

ATLAS ANTIBODIES GROUP SUSTAINABILITY POLICY

PURPOSE AND SCOPE

This Sustainability Policy outlines the commitment of Atlas Antibodies Group to sustainability. We define sustainability as the delivery of long-term value in economic, environmental, and social terms. The policy applies to all employees, consultants, and contractors, i.e., all personnel at Atlas Antibodies and wholly owned subsidiaries (“Atlas Antibodies Group”). We also expect our suppliers and business partners to uphold similar standards of environmental and social responsibility in line with our Partner Code of Conduct.

POLICY STATEMENT

Sustainability responsibility

Atlas Antibodies Group recognizes the significant environmental and social challenges facing our world, including climate change, resource scarcity, and the need for responsible innovation in life science. As a company dedicated to advancing the field of antibodies and laboratory sciences, we acknowledge our responsibility to contribute positively to sustainable development.

As a signatory to the UN Global Compact since 2018, we adhere to the Ten Principles of the UN Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption. We also support the UN Sustainable Development Goals (SDG) by integrating them into our strategy and tracking our progress. In our activities worldwide, we are committed to complying with applicable laws and regulations where we operate and to implement relevant environmental requirements and best practices. We strive to improve the environmental performance of Atlas Antibodies Group and those within our sphere of influence.

We work proactively to identify and address sustainability-related risks that might impact our business. Through an annual assessment, risks for mitigation are classified and prioritized depending on their overall probability, impact, and detectability. Mitigation actions are incorporated in the yearly operative plan and followed up continuously.

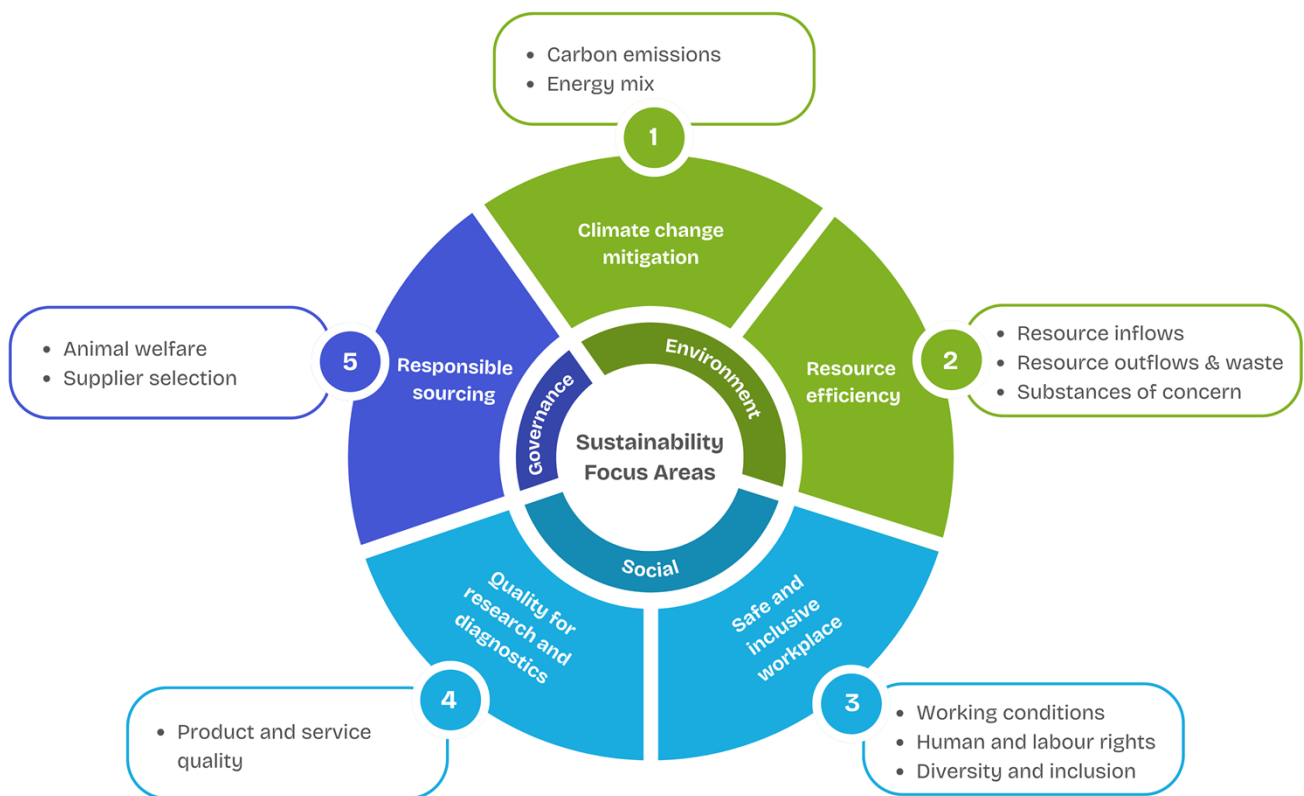
Sustainability focus areas

Atlas Antibodies Group has five focus areas where we see the greatest potential for the group to contribute to sustainable development. The focus areas have been identified based on a Double Materiality Assessment (DMA) conducted to meet the European Union’s Corporate Social Reporting Directive (CSRD). The assessment evaluates both our company’s impact on the environment and society, and the impact of external environmental and social issues on our company’s operations and financial performance.

Each of the five focus areas is supported by principles that we commit to follow and targets that we actively strive to reach. The focus areas and their supporting principles and targets have, in addition to the materiality assessment, been informed by the following frameworks:

- UN Sustainable Development Goals (SDG) for 2030
- Investor’s ten sustainability guidelines
- The UN Universal Declaration of Human Rights
- UN Convention on the Rights of the Child
- UN Guiding Principles on Business and Human Rights
- International Labour Organization (ILO) Conventions
- OECD Guidelines for Multinational Enterprises

Atlas Antibodies Group's Sustainability focus areas and their scope



1. Climate change mitigation

At Atlas Antibodies Group we strive to limit our environmental impact throughout the full product life cycle, from raw materials to shipping and end-of-life treatment. We commit to reducing our greenhouse gas (GHG) emissions for scope 1 and 2 with 50% by 2030 compared to a 2016 baseline, and by 30% for scope 3 by 2030 compared to a 2022 baseline. Key actions to reach our targets will be:

- Replace the use of non-renewable energy sources with more sustainable alternatives. Our ambition is to source 100% of energy used in our facilities from low-carbon energy sources (renewable electricity or nuclear) by 2030
- Transition from plastic to biological material in our packaging when possible
- Prioritize low-carbon technologies, ingredients and materials for production
- Prioritize low-carbon shipping alternatives, minimizing the use of air freight
- Company travels to be as environmentally friendly as possible

2. Resource efficiency

The production of Atlas Antibodies Group's products requires water, chemicals and other resources that are generated and disposed of across our supply chain. To minimize our ecological footprint and preserve biodiversity, we will:

- Constantly strive to use water and materials efficiently and responsibly by optimizing our supply chain and reusing or recycling materials where possible
- Work actively to minimize the use of hazardous chemicals and materials, and ensure safe handling to eliminate environmental impact
- Implement a circular waste model where we minimize waste and reuse or recycle operational waste to the extent possible

3. Safe and inclusive workplace

Atlas Antibodies Group strives to create a workplace where equal opportunity and employee health and safety are paramount. We foster a culture of well-being and continuous improvement to create a workplace free from injuries, ill-health and harm. We always follow legal requirements, agreements and industry standards regarding working hours, environmental health and safety, and freedom of association.

We proactively eliminate workplace hazards and reduce risks, especially those linked to hazardous chemicals in production. Guided by our ISO 9001-aligned management system and the UN Global Compact principles, we aim to minimize hazardous substances from our processes. We apply a precautionary approach to chemical risks, supported by thorough risk analyses for chemicals and lab work.

To build a more diverse and inclusive workplace, we're committed to achieving and maintaining gender balance both in our Group Leadership Team and across our entire workforce. No employee, customer, distributor, supplier, or other partner is to be discriminated against on the grounds of gender, religion, nationality, age, disability, sexual orientation, pregnancy, political views, union membership, social background, or ethnicity.

Atlas Antibodies Group commits to upholding national laws and internationally recognized human rights, including the UN Declaration of Human Rights and labour principles defined by the UN Global Compact. We strive to prevent complicity in human rights abuses such as modern slavery and human trafficking, and we prohibit child labour as defined by the ILO Convention, regardless of local regulations. Our Code of Conduct and Partner Code of Conduct provide further guidance, including access to our whistleblowing function for reporting potential violations.

4. Quality for research and diagnostics

At Atlas Antibodies Group, our commitment to sustainability goes hand in hand with our pursuit of quality. By delivering safe, reliable, and high-quality products and services, we support sustainable research and healthcare outcomes for our customers and the wider community. We are committed to maintaining science-based standards for product validation and quality control at every stage of development and production. Our principles include continuous improvement, transparent quality management, and acting on user feedback to ensure our products are reliable, reproducible, and safe. We strive to follow internationally recognized quality frameworks, such as ISO 9001, and benchmark new product lots to ensure consistency.

5. Responsible sourcing

Atlas Antibodies Group strives to build a sustainable supply chain by sourcing from suppliers with strong sustainability performance. Due diligence is performed on business partners to build an understanding of sustainability commitments, risks and impacts. Sustainability criteria are integrated into supplier selection and contract renewal processes to ensure that products and services are sourced and distributed responsibly.

The Group is committed to achieving high standards of animal welfare in our upstream supply chain. We, along with our suppliers, must respect animal welfare and work progressively towards adopting healthy and humane practices for animal treatment. We have high ethical standards in our sourcing activities and consider ways to reduce the number of animals used or refine procedures to minimize distress.