



GROUP POLICY

Sustainability Policy

Our commitment to people, patients and the environment

Version 2026

Approved by Akademikliniken leadership · Applies group-wide

Purpose and Commitment

At Akademikliniken, we are committed to creating long-term value for patients, employees, owners, business partners and society. Sustainability is integrated into our strategy, decision-making and daily operations. We aim to deliver world-class plastic and reconstructive surgery, aesthetic treatments and medical skincare while contributing positively to people, society and the environment. Our ambition is to operate responsibly, ethically and transparently, while continuously improving our environmental, social and governance (ESG) performance.

Our Vision

Our vision is to have the world's most satisfied customers – with themselves. We pursue this vision by ensuring patient safety, high medical quality, responsible business conduct, employee wellbeing, environmental stewardship and strong governance.

Patient Care and Medical Responsibility

Patients are at the center of everything we do. We are committed to providing evidence-based treatments, informed decision-making, transparent communication and safe clinical outcomes. We will always prioritize patient health and wellbeing and may advise against or decline treatment when it is not in the patient's best interest. As an industry leader, we actively contribute to raising standards within aesthetic and reconstructive healthcare and support responsible regulation and professional practice.



People and Workplace

We are committed to building an inclusive, diverse and respectful workplace where all employees are treated with dignity and equal opportunity. We invest in professional development, leadership, health, wellbeing and a strong culture of accountability. We

promote psychological safety, collaboration and continuous learning across all parts of the organization.

Climate and Environment

We recognize that healthcare providers have a responsibility to reduce environmental impacts and contribute to the transition toward a low-carbon society. We work to measure and reduce greenhouse gas emissions, improve resource efficiency, minimize waste, increase circularity where possible, and make sustainable choices in purchasing and operations. We seek collaboration with suppliers and partners to reduce impacts across our value chain.

Responsible Business Conduct and Governance

We conduct our business with integrity and maintain a zero-tolerance approach to corruption, bribery and unethical business practices. Sustainability considerations are integrated into governance, risk management and supplier relationships. We promote transparency and encourage employees and stakeholders to raise concerns through appropriate reporting channels.



Human Rights and Supply Chain Responsibility

We support internationally recognized human rights and labor standards. We expect our suppliers and business partners to uphold the principles of the UN Global Compact, the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises. We aim to identify, prevent, mitigate and address potential adverse impacts connected to our operations and value chain.

Implementation and Continuous Improvement

This policy is implemented through governance processes, training, operational procedures, goals and regular reviews. We monitor progress, engage stakeholders and continuously

develop our sustainability work to reflect evolving expectations, scientific knowledge, regulatory requirements and best practices.

Policy Review

The Sustainability Policy is approved by company leadership and reviewed regularly to ensure continued relevance and effectiveness. Progress and priorities will be communicated internally and externally as appropriate.

Stockholm, Sweden
July 2026



Nina Lindvall, CEO