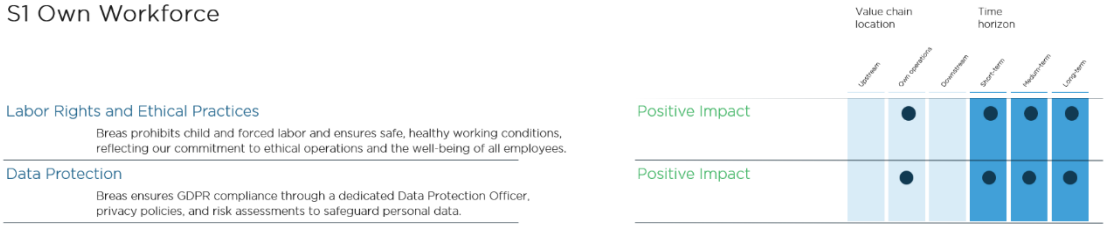
Table 3: Employee Gender Balance

Employee Gender Profile in 2025	Female	Male
Whole Organization All Employees	40%	60%
Talent Pool	42%	58%
Managers	33%	67%
Global Leadership Team	44%	56%
Board Members	40%	60%



S1 OWN WORKFORCE OTHER WORK – RELATED RIGHTS

MATERIAL IMPACTS, RISKS AND OPPORTUNITIES



OUR APPROACH

Ethical Labor Practices and Human Rights

Breas upholds ethical Labor practices and ensures a safe, respectful work environment across all operations. Our approach is guided by our Work Health and Safety Policy Framework and Human Rights Regulations, which define clear expectations for ethical conduct, employee protection, and workplace integrity.

Employees are encouraged to raise concerns through multiple channels—managers, HR, employee representatives, Legal, or a confidential third-party whistleblower hotline. We maintain a strict non-retaliation policy, ensuring that all concerns are addressed in a safe and respectful manner.

To date, no cases related to child Labor, forced Labor, or human trafficking have been reported.

Child Labor, Young Worker Protection, and Forced Labor Prevention

Breas is committed to upholding fair and ethical working conditions by preventing child Labor, forced Labor, and human trafficking across all operations. This commitment is guided by internationally recognized standards, including:

- ILO Convention No. 138 on Minimum Age
- ILO Convention No. 182 on the Worst Forms of Child Labor
- UN Convention on the Rights of the Child (CRC)
- UN Guiding Principles on Business and Human Rights

All Breas sites comply with local Labor laws, including minimum age requirements and protections for young workers. Internal policies reinforce these standards and explicitly prohibit any form of exploitation.

To support accountability, Breas provides accessible grievance mechanisms, including a whistleblower hotline and direct reporting to HR or Legal. If a case were ever identified, a

structured remediation process is in place to ensure appropriate support for affected individuals and prompt corrective action.

These efforts reflect Breas' commitment to human rights, ethical business conduct, and a safe, lawful working environment for all.

Data Protection and Privacy

Breas ensures the protection of personal data through robust compliance with data privacy regulations. A dedicated GDPR Officer oversees all aspects of data protection, ensuring that personal data of employees, candidates, and stakeholders is collected, processed, and stored securely and lawfully.

Key safeguards include:

- Secure handling of personal identification documents
- Respect for employees' freedom of movement
- Full protection of individuals' rights to access, correct, or request deletion of their personal data

These measures reflect Breas' commitment to ethical Labor standards, employee rights, and a responsible, transparent, and secure workplace.



S1 OWN WORKFORCE: PERFORMANCE, TARGETS AND CONTINUOUS IMPROVEMENT

To support the implementation of Breas Human Rights commitments, WHS Policy, diversity and inclusion initiatives, employee engagement programmes and ethical business conduct framework, Breas monitors quantitative labor and human rights indicators annually to track performance, strengthen accountability and support continuous improvement across the organization.

Table 15. Labor and Human Rights Performance and Targets

KPI	Baseline (2025)	Target	Deadline
Human Rights Policy Training Completion	87%	95%	2028
Occupational Health & Safety-Lost Time Injury Rate (LTIR)	0	<0.5	2028
Women in Management	33%	45%	2030
Average Pulse Survey Index	71%	Maintain ≥70%	2030
Human Rights Grievances Investigated	100%	Maintain 100%	Annual
Employee Satisfaction with Work-life Balance	58%	65%	2030
Sweden Site with a Formal Employee Dialogue Mechanism	100%	Maintain 100%	Annual
Average Training Hours Per Employee	8.3	8.5	2030

Note: Ethics and compliance indicators, including Code of Conduct, anti-bribery, data privacy and whistleblowing performance, are presented in the Responsible Business section.

Continuous Improvement

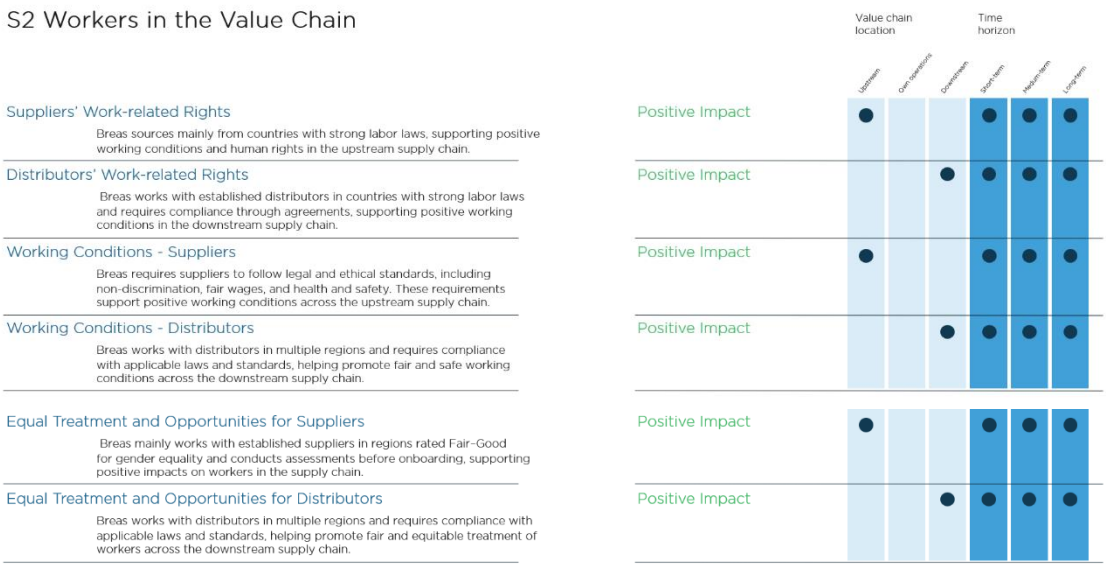
Breas is committed to continuously strengthening its performance in the areas of workplace health and safety, human rights, employee engagement, diversity and inclusion, and ethical business conduct. Performance against the indicators presented above is reviewed annually through the Company's sustainability governance process. Results are used to identify improvement opportunities, establish corrective and preventive actions where appropriate, and refine future objectives and targets. As Breas sustainability program continues to mature, additional labor and human rights indicators may be introduced to further enhance transparency, accountability and long-term performance.

S2 WORKERS IN THE VALUE CHAIN

MATERIAL IMPACTS, RISKS AND OPPORTUNITIES

Breas has identified six material impacts related to workers in its value chain. These impacts relate to the protection of work-related rights, fair and safe working conditions, and equal treatment among workers across the supply and distribution chain.

The assessment highlights the importance of setting clear expectations for business partners, identifying potential human rights risks and taking appropriate action where actual or potential adverse impacts are identified.



OUR APPROACH

Breas is committed to building a responsible, fair, and inclusive value chain that supports both our partners and the communities we serve. A key focus is ensuring that our business partners align with our Code of Conduct, which strengthens resilience, ethical practices, and long-term collaboration across the value chain.

All Breas business partners are expected to uphold the principles outlined in our Code of Conduct for Business Partners, reflecting our commitment to responsible business conduct and respect for human rights. We actively engage with suppliers and distributors to communicate these standards and provide support to ensure compliance.

As part of our ongoing efforts, Breas has set a target to achieve 80% alignment with our Category A and B suppliers by 2025, which is tracked through company-wide KPIs. Progress toward this goal is on track and regularly monitored.

HUMAN RIGHTS IN THE VALUE CHAIN

Breas is committed to respecting internationally recognized human rights throughout its value chain. The Company's Human Rights Policy and Code of Conduct for Business Partners set out expectations relating to fair and safe working conditions, equal treatment, and the prevention of child labor, forced labor, harassment and retaliation.

Breas expects relevant suppliers, distributors and other business partners to comply with applicable labor and employment laws, support responsible business conduct and cooperate with relevant due diligence and corrective action processes.

Potential human rights concerns are assessed and addressed through established governance, escalation and supplier management processes. Information on supplier assessment, monitoring and corrective actions is provided in the Sustainable Procurement section of this report, while details regarding reporting channels are described in the Whistleblowing section.

Further information is available in the Breas Human Rights Policy and the Code of Conduct for Business Partners.

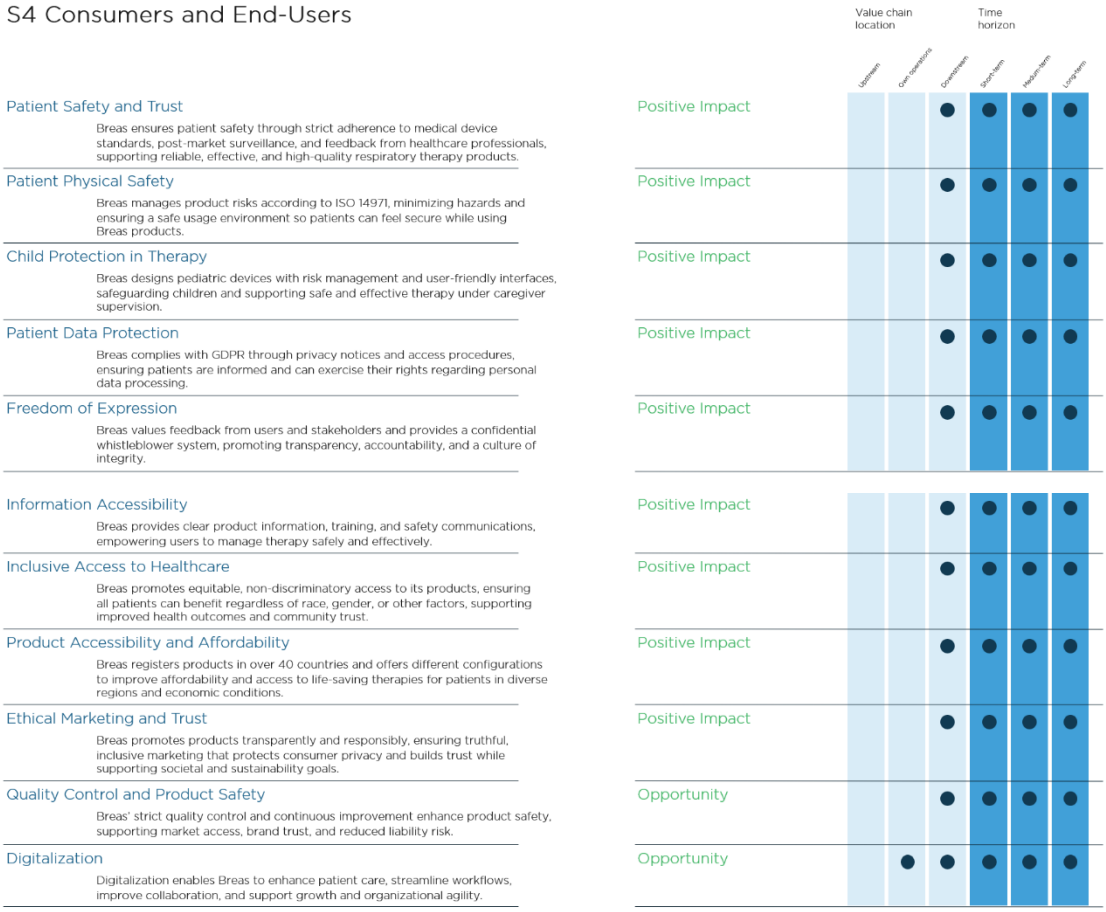


S4 CONSUMERS AND END - USERS

MATERIAL IMPACTS, RISKS AND OPPORTUNITIES

Breas recognizes that its products and services have material impacts on respiratory patients and other end-users, particularly in relation to patient safety, product quality, reliability, usability and access to appropriate product information and support.

The company's approach reflects the importance of understanding patient and user needs, managing product-related risks and continuously improving products, services and supporting processes.



PUTTING PATIENTS AT THE CENTRE

Patients are at the centre of Breas' mission and approach to responsible business. The company seeks to understand the needs of people living with respiratory conditions and to consider patient safety, quality of life, usability and continuity of care throughout the product lifecycle.

Patient and user perspectives may be reflected through feedback received from healthcare professionals, homecare providers, distributors, service teams and other

relevant channels. This information supports the identification of opportunities to improve product design, usability, instructions, training materials and customer support.

Breas applies established quality, risk management and post-market processes to evaluate product-related feedback and identify potential safety, quality or usability concerns. Relevant findings are assessed by the responsible functions and, where appropriate, inform corrective actions, product improvements and updates to supporting processes or information.

Through this patient-centred approach, Breas aims to provide reliable respiratory care solutions that support safe use and respond to the needs of patients, caregivers and healthcare professionals.

Patient-centricity is supported by Breas' quality culture and established quality management processes, as described below.

QUALITY AT BREAS

Quality is fundamental to achieving Breas' mission of improving the quality of life and care of respiratory patients worldwide. Guided by our commitment to innovation, quality and customer focus, we integrate quality throughout the product lifecycle, from product design and development to manufacturing, distribution and post-market monitoring.

Our Quality Management System, risk management processes and culture of continuous improvement help ensure that our products are safe, effective and compliant with applicable regulatory requirements. Through ongoing monitoring, customer feedback and quality oversight, we continually strengthen our ability to meet the expectations of patients, healthcare professionals, customers and regulatory authorities.

Quality Commitments

1. Breas always places patient safety first and considers that quality is a personal responsibility of every employee, across all functions throughout the whole company.

2. We never take shortcuts that would compromise quality.

3. We continuously strive to get better, improve the design and manufacturing of our products, simplify and enhance our processes to exceed the expectations from our customers and regulatory bodies.

4. We have adequate systems in place and combine them with sound individual judgments.

Quality Essentials

1. We comply with safety, regulatory and other applicable requirements.

2. We maintain an effective Quality Management System.
3. We set and review Quality objectives throughout the organization.

Quality Management System and Certifications

Breas maintains a comprehensive Quality Management System certified to ISO 13485:2016 and supported through the Medical Device Single Audit Program (MDSAP). The system provides a framework for managing product quality, patient safety, regulatory compliance and continuous improvement across all operations.

Quality is supported throughout the product lifecycle through risk management, customer feedback processes, post-market surveillance, corrective and preventive actions (CAPA), product traceability and regular internal and external audits. Information gathered from customers, distributors, healthcare professionals and other stakeholders is evaluated and, where appropriate, used to support product improvements and quality enhancement activities.

Breas maintains certifications and regulatory approvals across key markets, demonstrating compliance with applicable medical device requirements.

Certifications and Regulatory Approvals

- ISO 13485 2016 FM703971
- ISO 13485:2016 MD 709074 Breas China
- MDSAP 689358 Certificate
- MDR 727515 EU QMS Certificate
- EC Certificate CE683722 (1/2)
- EU 2023-607 NB Conformation letter for CE683722 (2/2)
- Breas Quality Policy
- Declaration of Conformity iLink

2025 Quality Performance Highlights

During 2025, Breas continued to strengthen its quality governance and oversight through scheduled audits, management reviews, quality trending and follow-up of improvement actions. Key publicly reportable outcomes included:

• The MDSAP audit of the US operation was completed with zero nonconformities.

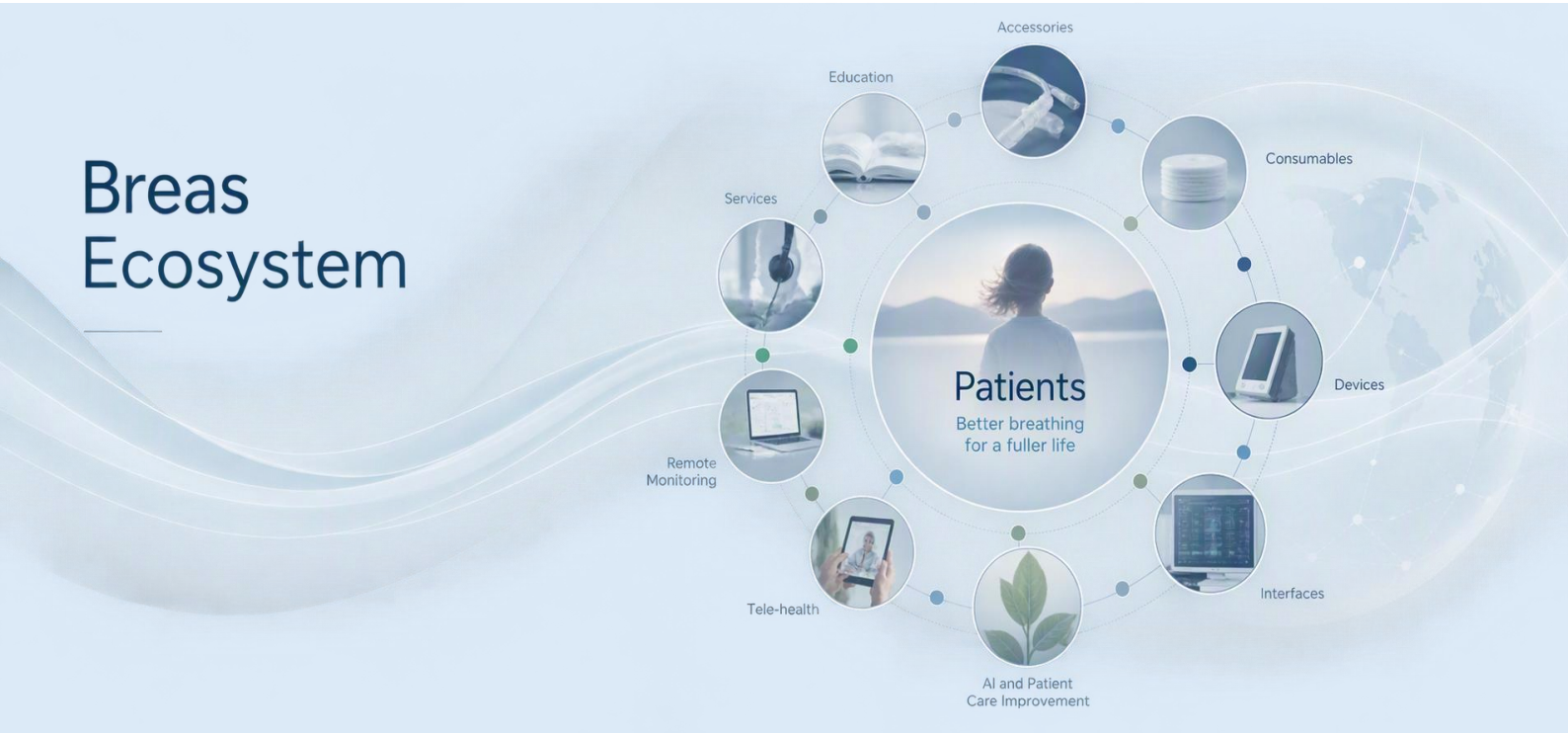
• Internal audits were generally completed in accordance with the annual schedule, supporting systematic oversight of the Quality Management System.

• Product safety trending did not identify an increase in assessed hazard probabilities during the reported review period.

• Regulatory vigilance evaluations were completed within the established reporting-time target for the year-end reporting period.

• Supplier quality oversight continued through a risk-based programme of supplier site audits across critical component and manufacturing categories.

These results demonstrate the operation of Breas' quality controls and monitoring processes. Where issues or improvement opportunities are identified, they are managed through established investigation, risk-management, corrective-action and effectiveness-review processes.



RESPONSIBLE BUSINESS

G1 Business Conduct

Material Impacts, Risks and Opportunities

Ethics and Integrity

Whistleblower System

Anti-Corruption and Bribery

Anti-Money Laundering

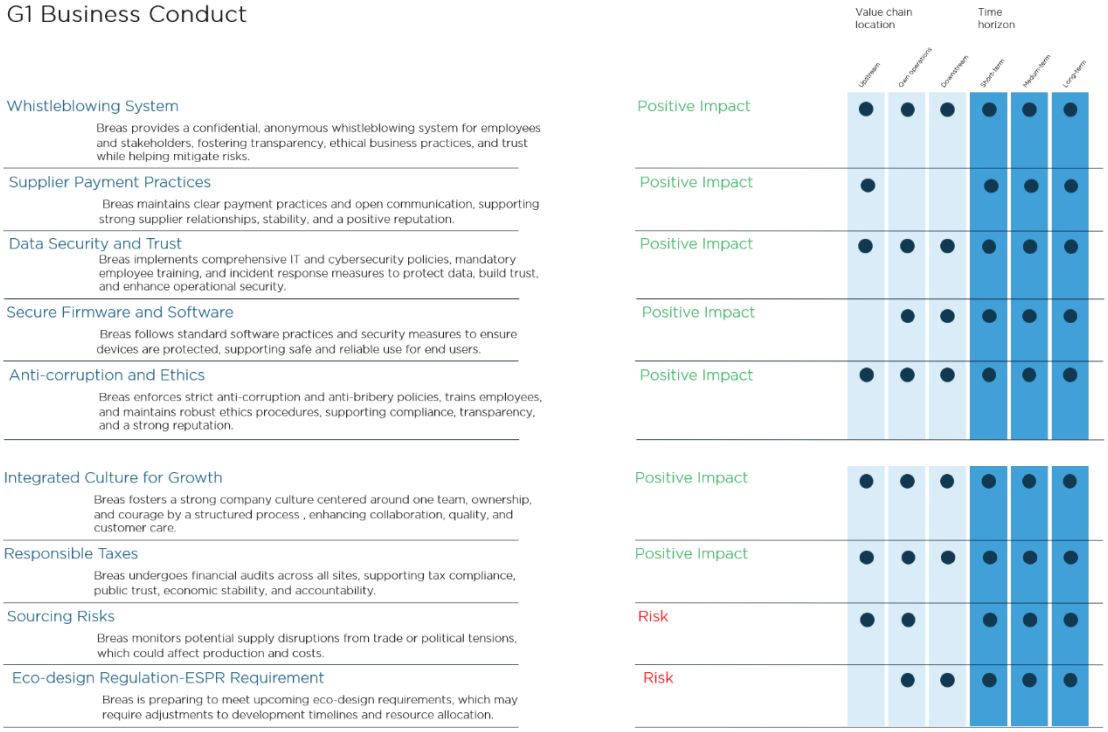
Cybersecurity and Data Privacy

Sustainable Procurement



G1 BUSINESS CONDUCT

MATERIAL IMPACTS, RISKS AND OPPORTUNITIES



ETHICS AND INTEGRITY

At Breas Medical Group, ethics and integrity are not just guiding principles they are embedded in how we operate, make decisions, and interact with all stakeholders. Our Code of Business Conduct and Ethics sets clear expectations for all employees, consultants, and leaders to act with honesty, fairness, and professionalism. Likewise, our Code of Conduct for Business Partners outlines the standards we expect from our suppliers, distributors, and other partners.

This commitment is reinforced by leadership at the highest levels, who lead by example and uphold accountability across the organization. Supporting policies such as our Social Value Policy, Code of Conduct, and Global Data Privacy Policy are publicly available on our website: www.breas.com/en/policies-statements.

We maintain a zero-tolerance policy for conflicts of interest, corruption, discrimination, and harassment. All employees are expected to avoid situations where personal interests could conflict with the interests of the company. Confidentiality is paramount, and employees are required to protect sensitive information, including intellectual property and personal data, even after their employment ends.

Breas fosters a respectful and inclusive workplace where diversity is valued, and all individuals are treated with dignity. Employment decisions are based on merit and qualifications, and we strictly prohibit any form of abuse, harassment, or unfair treatment. These values are also reflected in our internal policies, such as the Personal Handbook, which emphasizes integrity, loyalty, and adherence to ethical standards in daily conduct.

To ensure compliance and transparency, Breas provides multiple channels for reporting unethical behavior, including an anonymous whistleblower portal. We enforce a strict non-retaliation policy to protect those who speak up in good faith. Through regular training, clear policies, and a culture of openness, Breas ensures that ethical conduct is not only expected but actively supported across the organization.

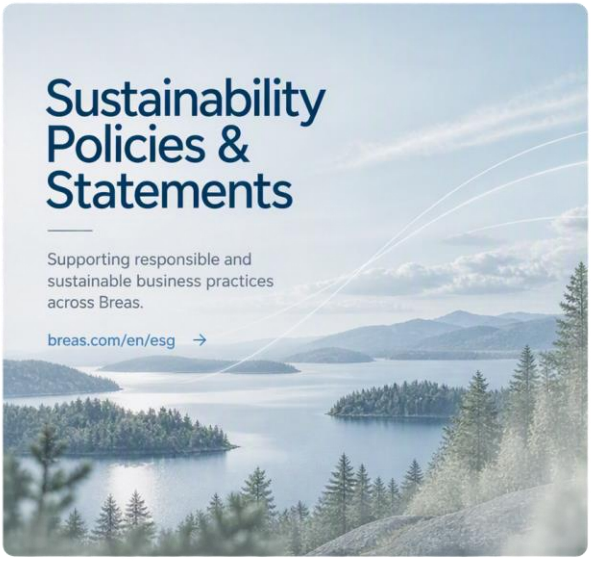




Table 16. Ethics and Compliance Performance and Targets

KPI	2025 Result	Target	Deadline / Frequency
Code of Business Conduct and Ethics Training Completion	94%	95%	2028
Anti-Bribery and Anti-Corruption Training Completion	95%	Maintain ≥95%	Annual
Data Privacy Training Completion	100%	Maintain 100%	Annual
Whistleblower Reports Received	3	N A	Report annually
Whistleblower Reports Reviewed and Closed	100%	Maintain 100%	Annual
Confirmed Code of Conduct Breaches	0	0	Annual
Confirmed Discrimination or Harassment Incidents	0	0	Annual
Confirmed Fraud, Corruption, Bribery or Antitrust Incidents	0	0	Annual

KPI	2025 Result	Target	Deadline / Frequency
Information Security Incidents	0	0	Annual
Confirmed Child Labor, Forced Labor or Human Trafficking Incidents	0	0	Annual

Note: Labor and human rights performance indicators, including human rights training, occupational health and safety, workforce diversity, employee engagement and grievance handling, are presented in Table 7 in the Our People section. . The data covers 100% of Breas direct operations globally.

WHISTLEBLOWER SYSTEM

Breas Medical has implemented a whistleblower system compliant with the EU Whistleblowing Directive, accessible to employees and external stakeholders via https://breasthirdparty.ethicspoint.com. Hosted by a third-party provider, the system ensures confidentiality and anonymity of submissions.

Employees are informed about the channel through intranet communications, mandatory training, and onboarding for new hires, with regular reminders for all staff. The whistleblowing channel is also available to business partners, who may submit reports via the portal.

The whistleblower channel is intended for serious concerns relating to ethics, integrity, corruption, harassment, discrimination, breaches of laws, regulations, internal guidelines, and other serious misconduct. All submissions are reviewed by the Whistleblower Committee. Breas is committed to non-retaliation, transparency, and fair handling of all disclosures. Complaints are promptly investigated, with safeguards to prevent routing cases to individuals implicated in the matter unless required for the investigation.

Employees who are unsure how a matter should be handled may also seek guidance from their line manager, HR, or another appropriate function.

In 2025, Breas received three whistleblower submissions. The submissions was fully reviewed and resolved by the Whistleblower Committee in collaboration with the parties involved. The complaints were resolved and closed with no finding of a violation of law.

https://secure.ethicspoint.com/domain/media/en/gui/99042/index.html



ANTI – CORRUPTION AND BRIBERY

Breas Medical Group has zero tolerance for bribery and corruption. We conduct all business in an ethical and honest manner, with integrity, and in full compliance with anti-bribery and anti-corruption laws including the U.S. Foreign Corrupt Practices Act and the UK Bribery Act 2010, and we strictly prohibit facilitation payments.

The principles set out in the Policy apply to all employees, officers, board members, contractors, consultants and other third parties acting on behalf of Breas.

Our position is clearly communicated through the Code of Conduct, and employees, business partners, and other stakeholders are encouraged to report any concerns including corruption, bribery, fraud, or other legal and financial wrongdoing via our whistleblower mechanism or directly to the Office of General Counsel.

All employees, including the Global Leadership Team, must complete mandatory Code of Conduct training, which includes anti-corruption modules on our online platform, Sapient.

In 2025, there were no breaches of the Code of Conduct and no incidents related to human rights, fraud, corruption, bribery, or anti-trust laws. No convictions, fines, or legal actions were recorded.

ANTI – MONEY LAUNDERING

Breas Medical Group is committed to conducting business with integrity, transparency, and in compliance with applicable laws and regulations relating to financial crime. We

do not tolerate money laundering or any activity intended to conceal the origin, ownership, or destination of illegally obtained funds.

To mitigate financial crime risks, Breas maintains appropriate internal controls, financial governance processes, and oversight mechanisms designed to support lawful and transparent business operations. Employees, contractors, and business partners are expected to act in accordance with our Code of Conduct and to remain vigilant for activities that may indicate fraud, money laundering, or other improper conduct.

Any concerns relating to suspected financial misconduct may be reported through established reporting channels, including the whistleblower system and the Office of General Counsel. Breas is committed to investigating concerns in good faith and taking appropriate action where necessary.

CYBERSECURITY AND DATA PRIVACY

Breas Medical Group is committed to protecting personal data and ensuring cybersecurity across all operations. In compliance with the GDPR, we have a comprehensive Data Protection Policy that applies to employees, customers, suppliers, and partners globally. Our Data Privacy Officer (DPO) oversees lawful, fair, and transparent data processing, ensuring personal data is collected for legitimate purposes, retained only as needed, and that data subjects can exercise their rights.

Cybersecurity is a shared responsibility. Our IT Security Policy enforces strict protocols on access control, encryption, virus protection, and secure handling of digital and physical records. Employees receive training to identify risks, prevent unauthorized disclosures, and report incidents. Devices used off-site are encrypted, and manual records are securely stored or destroyed according to retention policies. The Personal Handbook reinforces confidentiality, responsible IT use, and restrictions on private use of company systems.

During the fiscal year, Breas experienced no information security incidents, reflecting the effectiveness of our technical and organizational measures, regular audits, and a culture of accountability.

As part of our sustainability reporting, Breas recognizes that cybersecurity and data privacy are critical for operational resilience, ethical business practices, and stakeholder trust. Robust data protection and cybersecurity measures support our broader ESG commitments by ensuring responsible, secure management of information across the company.

SUSTAINABLE PROCUREMENT

At Breas Medical Group, we view suppliers as key partners in supporting responsible business practices, environmental stewardship and long-term value creation across the value chain.

During 2025, Breas strengthened the integration of sustainability into supplier management by updating its Sustainable Procurement Policy, introducing a Supplier Sustainability Assessment Matrix and establishing a structured approach to supplier sustainability due diligence. The programme addresses environmental performance, labour and human rights, ethical business conduct and sustainable procurement practices.

Sustainability assessment activities initially focused on priority suppliers selected using business relevance, supplier criticality and procurement significance criteria. This approach enables Breas to allocate resources proportionately while strengthening visibility of sustainability-related risks and opportunities across the supply chain.

Sustainable Procurement Policy

In 2025, Breas implemented a revised Sustainable Procurement Policy to strengthen sustainability integration within supplier management processes.

The policy establishes Breas' expectations regarding environmental protection, labour and human rights, ethical business conduct and responsible supply chain management. It requires sustainability considerations to be incorporated into supplier qualification, supplier monitoring and procurement decision-making processes.

The policy establishes baseline expectations, including compliance with applicable legislation and alignment with the Breas Code of Conduct for Business Partners or an approved equivalent. It also supports a proportionate approach to supplier assessment, follow-up and continuous improvement.

Supplier Sustainability Governance

Breas applies a structured supplier sustainability process embedded within existing supplier qualification, approval, monitoring and re-evaluation activities. Supplier segmentation determines the initial assessment population, while the assessment itself is used to identify sustainability risks, maturity and improvement needs.

01	SUPPLIER QUALIFICATION	Initial supplier evaluation and approval
		▼
02	SUPPLIER SEGMENTATION	Category A and B, critical suppliers and significant procurement spend
		▼
03	CODE OF CONDUCT ALIGNMENT	Breas Code of Conduct for Business Partners or approved equivalent
		▼
04	SUPPLIER SUSTAINABILITY ASSESSMENT	Environment, Labor and Human Rights, Ethics, and Sustainable Procurement
		▼
05	CORRECTIVE ACTIONS AND IMPROVEMENT	Mitigation, supplier engagement and evidence follow-up
		▼
06	SUPPLIER MONITORING AND PERIODIC REASSESSMENT	Annual monitoring; full questionnaire normally refreshed every five years

Figure 9. Breas Supplier Sustainability Governance Process

Once a supplier has completed the full sustainability questionnaire, the assessment is normally refreshed on a five-year cycle. Annual monitoring focuses on newly onboarded suppliers, significant organizational or operational changes, material sustainability incidents, Code of Conduct status and progress on corrective actions. An earlier reassessment may be initiated where the supplier's risk profile changes.

Supplier Sustainability Assessment Methodology

The Supplier Sustainability Assessment Matrix provides a consistent framework for evaluating supplier controls and performance. It combines topic-based scoring with baseline approval requirements and translates results into four supplier maturity levels.

Assessment Area	Focus
Compliance	REACH, RoHS and hazardous substance management
Environmental Management	ISO 14001, climate targets, greenhouse gas management and environmental performance
Labour & Human Rights	Human rights commitments, working conditions, diversity and inclusion
Ethics & Governance	Code of Conduct, anti-corruption, business continuity and international standards
Circular Economy & Biodiversity	Resource efficiency, circularity initiatives, biodiversity and pollution-related considerations
Sustainable Procurement	Supplier engagement and sustainability management within the supplier's own supply chain

The assessment applies weighted scoring across the six areas. Compliance has the highest weighting, while environmental management, labor and human rights, and ethics

and governance each represent material components of the overall result. Circular economy and biodiversity, together with supplier engagement, complete the assessment. Baseline requirements, such as applicable legal compliance and Code of Conduct acceptance, remain approval gates and are considered separately from the weighted score.

Maturity level	Status	Interpretation
Level 0	Conditionally Approved	Minimum requirements or management controls are incomplete. Mitigation or corrective action is required.
Level 1	Approved	Basic compliance and sustainability expectations are met.
Level 2	Enhanced	Structured ESG management and supporting evidence are in place.
Level 3	Strategic	Advanced or integrated ESG management and stronger transparency are demonstrated.

Assessment results support supplier dialogue, approval decisions, improvement planning and monitoring. Where gaps are identified, Breas may request supporting evidence, agree improvement actions or mitigation plans, and monitor progress through existing supplier-management processes.

Assessment results are considered together with supplier criticality, business dependency and other sustainability risk factors when determining follow-up actions, monitoring activities and supplier engagement priorities.

Sustainable Procurement Performance

During 2025, Breas established the policy, tools, training and contractual foundations needed to expand supplier sustainability management. The program remains in the implementation phase, with supplier assessments continuing into 2026.

Table 17: Progress Against 2025 Sustainable Procurement Targets

KPI	2025 Target	2025 Result	Status
Alignment with Category A and B Supplier Business Code of Conduct	80%	83%	Achieved
Environmental Assessment Programme for Category A and B Suppliers	Initiate program	Program initiated and tools established	Achieved
Procurement Employees Trained on Sustainable Procurement Requirements	90%	100%	Achieved
ESG Criteria in New Supplier Contracts	Develop and implement requirements	ESG criteria integrated into the new supplier contract template	Achieved

In addition, during the year, Breas introduced a conflict minerals due diligence process for higher-risk suppliers to improve supply chain transparency and support responsible sourcing of 3TG minerals.

PROGRESS REVIEW

Breas achieved an 83% alignment rate with the Supplier Business Code of Conduct for Category A and B suppliers, exceeding the 2025 target of 80%. The supplier assessment program was launched, and the assessment tool and maturity matrix were established to support consistent evaluation and follow-up.

ESG requirements were integrated into the new supplier contract template, helping to formalize environmental, labor, human-rights and ethical expectations in future supplier relationships. All employees involved in sourcing and procurement completed sustainable procurement training, achieving 100% completion against a target of 90%.

The training addressed supplier sustainability expectations, environmental considerations in sourcing decisions, the Supplier Business Code of Conduct, supplier assessment and the integration of ESG requirements into procurement processes.

With regard to conflict minerals due diligence, the high risk suppliers were chosen to be assessed by the specific quesionnair and get all replies.



Figure 10. Sustainable Procurement Milestones

FUTURE PRIORITIES

In 2026, Breas will continue implementing the supplier sustainability assessment program, with the objective of completing assessments covering suppliers representing 75% of annual addressable procurement spend. The Company will also strengthen monitoring of corrective actions, include newly relevant suppliers in the annual review,

and improve visibility of environmental, labour, human rights and ethical practices across the supply chain. To support continuous improvement and long-term value creation, Breas has established the following sustainable procurement targets:

Table 18: Sustainable Procurement KPIs and Targets

KPI	2025 Baseline	2030 Target
Category A/B suppliers assessed	0%	80%
Supplier Code of Conduct alignment	83%	90%
Procurement staff ESG training completion	100%	Maintain 100%
Suppliers with corrective actions closed	N/A	>90%

Progress against these targets will be reviewed annually through the supplier sustainability governance process and used to guide supplier engagement, improvement actions, and responsible sourcing priorities.

LOOK AHEAD

As Breas Medical Group concludes its first sustainability reporting cycle, we recognize that 2025 has been an important year in laying the foundation for a more structured and integrated approach to sustainability.

During the year, sustainability became one of the six key initiatives within Breas' corporate strategy. We strengthened our environmental management activities, advanced supplier sustainability programs, enhanced ESG governance and improved the integration of sustainability considerations into business processes and decision-making.

While significant progress has been made, we recognize that sustainability is an ongoing journey requiring continuous learning, collaboration and improvement. The challenges ahead, including climate change, resource efficiency, responsible supply chain management and evolving stakeholder expectations, require long-term commitment and collective action.

Looking forward, we will continue to focus on reducing environmental impacts, strengthening value chain sustainability, improving the quality of sustainability data and reporting, and embedding sustainability more deeply into everyday decision-making across the organization.

Together with our employees, customers, suppliers and business partners, we are committed to building a more resilient, responsible and sustainable Breas for the future.



APPENDIX

SUSTAINABILITY REPORTING REFERENCE INDEX

This Sustainability Report has been developed with reference to the European Sustainability Reporting Standards (ESRS) and includes references to selected GRI Standards disclosures relevant to Breas Medical Group's material sustainability topics.

GRI Standard	Disclosure	Report Section
GRI 2-1	Organizational details	About Breas
GRI 2-9	Governance structure	Sustainability Governance
GRI 2-22	Sustainable development strategy	Sustainability Roadmap & Strategy
GRI 2-29	Stakeholder engagement	Stakeholder Engagement
GRI 3-1	Process to determine material topics	Materiality Assessment
GRI 3-2	Material topics	Materiality Assessment
GRI 302	Energy	Climate & Energy
GRI 303	Water	Water Management
GRI 305	Emissions	GHG Emissions
GRI 306	Waste	Waste Management
GRI 403	Occupational Health & Safety	Health & Safety
GRI 404	Training and Education	Learning & Development
GRI 405	Diversity & Equal Opportunity	Workforce & Diversity
GRI 205	Anti-Corruption	Ethics & Compliance
GRI 308	Supplier Environmental Assessment	Sustainable Procurement
GRI 414	Supplier Social Assessment	Sustainable Procurement

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