

Document name: Medicover Supplier Code of Conduct	Document type: Group Policy	Version: 1.2
Approved by: Board of Directors of Medicover AB (publ)	Document owner: CEO	Date of approval: 04.11.2025



Medicover Supplier Code of Conduct

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1 Introduction

The Medicover group (Medicover AB (publ) and its subsidiaries) ("**Medicover**") is committed to the fundamental principles on human rights, labour rights, the environment, sustainable business practices and the fight against corruption throughout its operations and value chain.

2 Purpose of this Medicover Supplier Code of Conduct

The purpose of this Medicover Supplier Code of Conduct (this "**Supplier Code of Conduct**") is to create a dialogue and partnership with suppliers to ensure they accept and support the International Bill of Human Rights, the ILO's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development and UN's Convention against Corruption as outlined in the UN Global Compact, the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights.

3 Medicover's relationship with its suppliers

Medicover strives to build long-term and stable relationships with its entire supply base including suppliers of goods and services, contractors, distributors, and agents, hereafter referred to as "**suppliers**", in cooperation with whom Medicover systematically develop products and services. This Supplier Code of Conduct applies to all business relationships between Medicover and its suppliers. Medicover expects all suppliers to conduct their business in a responsible and sustainable manner. The suppliers must comply with all laws and regulations governing their operations and Medicover expects suppliers and their sub-suppliers to comply with this Supplier Code of Conduct, even where it sets a higher standard than that provided by law.

Medicover expects its suppliers to:

3.1 Labour and human rights

Health and safety

Identify and assess health and safety risks and minimise its impact by implementing emergency plans.

Ensure that all employees are protected from exposure to potential health and safety hazards.

Ensure that relevant and functioning personal protective equipment is provided to all employees.

Implement procedures and systems to manage, track and report occupational injury and illness.

Ensure that relevant first aid kits are easily accessible.

Ensure that employees do not work under the influence of drugs and/or alcohol.

Freedom of association and collective bargaining

Ensure that the freedom of association is safeguarded and recognise its employees' right to collective bargaining.

Zero tolerance for trafficking, child labour and forced labour

Not use or support any form of child labour.

Establish a system to ensure that no children are employed, including systematically checking and maintaining copies of age verification documentation for all new employees. The minimum age for admission to work is 15 years old (or 14 if allowed by local law).

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Protect all young workers (below 18 years old) from performing any work that may be harmful, and not allow them to perform night shift work.

Not use or support any form of forced, compulsory or illegal labour, including trafficking, prison labour or bonded labour.

Ensure that all overtime work is voluntary, unless necessary and mandated according to local laws.

Not require that employees hand over original personal certificates or identification documents.

Not use disciplinary practices such as financial penalties e.g. unfair or illegal deductions from wages.

Anti-harassment and anti-discrimination

Not tolerate discrimination related to protected characteristics, such as (a) age, (b) disability, (c) gender identity, (d) marital or family status, (e) racial and ethnic origin, (f) religion or belief, (g) sexual orientation, (h) political opinion, (i) colour, (j) national extraction or social origin, or other characteristics protected by fundamental human rights.

Not tolerate any physical or mental harassment or abuse.

Not discriminate in hiring and employment practices such as promotion, benefits and access to training.

Fair working hours

Ensure that working hours comply with local laws, ILO Conventions or collective agreement, whichever affords the greater protection of the worker.

Ensure that working hours are divided, if required by local laws, into normal working hours and overtime hours and shall not exceed the maximum set by local laws.

Fair compensation

Comply, at a minimum, with all local laws and regulations relating to wages, including minimum wages, overtime hours and mandated benefits as per custom of the country.

Avoid late payments

Ensure payment practices follow ethical standards in line with contractual payment terms.

3.2 Environment protection

Systematic environmental responsibility

Adopt a systematic approach to its environmental responsibility and have good knowledge of the environmental impacts caused by its operations.

Meet all relevant environmental standards in its production and products.

Engage and collaborate with all stakeholders across the value chain to create and drive environmental value based on innovation and generate synergies.

Provide all environmental data required by applicable regulations.

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Risk management

Establish, implement and maintain a risk-based program to reduce or minimise any negative environmental impact caused by its operations.

Precautionary measures

Take precautionary measures as soon as there is reason to believe that an action could harm the environment.

Polluter pays principle

Pay the social and economic costs that arise from its entities that cause damage to the environment.

Life-cycle analysis

Have knowledge of the environmental impacts of its products or services from a life-cycle perspective.

3.3 Anti-corruption

Have zero tolerance for all forms of corruption, including extortion, giving and receiving of bribes, kickbacks, conflicts of interest, embezzlement or nepotism/cronyism.

Establish processes to prevent corruption e.g. by implementing an anti-corruption policy and by providing relevant training to its staff.

Be aware that Medicover will not accept any benefit intended for a Medicover employee to facilitate the supplier's business with Medicover.

Inform Medicover if, in conjunction with a purchase, there is some form of personal relationship (family relationship, personal friendship, etc.) between the person responsible for the purchase at Medicover and representatives of the supplier involved in the purchasing process.

3.4 Competition law

Respect and comply with applicable competition laws and regulations and establish systems to prevent competition law infringements.

3.5 Prevention of money laundering and financing of terrorism

Ensure preventing its own business from being used for money laundering or financing of terrorism by having established procedures for gaining proper knowledge of its customers, partners and suppliers, and knowledge and understanding of the purpose of a given business relationship.

3.6 Quality requirements

Meet generally recognised or contractual agreed quality requirements.

Ensure that quality requirements are implemented into the supplier business processes in order to provide goods and services that consistently meet Medicover's needs.

3.7 Information security

Manage all information received from Medicover in a secure manner and in accordance with any non-disclosure agreements they have entered into, as well as applicable market abuse legislation.

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Ensure that information is never disclosed to unauthorised persons. The contents of offers, fee quotes and agreements are to be regarded as confidential.

3.8 Processing of personal data

Process personal data in accordance with the data protection legislation applicable to the processing.

Respect the right of the registered person to privacy in all processing of personal data. Care must always be exercised if the processing involves transfer of the personal data to third countries or if the processing involves specific categories of personal data.

Take appropriate technical and organisational measures to ensure that the security level for processing meets the relevant legal requirements.
Immediately notify Medicover if a personal data incident occurs involving personal data that Medicover has shared with the supplier.

4 Verification

Suppliers accept that if Medicover has reasonable grounds for suspecting that a breach of this Supplier Code of Conduct has occurred or is threatening, Medicover or a third party nominated by Medicover will be given the information and access required to verify the facts.

5 Implementation

All suppliers are expected to accept this Supplier Code of Conduct, and to use best efforts to ensure that their sub-suppliers also do so.

Further information can be found in Medicover Code of Conduct and Medicover Anti-Bribery Policy on www.medicover.com/sustainability.

6 Reporting

The suppliers are required to without undue delay report any non-compliance with this Supplier Code of Conduct to Medicover. The suppliers and any of their employees may report concerns confidentially to: supplier@medicover.com or, to the extent applicable, - in accordance with local legislation via the relevant Medicover company's reporting system.

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Version history

<i>Version</i>	<i>Date of approval</i>	<i>Author(s)</i>
1.2	04.11.2025	General Legal Counsel
1.1	10.02.2022	General Legal Counsel
1.0	28.11.2018	Divisional Head of Procurement & Supply Chain

Document details

	<i>Role</i>	<i>Date</i>	<i>Signature</i>
Author(s)	General Legal Counsel (Jenny Brandt)	27.10.2025	

Authorisation

	<i>Role</i>	<i>Date</i>	<i>Signature</i>
Authorised by	CEO (John Stubbington)	27.10.2025	
Signed off by	N/A		