

ASCOM Norway Transparency Act Declaration

Duty to carry out due diligence in accordance with the Norwegian Transparency Act.

About Ascom

Ascom is a global solutions provider focused on healthcare ICT and mobile workflow solutions. It employs approx. 1 350 employees around the world, having 19 operating businesses worldwide.

Ascom's vision is to close digital information gaps allowing for the best possible decisions – anytime and anywhere through providing mission-critical, real-time solutions for highly mobile, ad hoc, and time-sensitive environments. Ascom uses its unique products and solutions and software architecture capabilities to devise integration and mobilization solutions to improve workflows for healthcare, industry, and retail sectors.

Company approach and principles

Ascom adheres to a responsible, value-oriented, inclusive, and people-centric corporate culture. Our business is associated with a high sense of responsibility. Patients, elderly people, and workers can rely on our solutions. We are very aware of this responsibility to all stakeholders and take it very seriously. We take our responsibility towards sustainable business conduct in the environmental, social, and governance areas just as seriously. Ethical conduct is in the interests of our employees, end users, customers, and business partners, the public, and investors. Sustainability is a key strategic pillar of Ascom. In the past 10 years, Ascom has worked diligently on its development in the three dimensions Environment, Social, and Governance (ESG). For us sustainability and its related ESG criteria are not only important success factors and relevant for our daily business, as sustainability becomes key to our customers. They also form an integral part of our corporate culture. Since 2021, the Ascom Sustainability Report has been prepared in reference to the GRI Standards. Ascom is also committed to the UN Sustainable Development Goals (SDGs), which form one of the main cornerstones of our sustainability reporting.

Ascom's focus on sustainability also drives the scope of its international standard certifications. In the past, the Company received external certifications that underscored Ascom's status as a best-in-class service provider. Ascom first reported to the sustainability ratings platform EcoVadis in 2013, achieving silver status. Since 2015, we have maintained the silver status or even achieved in some years the EcoVadis gold status for our largest distribution center in Europe, located in Sweden. In the CDP Supplier Engagement Rating, which tracks how effectively companies are engaging their suppliers on climate change, Ascom achieved an A-score in 2021.

The recent geopolitical challenges, disruptions in supply chains, the increasing need to be protected against cyber-attacks, the risk of potential energy shortages, but also the need to find and retain talents, sets ESG as a high priority for Ascom.

Energy efficiency and the reduction of CO2 emissions are one of the most important environmental concerns. In 2022 the Executive Committee has defined two long-term goals in sustainability: to strive to become carbon-neutral by the end of 2040 and to achieve a top-tier ESG rating by 2030. To achieve this goal, we are further stepping up our efforts in 2023 in the areas of our business where energy emissions can be reduced most efficiently and continuously.

We are determined and committed to developing further our ESG capabilities on an ongoing basis – for the benefit of our stakeholders and the environment.

Codes, policies and procedures

Ascom operates a range of key codes, policies and processes that help us to ensure that we respect human rights and decent working conditions within the entire group and our counterparts. Good corporate governance remains a top priority for Ascom, its Executive Committee, and its Board of Directors. As a listed, international company, Ascom is committed to clear corporate governance and transparent reporting.

The **Ascom Code of Conduct** [Ascom Code of Conduct](https://www.ascom.com/globalassets/assets/global/corporate/documents/corporate-governance/ascom-code-of-conduct-2021.pdf)

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The Ascom Code of Conduct contains binding and worldwide principles covering all business activities in the areas of anti-corruption, labor, human rights, and the environment. One of the main purposes of these principles is to help employees better cope with the ethical and legal challenges they face in their daily work. They need to be adhered to by every Ascom employee worldwide, and every Ascom employee is responsible for ensuring that their behavior and the behavior of the employees that report to them, fully comply with these principles.

The **Ascom Sustainability Directive**. [Ascom Sustainability Directive](https://www.ascom.com/globalassets/assets/global/corporate/documents/sustainability/ascom-sustainability-directive-2021.pdf)

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Ascom, as an internationally operating Group, abides by the principles of sustainable business management, which gives equal consideration to environmental aspects, the needs of the community, and economic objectives. Ascom's goal is to deliver environmentally friendly, safe and reliable offerings. Sustainable resource management is one of Ascom's priorities and Ascom has appointed a Sustainability Manager to drive the execution of the Sustainability Policy, who reports quarterly to Ascom's Executive Committee of progresses achieved reg. the Ascom Sustainability Objectives, which i.e., includes policies reg. environment, social and governance.

The **Ascom Procurement Policy**. The main objective for the Procurement Policy is to set the framework for Ascom's business with its suppliers & partners, ensuring adherence to Ascom's Code of Conduct.

Ascom is also a member of **UN Global Compact** (www.unglobalcompact.org) on the engagement level 'Signatory'. Ascom supports the ten principles of the UN Global Compact with respect to human rights, labor, environment, and anti-corruption. Business operations within the whole Group must be aligned with these ten principles in the context of their operation.

Risk assessment

Like any other company, Ascom is exposed to a variety of financial and non-financial risks that are directly related to our business activities. Risk management is therefore an integral part of our corporate governance. It is integrated into the business processes' overall risk and control framework. The Board of Directors regularly reviews the Group-wide risk assessment and determines appropriate measures to mitigate the risks. To ensure an objective assessment of risks and to identify potential risks in operating processes and control systems, Ascom has emplaced 2022 an internal audit department.

Ascom conducts due diligence assessments as regards our own business, but also in the value chain of suppliers and Ascom business partners, i.e. in accordance with the Norwegian Transparency Act (LOV-2021-06-18-99). Ascom considers the main risks to be in the supply of products and services to Ascom.

To mitigate the risk, Ascom has implemented the above-mentioned Procurement Policy to ensure that Ascom's business with suppliers & partners is in accordance with i.e., Ascom's Code of Conduct.

Right to information

Upon written request, any person has the right to information from Ascom regarding how Ascom addresses actual and potential adverse impacts pursuant.

Please send a request to:
firmapost.no@ascom.com

ASCOM (NORWAY) A/S



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