

Permobil Sustainability Policy

APPROVED BY GROUP MANAGEMENT

APRIL 2022

Contents

Permobil Sustainability Policy

Permobil Sustainability Policy.....	2
1. Introduction	3
2. Scope	3
3. Roles and responsibilities in delivering the policy	3
4. Embedding sustainability	4
5. How we established our sustainability priorities and targets	4
6. Our seven sustainability priorities	5
7. Reporting	6

1. Introduction

Sustainability has a long tradition at Permobil. As a business, we want to see everyone in society live full lives and to meet their full potential. We deliver products and services that enable people living with disabilities to be able to do just that. That means we have a special obligation to the users of our products, society, employees, and the environment to act in ways which go above and beyond minimum legal requirements.

Permobil will contribute to sustainable development by embedding environmental, social and wider-economic benefits throughout our business activities.

This policy defines the seven priority areas where we believe we can make the biggest difference. This policy and these commitments are also part of Permobil's contribution to achieving the Sustainable Development Goals within Agenda 2030, adopted by the UN General Assembly.

2. Scope

The policy applies to every employee, officer, director and independent contractor at Permobil.

3. Roles and responsibilities in delivering the policy

The Board of Directors is responsible for Permobil's sustainability policy. The policy owner is the Executive Vice President Group Supply Chain, reviewed by Group Management and approved by the Board of Directors on an annual basis.

The Group Management team, including Executive Vice President Group Supply Chain, is responsible for defining our priorities and setting sustainability targets to execute the sustainability policy.

Within the Group Supply Chain, the Director of Sustainability & Environmental Impact is responsible for coordinating and driving the overall sustainability work. The relevant departments are accountable for implementing and delivering our targets. This ensures targets are owned by those who can have the biggest impact on achieving them.

Everyone at Permobil is responsible for adopting a sustainability mindset, and maximizing the economic, environmental and social benefits we deliver to users, stakeholders and society at large.

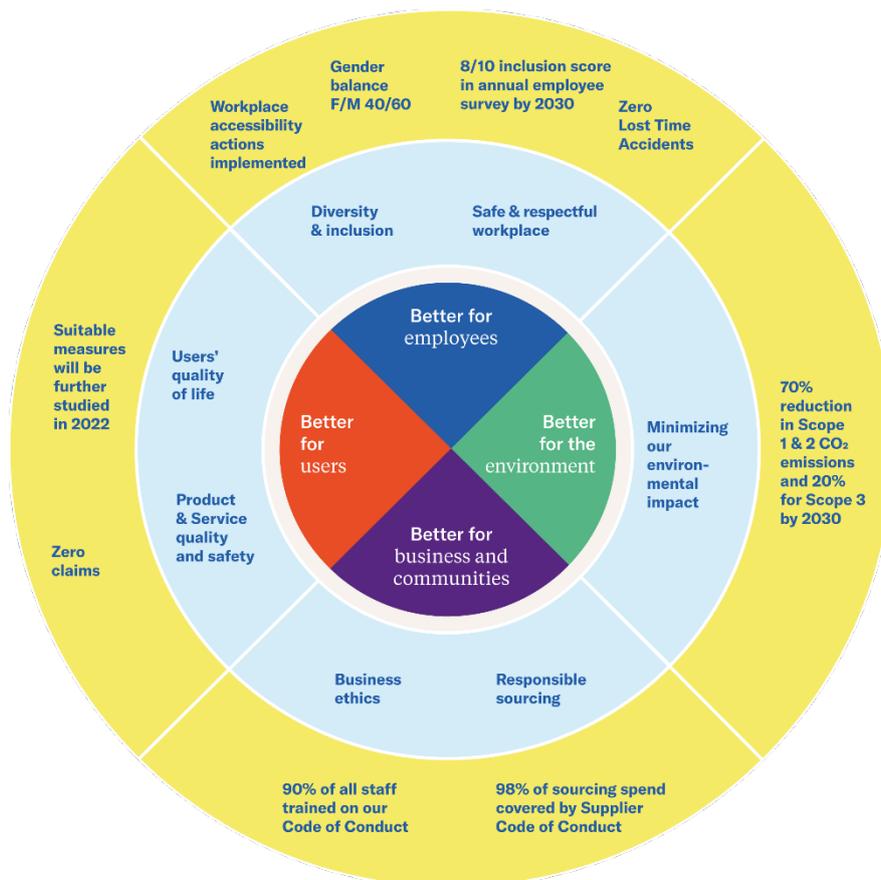
4. Embedding sustainability

We seek to integrate sustainability through every aspect of our daily work so that planning, initiation and follow-up of our targets is embedded as part of our corporate DNA, and targets may be reached through continuous improvement.

To support the adoption of a sustainability mindset, we communicate regularly about sustainability both internally and externally. This ensures its importance to Permobil is recognized and that awareness of our approach, targets and actions are high.

5. How we established our sustainability priorities and targets

Permobil has defined seven focus areas for sustainability priorities on the basis of our materiality analysis, which identified how we can deliver greatest value to our business and our stakeholders and meet their expectations. Each focus area has corresponding targets, which are aligned with our owners' expectations and targets.



NB Scope 1 & 2 CO2 emissions use 2018 as a baseline. Scope 3 uses 2019 as a baseline.

In defining our priorities for sustainability, we also ensured they support Permobil's Core Values: User first, Leading, Trusted and Passionate.

The following frameworks also guided our priorities:

- The [United Nations Global Compact](#): As a signatory to the UN Global Compact since 2016, we actively support the principles and conduct our business in a manner that is consistent with the principles of the Global Compact. Permobil annually reports on progress.
- The Sustainable Development Goals for 2030: our owner - Investor, has identified [six SDG goals](#) where Investor and its holdings can have a particular impact.
- Investor's ten sustainability guidelines: Permobil meets [Investor's guidelines](#) related to sustainability and reports on their KPIs.

6. Our seven sustainability priorities

1. Environmental impact

We strive to minimize our environmental impact in terms of use of resources, waste and emissions. Our focus areas are:

- the circular economy
- carbon footprint
- energy consumption
- waste management, and use of chemicals and hazardous materials.

2. Diversity and inclusion

We seek to be a workplace based on equal opportunities and inclusion. Our focus areas are:

- gender equality
- non-discrimination, and
- gender and disability diversity in senior positions.

3. Safe and respectful workplace

We want to provide a safe and respectful workplace with sound working conditions for employees. Our focus areas are:

- accessible workplace
- health and safety
- work-life balance, and
- freedom of association.

4. Quality and Safety in Products and Services

We want to provide safe products and services of high quality. Our focus areas are:

- product and delivery reliability
- product quality
- recall management

- service and aftermarket, and
- product safety design.

5. Quality of life for users

We seek to provide a high quality of life for users of Permobil's products by fulfilling users' psychosocial, clinical and functional needs. Our focus areas are:

- user experience
- user value
- outcomes for users, and
- satisfying increasing patient demands.

6. Business ethics

We strive to act as an ethical company when conducting business. Our Code of Conduct provide guidance internally to all employees. The Code of Conduct includes guidance on:

- anti-bribery and corruption
- fair competition
- confidentiality
- conflicts of interest
- whistleblowing, and
- ethical marketing.

7. Responsible sourcing

We take responsibility to consider environmental and social aspects in the sourcing process. Our [Supplier Code of Conduct](#) sets the framework for this work and the focus areas are:

- Labor standards & child labor
- human rights
- anti-corruption & anti-trust
- conflict minerals, and hazardous material, chemicals and substances"
- CO2-emissions in the supply chain.

7. Reporting

Permobil publishes an [annual report on sustainability](#) and fulfills all regulatory reporting requirements. The report outlines on progress in these priority areas.