



MEDICOVER



MEDICOVER  
SOCIAL FINANCE FRAMEWORK  
AUGUST 2025

# Content

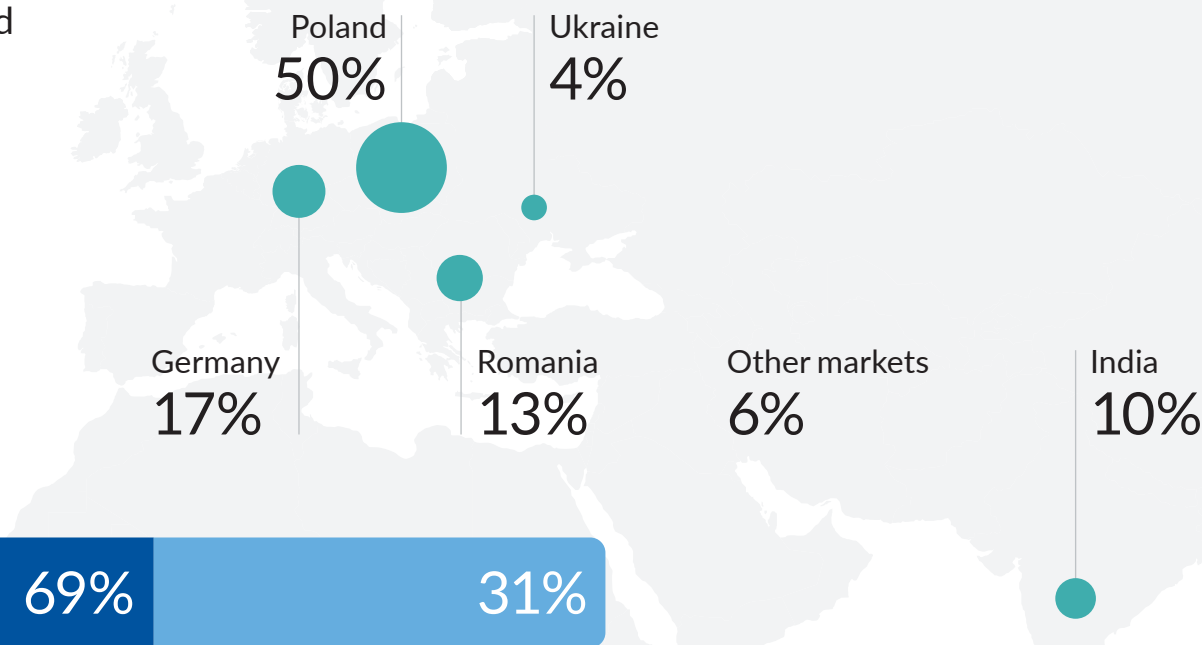


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# Medicover in brief

Medicover is an international healthcare and diagnostic service provider, founded in 1995 and listed on Nasdaq Stockholm since 2017. A holistic approach and commitment to quality drive the company's mission to improve and sustain health and wellbeing.

The company operates through two divisions – Diagnostic Services and Healthcare Services.



### Healthcare Services

Offers high-quality care based on an Integrated Healthcare Model and Fee-For-Service. Care is offered in 184 medical clinics, 42 hospitals, 115 dental clinics, 18 fertility clinics, 39 optic showrooms, 15 mental health centres, 42 pharmacies, and 144 gyms. The major markets are Poland, India and Romania.

### Diagnostic Services

Offers a broad range of laboratory testing in all major clinical pathology areas. The business is conducted through a network of 112 laboratories, 931 blood-drawing points (BDPs) and 35 clinics. Largest markets are Germany, Romania, Poland and Ukraine.

All numbers as per 31st December 2024.  
Share of revenue attributed to each market and division.

# Medicover's sustainability approach

Medicover's mission is to improve and sustain health and wellbeing. At the core of the value creation and growth are the dedicated people providing affordable high-quality healthcare services when and where customers require them. This also shapes Medicover's Sustainability approach, which focuses on maximising Medicover's positive health impact, and to minimise the resulting environmental impact, to care for both the staff and the patients and to lead by example in the markets Medicover serves.

### HEALTH IMPACT

- 57,000 m<sup>2</sup> new clinical space
- 5.8m people screened for diabetes, cardiovascular and cancer risks
- 1.9m more productive days for Medicover members in Poland

### SOCIAL

- Created 2,930 new healthcare jobs
- Provided 228,000 hours of training for clinical staff

- 69% positive net impact ratio
- Ranking Medicover in the top 4% of listed companies worldwide

Data as of year-end 2024.



### ENVIRONMENT

- Scope 1 and 2 emissions intensity, down by 35% since 2020
- Commitment to net zero by 2050

### GOVERNANCE

- Signatory of the UN Global Compact
- 88% of revenue aligned with UNSDG #3

- Generated €1,637m of additional non-public funding for healthcare
- Extended the social finance programme by €83m

In the Medcover Social Finance Framework the focus areas are  
Maximising Health Impact and Social: Care for the staff and the patients.



Maximise  
**HEALTH IMPACT**

**Objectives**

- Making quality healthcare more accessible to more people, contribution towards the World Bank and United Nation's Goal of Universal Health Coverage
- Working with public health systems and private payors to ensure healthcare is effective and affordable
- Helping people be healthy and stay healthy with innovative approaches to health screening, prophylactic and preventive care

**Targets**

- Increase Medcover's health impact as measured by Upright to at least 20 cents per Euro of revenues by 2030
- By 2030 to screen more than 10 million people each year for diabetes, cardiovascular disease and/or cancer risks
- Develop and run high impact "healthy lifestyle" programs which are effective for at least 80% of participants at higher health risks



**SOCIAL**  
care for Medcover's people

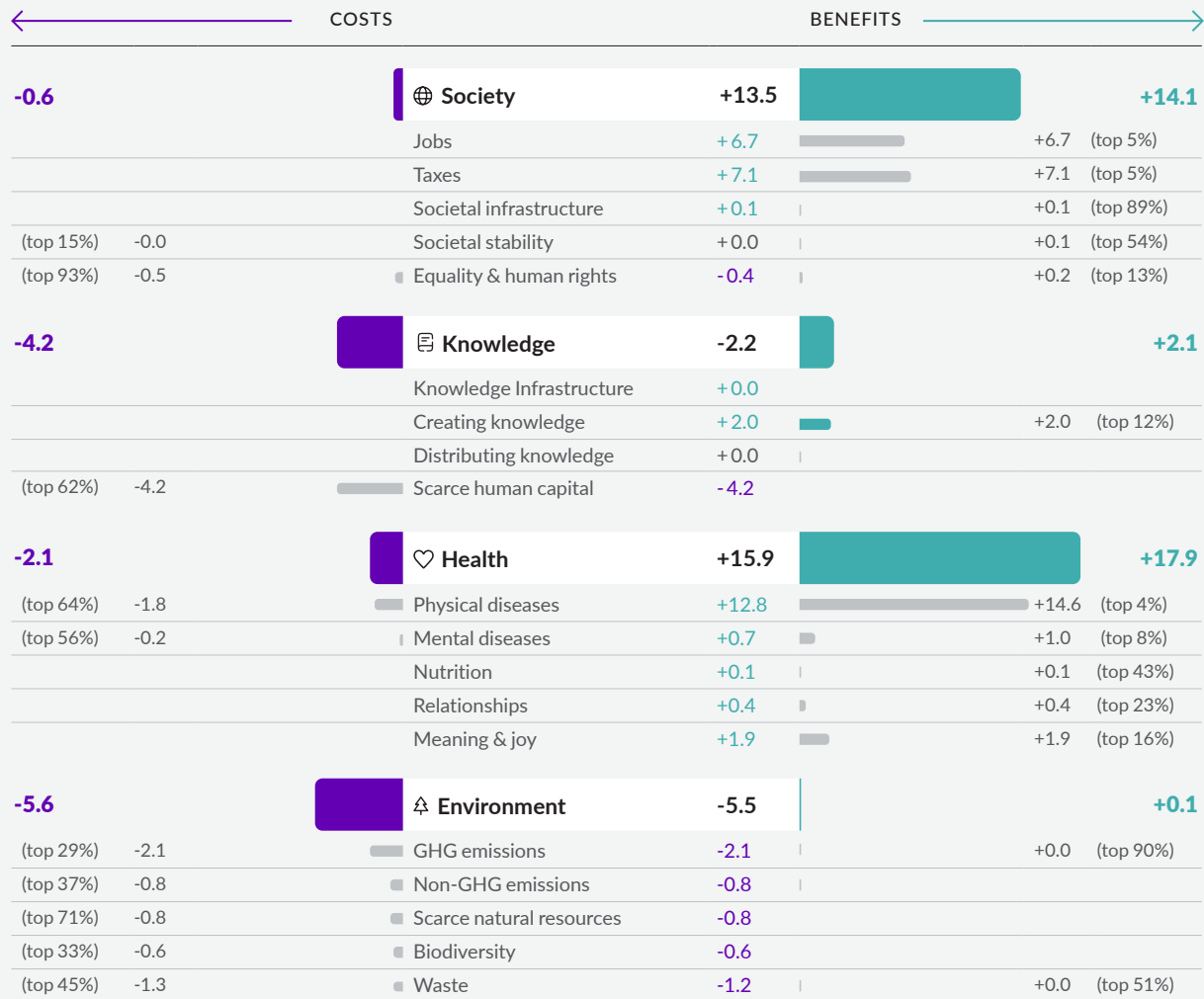
**Objectives**

- Medcover creates healthcare jobs, in its workforce and in its value chain, often in underserved markets
- Medcover is an inclusive employer creating flexible and motivating roles for all people
- Medcover provides the tools and support professionals need to deliver high-quality care
- This helps local people build rewarding healthcare careers and secures healthcare capacity for local populations

**Targets**

- Achieve a top quartile employee engagement score in all businesses by 2030

The Upright Project  
Value creation assessment model



Source: The Upright Project, June 2025

Medicover's sustainability approach is strongly linked to, and supports, the World Bank Universal Health Coverage Pledge and the United Nation's Sustainable Development Goals, in particular UN SDG 3: Good Health and Wellbeing, which is at the heart of what Medicover is and does. The Upright Project has assessed that, based on Medicover's mix of healthcare services, more than 88% of Medicover's revenue (2024) is aligned in support of the UN SDG 3.

The Upright Project also provides a holistic value creation assessment model. Their model, which uses AI to consider the insights from millions of published scientific articles, provides a comparable evaluation of each company's total impact, along its full value chain, in terms of their output of services and products, and the resources used in the process. Medicover's result is a net impact ratio of +63%, which means that the core business has a positive impact on the world that is three times higher than the resources consumed. This ranks Medicover in the top 9% of the 9,000 companies in an index of listed companies, covering 99% of global investable market capitalisation.

Medicover's strongest positive impact is from the healthcare it provides, evaluated by Upright with a net positive value of 15.8 cents for each euro of Medicover's revenue. (This is a gross positive value of 17.9 cents for each euro, offset by 2.1 cents per euro of negative impact. In this context an example of negative impacts would be the side effects of the provided essential healthcare). The model also highlights the positive impacts Medicover provides from the jobs it creates, the knowledge capital it develops, and the taxes it pays.

Net impact ratio

**+63%**

## Support for the World Health Organization's Core Priorities

Medicover's services are contributing to each of the World Health Organization's priorities:

1

### **Moving towards universal health coverage (UHC)**

Many of Medicover's facilities serve publicly funded patients, and Medicover also provides laboratory diagnostics and other contracted services for public health systems. In this way Medicover helps to provide the efficient capacity needed for the expansion of Universal Health Coverage. Medicover also supplies extensive online and offline information for education and insight, supporting public understanding, continual medical education and development for physicians and medical professionals. Most of this material is accessible freely and in some cases the reference books produced have become local standard textbooks for medical education. This information and educational content are always aimed at local users in their languages and contribute to more universal access to affordable high-quality care.

2

### **Protecting people better against health emergencies**

During the Covid-19 pandemic Medicover provided millions of tests to support diagnosis and quarantine programs, administered thousands of doses of Covid-19 vaccines and adapted hospital facilities to contribute to the care of Covid-19 patients needing hospitalisation. Each year Medicover runs campaigns encouraging vaccinations and offers influenza vaccinations to all its members. This helps prevent health emergencies by maintaining population-wide resistance to infectious diseases.

3

### **Ensuring healthy lives and well-being for all at all ages**

This is, expressed in other words, Medicover's Mission. Helping people to live healthier lives, both physically and mentally, is what Medicover's people focus on, and this extends to the communities Medicover serves.



# Measuring our impact

To enable continuous growth and increase in its services, Medcover seeks a stable base for social financing to secure future investments in the provision of essential healthcare. To measure and transparently demonstrate over time the positive effects of Medcover’s activities, a set of indicators in line with the recommendations of the International Capital Market Association (ICMA) standard has been developed: Output, Outcome, Impact.

**Output indicators**

The Output indicators are divided into Capacity indicators, which show the available capacity such as number of operational beds, clinics, hospitals, labs and BDPs, and Activity indicators that show what was achieved in terms of provided healthcare services such as number of hospital admissions, lab tests and patient consultations.

**Outcome Indicators**

With the selected Outcome indicators Medcover demonstrates the outcome of changes, benefits and learnings that occur as a result of the activities. Medcover works to increase overall

healthcare funding to improve and increase access to affordable quality healthcare. A successful Outcome indicator is to demonstrate an increase in the total public and non-public healthcare spending channeled through Medcover’s services. Another measurable Outcome Indicator is the new job opportunities created through Medcover’s investment in healthcare in its markets, and children born in Medcover hospitals.

**Impact indicators**

To demonstrate the impact that Medcover has on society at large and in its markets, the Upright Project is used as an external third-party provider of impact data. With the selected impact

indicators Medcover demonstrates the broader and long-term effects of its work; net health impact in cents per €, total net impact ratio and revenue aligned with United Nation’s Sustainable Development Goal #3: Ensure healthy lives and promote wellbeing for all at all ages.

The indicators support the transparent reporting of Medcover’s work to continuously improve access to high-quality and affordable healthcare and diagnostic services.



Improved access to high quality and affordable healthcare

# Medicover Social Finance Framework

Medicover issued its first Social Bond in 2021. Since then, the sustainable debt market has evolved and Medicover aims to incorporate these developments into its updated Social Finance Framework (the “Framework”). Thus, this Framework replaces the previous Framework published in 2021. The updated Framework follows recent market practice and will continue to support Medicover’s sustainability agenda. It has been developed in line with the ICMA Social Bond Principles (SBP) 2023 as well as the LMA Social Loan Principles (SLP) 2025. The Framework consists of the four key core components for alignment with the Social Bond Principles and the key recommendations for heightened transparency as well as the recommended External Review.



## The four core components

1. Use of proceeds
2. Process for project evaluation and selection
3. Management of proceeds
4. Reporting

The Framework is applicable for arrangement of social instruments such as bonds, loan facilities, commercial papers and schuldschein debt. It is Medicover’s intention to follow the best practices, in relation to Social Bonds as the market standards develop. Therefore, this Framework may be amended and/or updated to reflect the changes in market practice.

### Use of proceeds

The proceeds from Medicover's issuances of social financing instruments are exclusively used to finance or re-finance, in whole or in part, Eligible Social Projects. New financing refers to Eligible Social Projects that have been financed during the reporting year (assets not older than 12 months). Refinancing refers to Eligible Social Projects that have been financed prior the reporting year (assets older than 12 months). The look-back period is three years for refinancing. The purpose is to contribute to achieving the World Bank Group's Universal Health Coverage goals through ambulatory, diagnostics, inpatient facilities and associated healthcare infrastructure which is built, maintained, staffed and operated in Medicover's countries and geographies and that healthcare financing solutions are developed and provided to populations.

The Universal Health Coverage contribution is focused on countries and populations where there is a deficit in infrastructure, access to healthcare and to countries and populations where there is an effective Universal Health Coverage, with Medicover participating as a recognised part of their system.

### Categories for use of proceeds

Eligible investment categories for use of proceeds are Healthcare infrastructure, Healthcare machinery (incl vehicles) and Research & Development. Each category is evaluated and presented in two subcategories:

1. Investments in new healthcare (new financing). This includes the development of new hospitals and labs as well as the purchase of healthcare machinery such as diagnostic equipment and MRI scanners.
2. Acquisitions of existing healthcare (refinancing). Classified as refinancing of healthcare assets. Goodwill, intangibles, and other such non-direct healthcare aspects are excluded. Eligible Social Projects are defined as social capital expenditures (Social Capex) in essential healthcare. Social financial instruments can finance newly built/equipped healthcare infrastructure, renovation of such, acquisition of healthcare infrastructure, R&D for healthcare provision or refinancing of Eligible Social Projects.

Medicover ensures that Eligible Social Projects adhere to applicable laws and regulations, as well as Medicover's Code of Conduct and Sustainability Framework. The ambition is to allocate to the Eligible Social Projects within one year and no later than two years from the time of issuance of the social financing instrument. The distribution of new financing and refinancing of approved Eligible Social Projects are continuously described in the Social Finance Investor Report together with the year such Eligible Social Project were taken into operation.

### Exclusions:

The proceeds of Medicover's Social Finance Framework will not be allocated or linked to nuclear energy generation, fossil-based energy generation, potentially environmentally negative resource extraction (such as rare-earth elements or fossil fuels), research and/or development within weapons and defense, gambling or tobacco.



## Investments in Eligible Social Projects under the Social Finance Framework

### INVESTMENT IN NEW HEALTHCARE (new financing)

1. Healthcare infrastructure
2. Healthcare machinery
3. Research & Development

### ACQUISITION OF EXISTING HEALTHCARE (refinancing)

1. Healthcare infrastructure
2. Healthcare machinery
3. Research & Development

# Eligible Social Project Categories



**ICMA Social Bond Principles Categories**

Access to Essential Services

**UN Sustainable Development Goals**

Target 3.8 – Achieve universal health coverage



**Eligible Social Projects**

Investments and expenditures related to improve access to healthcare and increase capacity in areas of need, opening, equipping and staffing new facilities:

**Access to essential services**

**Healthcare**

- Healthcare infrastructure comprising land and buildings as well as property adaptations, renovations, improvements and associated fixtures and fittings
- Healthcare machinery, equipment and related digital infrastructure and software
- Vehicles associated with health provision
- R&D expenditures directly related to healthcare provision such as laboratory test developed specifically for pharmaceutical research or genetic tests for cancer screening tests

**Intended Social Benefit**

**The intended social benefit can be split into four groups:**

- Access to safe, qualitative convenient, affordable and dignified healthcare service infrastructure
- Financing structures to share risk and promote employer funding and participation of healthcare
- Fair and respectfully remunerated employment training and development for clinicians
- Provision of quality and curated education and information to local populations on health issues and conditions in their own languages to improve understanding, lifestyles, treatment and health status

**Target Population Group**

**The target populations can be split into two groups:**

- Those who are underserved in their locality, either due to poor, non-existent, failing or unacceptably long waiting times for universal health coverage (UHC)<sup>1</sup> (as defined by the World Bank)
- Target populations served under effective UHC systems where Medicovert is part of the recognised infrastructure for provision of such services

<sup>1</sup> <https://www.worldbank.org/en/topic/universalhealthcoverage#1>

### Process for project evaluation and selection

Medicover has established a Social Financing Committee (SFC) comprised of the CFO, the Group Controller, the Head of Sustainability, the Group Treasurer and the Chief Medical Officer at Medicover. The committee meets on a quarterly basis or when needed. Their decisions are made in consensus and a record of the meetings and decisions are stored with the committee. The responsibilities of the committee are among other things to evaluate the compliance of the proposed Eligible Social Projects with the eligibility criteria outlined in the Use of Proceeds section, compliance with applicable laws and regulations, Medicover's Environmental and Climate Change Policy, Code of Conduct, Health, Safety and Wellbeing Policy, and Medicover's established long term goals for social and environmental sustainability. These goals have the objective to increase affordable healthcare in the markets where Medicover is present, to extend access to care for our customers and for the communities, to achieve healthier lives, availability to quick, convenient and affordable care and access to care providers equipped, trained and empowered to do their professional jobs. The SFC will replace investments that no longer meet the eligibility criteria (e.g. following divestment, liquidation, concerns regarding alignment of underlying activity with eligibility criteria etc.).

### Management of proceeds

Medicover is continuously investing in Eligible Social Projects. Every quarter-end Medicover's controller team systematically

categorise and document all the Social Capex according to the Eligible Social Project categories. Investments not qualifying as Eligible Social Projects are excluded from the Social Capex portfolio.

The Social Finance Committee reviews and approves the last quarter's Social Capex which is then added to the aggregated volume of unallocated Social Capex Portfolio. When any debt is issued under the Framework, the unallocated Social Capex Portfolio may be allocated to the new social debt and reported yearly in the Social Finance Investor Report. Medicover's Group Treasury team is responsible for the tracking of funds and the allocation of proceeds. An external independent auditor reviews on a yearly basis the management of proceeds.

If any social finance debt is raised under special project terms or in any other specific purpose, those proceeds may be handled separately and the investments made reported individually according to the agreement with each investor.

### Reporting

To be fully transparent towards investors and other stakeholders, Medicover provides a Social Finance Investor Report on an annual basis as long as there are social financing instruments outstanding. The Social Finance Investor Report covers information both on the allocation of proceeds and on the output, outcome and impacts achieved, where feasible and relevant data information is available. The Social Finance Investor Report is approved by the Social Finance Committee before publishing.

### Allocation Reporting

- The total amount of social financing instruments issued and outstanding and the amount of proceeds allocated at the end of the reporting period, by period and category of investment.
- A description of the portfolio of approved Eligible Social Projects.
- Geographical distribution of Eligible Social Projects, on a country level.
- The ratio of new and refinancing together with the year refinanced Eligible Social Project was taken into operation.
- Information about any unallocated balance standing to the credit of the internal account.

### Impact Reporting

The Social Finance Investor Report aims to disclose the social impact of the Eligible Social Projects financed under this Framework. As Medicover can finance both small and large Eligible Social Projects, the output and impact reporting may, to some extent, be aggregated. The output, outcome and impact assessment is measured and reported based on the Key Performance Indicators (KPIs) presented on page 13 in this report. Over time the social finance investor KPI's reported may change if new areas of interest are detected and new possible ways of measuring impact occur.

## Medicover's process for project evaluation and selection



## Medicover Social Finance Investor KPI's

The table to the right presents a wide range of Social Finance Investor KPI's that Medicover collects to measure the output, outcome and impact of its activities.

<b>OUTPUT Indicators</b>	
<b>Capacity Indicators</b>	<ul style="list-style-type: none"> <li>- Number of operational beds</li> <li>- Total area of clinical space (sqm)</li> <li>- Number of clinics</li> <li>- Number of laboratories</li> <li>- Number of hospitals</li> <li>- Number of BDPs</li> </ul>
<b>Activity Indicators</b>	<ul style="list-style-type: none"> <li>- Number of hospital admissions</li> <li>- Number of patient consultations (million)</li> <li>- Number of lab tests (million)</li> <li>- Number of people screened (million)</li> <li>- Number of training hours provided</li> </ul>
<b>OUTCOME Indicators</b>	
<b>Healthcare funding, public and non-public spending (€m)</b>	Medicover works to increase overall healthcare funding as a means to improve and grow access to quality healthcare. A KPI for successful outcome is to demonstrate an increase in the total public and non-public healthcare spending channelled through Medicover's healthcare- and diagnostic services.
<b>New job opportunities created</b>	Medicover is constantly growing and investing in new regions and thereby creates new positions across the organisation.
<b>Number of children born in Medicover hospitals</b>	Improved maternal health is one of WHO's key priorities. Medicover provides high quality and affordable obstetric care for the safety of both mother and child.
<b>Internal mobility rate for non-medical workforce</b>	To improve internal career development planning for non-medical staff, Medicover tracks the internal mobility rate (the percentage of non-medical roles which are promoted each year).
<b>Percentage of female in management positions</b>	Promoting diversity, offering equal opportunities and ensuring all people feel included are strong commitments, reinforced by Medicover's values and culture.
<b>IMPACT Indicators</b>	
<b>Upright net health impact (cents per €)</b>	The value of the health impact created by Medicover, in cents per € of revenue, as independently assessed by the Upright Project. Medicover's target is to increase the value to at least 20 cents per euro of revenue by 2030.
<b>Upright Total net impact ratio</b>	The net impact ratio is defined as (positive impacts-negative impacts)/positive impacts. The theoretical maximum is +100% and there is no lower bound.
<b>Revenue aligned with UN SDG3</b>	The percentage of Medicover's activity, measured in revenue terms, which supports United Nation's Sustainable Development Goal 3.

# External Review

## **Second Party Opinion (pre-issuance)**

To secure alignment with the Social Bond Principles, Social Loan Principles and market practice, Medicover has engaged DNV GL to act as an external reviewer of this Social Finance Framework and to provide a Second Party Opinion which will be made publicly available on Medicover's website.

## **Third-Party Review (post-issuance)**

Medicover has appointed an external independent auditor to annually perform a limited assurance on the selection process for the financing of Eligible Social Projects and that the allocation of the net proceeds of the social financing instruments is done in accordance with Medicover's Social Finance Framework. The Social Finance Framework, the second party opinion, and the Social Finance investor reports are publicly available on Medicover's website.

[medicover.com](https://www.medicover.com)





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