ENVIRONMENTAL FOCUS OF NORMEDI AB

Normedi's environmental work is based on our environmental policy, which can be found on our website.

Normedi was founded in 2014 and consists of four companies in Sweden, Norway, Denmark, and Finland. In total, the group has 13 employees. In 2022, Normedi was acquired by Hologic Inc., a major company in women's health. Normedi continues to operate as a separate company, with a limited level of integration into Hologic's systems and processes. Because we operate independently, we see it as necessary to maintain our own environmental work that meets the requirements in the Nordic countries.

In recent years, we have gradually increased our environmental focus and worked systematically to map our suppliers. We go into more detail on this in the following sections.

Normedi AB is ISO-certified according to ISO 9001, and our Management's Review includes an annual evaluation of our environmental efforts to ensure that we have sufficient focus and resources. As part of this review, it was decided that in 2025 we would initiate the process for ISO 14001 certification. It was also decided that an annual environmental report will be prepared and reviewed by management at the first quarterly meeting of each year.

ISO 14001 CERTIFICATION

Normedi is a relatively small company and has therefore previously not had the resources to carry out an ISO 14001 certification. The focus has been on maintaining a quality management system.

In the spring of 2025, we hired a new Customer Service Representative, who is also trained in and passionate about sustainability. This enables us to finally establish a project group that will work toward achieving ISO 14001 certification.

The group consists of:

- **Business Support Manager & Quality Manager** – Rebecka Lindberg
- **Business Support Representative & Sustainability Officer** – Aida Mokhtari
- With support from **Product Manager** – Erik Corsman

The group can be contacted at support@normedi.com.

MEMBERSHIP IN ORGANIZATIONS

Normedi is a member of the following producer responsibility organizations:

GRØNT PUNKT, NORWAY

Grønt Punkt is an organization working for waste prevention, circular solutions, and environmentally safe packaging. Members pay a fee for their packaging material, which finances return systems and recycling. The organization also provides support in packaging design, influences customers and companies toward sustainable choices, and cooperates with authorities to fulfill producer responsibility requirements.

Our membership in Grønt Punkt Norway strengthens our awareness of sustainable materials, educates our team on the latest environmental standards, and ensures that we can supply the healthcare sector responsibly.

NÄRINGSLIVETS PRODUCENTANSVAR (NPA), SWEDEN

In Sweden, membership in a producer responsibility organization is mandatory. Therefore, Normedi will join NPA, which is the Swedish counterpart to Grønt Punkt Norway. This membership is part of our responsibility to ensure that packaging that reaches the Swedish market is recycled in a correct and sustainable way.

PLAN FOR TRANSITION TO ELECTRIC AND HYBRID VEHICLES

Due to the nature of the medical technology industry, with many customer visits where equipment is brought along, it is necessary for our sales team to travel for work.

Normedi AB has a deliberate plan to convert its vehicle fleet to electric and hybrid vehicles, which is a central part of our strategy to reduce greenhouse gas emissions:

- **New purchases:** Starting in 2025, all newly acquired vehicles will be electric or hybrid models.
- Our vehicle fleet and emissions are reviewed annually in our environmental report.

REUSE

Since its founding, Normedi has worked to repair and reuse instruments that have been damaged at our customers' sites.

Most notably, this applies to our work with optics and the exchange program for them, where we can offer customers lower prices for refurbished instruments. In 2024, we repaired and sold 30 optical instruments.

We are also working with our parent company to offer refurbished control units and pumps, and today we have a total of 16 product codes where we can offer refurbished rather than completely new products.

PROCEDURES FOR HANDLING INFORMATION ON SUBSTANCES OF VERY HIGH CONCERN (REACH AND ROHS)

Normedi AB only sells products that are CE-marked according to MDR/MDD and comply with current legislation on hazardous substances, an area that is continuously evolving.

We have established routines and processes to ensure compliance with the REACH regulation (EC 1907/2006), including handling of substances listed in the candidate list according to Article 59, as well as the RoHS Directive (2011/65/EU).

Our processes include:

DATA COLLECTION AND DOCUMENTATION

We maintain a structured database where the content of substances of very high concern is documented for all products. The information is updated regularly in cooperation with our suppliers and during the annual supplier review, which is part of our quality management system. Responsibility for this work lies with our Product Manager, with support from our environmental group.

SUPPLIER MONITORING

We require our suppliers to provide updated information about substances of very high concern in materials and components used in our products. Through supplier agreements, we ensure that they comply with REACH and RoHS and notify us of any changes that may affect our products.

INTERNAL ROUTINES AND AUDITS

We conduct regular internal audits to ensure that our routines and processes are effective and comply with applicable legal requirements. Through these measures, we ensure that we meet contractual obligations and requirements under REACH and RoHS.

REPORTING OF SIGNIFICANT ENVIRONMENTAL ASPECTS AND RISKS

Normedi AB has identified several environmental aspects and risks that are critical for reducing our impact on the environment:

LIFE CYCLE PERSPECTIVE ON PRODUCTS

Through our parent company Hologic, we ensure that our medical technology products have minimal environmental impact throughout their entire life cycle, from production to recycling. Hologic's Sustainability Report describes these initiatives in detail.

EFFICIENT USE OF RESOURCES

Hologic works to minimize resource consumption and optimize production processes. Normedi has its own warehouse, and we work to reduce waste through strategic and planned purchasing.

EXTENDED PRODUCT LIFE

Through research and development, we ensure that products have a long lifespan, reducing the need for frequent replacements and contributing to reduced waste.

PACKAGING WASTE

We strive to use recyclable and environmentally friendly packaging as much as possible and actively work to reduce plastic use in cooperation with our suppliers. All packaging that Normedi uses for customers consists of at least 70% recycled material.

TRANSPORT AND LOGISTICS

We have identified the transport sector as a significant environmental aspect and work with our logistics partners to optimize transport and choose climate-smart alternatives.

Examples include:

- DHL is implementing recycled fuel in its transport operations to reduce CO_2 emissions by 30%.
- DSV is implementing an environmental surcharge to finance its environmental work and reach net-zero CO_2 emissions by 2050.
- Starting in 2025, 40% of UPS road transport will use alternative fuel sources.

These aspects are managed continuously, and environmental risks are assessed annually to ensure reduced environmental impact.