



AddLife
Code of Conduct



Improving people's lives

AddLife
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1. CEO Statement	1
2. Purpose and Scope	2
3. Vision, Mission & Core Values	2
AddLife's vision	3
AddLife's mission	3
AddLife's core values	3
4. Principles and commitments	4
4.1 Human rights	4
4.2 Labour Rights	5
4.3 Environment	6
4.4 Anti-corruption and governance	7
5. Roles and Responsibilities	8
6. Decision support – How to make the right choice	8
7. Raising concerns	8
8. Implementation, Monitoring, and Reporting	9
9. Review and Updates	9
10. References and Supporting Documents	9

AddLife Code of Conduct
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1. CEO STATEMENT



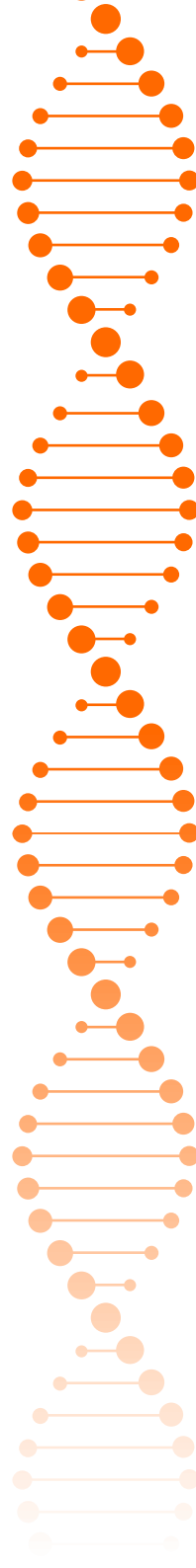
At AddLife, we are driven by a clear vision: to improve people's lives by being a leading and value-adding partner in life science. Our companies work close to customers in healthcare and research, offering advanced, high-quality and cost-effective solutions that make a real difference for patients and users.

This is a strong position – and it comes with a special responsibility. We must always act with integrity, transparency, and respect towards customers, partners, colleagues, and society. Our decentralised business model gives us speed and local accountability, but it also requires that each of us takes responsibility for doing the right thing in every situation.

This Code of Conduct is our shared guide for how to act. It reflects our core values, Simplicity, Responsibility, Commitment, and Innovativeness, and sets clear expectations for how we conduct business wherever we operate. By following this Code of Conduct and living our values in daily decisions, we protect and strengthen the trust placed in us and create long-term value for patients, customers, and all our stakeholders. I want to thank you for your commitment and for the important work you do every day. Together, by combining strong business performance with responsible behaviour, we can continue to improve people's lives and look to the future with confidence.



Fredrik Dalborg
CEO AddLife





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PURPOSE AND SCOPE

What is this Code of Conduct?

This Code of Conduct is our shared guide for doing the right thing at AddLife. It explains how we should act honestly, fairly, and with respect, no matter where we work or what our job is.

Why do we have this Code of Conduct?

AddLife has promised to follow important international rules for responsible business (like the UN Global Compact, OECD Guidelines, UN Guiding Principles, and ILO Core Conventions). These rules apply to us, our suppliers, and our business partners. We want to do more than just follow the law, we want to set a good example. That's why we work to find and fix risks, and to make things right if something goes wrong. In later chapters, we explain what these commitments mean in practice in areas like human rights, labour rights, the environment, and anti-corruption.

Who must follow the Code of Conduct?

Everyone at AddLife must follow this Code of Conduct. This includes all employees, managers, consultants, temporary staff, and contractors working for or on behalf of AddLife, in every country and company in our group.

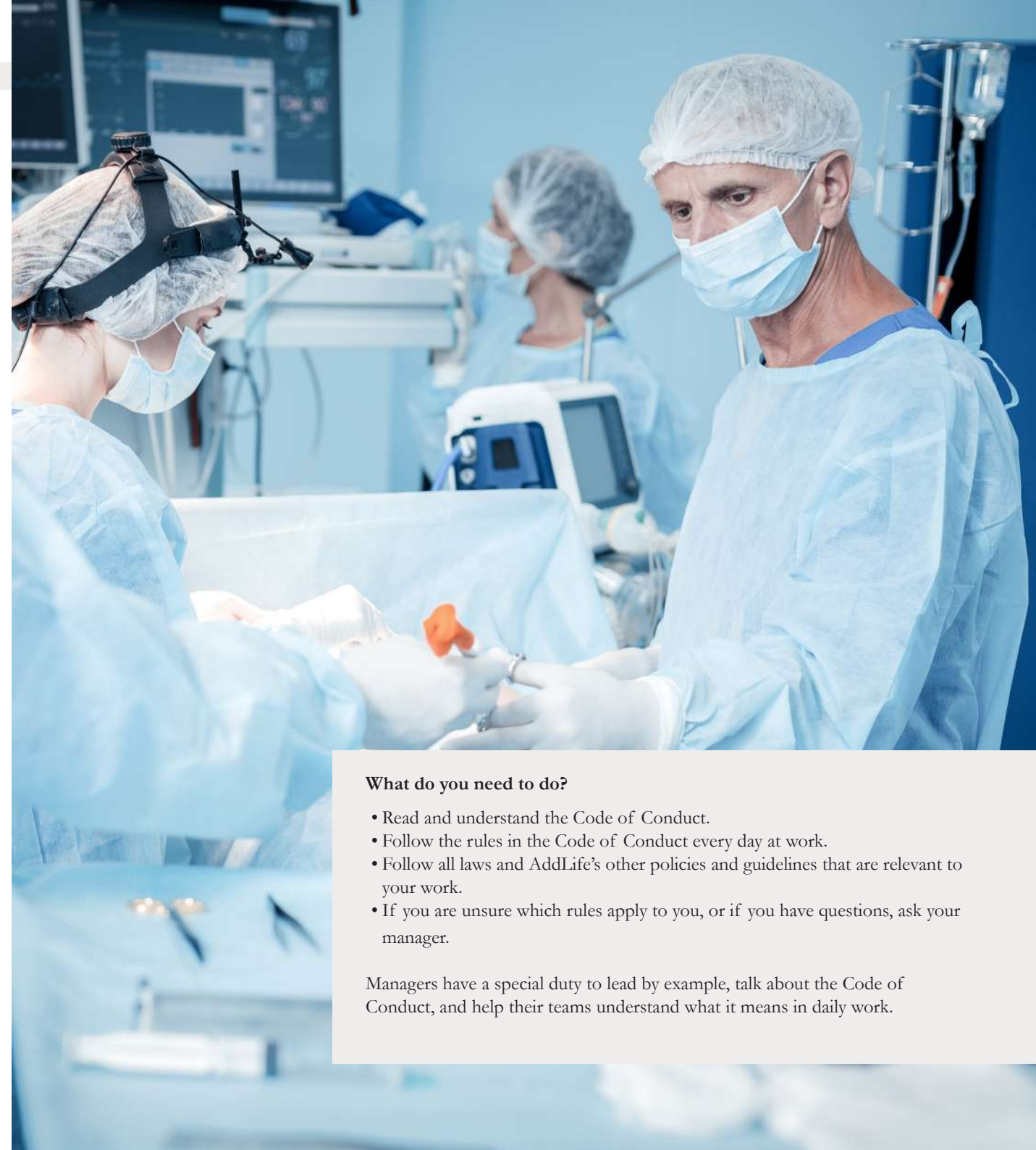
What if the law and the Code of Conduct say different things?

We must always follow the law, that is our minimum standard. Our Code of Conduct can set higher expectations, and we should aim to meet them if they do not conflict with the law. If you are unsure or see a possible conflict, talk to your manager.

What do you need to do?

- Read and understand the Code of Conduct.
- Follow the rules in the Code of Conduct every day at work.
- Follow all laws and AddLife's other policies and guidelines that are relevant to your work.
- If you are unsure which rules apply to you, or if you have questions, ask your manager.

Managers have a special duty to lead by example, talk about the Code of Conduct, and help their teams understand what it means in daily work.





3. VISION, MISSION AND CORE VALUES

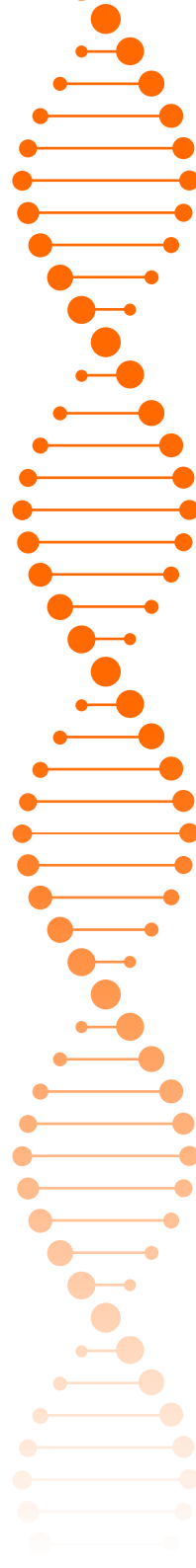
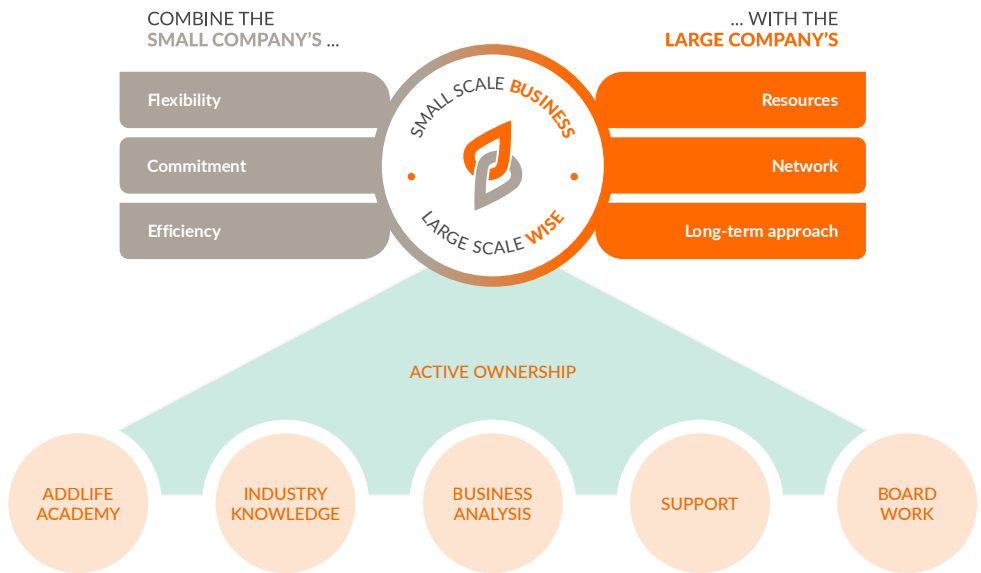
VISION, MISSION AND CORE VALUES

ADDLIFE'S VISION

To improve people's lives by being a leading and value adding player within life science.

MISSION

AddLife provides added value to its customers who are active in the healthcare sector, from research to medical care. This is done by offering high-quality, cost-effective solutions of services and products to both the private and public sectors, mainly in Europe.



ADDLIFE'S CORE VALUES

Our core values are:

Simplicity: We make things easy by focusing on what creates the most value. We simplify problems instead of overcomplicating them, use common sense in our decisions, and avoid unnecessary steps and bureaucracy. Sometimes “good enough” is enough if it helps us move forward and reach our goals.

Responsibility: We take ownership for our decisions, actions, and results. In a decentralised organisation, we do not wait for someone else or a corporate solution – we act, use our mandate, and

follow through. Taking responsibility also means asking for help when needed, collaborating across teams, and expecting the same level of accountability from our partners.

Commitment: We show commitment by keeping our promises and delivering on time. We are loyal to our teams and to AddLife, build strong networks across companies, and always “wear the AddLife hat” when we make decisions. We stay solution-oriented, support

each other, and work to remain on the “green track” (as described below), bouncing back quickly when things don't go as planned.

Innovativeness: We are curious and open to change. We actively drive improvements, dare to challenge old ways of working, and are not afraid to make mistakes as long as we learn from them. By constantly looking for better solutions, we strengthen AddLife and create more value for customers and colleagues.

Our values shape our company culture and guide us every day, in every part of AddLife. We all share the responsibility to act according to these values, for our customers, colleagues, and society.





3. VISION, MISSION AND CORE VALUES

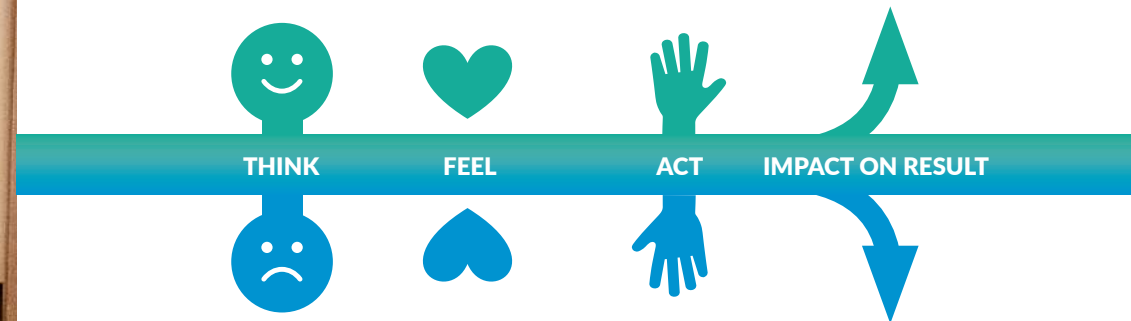
GREEN AND BLUE TRACK, OUR SHARED MINDSET

At AddLife, we use the Green and Blue Track as a simple guide for how we behave at work and how we live our values in everyday situations.

- The green track stands for positive energy, motivation, and high-quality actions – helping us create a supportive, innovative, and successful workplace. It reflects behaviours such as taking responsibility, being solution-oriented, and collaborating with colleagues and partners.
- The blue track means behaviours that might hold us back, like poor cooperation, unclear communication, or focusing on problems instead of solutions.

We all have “blue track” moments sometimes. The important thing is to notice them and support each other in turning them into “green track” actions. If you see a blue track behaviour, in yourself or someone else, use it as a chance to learn and improve, not to blame.

We believe that everyone can develop and contribute to a positive workplace. By talking openly, giving constructive feedback, and helping each other, we all help move our culture towards the green track.



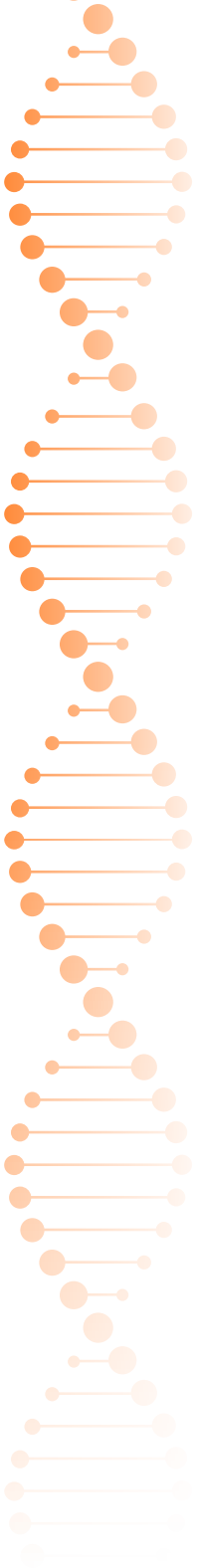
PRINCIPLES AND COMMITMENTS

As described in the introduction to this Code of Conduct, AddLife has committed to follow important international frameworks for responsible business, including the UN Global Compact and other international standards.

In this chapter, we translate these commitments into four key responsibility areas for AddLife:

- Human rights
- Labour rights
- Environment
- Anti-corruption and governance

For each area, we describe what our commitments mean in practice for AddLife and what is expected from you in your daily work.





4. PRINCIPLES AND COMMITMENTS

4.1 Human rights

At AddLife, we respect and support everyone's human rights. This means we want everyone to be treated fairly, safely, and with respect – no matter where they work or who they are.

Our work on human rights is guided by the UN Global Compact human rights principles:

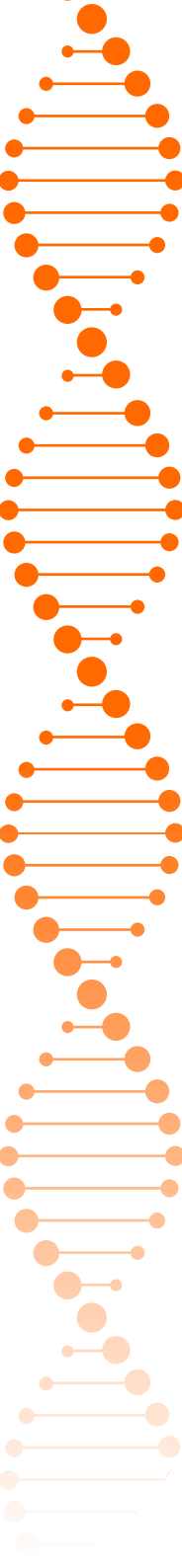
Principle 1: Support and respect the protection of internationally proclaimed human rights.

Principle 2: Make sure we are not complicit in human rights abuses.

These principles guide how we treat our employees, how we work with customers and patients, and how we select and follow up our suppliers and other business partners.

What does this mean in practice?

- We follow international rules like the International Bill of Human Rights and the ILO Core Conventions.
- We contribute to the right to health by delivering safe, high-quality products and services that help improve health and well-being of people in our daily work.
- We do not allow any form of discrimination, and we pay special attention to people or groups who may be more vulnerable or at risk, such as women, children, people with disabilities, or people who belong to ethnic, cultural, or sexual minorities.
- We regularly check for risks to human rights in our business and supply chain (as part of our sustainability due diligence process), so we can find and fix problems early.
- We protect privacy and personal data by handling information lawfully, securely, and respectfully.
- We provide safe ways for anyone to report concerns, like our whistleblower system, and protect those who speak up from negative consequences.
- If we find a problem, we take responsibility and work to make things right (remediation).



4.2 Labour rights

We are committed to fair and safe working conditions for everyone at AddLife and in our supply chain.

Our work on labour rights is guided by the UN Global Compact labour principles:

Principle 3: Uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4: Eliminate all forms of forced and compulsory labour.

Principle 5: Abolish child labour.

Principle 6: Eliminate discrimination in respect of employment and occupation.

These principles guide how we organise work, how we lead and develop our people, and how we select and follow up our suppliers and other business partners.

What does this mean in practice?

- We do not allow child labour or forced labour.
- We respect the right for everyone to join a union and to bargain together, and we do not discriminate against anyone for exercising these rights.
- We provide fair, safe, healthy, and inclusive working conditions, with equal opportunities, equal pay for equal work, diversity, and opportunities for training and continuous development for all employees.
- We support open dialogue and mutual respect between employees and management, and we address concerns about workload, working conditions or behaviour seriously and in a timely way.
- We regularly review and improve our working conditions, for example through employee surveys and training.
- We work systematically with health and safety to prevent work-related injuries and ill-health, including both the physical and psychosocial work environment, and we act quickly if risks or incidents are identified.
- We do not allow anyone to be under the influence of alcohol or illegal drugs while working or on business trips.



4.3 Environment

At AddLife, we care about the environment and want to protect it for the future. We all have a responsibility to reduce our impact on nature, climate, and resources.

Our work on the environment is guided by the UN Global

Compact environmental principles:

Principle 7: Support a precautionary approach to environmental challenges.

Principle 8: Undertake initiatives to promote greater environmental responsibility.

Principle 9: Encourage the development and diffusion of environmentally friendly technologies.

These principles guide how we manage our own operations, how we develop and source products and services, and how we work with customers and suppliers to reduce environmental impact across the value chain.

What does this mean in practice?

- We think ahead about possible environmental risks before we act, and we choose solutions that prevent or minimise negative impact on the environment (the precautionary principle).
- We work to reduce greenhouse gas emissions in our operations by using fossil-free electricity where possible, switching to renewable fuels and avoiding leakage of refrigerants, in line with AddLife's climate targets and international climate goals.
- We use energy, water, materials and other resources efficiently, avoid unnecessary waste, and support reuse, recycling and circular solutions in our operations.
- We prevent pollution and handle chemicals and other hazardous substances safely, following the law and local instructions.
- We help protect nature and biodiversity, by, where relevant, setting clear environmental expectations for our suppliers and products and by working with suppliers to reduce negative impacts on ecosystems over time.
- We encourage the use and development of environmentally friendly technologies and solutions by including environmental aspects in product development, purchasing and our operations, for example through low-carbon energy, efficient transport and products with a lower environmental footprint.
- We promote environmental responsibility and awareness by informing, training and involving employees and partners in our environmental work.
- We continuously improve our environmental management systems, follow all relevant laws and standards, and report openly on our progress through regular reviews, audits, and clear targets.



4.4 Anti-corruption and governance

At AddLife, we believe in doing business with honesty, transparency, and responsibility. Good governance means making the right decisions, following the rules, and acting with integrity in everything we do.

Our work on anti-corruption is guided by the UN Global Compact anti-corruption principle:

Principle 10: Work against corruption in all its forms, including extortion and bribery.

This principle guides how we build and maintain trust with customers, suppliers, patients, investors, and society, and how we ensure that our decisions are transparent, fair, and free from undue influence or conflicts of interest.

What does this mean in practice?

- We say no to all forms of bribery, corruption, and unfair business practices. We do not allow facilitation payments or extortion.
- We avoid conflicts of interest and always act in the best interest of AddLife.
- We follow all competition laws and treat our competitors fairly.
- We protect AddLife's assets, information, and ideas. We use data and technology responsibly and keep information safe.
- We are open about the risks and benefits of new technologies and always use them responsibly.
- We make sure our products and services meet all quality and safety standards, especially for medical devices and laboratory technology.

- We expect our suppliers and partners to follow our standards for ethics, human rights, and the environment. All our suppliers must follow AddLife's Supplier Code of Conduct. We support them through dialogue and training when needed.
- We are open and honest in our reporting and communication, both inside and outside the company.
- We maintain political neutrality and do not make financial contributions or provide support to political parties, candidates, or their campaigns.
- We make sure our marketing, advertising, and lobbying are responsible, truthful, and legal.
- We provide safe ways for anyone to report concerns or suspected misconduct, and we protect those who speak up from negative consequences. Both employees and people outside the company can use our whistleblower channel.



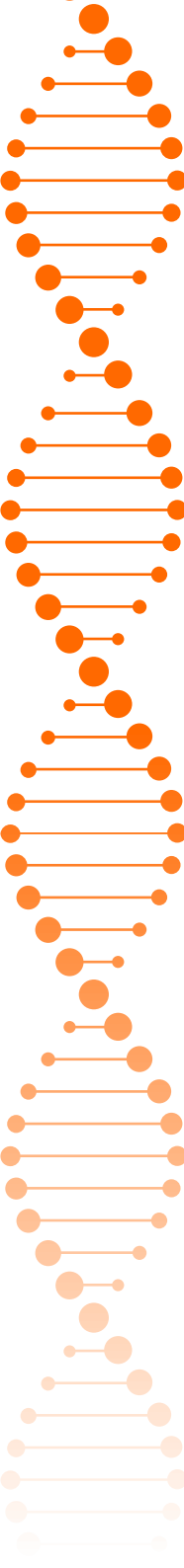


ROLES AND RESPONSIBILITIES

Good governance at AddLife depends on everyone understanding their role and taking responsibility for following the Code of Conduct. This applies to all employees, managers and leaders, as well as to our suppliers and business partners.

What does this mean in practice?

- All employees are responsible for reading, understanding, and following the Code of Conduct in their daily work. If you are ever unsure about what to do, ask your manager.
- Managers and leaders have a special responsibility to set a good example, talk about the Code of Conduct, and help their teams understand and apply its principles. They should create an open and safe environment where everyone feels comfortable raising questions or concerns.
- Executive management and the Board of Directors set the tone at the top. They make sure the Code of Conduct is part of our business strategy and operations, and that it is followed throughout AddLife.
- Suppliers, business partners, and other stakeholders are expected to act in line with the principles of this Code of Conduct when working with AddLife. If you work with suppliers or partners, make sure they know about our Code of Conduct and understand what we expect from them. If you are unsure how to do this, ask your manager for support.



DECISION SUPPORT, HOW TO MAKE THE RIGHT CHOICE

At AddLife, we recognise that you may sometimes face difficult situations or ethical dilemmas where the right course of action is not immediately clear. To help you, we provide this simple decision support checklist. Use it whenever you are unsure how to proceed.

If you are unsure about what to do, ask yourself:

- Is this consistent with AddLife's Core Values, Code of Conduct, and the law?
- Does it feel right and ethical?
- Would I be comfortable sharing my decision with my manager or colleagues?
- Could this harm AddLife's reputation?
- Is there a risk of conflict of interest?

If you answer “no” or hesitate on any question:

- Review the Code of Conduct and relevant policies.
- Discuss the situation with your manager
- If you are still unsure, do not proceed and seek further guidance.

Remember: It is always better to ask for advice before acting if you are uncertain. Acting with integrity protects both you and AddLife.

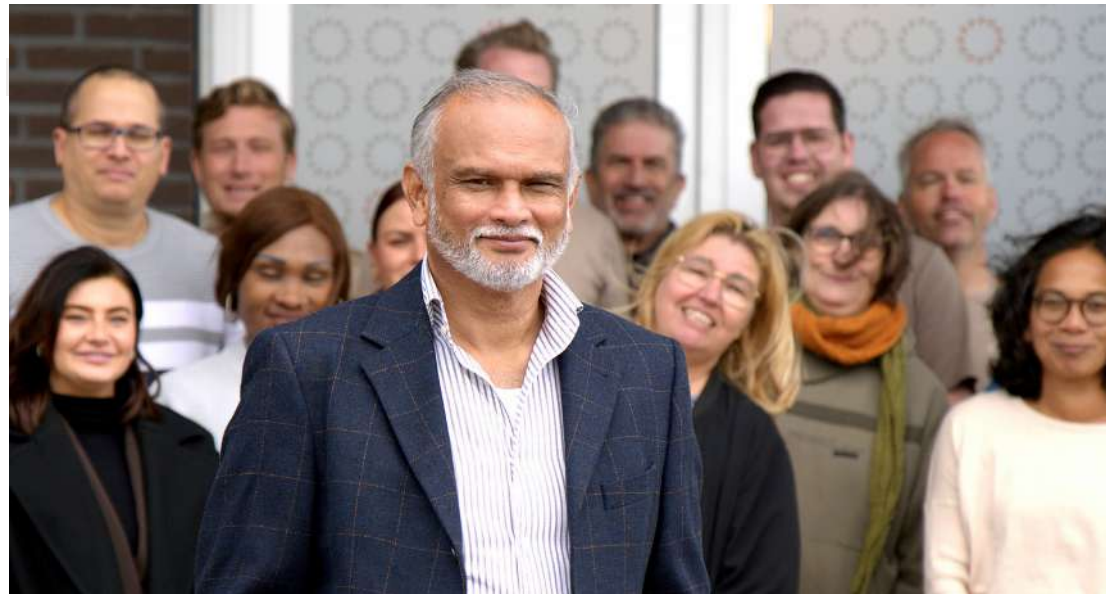


RAISING CONCERNS

At AddLife, we all share responsibility for keeping our company honest and trustworthy. We want everyone to feel safe and confident to speak up if something does not feel right. If you notice or suspect a breach of this Code of Conduct, or any other wrongdoing, you can always report it through our whistleblowing service. You do not need to have proof; it is enough to have a genuine concern or suspicion.

Our whistleblowing service lets you report concerns confidentially, either openly or anonymously. All reports are taken seriously and handled carefully. You will be protected from negative consequences.

You can find the link to our WhistleB channel here:
<https://report.whistleb.com/en/addlife#>



IMPLEMENTATION, MONITORING, AND REPORTING

The AddLife Code of Conduct is a practical guide for our daily decisions and actions. To make sure the Code of Conduct works in real life, we do the following:

- All employees receive regular training and information about the Code of Conduct and related policies.
- All new employees receive our Vision and Corporate Philosophy training, introducing them to AddLife and our vision, mission, core values and principles.
- You can always ask questions, seek guidance, or report concerns to your manager, or through our whistleblower channel, without fear of negative consequences.
- Supporting policies and guidelines help explain what is expected in different situations.
- We check that the Code of Conduct is followed through internal controls.
- All reported concerns or breaches are taken seriously, investigated quickly, and handled properly. We learn from these cases to improve our policies, procedures, and training.
- We are open about our progress, challenges, and important incidents related to the Code of Conduct.

REVIEW AND UPDATES

The Code of Conduct is reviewed at least once a year by executive management, with oversight from the Board of Directors. The Head of Sustainability is responsible for coordinating the review, updating the Code of Conduct when needed, and making sure that any changes are clearly communicated to everyone at AddLife. Input is gathered from employees and stakeholders to ensure the Code of Conduct remains relevant and practical.

REFERENCES AND SUPPORTING DOCUMENTS

This Code of Conduct is based on, and aligned with, the following international frameworks, standards, and policies:

- United Nations Global Compact , The Ten Principles
- UN Guiding Principles on Business and Human Rights
- OECD Guidelines for Multinational Enterprises (2023)
- ILO Declaration on Fundamental Principles and Rights at Work (ILO Core Conventions)
- International Bill of Human Rights
- Rio Declaration on Environment and Development (1992)
- Paris Agreement (2015)
- United Nations Convention against Corruption (UNCAC)
- European Sustainability Reporting Standards (ESRS), including G1 and relevant topical standards
- All applicable national laws and regulations

For more detailed guidance on how we work with human rights, labour rights, environmental issues, anti-corruption and governance in our operations and value chain, see:

- AddLife's Anti-Corruption Policy (detailed rules on corruption, bribery, gifts and benefits),
- AddLife's Sustainability Due Diligence Policy (Group-level framework for identifying and managing sustainability risks to people, the environment and business ethics),
- AddLife's Supplier Code of Conduct (requirements on suppliers and other business partners), and
- AddLife's Sustainable Sourcing Policy (guidance for sourcing and purchasing decisions).
- The AddLife Way (internal)

You can always ask your manager if you are unsure which policy or guideline applies in a specific situation.

