

Sustainability report

Cambio Group 2022

SANOLIUM AB (PUBL)



Contents

| | |
|---|----|
| INTRODUCTION BY THE CEO | 4 |
| ABOUT CAMBIO | 5 |
| Our vision | 5 |
| Our services | 6 |
| Our customers and partners | 6 |
| Our values | 6 |
| VISION FOR CAMBIO'S SUSTAINABILITY WORK | 7 |
| SUSTAINABLE BUSINESS | 8 |
| The Global Goals | 8 |
| Compliance | 9 |
| Our relationships | 9 |
| CAMBIO'S SUSTAINABILITY WORK IN 2022 | 10 |
| Business Ethics | 10 |
| Responsibility and consideration across the value chain | 10 |
| Codes of conduct | 10 |
| Risks, objectives and governance | 11 |
| Human Rights | 11 |
| Partnership against corruption | 12 |
| Cyber security | 13 |
| Data protection | 14 |
| CLIMATE AND THE ENVIRONMENT | 15 |
| OUR EMPLOYEES | 19 |
| Employee engagement and participation | 20 |
| Equality and diversity | 21 |
| Continuing professional development and learning | 22 |
| Work environment and the work-life balance | 23 |
| FINANCIAL SUSTAINABILITY | 24 |
| GOVERNANCE AND MONITORING | 25 |
| Cambio's ownership structure | 25 |
| Corporate governance | 25 |
| FUTURE DEVELOPMENT | 28 |
| Legislation, rules and documents | 28 |
| APPENDIX | 30 |

This Sustainability Report relates to the Sanolium Group (publ), which is the owner of the Cambio Group. In this report, "Cambio" refers to the collective names of all companies within the group and their business operations. This sustainability report will be published on www.cambio.se under Investors on 28 April 2023.

Introduction by the CEO

A paradigm shift is needed to secure the healthcare of the future

Healthcare needs to be strengthened and future-proofed - not least so that it can meet the demands of a population that is living longer. Cambio wishes to contribute to positive social development by transforming and improving healthcare. One key in this is working for the sustainable provision of information on health data, always with a focus on patient benefit.

A growing challenge to sustainability, in both Sweden and globally, is to provide safe and secure healthcare for an increasingly large population. Increased average life expectancy and more chronically ill patients, put greater pressure on healthcare providers and society. At the same time, climate change, and with it the risk of more pandemics, ill-health related to extreme temperatures and changes in transmission patterns, place new demands on healthcare.

One key solution to these challenges is to increase the digitalisation of healthcare. However, this requires a paradigm shift in the use of digital tools.

We currently do not make the most of the health data that is contained in various different systems. By using an infrastructure made up of standardised systems, which can communicate with each other, we could create more benefit both for patients and for healthcare providers, as well as for research that is critical to society.

There are many advantages to this. An increased use of digital solutions in healthcare will free up time for caregivers. Time that can be spent on clinical work with patients instead. An open and standardised use of health data can also facilitate research, where there is often a need for large amounts of data from many different databases. And perhaps most importantly, standardisation and transparency will increase the freedom of patients to decide for themselves exactly how their health data can be used.

Today, health data is often processed by many different compartmentalised systems. For example, because data is in different systems, a region can rarely access a patient's medical records when they are moved from one region to another. It costs time and resources to get a good picture of the patient's needs and previous treatment, which in turn increases the risk of errors in treatment.



At the same time, the increased digitalisation of health data imposes significant demands on security. Data processing requires robust solutions to ensure the privacy of the individual. We have seen an increase in cyber attacks in recent years, and the current geopolitical situation has further increased the risk of these. For Cambio, issues around integrity and security are wholly central.

We view our main contribution to sustainable social development is to promote the increased digitalisation of healthcare, where open and standardised solutions for processing health data are our core concern. To achieve our ambitions, we have decided to adopt a new sustainability strategy for 2023, which coincides with an expansion of the business. The purpose of the new sustainability strategy is to guide business decisions and investment so that they reduce Cambio's negative impact, and maximise our positive impact on the world around us.

We look forward to continuing to improve healthcare through stronger digital infrastructure. And we are convinced that a paradigm shift to an open, standardised and safe use of health data will contribute to creating the healthcare of the future.

Rami Avidan, CEO Cambio Healthcare Systems



About Cambio

At Cambio, we want to make a difference by improving healthcare. The core of Cambio's business is digitising and developing healthcare. We are convinced that open and optimised health data is a basic requirement for good public health.

Cambio is a market-leading e-health company that creates innovative solutions to connect the healthcare chain. The aim is to promote better health and improve healthcare. We offer coherent healthcare solutions to regions, municipalities and private healthcare providers.

Cambio works for a society where the use of healthcare data is optimised for the benefit of patients and society in general. Using solutions for the entire healthcare chain, we want to create a digital ecosystem with an open and sustainable provision of information.

There is currently a lack of standardisation of healthcare data. This means that important information stays in different applications and cannot be accessed either by the patient or the attending healthcare professionals. The result is that healthcare is not optimised for the patient's needs. We want to change that.

We aim to create a new e-health paradigm and push for a standardisation of health data that allows the sharing of vital knowledge between different systems. This will create benefits for patients and healthcare professionals, and better public health. Our solutions enable safer and more accessible healthcare.

Since its inception in 1993, Cambio has grown, and today delivers services to over 170,000 users within regions and municipalities, in general hospitals, university hospitals and specialist and outpatient units. Cambio has just over 800 employees and offers comprehensive IT healthcare solutions to customers in Sweden, Denmark, Great Britain and Iceland.

Our vision

Tomorrow's health and social care today

At Cambio, we want to make a difference by transforming and improving healthcare. We do this by providing qualitative, open and integrated solutions that enable ecosystems and new e-health paradigms.

We endeavour to continuously rise to the challenges of the future, aiming to enable our customers to provide tomorrow's healthcare today.

Our services

Through innovative system support, Cambio improves quality and efficiency in healthcare. We support regions, municipalities and independent healthcare providers with digital solutions, such as operational support, patient records systems and specialist systems.

Our offers are primarily in the following areas:

Primary and secondary care

Primary care is usually a patients' first contact with healthcare. Our products include Cambio COSMIC, an electronic healthcare information system that provides coordinated and patient-focused operational support across entire regions, as well as MittVaccin, which is a digital vaccination card including vaccination history and the location of the nearest vaccinator.

Emergency medical care

In emergency medical care we offer products that support the active, short-term treatment of a serious injury or acute medical condition. Our Cambio Critical Information System (CIS) product is a patient management solution providing real-time, intelligent and contextual information about a patient's condition to all hospital A&E units.

Social services

We offer systems for social services for coordinating interventions for children, adults and the elderly who need extra support in their everyday lives. Our product Cambio Viva is an operating system that coordinates the activities and processes of social welfare and healthcare services.

Infrastructure

In the infrastructure product area, we offer digital tools that coordinate patient data from different applications, streamlining complex process flows and that support decision makers in making clinical decisions.

Our customers and partners

Cambio's customers are primarily municipalities, regions and private healthcare providers in Sweden, Denmark, Great Britain and Iceland. We have a number of strategic partners who, through their products or services, are important suppliers to our customers. We often collaborate by integrating their products with our systems. This creates an even more coherent healthcare chain, which generates both a more flexible way of working for users and better healthcare for patients.

Our values

At Cambio, we have three core values that guide us in our day-to-day work. These values guide us when we make decisions, interact with each other and our customers.

Trust

At Cambio, we have confidence in each other's competence. Our customers must have confidence in us as a long-term partner.

Care

At Cambio, we act on what is best for our employees, our customers and for society in general.

Together

At Cambio, we help and support each other. We work closely with our customers and partners to achieve our common goals.



Vision for Cambio's sustainability work

Cambio works to create a society where healthcare data is used based on the best possible benefit to patients. We are convinced that digital solutions for the entire healthcare chain, in which healthcare data is shared between healthcare providers, contribute to the open, secure and sustainable provision of information.

Cambio wants to contribute to a future where health data is used and optimised based on the best interests of the patient. At the same time, the benefits to society of more effective healthcare are far greater than just increased well-being.

Through the open, standardised and secure provision of information, health data can become available throughout the healthcare chain – regardless of the form of care, responsible authority or IT system supplier. In turn this will contribute to increased patient safety through more comprehensive information about the patient, who will also gain control over their own health data. Healthcare also benefits from open information provision thanks to a better documentary basis for decision-making for clinical decisions.

The constant development of digital healthcare tools is a necessary condition for successfully meeting the needs of a population with an increased life expectancy. These digital tools free up more time for clinical work, which facilitates the ability to provide patients with adequate care.

In addition, opening up and standardising health data enables patients to have greater access to, and freedom to control, their own health data. It can also create new opportunities in healthcare research and development.

In 2023, Cambio will adopt a new sustainability strategy. The purpose of the sustainability strategy is, guided by our vision, to steer business decisions and investments so that they are in line with how Cambio wants to contribute to positive social development. The sustainability strategy will clarify our impact on prioritised aspects of sustainability, our goals and ambitions linked to the impact we have and the concrete work needed to achieve these goals. A new sustainability strategy also ensures compliance with future regulatory requirements, not least at an EU level.



Sustainable business

At Cambio, sustainable business means actively taking responsibility for sustainable development. We are continuously improving our economic, social and environmental impact on society.

Cambio's greatest contribution to sustainable social development is our impact on people's health. Our core business aims to develop and improve healthcare through efficient digital support systems. So, we view our sustainability work as being integrated into our operational activities in which we take responsibility and create opportunities for a more sustainable future.

One important aspect of our sustainable business model is to create long-term customer relationships of mutual trust. This is where we can work together to create an efficient and safe healthcare chain with a focus on patient benefit.

As a company we have a responsibility to our customers, users, partners, employees, shareholders, the environment and to society, to conduct business in a sustainable manner. Our sustainability work is based, among other things, on the principles of the UN Global Compact and on the global goals of Agenda 2030.

The Global Goals

Agenda 2030 is the UN action plan for global sustainable development between now and 2030. It includes seventeen global goals in all three dimensions of sustainability - environmental, social and economic sustainability. Cambio's operational activities primarily affect three of the global goals of Agenda 2030.



Cambio's vision, to make a difference to society in general by transforming and improving healthcare, is chiefly linked to Goal 3, Good Health.



Our role as an employer in several different markets is primarily linked to Goal 8, Decent Work and Economic Growth.



Cambio's contribution to the digitalisation and technical modernisation of healthcare infrastructure, is primarily linked to Goal 9, Industry, Innovation and Infrastructure.



Compliance

We tailor our operational activities and sustainability work to international standards, frameworks and legislation that include decent working conditions, the efficient use of resources, anti-corruption, the environment and human rights. Cambio's employees are offered an attractive and good working environment through dialogue, exchange of knowledge, good leadership and effective management.

At the same time, our sustainability work is not just about following laws and regulations. Cambio also wants to push for sustainable development. Because of this, we are firmly convinced that the work we do to lead the digital transformation related to health data in healthcare, will have a long-term positive effect for both patients and healthcare providers. Which will, in turn, lead to a healthier and more sustainable society.

Our relationships

A close dialogue with our stakeholders is crucial to understanding our impact on society, and to identify the focus of our sustainability work. Through continuous dialogue with customers, partners and employees, we gain insight into our impact, as well as our stakeholders' needs and expectations. This helps us to identify potential risk and business opportunities at an early stage, and enables us to continuously develop and improve the way in which we work.

Based on the dialogue with our stakeholders, this sustainability report focuses on our impact in the following four areas of sustainability:

- Business Ethics
- Climate and the environment
- Our employees
- Economic sustainability

Cambio's sustainability work in 2022

We see our sustainability work as an obvious part of our business where the foundation is the continuous improvement of our economic, social and environmental impact on society. By focusing on creating a society where healthcare data is used on the basis of the best possible patient benefit, we can both enhance our sustainability work and develop our business.

Business Ethics

Cambio's work to ensure good business ethics focuses on human rights, anti-corruption and a responsible and traceable value chain. As a provider of digital solutions that process personal data, cyber security and data protection are of a particular high priority for us.

We want to drive development towards a more sustainable society, above all by optimising healthcare data for the benefit of patients and public health in society. This means that as a company we take great responsibility for our role in the value chain, while actively contributing to a sustainability focus throughout the value chain. Good business ethics are crucial to Cambio's ability to build long-term, sustainable relationships of mutual trust with our stakeholders.

Everyone at Cambio must always follow applicable laws and regulations, as well as our adopted ethical standards. Cooperation between the employer and employees is based on mutual loyalty and trust. For the individual employee, this means taking responsibility for their professional identity and protecting their reputation – in relation both to their customers and employer. For Cambio as a company, this means that we create the conditions for a healthy and long-term development both of individuals and the systems and solutions we develop. We take responsibility for our entire value chain, ensuring transparency, traceability and integrity.

Responsibility and consideration across the value chain

Cambio has two main value chains, one for the use of hardware and one for software development. In as far as it is possible, we want to take responsibility for our impact both upstream and downstream in the value chain. Through dialogue, we also want to have a positive impact on the value chain with a focus on social responsibility and a reduced climate footprint.

Cambio strives for transparency and traceability throughout the organisation. By training all employees in business ethics, anti-corruption and human rights as well as the efficient use of resources, waste management and the circular economy, we create conditions favourable for the promotion of sustainable development. We also ensure sustainability in the value chain by demanding good business ethics from all of our suppliers.

Codes of conduct

A key to our work in ensuring good business ethics is the Cambio Code of Ethics and Conduct, that applies to all employees and other individuals who play a part in Cambio's services, products and other business activities. The code of conduct summarises our ethical principles and provides guidance of how employees, partners, customers and other stakeholders should be treated.

This policy provides Cambio's employees with guidance on ethical dilemmas that may arise in their day-to-day work and guidance in dealing with sustainability challenges throughout the value chain. The code of conduct is compatible with international frameworks and standards, but also with local legislation in force in the countries in which we operate.

We also have a code of conduct specifically aimed at suppliers, the Cambio Supplier Code of Conduct. All of Cambio's suppliers have undertaken to follow this code of conduct.

Risks, objectives and governance

In the field of Business Ethics, risk analysis has identified our main risks as being:

- Geopolitical uncertainty increasing the demand for new types of cyber security
- The existence of modern slavery and child labour in the value chain
- Corruption

Our long-term Business Ethics objectives are:

- While maintaining profitability, strengthen the contribution of the business to sustainable development
- All employees are to understand the importance of cyber security and what Cambio can do to increase it
- Non-discrimination
- Compliance with the Code of Conduct by 100% of our suppliers

In order to work towards our objectives and manage risk, Cambio has implemented internal governance in the form of:

- Cambio Code of Ethics and Conduct
- Cambio Supplier Code of Conduct
- Whistleblower Policy
- Cambio environmental aspect matrix
- Information Security Policy
- External Privacy Policy
- Cookie policy
- Supplier Evaluation SOP
- Legislative Compliance Check (Notisum)

To achieve its long-term objectives, Cambio trains its staff and suppliers. Oversight is carried out through customer surveys, supplier evaluations and cyber security testing. The Chief Product Officer, Chief Information Officer and Chief Commercial Officer are responsible for oversight and compliance.



Human Rights

Respect for human rights, are critical in achieving the UN's goals for sustainable development by 2030. At Cambio, we are working to ensure that the business complies with the UN Declaration on Human Rights. Above all this applies to our employees, the residents of nearby communities, suppliers and others who may be affected by the use of our products and services. We comply with human rights reporting requirements in accordance with EU non-financial reporting guidelines and the UK Modern Slavery Act.

Our commitment to respect human rights also forms the basis of Cambio's code of conduct, code of conduct for suppliers and other policy documents at a group level. These guidance documents communicate our expectations regarding:

- Mutual respect
- Zero tolerance for discrimination
- Safe and healthy workplaces
- Working hours and wages
- Zero tolerance for modern slavery and child labour
- Zero tolerance for giving and taking bribes

We have an established whistleblower team for employees, as well as for suppliers and customers. In 2022, we received two cases through the whistleblower team. Of these, two cases were written off as they did not qualify.

Partnership against corruption

Corruption is considered one of the greatest obstacles to sustainable development and the implementation of Agenda 2030. Corruption breaches free competition in the market, misallocates resources and can lead to violations of human rights. It undermines the rule of law and the confidence in business and its leaders.

Cambio aims to form sustainable relationships, based on mutual trust and zero tolerance for corruption. Based on our code of conduct, the Cambio Code of Ethics and Conduct, we guarantee the integrity of our business partners with regard to commercial confidentiality and all other confidential commercial information that we acquire in the course of our business activities.

As a company, we, and our suppliers, have a responsibility to prevent corruption in all its forms, including bribery, facilitation payments and inappropriate gifts, hospitality and favours. Even at an individual level, our employees, and those of our suppliers, have a responsibility to ensure that corruption does not occur. In our work to combat corruption, we are clear that we never offer business partners any rewards or benefits, and that employees at Cambio do not accept gifts or compensation from third parties in a business relationship.

Free and open competition is a cornerstone of our approach and something we cherish as a company. Although there is no uniform regulatory framework in the markets in which Cambio operates, certain basic principles apply universally – not least to prohibit collusion or unfair business behaviour that restricts free competition. We expect our suppliers and partners to respect free competition and to be well versed in the legislation and regulations that exist in each market.

Our code of conduct states that our suppliers must conduct business in a fair manner. Including, among other things, that:

- The supplier may not seek competitive advantage through illegal or unethical business practices; and
- The supplier's employees are expected to act fairly towards others.

No one should take unfair advantage of another through manipulation, concealment, misuse of privileged information, misrepresentation of essential facts or other unfair business practices.

The internal training in our Code of Ethics and Conduct includes an anti-corruption course that 96 per cent of our employees completed in 2022.





Cyber security

Cambio is an e-health company and therefore processes large volumes of personal health data. This is vital information that enables people to receive the right care when they need it. At the same time, it is sensitive information that needs to be processed carefully. Cyber security and data protection are central areas of focus for us, ensuring that patients, customers and employees can feel secure that the information in our products is correct and protected from unauthorised access.

To ensure a sustainable data supply, there are five cornerstones to data security work:

- Business-oriented: Providing guidance to the business
- Balanced: Providing a balance between security, economic and operational requirements based on the determined risk exposure
- Relevant: We ensure that the correct information and knowledge is available for providing support and specifying requirements
- Evidence-based: Our goals and our work are based on the analysis of threats, risks, vulnerabilities and incidents
- Value creation: Security creates value for Cambio and enable future business operations

In addition to our basic codes of conduct, our approach to cyber security is governed by the following policy documents, updated annually and adopted by the CEO.

- Cloud Supplier Policy
- Information Security Policy
- Access Control Policy
- Acceptable Use of Assets
- Cyber Risk Management
- Password Management
- Cryptographic Functionality Requirements
- Cambio Security Requirements
- Information Classification
- Information Processing

Cambio manages responsibility for security at a group level through its Chief Group Security Officer and the central risk management team.

Data protection

Because we process large volumes data of a personal and sensitive nature, data protection is a top priority for us. Cambio's is always to respect and ensure data protection for our customers and our employees. Cambio's policy documents makes clear that we must comply with data protection laws and regulations in all countries in which Cambio conducts business.

At the same time, our dialogue with our customers, investors, suppliers and employees shows that, as an e-health company, expectations do not stop at following the relevant legislation, they also lead to the development of data protection.

We have invested in extensive training in data protection for new employees. In addition, we carry out periodic training initiatives for all employees. This is undertaken through short films, digital training and digital testing. Cambio has a robust data protection organisation and good systems support for data protection activities. In 2022, we carried out six training courses. Currently, the completion rate in the courses made available in 2022 is from 64% for the latest course, to 87% for the one made available first. All employees are expected to participate, and reminders go out to employees who have not yet completed the current course.



Work on data protection is based on the following policies:

- External Data Protection Policy
- Cookie policy
- Description of the MittVaccin and MinHälsa personal data processing for consumers
- Internal Data Protection Policy

These policies are updated annually and adopted by the CEO. The data protection officer is responsible for ongoing compliance. The data protection officer is also responsible for proposing continuous improvements and for raising awareness among employees of the content of these documents.

As Cambio began a its transformation to becoming a service provider, we created or substantially revised the necessary policies and governing documents. We have also implemented a Security Awareness and Compliance tool, as well as creating a comprehensive program focused on Security Awareness for our employees. The Security Awareness programme was introduced in 2021 and all employees are being trained in this on an ongoing basis. During 2022, x employees have undergone training in our Security Awareness program.

In 2021, we also started implementing an internal data phishing simulation program to continuously measure the risk of data phishing. The goal is for our employees to open or click on emails that may contain malicious code as little as possible. In 2022, the number of clicks was 13 per cent, compared to 8 per cent in 2021.

Climate and the environment

A sustainable approach means that we work actively to reduce our climate footprint, and to respect the responsible use of natural resources. Cambio's work on reducing the impact on climate change and the environment focuses on the circular economy, climate impact through emissions of carbon dioxide equivalents and the responsible use of natural resources.

Climate change and the loss of biodiversity threaten humanity's existence. The latest IPCC report, released at the beginning of 2023, shows that it will be an increasingly difficult challenge to keep the warming of the planet to a maximum of 1.5 degrees. On the contrary, we are heading towards a global warming of around 3 degrees. In the wake of climate change, healthcare, both globally and in Sweden, will be faced with new trials. There will be an increased risk of further pandemics, ill-health related to extreme temperatures and changes to transmission patterns.

As a software company, with e-health solutions as our most important product, Cambio's impact on the climate and environment, in the form of direct emissions, is limited. At the same time, we have a responsibility to continuously streamline our operations, reducing both the direct and indirect emissions generated by our business activities.



On the other hand, Cambio can contribute to the enhancement of healthcare in a world subject to climate change, through efficient systems that make sharing health data possible. This improves patient safety while facilitating research into climate-related ill health. We can also contribute initiatives in our customers' activities, providing advice on how they can reduce their climate impact through digitalisation.

In the field of climate and the environment, risk analysis has identified the following:

- Extreme weather resulting from climate change leads to the temporary or permanent loss of operational activities
- Insufficient supplies of fossil-free energy
- Insufficient availability of reusable hardware

Our long-term goals within the field of climate and the environment are:

- Reduce our CO2 footprint through less travel and a larger proportion of fossil-free energy sources
- Increase the proportion of green electricity in data centres and offices
- Increased proportion of hardware reuse

In order to work towards our objectives and manage risk, Cambio has implemented internal governance in the form of:

- Environmental policy
- Cambio's environmental aspect matrix
- Work environment policy
- Quality Policy
- Travel Guidelines
- Purchasing Standard Operating Procedures
- Supplier Evaluation Standard Operating Procedures
- Internal: Paper and Waste sorting instructions

This work is evaluated through the calculation of GHG emissions in Scope 1 and 2 as well as in life cycle analyses. The Head of Quality Management is responsible for evaluation.

In our work on the climate and the environmental, we follow current environmental regulations and avoid goods and materials that may pose environmental and health risks. Cambio is certified according to the ISO 14001 Environmental Management System.

Climate emissions, GHG emissions

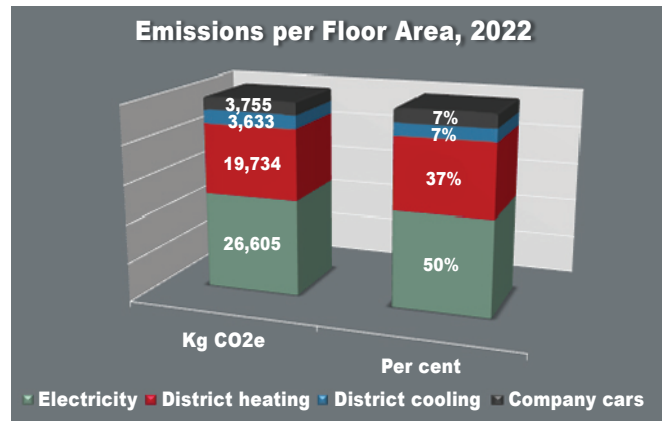
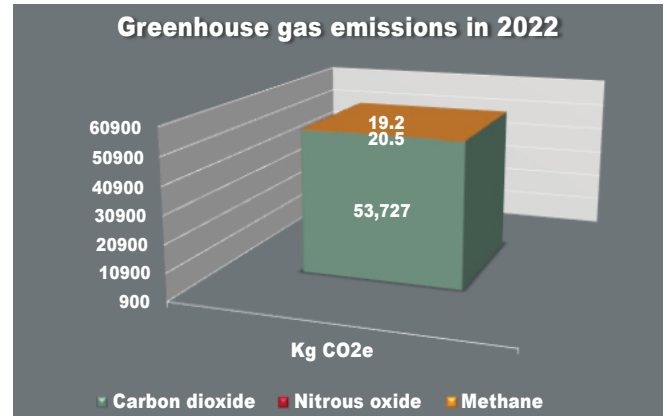
In 2022, we calculated our climate footprint (CO₂e) in accordance with the GHG protocol, corresponding to Scope 1 and 2. We have now gained an even greater understanding of our climate footprint and our ambition is to reduce our climate impact.

In 2023, we will create the conditions to start measuring relevant components of GHG scope 3 from 2024, and will develop measurable goals for our climate work.

Climate impact, GHG emissions Scope 1 and 2 2022 (all of Cambio)

| Cambio GHG Climate accounts Scope 1 & 2, 2022 | Kg CO ₂ e | Per cent |
|---|----------------------|-------------|
| Scope 1 | 3,755 | 7% |
| Company cars | 3,755 | 7% |
| Scope 2 (Market Based)* | 49,972 | 93% |
| Electricity | 26,605 | 50% |
| District heating | 19,734 | 37% |
| District cooling | 3,633 | 7% |
| TOTAL | 53,727 | 100% |

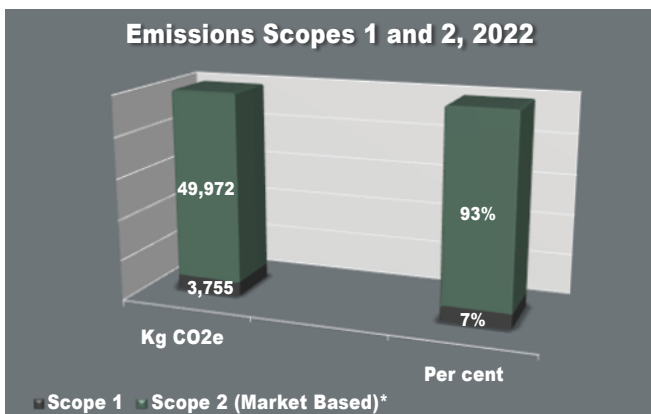
| Greenhouse gas emissions in 2022 | Kg CO ₂ e | Kg |
|----------------------------------|----------------------|-------|
| Carbon dioxide | 53,727 | 53727 |
| Nitrous oxide | 20.5 | 0.08 |
| Methane | 19.2 | 0.69 |



No organisational sections of the company are excluded

- No properties, facilities or vehicles are excluded
- The consolidation method is based on the operational control approach

* If scope 2 had been reported using the location-based method, emissions would have been 79,800 kg



Responsible use of natural resources, including energy and water

Natural resources are finite and need to be used with consideration and respect. Cambio endeavours to avoid negative impact on the environment and to reduce its climate footprint, by reducing the use of fossil fuels for cooling and heating our premises and instead, in as far as it is possible, choosing renewable energy sources for our business activities. We have waste management procedures, and aim to procure products that can be reused or recycled.

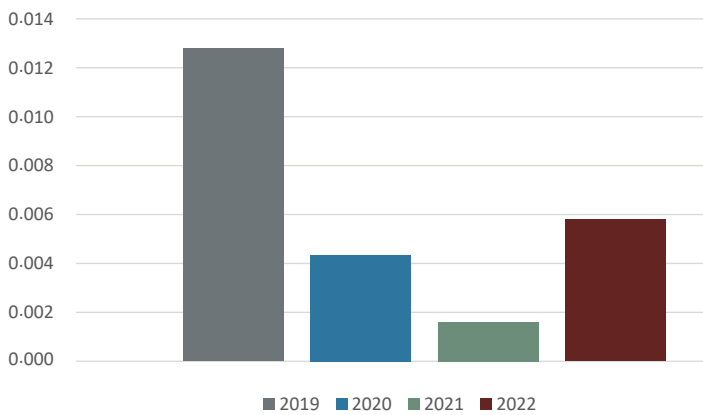
The result of Cambio's work provides more efficient solutions for healthcare, which can contribute to a significant reduction in emissions in our customers' ongoing activities. At present, however, most of Cambio's offering to its customers is associated with economic activities that are not currently covered by the EU's new taxonomy regulation.

Sustainable travel

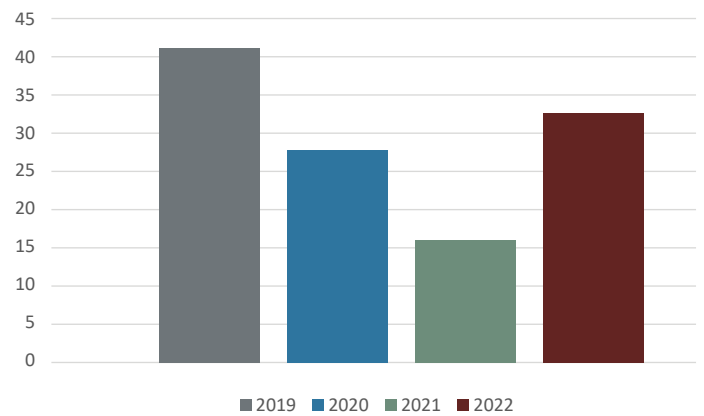
Business travel naturally decreased during 2020-2021 due to the pandemic. In 2022, travel increased slightly, but because we avoid flights as much as possible, instead choosing trains to a greater extent, total emissions from business travel in 2022 are on a par with 2020.

Climate impact, Emissions for travel by train, car and aeroplane in 2022 (Employees at offices in Sweden):

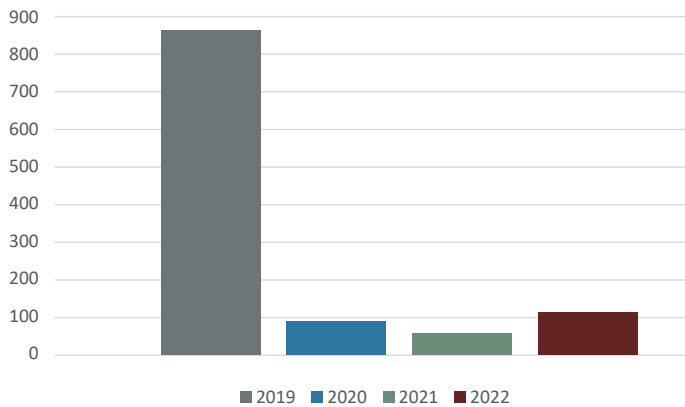
Train: Kg CO2 per employee



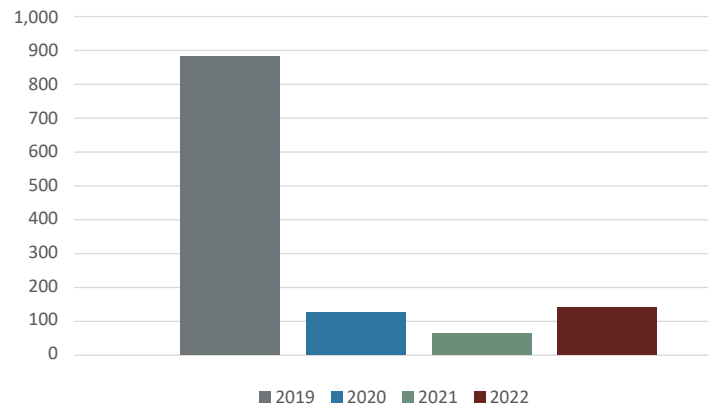
Car: Kg CO2 per employee



Flights: Kg CO2 per employee



Total travellers: Kg CO2 per employee



Electricity consumption in our offices in 2022

A key component of our sustainability work is to create an understanding within the organisation of the impact on the environment of various actions. To achieve a better understanding, and thereby to contribute to achieving our goal of reducing our impact on the environment and reducing our climate footprint, we have created a training course for our employees.

| Electricity consumption in our offices in 2022 | | | | | | |
|--|---|--|-------------------|--------------------------------|------------------|----------------|
| Offices | Electricity contract | Type of electricity consumption | Total consumption | Total consumption per employee | Total Floor Area | Consumption m2 |
| Linköping | 100% green electricity | Business electricity | 149,496 kWh | 605 kWh | 3,297 m2 | 45 kWh |
| Motala | 100% green electricity | Business electricity incl. heating and cooling | 47,316 kWh | 1,971 kWh | 370 m2 | 128 kWh |
| Stockholm | 100% green electricity | Business electricity | 62,810 kWh | 393 kWh | 1,490 m2 | 42 kWh |
| Reading | 100% green electricity | Business electricity | 3,588 kWh | 199 kWh | 32 m2 | 122 kWh |
| Colombo | Mix of green (30%) and fossil electricity (70%) | Business electricity incl. cooling | 367,440 kWh | 1,317 kWh | 2,601 m2 | 141 kWh |
| Aarhus | Mix of green and fossil electricity | Business electricity | 5,747 kWh | 410 kWh | 306 m2 | 19 kWh |

Circular economy

The circular economy is about being resource efficient. For example, by increasing the service life of software and hardware, increasing the reparability of products and increasing the proportion and amount of recycled products coming onto the market. Cambio has identified relevant environmental aspects, such as purchasing products and materials that can be reused, enabling recycling and minimising the use of paper and plastic in all parts of the business. We also undertake life cycle analyses (LCA) to understand how we can reduce these environmental aspects, and we regularly review them.



Our employees

Experience, competence and innovative thinking are required to create the innovative support system of tomorrow. Our employees are Cambio's most important asset, and being an attractive employer is crucial to our ability to lead the development towards a sustainable healthcare information supply.

Cambio is growing continuously, and we now have a total of just over 800 employees in our offices in Stockholm, Linköping, Motala and Kalmar, as well as in Aarhus and Copenhagen in Denmark, Reading in England and Colombo in Sri Lanka. We want to be an attractive workplace both for our current and future employees.

Cambio's stakeholder dialogue shows that our employees are highly engaged and through their work, feel that they are contributing to positive social development. They have expectations that management should be transparent and should provide continuous information about what is happening in the company. The owners and board of directors, as well as Cambio's customers, expect Cambio's employees to be committed to their work and to contribute to the organisation's development and efficiency.

With respect to our employees, we work for engagement and participation, equality and diversity. We also focus on continuous learning, a safe and inclusive work environment, as well as health and a good work-life balance. We work systematically, and the company's leaders have a key role in acting as role models and bringing our business culture to life. The Cambio People Success team, led by the Chief People Success Officer, is tasked with supporting the company's HR processes and developing the collective competence of the company. An important part in achieving our inclusion and participation objectives is the internal communication that the Chief Marketing & Communication Officer is responsible for.

With respect to our employee, analysis has identified the following risk:

- Difficulty in finding, recruiting and retaining the right skills

Our long-term employee objectives include:

- Satisfied employees
- Proportion of women in senior management posts
- Proportion of employed men/women - 60% / 40%, i.e., no gender with more than 60% and none below 40%
- Employee turnover below 10 per cent
- Zero workplace accidents
- Absence due to illness below 2 per cent

In order to work towards our objectives and manage risk, Cambio has implemented internal governance in the form of:

- Work environment policy
- Cambio Code of Ethics and Conduct
- Whistleblower Team Policy
- Parental Benefits Policy
- Wellness Benefit Policy
- Anti-Discrimination and Victimization Policy
- Gender Equality Policy
- Mental Health Policy
- Personnel policy
- Strategic initiatives around Leadership and talent management

Employee engagement and participation

At Cambio, we strive for each employee to have clear and realistic goals that contribute to engender engagement in their work. Each employee must also receive continuous and constructive feedback based on respect for the individual and with equal value for everyone.

Through annual employee surveys, we monitor engagement, inclusion and the employees' perception of transparency and information. In 2021, we changed the supplier of the employee survey and 2022 was thus the first year in a new format.

The employee survey clearly shows that our employees feel that they contribute to the positive development of healthcare and that they create social benefit through their work at Cambio. A common theme for many is that it is important that the job feels meaningful and has a higher purpose. In addition, employees want to feel well informed about what is happening within the company.

To increase participation and transparency, Cambio works continuously on:

- Individual meetings between managers and employees
- Weekly meetings with the CEO
- Global virtual meetings quarterly
- Lunch meetings where employees share knowledge with each other

In addition to this, Cambio supports initiatives where employees want to socialise with, or learn from, each other.

| | Objective | Result |
|----------------------------------|-----------|--------|
| Employment Engagement Index 2022 | 75 | 78 |
| eNPS target 2022 | 8 | 17 |



Equality and diversity

At Cambio, we want the work on inclusion to be a natural and integrated part of the entire business, in all workplaces and at all levels. An equal workplace is attractive for both employees and customers. We have zero tolerance for abusive discrimination, such as bullying, psychological violence, social exclusion or harassment.

Rights and development opportunities must be equal throughout Cambio, regardless of gender, religious affiliation, sexual orientation or origin. In our work for a more equal and multifaceted workplace, we create equal conditions for women and men.

At Cambio, there should be no pay differences based on gender. We therefore carry out an annual salary survey in accordance with the Swedish Discrimination Act. This survey analyses our terms and practice regarding salaries and other terms of employment. In addition, the survey examines any wage differences between women and men who perform work that can be considered equal or equivalent. Based on the survey, we make an assessment of whether any pay differences have a direct or indirect connection with gender. We adjust pay differences that cannot be explained by anything other than gender.

Cambio has the goal of equal education and skills development opportunities. Furthermore, competency building initiatives should be shaped from an equal opportunity perspective.

That no one should be subject to abuse or harassment is a natural starting point for us. This also means that no one should have to feel offended or feel uncomfortable due to statements, pictures or text in any form in the workplace. To combat harassment, we train managers to actively counter its occurrence. This also applies to how they should act if they suspect harassment or abuse. Our guidelines regarding harassment are clearly communicated to all employees at Cambio.

In 2022, we carried out a survey to identify any wage differences that cannot be explained by anything other than gender. That survey shows that there are no differences in pay due to gender. All managers have also undergone training in actively counteracting sexual harassment.

- Proportion of managers to the total number of employees, globally 10.5%
- The breakdown between men/women globally as a %: 42% women, 58% men
- Breakdown of women/men in senior positions: 42.5% women, 57.5% men
- Breakdown of women/men in the management team: 4 women, 6 men.



Continuing professional development and learning

At Cambio, we want to give our employees the best conditions in which to develop their skills and increase their engagement. This encourages both the career of the individual employee and the company's ability to innovate.

By creating the conditions needed to utilise the competence and drive of our employees, we can bring about innovation and reach our objectives. All employees must be given the opportunity to acquire the knowledge, skills and practical opportunities required to actively participate in the configuration of their work. Leadership is a key factor to succeed in doing that.

Coaching encourages engagement. For this reason, Cambio defines leadership as enabling people to grow and deliver value to our customers.

Cambio has a number of different initiatives that contribute to development and learning – everything from leadership training and career advancement activities to online training, specific courses and onboarding programmes for new employees.

The strategic decision to offer continuous development is a group one, but implementation itself may vary between countries. Cambio wants to make skills development more uniform, including through the introduction of a group-wide leadership program and a career support program for all employees. The latter is intended to capture the need for development and support for the individual employee's career. In addition, Cambio promotes internal mobility with the aim of developing both individuals and the business.

Work environment and the work-life balance

Promoting health is the foundation of our business. The goal of work environment management on our part is therefore a workplace characterised by good health and a high level of job satisfaction. Our belief is that this gives Cambio the best possible conditions necessary for an efficient business with a high level of innovation.

Cambio works to ensure that employees are in good physical and mental health, enjoy their work and feel job satisfaction. Work environment management is proactive and must also identify and reduce the risk of accidents in the workplace. We encourage activity and offer all employees a wellness allowance to use as they see fit. Sickness rates and accidents are measured and monitored continuously. The Chief People Success Officer is responsible for this monitoring.

In March 2022, Cambio launched a new pulse survey system, “&frankly”, to measure employee engagement and well-being. Through &frankly, we can measure and monitor in real time. This allows our work environment management to be more proactive. All employees can see these results, both for the company as a whole and for their own team - and can directly discuss and take action based on the results.

Ongoing inspections of workplace ergonomics are carried out by independent ergonomic consultants and, if necessary, employees are provided with additional facilities to prevent work-related injuries. We undertake systematic work environment management carried out both at a local and central level to ensure employee involvement and a good physical and mental work environment.

We attach great value to the work-life balance of our employees. An element of this is offering a degree of freedom in the employees' work schedule to facilitate their personal and family-related commitments. Significant personal responsibility and a focus on the individual's own decision-making capacity are important cornerstones in retaining existing employees and attracting new ones.



In different ways we must make it easier for our employees to reconcile parenthood and working life. This applies to working hours, staff conferences, meetings, training and travel. It is of particular importance that both women and men are given the same opportunities for parental leave or to take leave to look after a sick child.

Cambio gives individuals the freedom to plan how tasks are performed, including working hours and choice of workplace. All Cambio employees have the technical expertise and the necessary tools to achieve flexibility in their day-to-day work. All employees also have the opportunity to work from home when necessary and where this is practically feasible.

We have learnt from the pandemic years when working from home was widespread, and have trained our managers in how to lead remotely, and how to detect any psychological problems in employees working remotely.

If an employee has suffered from ill health, managers have a duty to implement job adaptation and rehabilitation, the goal being to return the employee to the workplace as soon as possible. The People Success team supports managers in that work and, if necessary, external expertise must be called upon.

Cambio has zero tolerance for alcohol and drugs during working hours. All employees are obliged, if someone is under the influence of alcohol or other drugs, to immediately report this to their line manager who is responsible for taking the necessary measures.

The figures below apply locally in Sweden:

- New employee hires and employee turnover: 15.9% Target <10%
- Workplace accidents during the year: 4 (of which 3 during travel to and from work) Target 0
- Sick leave at the end of the year: 2.0% Target < 2.0%



Financial Sustainability

Long-term financial sustainability in the core business is a basic requirement for running a sustainable business. Cambio has a sustainable and long-term strategy for the company's profitability. We have had good control over our revenues over several years and an adaptability in our cost structure to be able to meet variations in capacity and demand.

Cambio has a strong position in the e-health market and our growth potential is deemed to be very good both in Sweden and internationally. There is a great need for continued digitalisation to contribute to the sustainable provision of healthcare information. This need will exist for the foreseeable future, which creates long-term business opportunities in the sector.

Regarding financial sustainability, we have identified the following risks:

- Geopolitical instability that affects the ability to trade and run the business.
- Changes in legislation and regulation that complicate Cambio's business concept.

Our long-term Financial Sustainability objectives include:

- Financial goals
- Business goals

In order to work towards our objectives and manage risk, Cambio has implemented internal governance in the form of:

- Ownership directive
- Business plan
- Budget

In our endeavours to create long-term profitability, Cambio uses company-wide business planning and systematic business intelligence. Monitoring takes place with monthly reporting for internal audit and quarterly reporting to the stock market. External auditing takes place twice a year. The Chief Financial Officer is responsible for monitoring.

Governance and monitoring

Cambio's ownership structure

Cambio is a privately owned Swedish limited company owned by Sanolium AB, which in turn is owned by Sanolium Holding AB. Sanolium Holding AB is 100 per cent owned by Sanolium Group Holding AB. Sanolium Group Holding AB is 80.5 per cent owned by, and is part of, the multinational investment company Investcorp's portfolio. The remaining approximately 20 per cent is owned by founders, employees and other key individuals in Sanolium AB.

Corporate governance

Cambio's governance is based on Sanolium's Ownership Directive, the Company's Articles of Association, the Swedish Companies Act (2005: 551), the International Financial Reporting Standards, IFRS, and other applicable Swedish and external legislation as well as internal rules and guidelines. Cambio is committed to complying with all national legislation and legal requirements applicable to its operations.

These include legislation and regulations related to employee rights, corporate governance, taxation, data privacy, patient safety, fair competition, export control, product safety and intellectual property rights, include the following:

1. International declarations and conventions

- UN Universal Declaration of Human Rights (1948)
- The International Labor Organization (ILO) eight Fundamental Conventions on forced labour, child labour, discrimination, freedom of association and collective bargaining (Nos. 29, 87, 98, 100, 105, 111, 138 and 182)
- UN Convention on the Rights of the Child, Article 32
- UN Convention against Corruption

2. National legislation

- Occupational safety and health legislation applicable in the country where the goods are manufactured or work is carried out
- The Public Procurement Act
- Employment Legislation, including provisions on wages, minimum wages and social protection applicable in the country where the goods are produced or work is carried out
- Environmental protection legislation that applies in the country where the goods are manufactured or work is carried out
- The General Data Protection Regulation

3. Industry regulations, where applicable.

- Industry rules, where applicable, governing all aspects of the industry's relationship with healthcare professionals and healthcare organisations.
- Sweden Agreements regarding cooperation arrangements between Sweden's Regions, Swedish Medtech, the research-based pharmaceutical industry and Swedish Labtech
- Denmark QOP-55-02 Policy against bribery 1.0

In addition, the company has adopted internal rules and guidelines that include the Cambio Code of Ethics and Conduct, as well as other internal policies, rules and recommendations, which contain principles and provide guidance for the company's activities and for its employees.

Cambio's shareholders ultimately make decisions about the company's governance by appointing the company's Board of Directors at the annual general meeting. The Board of Directors, in turn, is responsible on an ongoing basis for the compliance of the Company with legislation and other external and internal rules and regulations.

Board of Directors

The responsibilities of the Board of Directors include setting and reviewing the Company's goals and strategies.

In doing so the Board of Directors must take into account the Company's long-term financial and non-financial goals, the risks to which it is exposed and that its compliance with the rules is adequately monitored.

The Board of Directors is also responsible for ensuring that there are written policies, guidelines and instructions that are regularly evaluated. This is carried out to ensure that the Company's operations are conducted in such a way that its ability to fulfil its obligations is not jeopardised; that infringements are reported and followed up; and that its operations are conducted in a satisfactory manner. The Board of Directors is ultimately responsible for Cambio's Sustainability Work and for this report.

The Board of Directors also monitors the Company's financial and sustainable development in the long-term, ensuring the quality of financial and non-financial reporting and the reporting of supervisory functions.

CEO and the company's management group

The CEO has overall responsibility for ensuring that all risk in the Company's business activities is managed in accordance with established policies and guidelines. The responsibility of the CEO also includes ensuring that the organisation and working procedures are always compliant with applicable regulations. The CEO shall also lead the Company's management team by executing decisions made by the Board of Directors.

In addition, the Company has a number of Certifications according to standards* (see Note 1) that stipulate that certain types of governance and system be followed in its work. These verifications are audited annually by a third party.

Whistleblower system

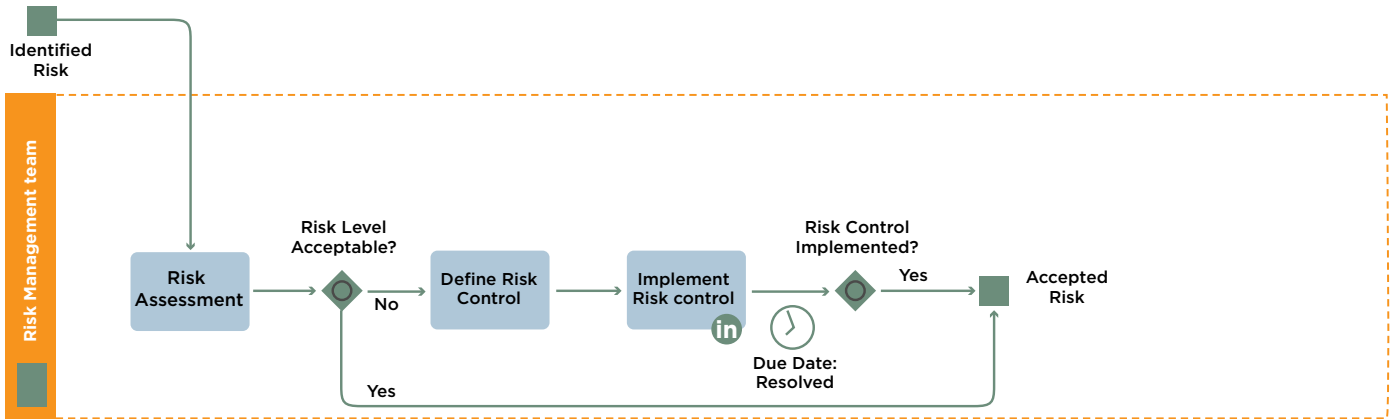
Cambio strives to have an open business climate, a high level of business ethics, and to always see the potential for improvement. Our employees, customers and suppliers are our most important source of insight into any shortcomings that need to be rectified.

Anyone who suspects an irregularity contrary to Cambio's values, business ethics policy, legislation or other regulations, shall have the opportunity to be heard without fear of retaliation. The informant can choose to submit their information anonymously. To protect informants, there is Cambio's Whistleblower Policy with its associated reporting function. This policy has been adopted by Cambio's Board of Directors and executive management.



Risk management

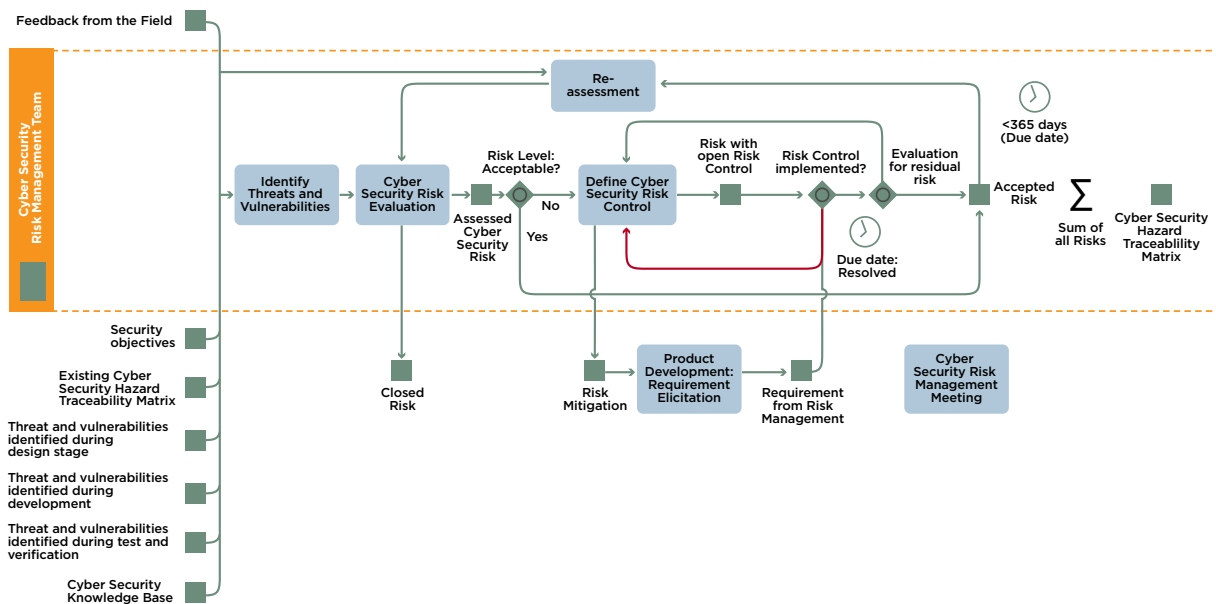
Risk Management is crucial to our success. We have a structured approach with regard to risk, and we use this throughout to identify and manage risk. In general, our risk management work can be described according to the sketch below:



Depending on the nature of the risk, how likely it is that the risk will occur and what consequences this could have. Responsibilities are clearly distributed within the organisation. We also have a clear procedure for the level at which risk is to be reported. The Board of Directors receives regular reports on the highest assessed levels of risk.

As a market-leading e-health company that delivers IT solutions across the entire healthcare value chain to over 170,000 users in municipalities, regions and private healthcare providers, we place particular emphasis on cyber security. Through our risk management work, we continuously evaluate risk, decide how it should be managed and monitor that the measures we have taken manage the identified risk.

Our approach to managing cyber security risk also forms the basis of how we work with all other risk within Cambio.



Future development

Cambio has gradually strengthened its sustainability work. In 2023, we will make a strategic review and lay the foundation for an increase in our sustainability ambitious. The goal is that, including through sustainability work, we should lead the way towards the open, standardised and secure provision of information making health data available throughout the care chain - regardless of the form of care, responsible authority or IT system supplier.

In 2023, Cambio will develop and implement a renewed strategy for sustainability work. The purpose of the new strategy is to increase focus on the areas where Cambio has the greatest negative or positive impact on society. This strategy shall from a sustainability perspective, bring clarity to our impact on the outside world, and also how the outside world impacts us. Our stakeholders, such as patients, employees, customers and investors, form the basis of how we impact the outside world. In addition, we will take a closer look at our impact on society at large. The sustainability strategy will also help us set goals based on our actual impact and be a starting point for concrete work to achieve these objectives.

We want the sustainability strategy to provide Cambio with strategic guidance for future commercial priorities and investments, it is therefore important that it is in line with Cambio's overall business strategy.

Furthermore, the sustainability strategy needs to ensure that Cambio's operations are run in accordance with current and future legislation and regulations, for example future regulatory requirements under development at an EU level.

In our dialogue with our stakeholders, it is clear that there is an expectation that Cambio will take an active role in driving development towards a more sustainable information supply and cyber security. Within that framework, we want to explore how Cambio can take a leading role in developing the standardisation of healthcare data.

In 2023, we will also place a greater focus on influencing upstream and downstream the value chains that Cambio is a part of. Among other things, we will map climate emissions in accordance with the relevant components of scope 3, to obtain an overall picture of the total climate impact of the value chain. We will also increase our focus on traceability in the value chain and the monitoring of suppliers' compliance with Cambio's code of conduct.

Our sustainability strategy must also highlight how Cambio can continue to develop as a sustainable and attractive employer. Not least because competent, innovative and committed employees are the most important condition if we are to be able to create tomorrow's innovative support system for healthcare.

Legislation, rules and documents

Legislation, rules and certificates

| Business Ethics | Climate and the Environment | People Success | Economy |
|---|---|--|--|
| <ul style="list-style-type: none"> • ISO 9001 • Global Compact • UN Human Rights Directive • Work Environment Act • UK Bribery Act • GDPR | <ul style="list-style-type: none"> • National legislation and regulations • ISO 14001 | <ul style="list-style-type: none"> • National laws and regulations • ILO | <ul style="list-style-type: none"> • The Annual Accounts Act • IFRS • UN Global compact • Nasdaq stock exchange agreement • MAR (Market Abuse Regulation) |

Policies and governing documents

| Business Ethics | Climate and the Environment | People Success | Economy |
|--|--|--|--|
| <ul style="list-style-type: none"> • Cambio code of Ethics and Conduct • Cambio's environmental aspect matrix • Cambio Supplier Code of Conduct • Information Security Policy • External Privacy Policy • Cookie Policy • Supplier Evaluation SOP | <ul style="list-style-type: none"> • Environmental Policy • Purchasing SOP • Cambio's environmental aspect matrix • Quality Policy • Purchasing policy/procedures • Travel Policies • Internal: Paper and Waste sorting instructions • Supplier Evaluation SOP | <p>Work environment policy including:</p> <ul style="list-style-type: none"> • Cambio code of Ethics and Conduct • Cambio Whistleblowing Policy • Parental Benefits Policy • Wellness Benefit Policy • Anti-harassment Policy • Mental Health Policy • Personnel policy • Strategic initiatives around Leadership and Talent Management • Work Environment Policy | <ul style="list-style-type: none"> • Ownership directive • Business plan • Budget |

Standards

Company Standards

- Environmental Management System (ISO 14001)
- Information Security Management Systems (ISO 27001 and 27002)
- Security techniques - Extension to 27001 and 27002 for privacy information management (ISO 27701)
- Security techniques - Code of practice for information security controls based on ISO / IEC 27002 for cloud services (ISO 27017)
- Security techniques - Key management (ISO 11770-1)
- Quality Management Systems (ISO 9001 and 13485)
- Service Management System (ISO 20000)

Product Standards

- Medical device software – Software life-cycle processes (IEC 62304 2006+ AMD1_2015) and the amendment (IEC 62304:AMD1 2015)
- Health software – Part 1: General requirements for product safety (82304)
- Medical devices – Application of usability engineering to medical devices (IEC 62366) and the amendment (SS-EN 62366-1 A 1)
- Medical devices – Part 2: Guidance on the application of usability engineering to medical devices (IEC-TR 62366-2)

- Medical devices – Application of risk management to medical devices (ISO 14971:2020)
- Health informatics – Information security management in health (ISO 27799:2016)
- Information supplied by the manufacturer of medical devices (SS-EN 1041:2008 A1:2013)
- Medical devices – Symbols to be used with medical device labels, labelling and information to be supplied (ISO 15223-1:2016)
- Guidance on the application of ISO 14971 to medical device software IEC 80002-1:2009
- Health software and health IT systems safety, effectiveness and security IEC 81001-5-1:2021

Technical Reports

- Medical devices – Post-market surveillance for manufacturers (ISO/TR 20416:2020)

Medical Device Regulation (CE-marking)

- MDR (EU 2017 745)

Appendix

Sanolium AB – consolidated disclosures pursuant to article 8 of the taxonomy regulation

The Taxonomy Regulation is a key component of the European Commission's action plan to redirect capital flows towards a more sustainable economy. It represents an important step towards achieving carbon neutrality by 2050 in line with EU climate goals, because the Taxonomy is a classification system for environmentally sustainable economic activities.

In the following sections, we present the total as well as the share of our group turnover, capital expenditure (CapEx) and operating expenditure (OpEx) for the reporting period 2022, which are associated with Taxonomy eligible and aligned economic activities related to the first two environmental objectives (climate change mitigation and climate change adaptation) in accordance with Article 8 of the Taxonomy Regulation.

Assessment of compliance

The only eligible turnover activity is hosting of our manage service offering according to economic activity 8.1 in Annex 1. However, since it's a very small amount, c. 0.04% of our total turnover. We have not investigated alignment for this activity.

For CapEx, we have two investments that fit the eligible criteria: a new property lease in Linköping and a small property lease in Kalmar. Both investments fall under economic activity 7.7 in Annex 1 and represents c. 26% of our total CapEx. We have only investigated alignment for the property lease in Linköping. Our landlord have conducted an alignment analysis based on the EU taxonomy criteria and concluded that the property fulfils the substantial contribution criteria for climate goal 1 as well as the DNSH criteria for climate goal 2. As explained below, under our accounting policies section, this supplier also discloses compliance with the MSS criteria. Hence, we deem this CapEx activity as both eligible and aligned. The property lease in Kalmar only accounts for 0.1% of our total CapEx and we have not investigated alignment for this activity.

We have not found any eligible OpEx for 2022.

See the appendix section for all calculations regarding turnover, CapEx and OpEx.

Accounting policies & kpi's

The key performance indicators ("KPIs") include the turnover KPI, the CapEx KPI and the OpEx KPI. For presenting the Taxonomy KPIs, we use the templates provided in Annex II to the Disclosures Delegated Act. Since the KPIs need to include an assessment of Taxonomy-alignment for the first time for the reporting period 2022, we do not present comparative figures. Because we are not performing any of the activities related to natural gas and nuclear energy (activities 4.26-4.31), we are not using the dedicated templates introduced by the Complementary Delegated Act as regards activities in certain energy sectors.

Turnover KPI

Definition

The proportion of Taxonomy eligible and aligned economic activities (as applicable) in our total turnover has been calculated as the part of net turnover derived from products and services associated with Taxonomy eligible and aligned economic activities (numerator) divided by the net turnover (denominator), in each case for the financial year from 1 January 2022 to 31 December 2022.

The denominator of the turnover KPI is based on our consolidated net turnover in accordance with paragraph 82(a) of IAS 1. For further details on our accounting policies regarding our consolidated net turnover, see page xxx of our Annual Report 2022.

The numerator of the turnover KPI is defined as the net turnover derived from products and services associated with Taxonomy eligible and (if applicable) aligned economic activities, that is:

- Activity 8.1 "Data processing, hosting and related activities" (for 2022 an eligible but not aligned activity)

Reconciliation

Our consolidated net turnover can be reconciled to our consolidated financial statements, see the income statement on page xxx of our Annual Report 2022.

CapEx KPI

Definition

The CapEx KPI is defined as Taxonomy eligible and aligned (as applicable) CapEx (numerator) divided by our total CapEx (denominator). Total CapEx consists of additions to tangible and intangible fixed assets during the financial year, before depreciation, amortisation, and any remeasurements, including those resulting from revaluations and impairments, as well as excluding changes in fair value. It includes acquisitions of tangible fixed assets (IAS 16), intangible fixed assets (IAS 38) and right-of-use assets (IFRS 16). Goodwill is not included in CapEx, because it is not defined as an identifiable intangible asset in accordance with IAS 38. For further details on our accounting policies regarding our CapEx, see page xxx of our Annual Report 2022.

The numerator consists of the following categories of Taxonomy eligible and aligned (as applicable) CapEx:

a) CapEx related to assets or processes that are associated with Taxonomy eligible and aligned economic activities ("category (a)"):

We consider that assets and processes are associated with Taxonomy-eligible economic activities where they are essential components necessary to execute an economic activity. Consequently, all CapEx invested into the following areas is considered in the numerator of the CapEx KPI:

- Investments relating to our hosting business (activity 8.1)

The CapEx is deemed aligned if the associated economic activity is aligned. For 2022 the 8.1 activity is eligible but not aligned and thus the CapEx related to 8.1 is also eligible but not aligned.

b) CapEx that is part of a plan to upgrade a Taxonomy-eligible economic activity to become Taxonomy-aligned or to expand a Taxonomy-aligned economic activity ("category (b)"):

We do not have specific upgrade plans as we only have rented offices as eligible for the year and we are currently not investing any direct Capex into expanding our hosting 8.1 activity.

c) CapEx related to the purchase of output from Taxonomy-aligned economic activities and individual measures enabling certain target activities to become low-carbon or to lead to GHG reductions ("category (c)");

These individual measures correspond to economic activities listed in the Climate Delegated Act and must be implemented and operational within 18 months. We have identified the following eligible activity as a criteria c) Capex:

- 7.7 Acquisition and ownership of buildings - Our acquisition and exercising of ownership of buildings (that is, eligibility of all buildings, taking into account the legal or economic ownership, including the right of use from a lease of a building)

Purchases of output qualify as Taxonomy-aligned CapEx in cases where it can be verified that the respective supplier performed a Taxonomy-aligned activity to produce the output that we acquired. Since Taxonomy-alignment also includes DNSH criteria and minimum safeguards, we are not able to assess the Taxonomy-alignment on our own. For the purchased output in 2022, we were able to obtain conclusive confirmation of Taxonomy-alignment from our main supplier regarding the purchased output from activity 7.7.

Our main lessor in respect of our office leases provided us with conclusive evidence on the technical screening criteria for activity 7.7. This supplier also publishes an audited sustainability report highlighting how it complies with the relevant guidelines and principles for assessing the minimum safeguards.

Reconciliation

Our total CapEx can be reconciled to our consolidated financial statements, see note YY on page xxx of our Annual Report 2022.

OpEx KPI

Definition

The OpEx KPI is defined as Taxonomy eligible and aligned (as applicable) OpEx (numerator) divided by our total OpEx (denominator). Total OpEx consists of direct non-capitalised costs that relate to research and development. This include:

- Research and development expenditure recognised as an expense during the reporting period in our income statement (see page xxx of our Annual Report 2022). In line with our consolidated financial statements (paragraph 126 of IAS 38), this includes all non-capitalised expenditure that is directly attributable to research or development activities.

In general, this includes staff costs, costs for services and other directly allocated costs to our internal cost centers relating to R&D activities.

We have not identified any eligible and hence no taxonomy-aligned OpEx after conducting the assessment. All identified OpEX relates to maintenance of our own developed software which is not in the scope of the current economic activities listed in the Taxonomy regulation and supplementing delegated acts.



Turnover template for financial year 2022

| Proportion of turnover from products or services associated with Taxonomy-aligned economic activities | | | | Substantial contribution criteria | | | | | | DNSH criteria (Do No Significant Harm) | | | | | | | | | | |
|--|---------|-------------------|------------------------|-----------------------------------|---------------------------|----------------------------|------------------|-----------|-----------------------------|--|---------------------------|----------------------------|------------------|-----------|-----------------------------|--------------------|---|---|------------------------------|----------------------------------|
| Economic activities | Code(s) | Absolute turnover | Proportion of turnover | Climate change mitigation | Climate change adaptation | Water and marine resources | Circular economy | Pollution | Biodiversity and ecosystems | Climate change mitigation | Climate change adaptation | Water and marine resources | Circular economy | Pollution | Biodiversity and ecosystems | Minimum safeguards | Taxonomy-aligned proportion of turnover, year N Percent | Taxonomy-aligned proportion of turnover, year N-1 Percent | Category (enabling activity) | Category (transitional activity) |
| | | [SEK] | % | % | % | % | % | % | % | Y/N | Y/N | Y/N | Y/N | Y/N | Y/N | Y/N | | | E | T |
| A. TAXONOMY ELIGIBLE ACTIVITIES | | | | | | | | | | | | | | | | | | | | |
| A.1. Environmentally sustainable activities (Taxonomy-aligned) | | | | | | | | | | | | | | | | | | | | |
| Turnover of eligible Taxonomy-aligned activities (A.1) | | | | | | | | | | | | | | | | | | | | |
| A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) | | | | | | | | | | | | | | | | | | | | |
| Data processing, hosting and related activities | | | | | | | | | | | | | | | | | | | | |
| | 8.1 | 349 411 | 0,04% | | | | | | | | | | | | | | | | | |
| Turnover of Taxonomy-eligible not but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2) | | | | | | | | | | | | | | | | | | | | |
| | | 349 411 | 0,04% | | | | | | | | | | | | | | | | | |
| Total (A.1 + A.2) | | | | | | | | | | | | | | | | | | | | |
| | | 349 411 | 0,04% | | | | | | | | | | | | | | | | | |
| B. TAXONOMY NON-ELIGIBLE ACTIVITIES | | | | | | | | | | | | | | | | | | | | |
| Turnover of non-eligible activities (B) | | | | | | | | | | | | | | | | | | | | |
| | | 817 126 926 | 99,96% | | | | | | | | | | | | | | | | | |
| Total (A + B) | | | | | | | | | | | | | | | | | | | | |
| | | 817 476 337 | 100,00% | | | | | | | | | | | | | | | | | |

CapEx template for financial year 2022

| Proportion of CapEx from products or services associated with Taxonomy-aligned economic activities | | | | Substantial contribution criteria | | | | | | DNSH criteria (Do No Significant Harm) | | | | | | | | | | |
|---|---------|----------------|---------------------|-----------------------------------|---------------------------|----------------------------|------------------|-----------|-----------------------------|--|---------------------------|----------------------------|------------------|-----------|-----------------------------|--------------------|--|--|------------------------------|----------------------------------|
| Economic activities | Code(s) | Absolute CapEx | Proportion of CapEx | Climate change mitigation | Climate change adaptation | Water and marine resources | Circular economy | Pollution | Biodiversity and ecosystems | Climate change mitigation | Climate change adaptation | Water and marine resources | Circular economy | Pollution | Biodiversity and ecosystems | Minimum safeguards | Taxonomy-aligned proportion of CapEx, year N Percent | Taxonomy-aligned proportion of CapEx, year N-1 Percent | Category (enabling activity) | Category (transitional activity) |
| | | [SEK] | % | % | % | % | % | % | % | Y/N | Y/N | Y/N | Y/N | Y/N | Y/N | Y/N | | | E | T |
| A. TAXONOMY ELIGIBLE ACTIVITIES | | | | | | | | | | | | | | | | | | | | |
| A.1. Environmentally sustainable activities (Taxonomy-aligned) | | | | | | | | | | | | | | | | | | | | |
| Acquisition and ownership of buildings | | | | | | | | | | | | | | | | | | | | |
| | 7.7 | 74 730 293 | 25,8% | 100% | | | | | | | Yes | | | | | Yes | 25,8% | | | |
| CapEx of eligible Taxonomy-aligned activities (A.1) | | | | | | | | | | | | | | | | | | | | |
| | | 74 730 293 | 25,8% | | | | | | | | | | | | | | 25,8% | | | |
| A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) | | | | | | | | | | | | | | | | | | | | |
| Acquisition and ownership of buildings | | | | | | | | | | | | | | | | | | | | |
| | 7.7 | 171 549 | 0,1% | | | | | | | | | | | | | | | | | |
| CapEx of Taxonomy-eligible not but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2) | | | | | | | | | | | | | | | | | | | | |
| | | 171 549 | 0,1% | | | | | | | | | | | | | | | | | |
| Total (A.1 + A.2) | | | | | | | | | | | | | | | | | | | | |
| | | 74 901 842 | 25,9% | | | | | | | | | | | | | | 25,8% | | | |
| B. TAXONOMY NON-ELIGIBLE ACTIVITIES | | | | | | | | | | | | | | | | | | | | |
| CapEx of non-eligible activities (B) | | | | | | | | | | | | | | | | | | | | |
| | | 214 513 052 | 74,1% | | | | | | | | | | | | | | | | | |
| Total (A + B) | | | | | | | | | | | | | | | | | | | | |
| | | 289 414 894 | 100,0% | | | | | | | | | | | | | | | | | |

OpEx template for financial year 2022

| Proportion of OpEx from products or services associated with Taxonomy-aligned economic activities | | | | Substantial contribution criteria | | | | | | DNSH criteria (Do No Significant Harm) | | | | | | | | | | |
|--|---------|---------------|--------------------|-----------------------------------|---------------------------|----------------------------|------------------|-----------|-----------------------------|--|---------------------------|----------------------------|------------------|-----------|-----------------------------|--------------------|---|---|------------------------------|----------------------------------|
| Economic activities | Code(s) | Absolute OpEx | Proportion of OpEx | Climate change mitigation | Climate change adaptation | Water and marine resources | Circular economy | Pollution | Biodiversity and ecosystems | Climate change mitigation | Climate change adaptation | Water and marine resources | Circular economy | Pollution | Biodiversity and ecosystems | Minimum safeguards | Taxonomy-aligned proportion of OpEx, year N Percent | Taxonomy-aligned proportion of OpEx, year N-1 Percent | Category (enabling activity) | Category (transitional activity) |
| | | [SEK] | % | % | % | % | % | % | % | Y/N | Y/N | Y/N | Y/N | Y/N | Y/N | Y/N | | | E | T |
| A. TAXONOMY ELIGIBLE ACTIVITIES | | | | | | | | | | | | | | | | | | | | |
| A.1. Environmentally sustainable activities (Taxonomy-aligned) | | | | | | | | | | | | | | | | | | | | |
| N/A | | | | | | | | | | | | | | | | | | | | |
| OpEx of eligible Taxonomy-aligned activities (A.1) | | | | | | | | | | | | | | | | | | | | |
| A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) | | | | | | | | | | | | | | | | | | | | |
| N/A | | | | | | | | | | | | | | | | | | | | |
| OpEx of Taxonomy-eligible not but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2) | | | | | | | | | | | | | | | | | | | | |
| | | | 0% | | | | | | | | | | | | | | 0 | 0 | | |
| Total (A.1 + A.2) | | | | | | | | | | | | | | | | | | | | |
| | | | 0% | | | | | | | | | | | | | | | | | |
| B. TAXONOMY NON-ELIGIBLE ACTIVITIES | | | | | | | | | | | | | | | | | | | | |
| OpEx of non-eligible activities (B) | | | | | | | | | | | | | | | | | | | | |
| | | 170 564 996 | 100,0% | | | | | | | | | | | | | | | | | |
| Total (A + B) | | | | | | | | | | | | | | | | | | | | |
| | | 170 564 996 | 100,0% | | | | | | | | | | | | | | | | | |



This is a literal translation of the Swedish original report

Auditor's report on the statutory sustainability report

To the general meeting of the shareholders in Sanolium AB (publ) , corporate identity number 559176-1423

Engagement and responsibility

It is the board of directors who is responsible for the statutory sustainability report for the year 2022 and that it has been prepared in accordance with the Annual Accounts Act.

The scope of the audit

Our examination has been conducted in accordance with FAR's auditing standard RevR 12 The auditor's opinion regarding the statutory sustainability report. This means that our examination of the statutory sustainability report is substantially different and less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that the examination has provided us with sufficient basis for our opinion.

Opinion

A statutory sustainability report has been prepared.

Stockholm 25 april 2023

Öhrlings PricewaterhouseCoopers AB

Nicklas Kullberg

Authorised Public Accountant