



Sustainability Report

Cambio Group 2024

Sanolium AB (PUBL)

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Sustainability Report 2024

This sustainability report pertains to the Sanolium Group (publ), which owns the Cambio Group. In this report, “Cambio” is the collective name for all companies within the Group and its operations. This Sustainability Report will be published on 30 April 2025 at www.cambio.se under Investors.

COMMENTS FROM THE CEO

Health data is the foundation of sustainable healthcare development

Today we face significant challenges that affect healthcare professionals, patients, and the world we live in. Increased life expectancy is a positive development, but it also means that more people are living with age-related illnesses. This leads to increasing pressure and demand on an already stretched healthcare system. At the same time, the sector is struggling with staff shortages and issues of workforce supply, while financial conditions for regions and municipalities remain constrained. It is an equation that is increasingly difficult to solve.

However, there are signs we are moving in the right direction. Across Sweden and Europe, initiatives are underway that have the potential to truly strengthen healthcare. At a national level, efforts are advancing to establish a shared digital infrastructure that enables seamless sharing of health data across organisational boundaries. At the EU level, the European Health Data Space (EHDS) is taking shape, with the goal of both strengthening individuals' control over their own health data and enabling valuable secondary use for research and innovation. These are important steps towards more sustainable and integrated care.

Our contribution to positive development

Cambio has an important role to play, enabling and driving this digital transformation in healthcare to build a

sustainable society. As a leading Nordic provider of digital healthcare solutions, we have both significant responsibility – and unique opportunities – to drive meaningful change. Our ambition is to create the right conditions and provide opportunities for all actors within the e-health ecosystem to contribute to innovation, development, and improved care processes.

We firmly believe that access to health data is the foundation of effective and sustainable healthcare. When data can flow freely and securely between care providers, researchers, and developers, it creates synergies that reinforce the entire system. For this reason, we have long championed the issue of sustainable information supply – a digital infrastructure that allows health data to be used where it offers the greatest benefit, with robust security and without being locked into proprietary systems.



The key to this lies in shared, open standards for health data. By using shared and common standards, data can be represented consistently across different systems without compromising quality or usability. This enables the development of clinical decision support, more efficient care processes, and reduced administrative burden for healthcare professionals. It is a prerequisite for addressing the challenges facing the sector – and at the same time enabling further innovation and collaboration within the digital ecosystem.

We are pleased to see an increasing number of stakeholders – including suppliers, authorities, regions, and municipalities – now taking these matters seriously. Together, we have made significant progress over the past year in areas that support sustainable information supply, both nationally and internationally.

Our solutions drive real change

At Cambio, we are proud that our solutions have already enabled collaboration across organisational boundaries. A prime example is Region Kronoberg

and several of its municipalities, which for several years have worked together using our electronic health record system. The results include more efficient workflows, improved coordination, and enhanced patient safety – all to the benefit of both staff and patients.

The future calls for more solutions like these. With the support of technologies such as AI, predictive analytics, remote patient monitoring, and digital working methods, we can collectively shape a more proactive, personalised, and resource-efficient healthcare system.

We look to the future with confidence. With a clear focus on digital infrastructure, openness, and collaboration, we drive change – towards healthcare that is more accessible, sustainable, and patient centric.

Rami Avidan
CEO, Cambio

About Cambio

Cambio is a market-leading e-health company that creates innovative products and solutions to connect the healthcare chain. The aim is to improve healthcare and social services and to promote increased health in society.

The core of Cambio's business is digitalising and developing healthcare. Cambio works for a society where the use of health data is optimised for the benefit of patients and society in general. We are convinced that open and standardised use of health data is a basic requirement for good public health. Using solutions for the entire healthcare chain, we want to create a digital ecosystem that promotes an open and sustainable provision of information.

As it stands today, many systems are closed, and there is no common standard for storing all data generated in healthcare. This means that important information becomes locked in different systems and applications and cannot be accessed by the patient or the attending

healthcare professionals. The result is that healthcare is not optimised to the patient's needs. We want to change that. We are pushing 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.

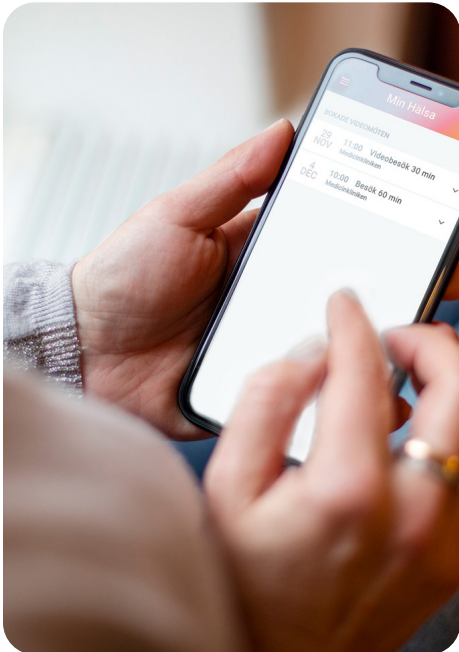
Since its inception in 1993, Cambio has grown and today delivers services to over 200,000 users within regions and municipalities and in general hospitals, university hospitals, specialist and outpatient units, as well as for municipal care and social services. Cambio has approximately 950 employees in several countries.



Our vision

A healthier tomorrow

We want each individual to be as healthy and live as good a life as possible. Unfortunately, this does not describe the situation today. Diseases cause unnecessary suffering and premature death. A better, healthier tomorrow is within reach with the help of technological and medical breakthroughs and through the power of digitalisation and better use of health data. When we use health data optimally, we gain a healthcare system that is better and safer, access to knowledge and research in a completely new way, and the possibility of developing preventive healthcare. In this way, people are given the opportunity to live healthier lives.



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 trust each other's competence. Our customers trust us as a long-term partner.

Care

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

Our customers and partners

Cambio's customers are primarily regions, municipalities, 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 both generates a more flexible way of working for users and enables better healthcare for individuals and patients.



Our products and services

We support regions, municipalities and independent healthcare providers with products and services that enable safer and more accessible healthcare. Cambio delivers digital solutions such as business support, medical record systems and specialist systems.

Our offers are primarily in the following areas:

Primary and secondary care

Primary care is usually a patient's first contact with the healthcare system. 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. Cambio FRISQ offers process support that enables the entire healthcare team to easily see previous activities and work together with ongoing healthcare processes. The patient has the opportunity to follow their healthcare process and participate via Cambio FRISQ Patient.

Emergency medical care

In emergency medical care we offer products that support the active, short-term treatment of a serious injury or an 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 accident and emergency units.

Social services and geriatric care

We offer systems for social services to coordinate 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, streamline complex process flows, and support decision-makers in making clinical decisions.

Strategy, governance and risk management

We see our sustainability work as an obvious part of our operations, the basis of which is to strive to reduce our negative impact on society and the environment. In addition, by focusing on creating a society where health data is used on the basis of the best possible individual and patient benefit, we can both enhance our sustainability work and develop our business.

Strategy

The purpose of Cambio's sustainability strategy, with our vision as our guide, is to increase focus in the areas where we have the greatest negative or positive impact on our environment, as well as the areas where the environment affects us as a company. The basis for this is our stakeholders, such as patients, employees, customers and investors. 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.

Our sustainability strategy highlights, among other things, 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 for being able to contribute to tomorrow's healthcare and social services. Read more about how we work with our focus area Own employees in the section on Own employees.

During the year, work on developing our sustainability strategy has been ongoing in connection with preparations to ensure our compliance with the Corporate Sustainability Regulatory Directive (CSRD), which we will continue with during the year. Read more about the work in the section Cambio's sustainability work in 2024. As part of this, we will place greater focus both upstream and downstream in the value chains that Cambio is a part of. Read more about this work in the sections about our focus areas.

Governance

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 Group Holding AB owns 100% of Sanolium Holding AB. Sanolium Group Holding AB is part of the portfolio of the multinational investment company Investcorp, which owns 80.0% (80.1). The remaining approximately 20% is owned by founders, employees and other key individuals in Sanolium AB Group.

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 laws and regulations related to employee rights, corporate governance, taxation, data privacy, patient safety, fair competition, export controls, product safety and intellectual property rights, including 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

- Annual Accounts Act
- 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 Code of Ethics and Conduct and other internal policies, rules and recommendations, which contain principles and provide guidance for the company's activities and its employees.

In addition, the company has a number of certifications that stipulate that certain types of governance and systems be followed in its work. These verifications are audited annually by a third party.

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)
- Medical devices – Application of risk management to medical devices (ISO 14971:2020)
- 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)
- Health informatics – Information security management in health (ISO 27799:2016)
- Information supplied by the manufacturer of medical devices (SS-EN 1041:2008 AI:2013)
- Medical devices – Symbols to be used with medical device labels, labelling and information to be supplied (ISO 15223-1:2016-1:2016)
- 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)

Board of Directors

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 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 the company is exposed, and that the company's compliance with the rules is adequately monitored. The Board of Directors also monitors the company's long-term financial and sustainable development, ensuring the quality of financial and non-financial reporting and the reporting of supervisory functions.

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 the company's 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 this report.

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 must also lead the company's management team by executing decisions made by the Board of Directors.

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. Overall, our risk management work can be described according to models A and B, which can be found in the Appendices chapter.

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 200,000 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.

Positive social development

Cambio aims to promote sustainable development and positive social development. We are firmly convinced that the work we do to lead the digital transformation related to health data will have a long-term positive effect for patients, healthcare providers, and research. This, in turn, will lead to a healthier and more sustainable society.

Open and standardised health data

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

Through an 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 also gains control over its 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 also creates new opportunities for healthcare research and development.



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

Case – Improved work environment and administration

Since 2021, Uppsala University Hospital has been actively working to introduce speech recognition as support for patient meetings in various activities. Keeping medical records is a basic task for medical secretaries, but it is time-consuming.

Reduced stress and improved work environment

The introduction of speech recognition has yielded results in the form of reduced stress, more efficient administration and an improved work environment. In a survey sent out to participants in one of the project groups, it was reported that they had reduced their administrative time by between 50 and 70%. An additional benefit of introducing speech recognition is time savings for medical secretaries, which opens up the possibility of taking over administration from healthcare, relieving the burden and creating more time for the patient.

Speech recognition creates safer care processes

In addition to the positive impact that speech recognition has on the work environment, administration and stress, it has a direct impact on the healthcare

process. When the note is completed and shared in real time with the patient, the guardian and the next person in the care process, this creates safer healthcare.

Positive implementations create ripples in the water

After successful pilot projects, more units and departments have wanted to start using speech recognition. Success factors for a successful implementation are involving key players from affected professional groups, training, and monitoring the level of use. Support from management has been of utmost importance, with a clearly stated strategy to implement speech recognition into operations. The successes of previous projects are creating ripples in the water and motivating more people to start using the new technology.



“We have seen the greatest gains for nurses and other health professionals, where studies show that many have stopped experiencing physical ailments caused by stress. Our colleagues report a significant reduction in administrative time, with one nurse seeing a time saving of 30 minutes a day after switching to working with speech recognition, freeing up more time for our patients”

*Anna Sundequist Steen,
Head of the Healthcare System Support Unit at Uppsala University Hospital.*

Case – Accessible health data in the eHealth ecosystem

ASHA is a project run by eight actors representing healthcare, business and research. The purpose of the project is to show how the use of common standards for health data can create better conditions for synergies and innovation in healthcare today and in the future.

At the core of the project is the health data platform, where data is stored, retrieved for use, and stored again. The design of the platform affects how solutions are built and how accessible and interpretable data is for the other parts of the project. This is why open common data standards are so important. With them as a foundation, other actors can build solutions that easily interact in the ecosystem of applications, and research can consistently obtain high-quality data to draw conclusions that can then form the basis for new systems and decision support.

Ecosystem around the health data platform

To demonstrate the effects of working with common standards for health data, the project develops applications to be used in healthcare, quality registers and examples of how research and industry can benefit from and give back based on health data created in healthcare.

Application for the burn unit

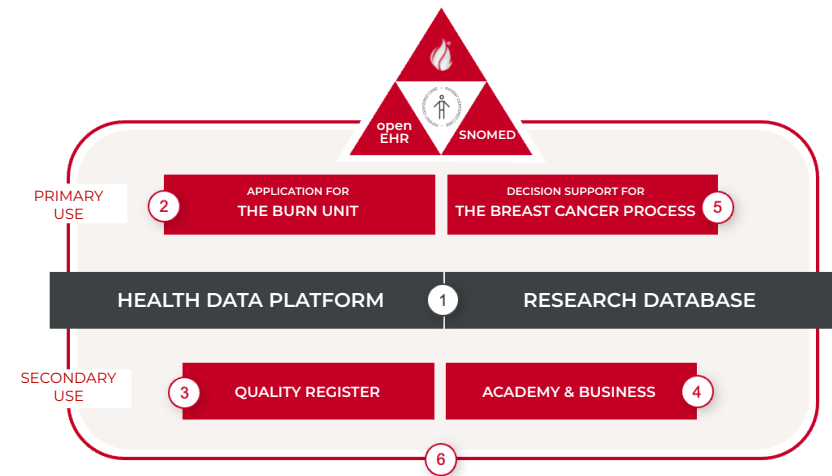
The ambition is to create new support for operations that create benefits throughout the chain from the healthcare situation to business development and research. The support will contribute to higher data quality, automatic transfers and reduced duplicate documentation with better conditions for follow-up and research.

Decision support for the breast cancer process

The goal is to support preoperative multidisciplinary conferences (MDC), surgery, postoperative MDCs, and certain medications in the breast cancer process that will collect and visualize information obtained from multiple sources.

Echocardiography quality register

The focus of this part of the project is on secondary use of information from cardiac ultrasound examinations.



Academia and business

Data is released for research purposes and then used to develop an AI algorithm by a project partner from the business sector. The algorithm is used in a decision support tool for predicting lung diseases.

Good examples that pave the way for other actors

The goal of the project is, of course, to complete and deploy the solutions in healthcare. But Åsa Skagerhult emphasises the value of learning together

with the actors relevant to developing digital solutions in healthcare. There is international consensus that common standards for data are an important factor in developing healthcare.

"In this project, we want to demonstrate the direct benefits of using common standards for health data. We also want to visualise the cycle of data that is important in the long term to support primary use, research, quality registers and, not least, development."

Åsa Skagerhult, operations architect in Region Östergötland and coordinator for the project.

Cambio's sustainability work in 2024

Cambio has gradually strengthened its sustainability work during the year. The goal is that, even in the 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.

CSRD

During 2024, we have conducted broad cross-functional work to ensure our compliance with the regulatory requirements developed at the EU level and incorporated into Swedish law: the Corporate Sustainability Regulatory Directive (CSRD) and its associated European Sustainability Reporting Standard (ESRS).

The CSRD work began with a formal stakeholder dialogue with our key stakeholders. The analysis was evaluated together with the company's impact, risks and opportunities in a double materiality assessment (DMA) in accordance with the requirements of the regulations.

Cambio has chosen not to apply the results of the double materiality assessment to its 2024 Sustainability Report, but rather the report is based on previous years' analysis.

Our gap analysis with respect to ESRS began during the year and will be completed in 2025. The work above has

set the framework for our sustainability strategy, which we will develop further in the coming years.


Cambio's focus areas in 2024

The 2024 Sustainability Report draws inspiration from our stakeholders' views and our materiality assessment. It focuses on our impact in the following sustainability areas:

- Business ethics
- Cybersecurity and data protection
- Climate and the environment
- Our employees
- Economic sustainability

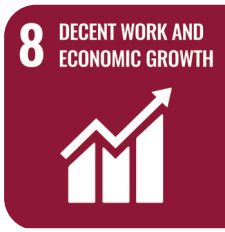
The Global Goals

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.




3 GOOD HEALTH AND WELL-BEING

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



8 DECENT WORK AND ECONOMIC GROWTH

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



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

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

Stakeholder dialogues

Stakeholders are the groups or individuals who directly or indirectly affect or are affected by Cambio's business activities. 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.

The table shows the dialogue with Cambio's stakeholders and which issues they highlighted as creating value.

	Why we engage in dialogue	How do we get involved?	Value creation
Employees	<ul style="list-style-type: none"> Professional development Sense of inclusion Job satisfaction Clear communication 	<ul style="list-style-type: none"> Performance and development dialogues Employee satisfaction survey Social events University collaboration 	<ul style="list-style-type: none"> Ensures career development and skills development Ensure employee well-being, inclusion and a safe work environment
Customers	<ul style="list-style-type: none"> Value creation and trust Support customers to achieve goals Supporting digital transformation and improved digital infrastructure 	<ul style="list-style-type: none"> Formal and informal engagement in customer relations Formally, NPS is measured on our largest customers 	<ul style="list-style-type: none"> Fulfil contracts and have positive customer relationships Improve customer efficiency through digitalization
Suppliers and partners	<ul style="list-style-type: none"> Revenue and growth opportunities Sustainability results 	<ul style="list-style-type: none"> Formal commitment through agreements and sustainability evaluation 	<ul style="list-style-type: none"> Ensure stable delivery of goods and services while meeting Cambio's requirements
Investors, owners	<ul style="list-style-type: none"> Ensure proper communication and shareholder value 	<ul style="list-style-type: none"> Formal engagement through annual general meeting, Capital Markets Day, external reports and ongoing dialogue with investor relations/analysts 	<ul style="list-style-type: none"> Ensure adequate, trustworthy information flow Ensure a positive financial return through strong growth and margin
End users, local community	<ul style="list-style-type: none"> Digital presence and expanded digital services 	<ul style="list-style-type: none"> With digital services and satisfaction surveys 	<ul style="list-style-type: none"> Ensure quality and availability of Cambio's systems

Focus area: Business ethics

Cambio's work to ensure good business ethics focuses on human rights, anti-corruption and a responsible and traceable value chain. We want to drive development towards a more sustainable 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 relationships with our stakeholders that are based on mutual trust.

Risk analysis

We conducted a risk analysis in the Business Ethics area and identified our main risks:

- The existence of modern slavery and child labour in the value chain
- Corruption

Key figures

Our long-term Business Ethics targets are:

- While maintaining profitability, strengthen the contribution of the business to sustainable development
- 100% compliance with the Supplier Code of Conduct among our suppliers

Governance, policy and guidelines

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

- Code of Ethics and Conduct
- Supplier Code of Conduct
- Whistleblower Policy
- Supplier Evaluation SOP
- Legislative Compliance Check (Notisum)
- UK Modern Slavery Act

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.



Code of Ethics and Conduct

A key to our work in ensuring good business ethics is Cambio's 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.

The internal training course on our Code of Ethics and Conduct includes an anti-corruption course that 100% of our new hires completed in 2024.

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

Anti-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, we guarantee the integrity of our business partners with regard to trade secrets and all other confidential business-related information that we receive in 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 – 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 value chain

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 to the promotion of sustainable development. We also ensure sustainability in the value chain by demanding good business ethics from all of our suppliers.

Cambio has two main value chains, one for the use of hardware and one for software development. Cambio strives for transparency and traceability throughout the organisation. 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.

Continuously following up on and improving our work in close collaboration with our customers is an important basis in our goal to improve and develop healthcare. We strive for a customer value-driven way of working where insights and knowledge about our customers and their needs and challenges guide our product and service development. An important part of this work is our customer surveys where we measure customer satisfaction and thus gain a better understanding of what our customers believe works well and what can be improved in our products, services or collaboration. Through this process, we can identify and work on improvement activities that lead to increased customer satisfaction, increased customer value and a better customer experience.

We measure customer satisfaction at least twice a year and ask for feedback in several different areas. We use different measurement methods such as Net Promoter Score (NPS) and Customer Satisfaction Score (CSAT). In 2024, the results from our customer surveys show a positive trend. We have a clear feedback process for our customers and ensure that the customer insights we get from the customer surveys are disseminated internally and acted upon.

Supplier Code of Conduct

We also ensure sustainability in the value chain by demanding good business ethics from all of our suppliers. We have a code of conduct specifically aimed at suppliers, our Supplier Code of Conduct. All of Cambio's suppliers have undertaken to follow this code of conduct. To achieve its long-term objectives, Cambio trains its staff and suppliers. Follow-up is performed through customer surveys and supplier evaluations. Cambio's management team is responsible for follow-up and compliance.

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.
- 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.

All key suppliers are regularly risk assessed based on sustainability aspects such as ISO 14001. During 2024, a number of activities were carried out, and 100% of our critical suppliers signed our Supplier Code of Conduct.

Whistleblower system

Cambio strives to have an open business climate and always see possibilities 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. In 2024, we did not receive any cases through the whistleblower team.

Focus area: Cybersecurity and data protection

As a provider of digital solutions that handle large volumes of personal data, cybersecurity and data protection are of particular high priority for us, ensuring that patients, customers and employees can feel confident that the information in our products is accurate and protected from unauthorised access. 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 more sustainable information supply. Within this framework, we want to continue to take a leading role in developing the standardisation of health data.

To ensure a sustainable supply of data, our cybersecurity and data protection work rests on the following cornerstones:

- Secure network, product, system, and IT environments and physical security
- Secure capabilities and capacity to identify, prevent, detect and manage cyberattacks and other security incidents via multiple layers of security known as Zero Trust principles.
- Ensure solid security awareness and culture by measuring and monitoring information security awareness, relevant laws and behaviour.
- Ensure supplier security according to the requirements of ISO 27001:2022 and NIS 2.

- Ensure compliance with laws, regulations, standards and business-driven requirements.

Risk analysis

In the area of cybersecurity and data protection, we conducted a risk analysis and identified our main risks:

- Geopolitical uncertainty increasing the demand for new types of cyber security.

Key figures

Our long-term targets in cybersecurity and data protection:

- All employees are to understand the importance of cybersecurity and what Cambio can do to increase it



Governance, policy and guidelines

Cybersecurity

In addition to our basic codes of conduct, our approach to cybersecurity is governed by the following policy documents.

These documents are updated annually and adopted by the CEO. Compliance is implemented through the ISO27001:2022 framework based on an evidence-based approach to implementing controls. Cambio manages the responsibility for security at the Group level through its Chief Security and Quality Management Officer (CISO/CSO).

- Information Security Policy
- Access Control Policy

- Acceptable Use of Assets
- Cloud Supplier Policy
- Cyber Security Risk Management
- Data Retention Policy
- Physical Security Policy
- Privacy Policy
- Risk Management Policy – Information Security Risk Management SOP
- Segregation of Duties Policy
- Supplier Code of Conduct
- Test Data Policy
- Cryptographic Functionality Requirements
- Classification of Information

- Handling of Information
- Business Continuity Management
- Product Development SOP
- ISO 27001:2022 certification
- NIS requirements

Data protection

Cambio has a robust data protection organisation and good systems support for data protection activities. Cambio's policy documents make clear that we must comply with data protection laws and regulations in all countries in which Cambio conducts business. The policies listed below are evaluated 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.

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

As Cambio is transitioning to delivering products as a service, and thus handling larger amounts of sensitive personal data, we have created or significantly revised during the year necessary policies and governing documents, such as the Data Processor Policy, which was developed in 2024. It is a natural complement to existing policies with the aim of more clearly describing Cambio's responsibility in cases where the company acts as a personal data processor.

Key performance indicators

To achieve our long-term objectives, 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. All employees are expected to participate in training courses, and reminders are sent to employees who have not yet completed certain courses. Cambio's management team is responsible for follow-up and compliance.

During 2024, we conducted many training courses that had a high participation rate. We offer general training in GDPR, with an 85% implementation rate, which is supplemented by more targeted information and support efforts for the parts of the organization that handle sensitive personal data.

In 2025, work is continuing internally on our data phishing simulation program to continuously measure the risk of data phishing. The goal is for our employees to open or click to the smallest extent possible on emails that may contain malicious code. In 2024, the average percentage of clicks was 4.68% (3.9).

Focus area: Climate and the environment

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

In the wake of climate change, healthcare, both globally and in Sweden, will be faced with new trials. This includes an increased risk of 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 with initiatives in our customers' activities, providing advice on how they can reduce their climate impact through digitalisation.

Risk analysis

In terms of the climate and the environment, a risk analysis has identified the following risks:

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

Key figures

Our long-term targets related to climate and the environment are to

- Reduce our carbon footprint through travel-free meetings and smarter and more sustainable travelling
- Increase the proportion of green electricity in data centres and at our offices
- Increased proportion of hardware reuse

Governance, policy and guidelines

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

- Environmental Policy
- Travel Guideline
- Paper and Waste Sorting Instructions
- Cambio's Environmental Aspect Matrix
- Purchasing Standard Operating Procedures
- Supplier Evaluation Standard Operating Procedures
- Quality Policy
- Cambio Environmental Aspect Matrix
- ISO 14001 certification (Environmental Management System)

Some policy documents are global while others are local due to national laws and requirements. In our work on the climate and the environment, we follow current environmental regulations and avoid goods and materials that may pose environmental and health risks.

A key component of our sustainability work is to create an understanding within the organisation of the impact on the environment of various actions. We have therefore developed mandatory training for all our employees to achieve a better understanding and thereby contribute to achieving our climate & environmental goals and thereby reducing our climate footprint. This training course was held for all employees and is now held for all new employees as part of the introduction program.

Cambio's climate impact

We calculate our climate impact in accordance with the GHG protocol for scopes 1 and 2 since 2022. We strive to reduce our impact in scopes 1 & 2 by reducing the use of fossil fuels for cooling and heating our premises and, to the extent possible, choosing renewable energy sources for our operations.

We have waste management procedures, and aim to procure products that can be reused or recycled. During 2024, we created the conditions to begin measuring relevant parts of GHG scope 3 and will continue this work in the next few years.

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. For our taxonomy analysis, see the chapter Appendices.

Total energy consumption has increased by 6.8%, which is mainly explained by the opening of a new office. Total energy consumption per employee decreased slightly because the number of employees increased during the year.

Fuel and energy consumption *	2024	2023	Change	Change, %	Energy consumption/employee 2024 (2023)
Direct energy, litres					
Petrol, Diesel	850	1,154	-304	-26.0%	-
Indirect energy, kWh					
Electricity, renewable**	535,471	511,642	+23,828	+4.7%	559 (575)
Electricity, fossil**	277,347	278,036	-689	-0.2%	290 (313)
District heating	269,760	223,180	+46,580	+20.9%	282 (251)
District cooling***	97,200	91,594	+5,606	+6.1%	101 (103)
Total indirect energy, kWh	1,179,778	1,104,452	+75,326	+6.8%	1,232 (1,242)

*Refers to all offices, energy consumption from data centres is not included

** Electricity consumption in Sri Lanka has changed distribution between renewable and fossil electricity for 2023

***District cooling was not reported in 2023

Climate impact scopes 1 and 2, tCO2e*	2024	2023	Change, tCO2e	Change, %
Scope 1	2.3	2.8	-0.5	-17.9%
Company cars**	2.3	2.8	-0.5	-17.9%
Scope 2***	321.1	250.7	+70.4	+28.1%
Electricity ****	302	231	+71.0	+30.7%
District heating	15.5	15.9	-0.4	-2.5%
District cooling	3.6	3.8	-0.2	-5.3%
Total scopes 1 and 2:	323.4	253.5	+69.9	+27.6%

* The entire business is included, including property, office and vehicles.

** The consolidation method is based on a business-controlled approach, which means based on the use phase.

*** The market-based method calculates emissions based on the electricity we have chosen to buy, usually as certificates for renewable energy. The location-based method calculates emissions based on the emission intensity in the local grid area where the electricity is consumed. If Scope 2 had been reported using a location-based method, the CO2e emission would have been 330.0 tCO2e in 2024 (261.8 tCO2e in 2023).

**** New correct emission factor for Sri Lanka and adjusted previous year in line with this.

The increase in tCO2e is due to the fact that the emission factor for electricity in Sri Lanka increased by 30% between 2023 and 2024. It is not possible to purchase green electricity for the office in Sri Lanka. We use two data centres, Tele2 (Internal data operation) and Tietoevry (Sussa hosting), which have green electricity.

This year's report does not include greenhouse gas emissions of methane and nitrous oxide as they originate from a few company cars and are not material. The cars are continuously being replaced with plug-in hybrids or phased out.

Climate impact business travel, kgCO2e*	2024	2023	Change, kgCO2e	Change, %	kgCO2e/employee 2024 (2023)
Rail	250	417	-167	-40%	0.4 (0.8)
Car	10,552	8,988	+1,564	+17%	17.6 (16.7)
Air**	64,057	97,429	-33,372	-34%	107 (180.8)
Total:	74,859	106,834	-31,975	-30%	125 (198.3)

*Includes permanent employees at the offices in Sweden

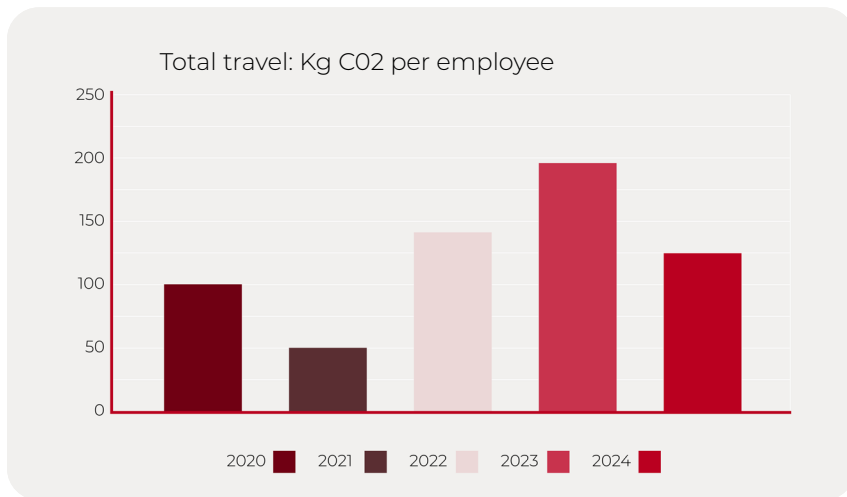
** New method for calculating actual climate impact of air travel in 2023 and 2024

We work a lot with digital meetings and have been able to reduce our rail and air travel. A large part of the reduced air travel is due to fewer trips to the office in Sri Lanka. Other trips outside the Nordic region also decreased. We thus reduced our carbon dioxide emissions for business travel by 30% compared to 2023.

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.



Focus area: Our employees

Experience, competence and innovative thinking are required to create the innovative support system of tomorrow. Our employees are our most important asset, which is why we want to be an attractive workplace for both our current employees and future colleagues.

Cambio is growing continuously, and at the end of the year the company consisted of 931 employees distributed across offices in four countries; Sweden, Denmark, Great Britain and Sri Lanka.

Within Our employees, we work with employee commitment and participation and inclusion, as well as competence development and continuous learning. In addition, we focus on a safe and good working environment and a sustainable working life. We work systematically, and the company's leaders have a key role in this work, acting as role models and bringing our business culture to life. Cambio's People Success function, under the leadership of the Chief People Success Officer, is tasked with strategically driving the company's HR processes and supporting the managers in their work with leadership, culture, values, motivation, commitment and work environment.

An important part in achieving the objectives of the People Success function is the collaboration on communication that the Chief Marketing & Communication Officer is responsible for. Cambio strives for information to be easily accessible for all and to promote two-way communication through internal communication systems.

Risk analysis

In the Our Employees area, we have identified the following risks:

- Difficulty finding, recruiting and retaining the right skills

Key figures

Our targets within Our employees include:

- Increase Engagement Index, e-NPS: 76 (out of 100) for 2025



- eNPS: 14 for 2025
- Staff turnover: under 10% in Europe and under 20% in Sri Lanka
- Absence due to illness: under 3% in Sweden
- Internal mobility: 8.4%
- 70% must participate in the Leadership Learning Lab on an annual basis
- 46% of all managers must have graduated from the Leadership Academy in 2024, and 35% must have graduated in 2025
- Proportion of employed men/women – 60%/40%, i.e., no gender with more than 60% and none below 40%
- Non-discrimination
- Code of Ethics and Conduct
- Work Environment Policy
- Whistleblower Policy
- Parental Benefits Policy
- Wellness Benefit Policy
- Anti-Discrimination and Victimization Policy
- Anti-Harassment Policy
- Gender Equality Policy
- Alcohol and Drug Policy
- Mental Health Policy
- Compensation Policy
- Work Environment Minors' Policy
- Personal Relationship Policy

Governance, policy and guidelines

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

During 2024, work was ongoing with a focus on our own workforce. Policies regarding personnel and reporting requirements were reviewed. Some policy documents are global while others are local due to national laws and requirements.

Culture and employee engagement

Cambio is driven by the belief that our culture plays a strong role in our ability to achieve our goals. We continuously work with our values in various ways. They are part of our onboarding and employee interviews, and we conduct workshops around the values during our annual kick-offs. At the annual kick-off, we also award prizes based on the values.

To increase engagement, participation and transparency, Cambio works continuously on:

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

Employees appreciate both the lunch meetings and the information meetings. Many people attend and participate actively during the sessions. On average, 555 employees per session have attended meetings held every other week in 2024.

At Cambio, we strive for each employee to have clear and realistic goals that

contribute to create engagement in their work. All employees must also receive continuous feedback on their performance and coaching by their manager to promote individual development. Our statistics show that 81% of our employees have had a performance review during the year. In connection with the start of the performance review process, management meetings are held to provide information and support in the process.

Through continuous employee surveys during the year, as well as stakeholder dialogue, we monitor engagement, inclusion, the work environment, and the employees' perception of leadership. 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.

In 2024, we have created a common global process for employee surveys and common global content to increase conformity. The employee surveys for 2024 show that the employees are highly engaged. They can be themselves in their teams, they have fun together, and they help one another. Cambio's managers receive good reviews, with a high proportion of employees saying they

would recommend their manager and they receive recognition for their work.

The stakeholder dialogue also shows that our employees are highly engaged and feel that they are contributing to positive social development through their work. 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.

Inclusion 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 and psychological violence, social exclusion or harassment. Rights and development opportunities must be equal throughout Cambio regardless of gender, gender identity or gender expression, ethnic affiliation, religion or other beliefs, disability, sexual orientation or age. In our work for a more inclusive and multifaceted workplace, we create equal conditions for women and men.

At Cambio, there should be no pay differences based on gender. In Sweden, 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. The survey for 2024 showed that we have very equal salaries and are above the Swedish average regarding the Equal Pay Index. In addition to the salary survey, the Swedish organisation also works actively in accordance with the Swedish Discrimination Act.

We continue to use our global workshop materials on inclusion. It is based on fictional situations that can arise in a workplace. The purpose of the workshop is to create an understanding of how we experience different situations and promote an inclusive work environment. As a complement to the workshop material, Sweden and Sri Lanka developed an e-learning course in 2024 aimed at all employees in those countries.

That no one should be subject to abuse or harassment is a natural starting point for us. Our guidelines regarding harassment are clearly communicated to all employees at Cambio, but the procedures differ by country.

Employee surveys	Results 2024*	Goals 2024
Employment engagement index	76	78
eNPS	15	14

*measured as a yearly average

Continuing professional development and learning

At Cambio, we want to give our employees the best conditions in which to develop their skills. This encourages both the career of the individual employee and the company's ability to innovate. Cambio has the goal of equal education and skills development opportunities. Furthermore, competency building initiatives should be shaped from an equal opportunity perspective.

Cambio runs a number of different initiatives that contribute to development and learning – everything from classroom training, digital training and e-learning to onboarding programs. In 2024, a new onboarding program and recruitment training course for managers were launched in Sweden.

Leadership

In addition, Cambio has a global Leadership Framework that includes Cambio's Leadership Profile, Leadership Learning Lab and Leadership Academy. Cambio wants through this to enable the development of its leaders and strengthen a leadership that creates motivation, commitment, performance and well-being among employees.

Leadership Academy

In 2024, four groups graduated from the Leadership Academy and two more groups started. The goal was for 46% of managers to graduate in 2024, and we reached 40%, which we are pleased with. Feedback on the course has been very good, and the participants are very satisfied with the Academy.

Learning Labs

Cambio carries out Leadership Learning Labs on a regular basis to contribute to learning, networking and leadership development. In 2024, six Leadership Learning Labs were held with different themes related to our Leadership Profile, for example communicative leadership, coaching, conflict management and growth and fixed mindset. We have not reached our goal for the number of participants in our Learning Labs due to managers having to make other priorities.

Leadership Profile

There are ongoing workshops where we implement our Leadership Profile, and it is part of our onboarding for new leaders. Our Leadership Profile is also implemented in other processes to be a natural part of our culture. We are following up on the number of participants in the various sessions, and we have also set KPIs related to the Leadership Framework.

Competence mapping

To ensure that we have the right skills to achieve our strategic goals, Cambio conducted a competence mapping during the year. By collecting and analysing our employees' skills, we developed a tool that helps us identify and narrow the gap between current and future skill needs. The survey is

kept up to date by, among other things, integrating it into our annual employee reviews. This also helps us prioritise both our employees' well-being and their skills development. The strategic decision to offer continuous development affects the group as a whole, but the actual implementation can vary by country.

Proportion of managers, women/men*	2024	2023	2022
Proportion of managers to the total number of employees (global), %	10.5%	10%	10.5%
Women/men (global), %	44%/56%	45%/55%	42%/58%
Management positions, women/men, %	41%/59%	40%/60%	42.5%/57.5%
Management team, women/men, number	4/7	4/6	4/6

*The target is for the proportion of employed men/women to be 60%/40%, i.e., neither gender should be more than 60% or less than 40%

Health and work environment

An important strategic issue for Cambio is that we have a safe and sustainable working environment. This includes the physical work environment as well as the organisational and social work environment. Our ambition is to have a high standard in our local work with health and safety. We take measures to prevent work accidents and work-related ill health. Sickness rates and accidents are measured and monitored continuously. One way to follow up on our work environment is through our employee surveys, where one of the surveys focuses on the organizational and social work environment.

The intentions of Cambio's work environment work are global, but the work differs locally. In 2024, work was carried out to create a common approach and measure the same parameters globally. In Sweden, a work environment training course is

held in three stages to give managers the right conditions to drive systematic work environment work. The course is carried out continuously with new course dates. We follow up on the number of participants to ensure that everyone who needs to attend the course does so. Sweden also performs active systematic work environment work at both the local and central levels to ensure participation and involvement and a good organisational and social work environment. The Chief People Success Officer is responsible for this monitoring.

We attach great value to the work-life balance of our employees. An element of this is offering a degree of flexibility in the employees' work schedule to facilitate their personal and family-related commitments. Employees combined working from home with working in the office, although the patterns were different in each country. In Sweden, employees worked between 2 and 3 days a week in

the office, and in Sri Lanka employees worked around 8 days a month in the office.

The training course in stress management and self-leadership that was previously conducted locally in Sweden is now offered to all employees globally. The course is part of Cambio's preventive work environment work, and the evaluation shows that the participants are very satisfied with the course.

We will make it easier for our employees in various ways 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. In 2024, the gender breakdown of employees on parental leave in Sweden was 49% men and 51% women.

Key employee ratios	2024	2023	Objectives
Employee turnover, Europe	12.4%*	9%	<10%
Sri Lanka, %	9.7%	11.2%	<20%
Sick leave, Sweden, %	2.3%	2.6%	<3%
Internal mobility, %	9.5%	9.6%	8.4%
Workplace accidents, Sweden (to and from work)	1	2	0

*New method used for calculating employee turnover

Focus area: Economic 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.

Risk analysis

Regarding financial sustainability, we have identified the following risks:

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

Objectives

Our long-term Financial Sustainability objectives include:

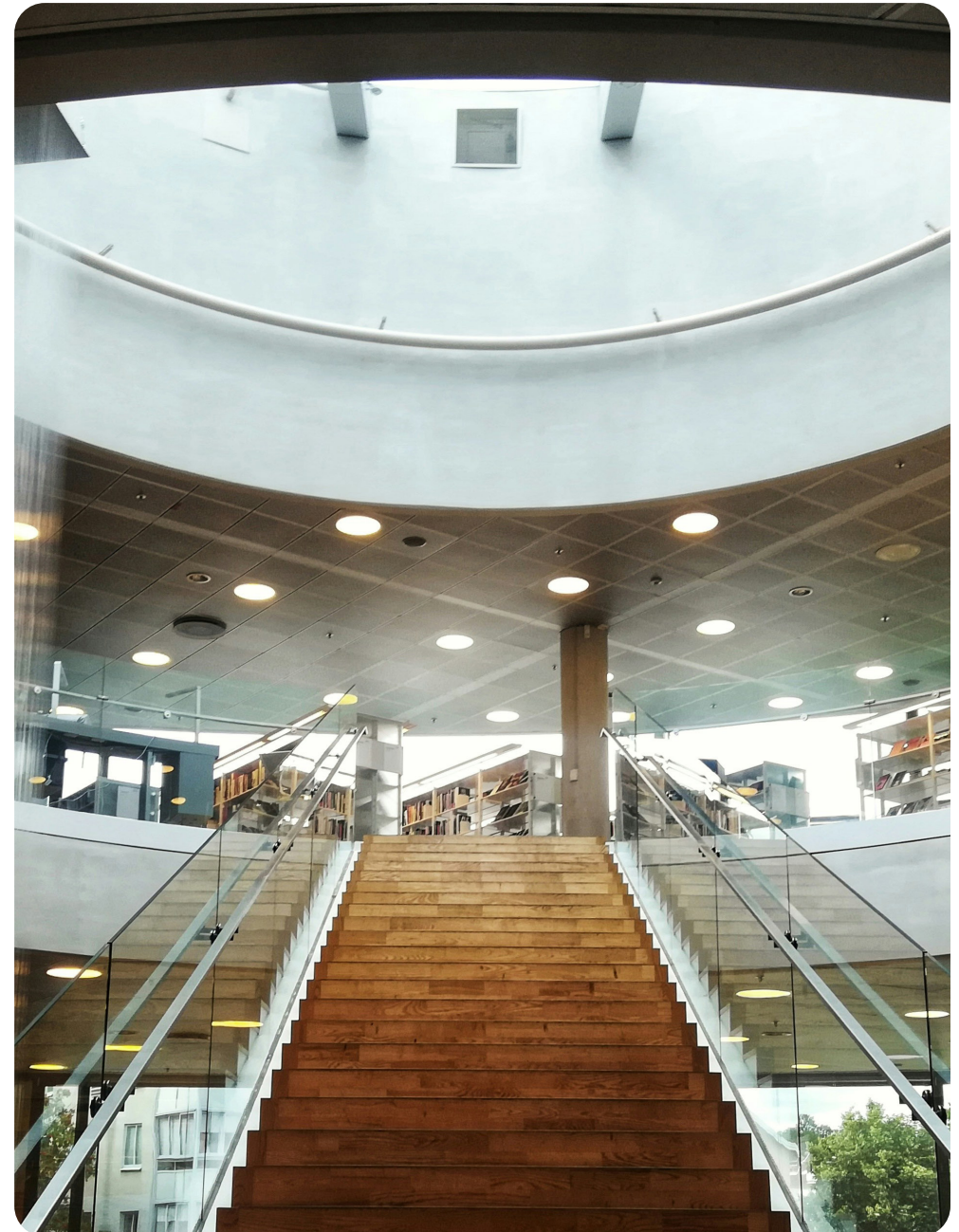
- Financial goals
- Business goals

Governance, policy and guidelines

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 to the internal audit and quarterly reporting to the market. External auditing takes place twice a year. The Chief Financial Officer (CFO) is responsible for monitoring.



Appendices

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

Summary report according to Article 8 of the Taxonomy Regulation

In the following section, we present the total turnover and the share of consolidated turnover, capital expenditure (CapEx) and operating expenses (OpEx) for the financial year 2024 that are eligible under the Taxonomy Regulation 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 scope and alignment

The only turnover activity eligible under the taxonomy is hosting for our managed services offering according to economic activity 8.1 in Appendix 1 and represents 4% (3%) of our total turnover. Our hosting service is part of a larger offer to the customer, and the turnover is not reported separately; rather, with

the help of an internal model, we have allocated a part of turnover for the hosting service to activity 8.1. We do not have our own offer for hosting, but instead purchase the service from a subcontractor. Our subcontractor has carried out a taxonomy-alignment analysis based on the EU taxonomy criteria and concluded that they meet the substantial contribution criteria for climate objective 1, the DNSH criteria for climate objectives 2, 3 and 4 (5 and 6 are not applicable to the activity), and minimum safeguards.

In 2024, we have no investment under CapEx eligible under the taxonomy.

We have not identified any OpEx activities for 2024 eligible under the taxonomy.

See Appendices A to D for all calculations of turnover, CapEx and OpEx.

Accounting policies and KPIs

Key performance indicators (KPIs) include the Turnover KPI, CapEx KPI and OpEx KPI. To present the taxonomy KPIs, we use the templates provided in amendments to Annex II of the Disclosures Delegated Act. As we do not perform any of the activities related to natural gas and nuclear power (activities 4.26–4.31), the special templates introduced by the Complementary Delegated Act regarding activities in certain energy sectors are not applicable in our reporting; therefore, No is reported in Table 1.

Turnover KPI

Definition

The proportion of turnover eligible under the taxonomy that constitute taxonomy-aligned economic activities (if applicable) has been calculated as the portion of net turnover derived from products and services associated with taxonomy eligibility and taxonomy-aligned economic activities (the numerator) divided by net turnover (the denominator) for each financial year from 1 January 2024 to 31 December 2024.

The denominator for Turnover KPI is based on our consolidated net sales in accordance with section 82(a) of IAS 1. For more details on our accounting policies regarding our consolidated net sales, please see page 5 of our 2024 Annual Report.

The numerator of Turnover KPI is defined as the net sales derived from products and services eligible under the taxonomy and (if applicable) that are taxonomy-aligned economic activities. In other words,

Activity 8.1 “Data processing, hosting and related activities”

During 2024, the share of revenue has increased related to activities under 8.1 due to the rollout of service delivery to new customers.

Reconciliation

Our consolidated net sales can be reconciled against our consolidated financial statements; see the income statement on page 5 of our 2024 Annual Report.

CapEx KPI

Definition

The CapEx KPI is defined as taxonomy-eligible and taxonomy-aligned (if 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, amortization and revaluations, including those resulting from revaluations and write-downs and excluding changes in fair value. It includes the acquisition of tangible fixed assets (IAS 16), intangible fixed assets (IAS 38) and rights of use

(IFRS 16). Goodwill is not included in CapEx, as it is not defined as an identifiable intangible asset according to IAS 38. For more details on our accounting principles regarding our CapEx, see page 12 of our 2024 Annual Report.

The numerator consists of the following categories of CapEx that are taxonomy-eligible and taxonomy-aligned (if applicable):

a) CapEx related to assets or processes that are taxonomy-eligible and taxonomy-aligned economic activities (Category A):

We consider assets and processes to be related to taxonomy-eligible economic activities where they are essential components necessary to perform an economic activity. Accordingly, all CapEx invested in the following areas is included in the numerator of the CapEx KPI:

Investments related to our hosting business (activity 8.1)

CapEx is considered taxonomy aligned if the associated economic activity is taxonomy aligned.

b) CapEx that is part of a plan to upgrade taxonomy-eligible economic activity to

become taxonomy-aligned or to expand a taxonomy-aligned economic activity (Category B):

We have no specific upgrade plans as we only have eligible leased offices for previous years, and we are not currently investing any direct CapEx to expand our hosting business 8.1.

c) CapEx related to the purchase of output from taxonomy-aligned economic activities and individual measures enabling the target activities to become low-carbon or to lead to greenhouse gas reductions (Category C):

These individual measures correspond to economic activities listed in the Climate Delegation Regulation and must be implemented and operational within 18 months. We have identified the following taxonomy-eligible activity as CapEx that belongs to Category C:

7.7 Acquisition and ownership of buildings

Our acquisition and ownership of buildings (i.e., the applicability of any building, having regard to the legal or economic meaning, including the right of use to use a building through a lease).

Purchase of output qualifies as taxonomy-aligned CapEx in cases where it can be verified that the supplier in

question performed a taxonomy-aligned activity to produce the output we acquired. During 2024, no new property leases were signed. However, for the investment made in 2022, we managed to obtain confirmation of taxonomy alignment from our main supplier regarding the purchased output from activity 7.7.

Reconciliation

Our total CapEx can be reconciled against our consolidated accounts; see Notes 11, 12 and 13 on pages 21–23 of our 2024 Annual Report.

OpEx KPI

Definition

The OpEx KPI is defined as taxonomy-eligible and taxonomy-aligned (if applicable) OpEx (numerator) divided by our total OpEx (denominator). Total OpEx consists of direct non-capitalized expenses related to research and development. This includes:

- Research and development expenditure reported as a cost under the reporting cost in our income statement (see page 5 of our 2024 Annual Report). In accordance with our consolidated financial statements (point 126 of IAS 38), this includes all non-capitalized expenditure directly attributable to research and

development activities.

Generally speaking, this includes personnel and service costs as well as other directly allocated costs to our internal cost centres that relate to R&D activities.

We have not identified any taxonomy-eligible, and thus no taxonomy-aligned, OpEx after conducting the assessment. AI-identified OpEx relates to the maintenance of our proprietary software that is not covered by the current economic activities specified in the Taxonomy Regulation and supplementary delegated acts.

Appendix A

Proportion of taxonomy-aligned economic activities

Key ratios for turnover:

Financial year	Year 2024			Substantial Contribution Criteria						DNSH criteria ('Does Not Significantly Harm')(h)						Minimum Safeguards (17)	Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) turnover, year N-1	Category enabling activity (19)	Category transitional activity (20)
	Economic Activities (1)	Code (a) (2)	Turnover (3)	Proportion of Turnover, year N (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)				
		TSEK	%	Y; N; N/EL (b)(c)	Y; N; N/EL (b)(c)	Y; N; N/EL (b)(c)	Y; N; N/EL (b)(c)	Y; N; N/EL (b)(c)	Y; N; N/EL (b)(c)	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)																			
<i>Hosting managed service</i> CCM 8.1																			
		50,226	4%	Y	N	N/EL	N/EL	N/EL	N/EL	N	Y	Y	N	Y	N	Y	3%		T
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		50,226	4%	4%	0%	0%	0%	0%	0%	N	Y	Y	N	Y	N	Y	0%		
Of which Enabling		0.00	0%	0%	0%	0%	0%	0%	0%	N	N	N	N	N	N	N	0%	E	
Of which Transitional		50,226	4%	4%						N	Y	Y	N	Y	N	Y	0%		T
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (g)																			
				EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)										
Activity 1 (e)	CCM 8.1	0	0%	EL	EL	N/EL	N/EL	N/EL	N/EL								0%		
Turnover of Taxonomy- eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		0	0%	0%	0%	0%	0%	0%	0%								0%		
A. Turnover of Taxonomy eligible activities (A1+A2)		50,226	4%	4%	0%	0%	0%	0%	0%										
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
Turnover of Taxonomy-non-eligible activities		1,143,771	96%																
TOTAL		1,193,997	100%																

Appendix B

Key ratios for CapEx:

Financial year	Year 2024			Substantial Contribution Criteria						DNSH criteria ('Does Not Significantly Harm')(h)						Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) CapEx, year N-1 (18)		Category enabling activity (19)	Category transitional activity (20)
Economic Activities (1)	Code (a) (2)	CapEx (3)	Proportion of CapEx, year N (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum Safeguards (17)			
		TSEK	%	Y; N; N/EL (b)(c)	Y; N; N/EL (b)(c)	Y; N; N/EL (b)(c)	Y; N; N/EL (b)(c)	Y; N; N/EL (b)(c)	Y; N; N/EL (b)(c)	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	CCM 7.7	0	0%	Y	N	N/EL	N/EL	N/EL	N/EL	N	Y	N	N	N	N	N	6%		
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0%	0%	0%	0%	0%	0%	0%	N	Y	N	N	N	N	N	6%		
Of which Enabling		0	0%	0%	0%	0%	0%	0%	0%	N	N	N	N	N	N	N	0%	E	
Of which Transitional		0	0%	0%						N	N	N	N	N	N	N	0%		T
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (g)																			
Acquisition and ownership of buildings	CCM 7.7	0	0%	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)								0%		
CapEx of Taxonomy- eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		0	0%	0%	0%	0%	0%	0%	0%								0%		
A. CapEx of Taxonomy eligible activities (A1+A2)		0	0%	0%	0%	0%	0%	0%	0%								6%		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
CapEx of Taxonomy-non-eligible activities		179,254	100%																
TOTAL		179,254	100%																

Appendix C

Key ratios for OpEx:

Financial year	2024			Substantial Contribution Criteria						DNSH criteria ('Does Not Significantly Harm')(h)						Minimum Safeguards (17)	Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) OpEx, year N-1 (18)	Category enabling activity (19)	Category transitional activity (20)
Economic Activities (1)	Code (a) (2)	OpEx (3)	Proportion of OpEx, year N (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)				
		TSEK	%	Y; N; N/EL (b)(c)	Y; N; N/EL (b)(c)	Y; N; N/EL (b)(c)	Y; N; N/EL (b)(c)	Y; N; N/EL (b)(c)	Y; N; N/EL (b)(c)	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)																			
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0%	0%	0%	0%	0%	0%	0%	N	N	N	N	N	N	N	0%		
Of which Enabling		0	0%	0%	0%	0%	0%	0%	0%	N	N	N	N	N	N	N	0%	E	
Of which Transitional		0	0%	0%						N	N	N	N	N	N	N	0%		T
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (g)																			
OpEx of Taxonomy- eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		0	0%	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)								0%		
A. OpEx of Taxonomy eligible activities (A1+A2)		0	0%	0%	0%	0%	0%	0%	0%								0%		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
OpEx of Taxonomy-non-eligible activities		139,811	100%																
TOTAL		139,811	100%																

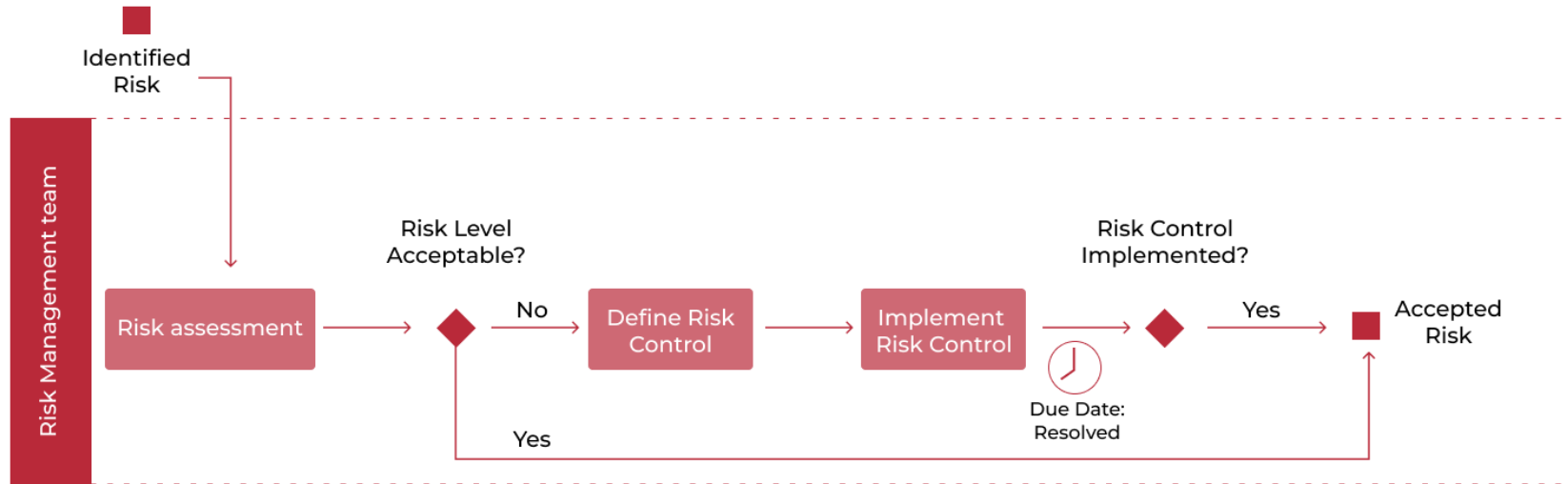
Appendix D

Table for nuclear energy and fossil gas-related activities:

Template 1 Nuclear energy and fossil gas-related activities		
Row.	Nuclear energy-related activities	YES/NO
1	The company performs, finances or is exposed to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	NO
2	The company performs, finances or is exposed to construction and safe operation of new nuclear power plants for the generation of electricity or process heat, including for district heating or industrial processes, such as hydrogen production, and for safety upgrades of these, using best-available technologies.	NO
3	The company performs, finances or is exposed to safe operation of existing nuclear power plants for the generation of electricity or process heat, including for district heating or industrial processes, such as hydrogen production from nuclear energy, and for safety upgrades of these.	NO
Fossil gas-related activities		
4	The company performs, finances or is exposed to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	NO
5	The company performs, finances or is exposed to construction, refurbishment and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	NO
6	The company performs, finances or is exposed to the construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels	NO

Appendix E

Model A: Risk management



Appendix F

Model B: Cybersecurity and risk management

