

Corporate Sustainability Due Diligence statement, Careium Group

Financial year 2025

This statement outlines Careium's due diligence processes regarding human rights, working conditions, and related sustainability risks for the financial year 2025.

Background

Careium supplies social alarm equipment and software and operates alarm receiving centres in Sweden, Norway, and the UK. The company employs staff across several European countries.

This statement covers the Careium group and applies to the following legislation:

- Åpenhetsloven (Norway)
- MVO - Maatschappelijke verantwoord ondernemen (Netherlands)
- Modern slavery act (UK)
- CSDDD – Proposed EU Corporate Sustainability Due Diligence Directive

Stakeholders' requirements and how we communicate with shareholders is described in the annual sustainability report.

Policy and strategy

Careium's strategy focuses on social sustainability. Our sustainability framework is based on helping elderly people live better lives. A responsible business foundation supports governance of all sustainability-related issues.

The policies describing Careium's approach to identifying human right risks and preventing non-compliance are:

- Careium Code of Conduct (Business Ethics)
- ESG policy for suppliers.
- Whistleblowing policy (anonymously reporting available)

These policies are available on Careium's website: www.careium.com/en/about-us/standards-and-policies/.

Responsibilities

The CEO holds overall responsibility for legal compliance. Regional Managers ensure compliance within the countries in which we operate. The Group Sustainability and Compliance Manager supports all regions and departments. Due diligence assessments, reporting, and follow-up are conducted according to group procedures.

Risk assessments

Annual sustainability risk assessments covering human rights, workplace conditions, and climate risks, are conducted for both our own operations and the supply chain. Detailed assessments are performed by specialised teams, and top risks are presented in the annual report.

We assess sustainability risks for relevant suppliers annually. Local context and business type play a key role. We continuously improve our methodology in line with legislation and customer expectations.

Our assessments indicate that human rights risks within our own business are very limited. Most production takes place in China, and services are purchased in Asia and Europe. Careium has few direct product suppliers, all of whom are evaluated before cooperation begins and regularly thereafter. The major risks for human rights are therefore believed to be found further down the supply chain.

Risk mitigation

We work continuously to minimise risks in the supply chain. The ESG policy for Suppliers is included in all new and renegotiated agreements. We expect suppliers to apply similar requirements to their subcontractors. When non-compliance occurs, we prioritise improvements in collaboration with the supplier. In cases of serious violations or unwillingness to cooperate, Careium will terminate the business relationship. Third-party auditors evaluate compliance with the ESG Policy and legal requirements.

Effectiveness

During 2025, no reports of human rights abuses or modern slavery were received via the whistleblowing channel. Supplier evaluations identified no serious violations, only minor issues that were communicated for correction.

Training

Employees receive annual training in Business ethics.

Approval

Approved by the Careium Board of directors on 2026-03-19