

2022-12-14

To our stakeholders:

I am pleased to confirm that Atlas Antibodies AB reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption.

In 2022, we continued to develop our strategy and sustainability targets and KPIs. During the year, we conducted a materiality assessment through dialogue with our key stakeholders. Based on the assessment, the company's Group Leadership Team decided on five sustainability areas that are of strategic importance to us:

- Product quality
- Responsible sourcing / Animal welfare
- Innovation
- Resource efficiency
- Diversity & Inclusion

During the year, we decided to commit to a long-term target to reduce our CO2 emissions by 50% by 2030 (compared to the 2016 baseline) for scope 1 and 2. Combined with our strong growth agenda we see this as ambitious - as it should be. We also decided to commit to maintaining gender balance in our Group Leadership Team and in our total workforce.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture, and daily operations. We also commit to share this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Nille Klaebel

Group CEO



Introduction

Atlas Antibodies develops, produces, and globally markets and sells advanced reagents for biomedical research. Atlas Antibodies has today laboratories and offices in Stockholm, Zurich, and Newcastle. The company originates from the Human Protein Atlas (HPA) project and was founded in 2006 by researchers at the Royal Institute of Technology and Uppsala University. HPA project is a unique world-leading effort to create a complete map of human protein expression and localization in normal tissues, cancers, and cell lines. Today, Atlas Antibodies is majority owned by Patricia Industries (part of Investor AB).

In 2022, we redefined our vision and mission as a part of our journey of becoming a Group with the integration of our recent acquisitions. Included in that work has also been to redefine our wanted behaviors as an important part of building our culture.

Our **vision** is for every therapeutic discovery to be enhanced by solutions from our group.

Our **mission** is to through our expertise and unique heritage provide innovative and high-quality solutions to researchers around the world. By doing so we enable ground-breaking medical discoveries, better diagnosis, and patient outcomes.

Our wanted behaviors:

- **Always put customer first:** Always have the customer and the assignment in focus. We contribute to our own initiatives, focus on possibilities, and produce solutions by challenging ways of working.
- **Welcome and drive change:** Go the extra mile, it shows that we are willing to do that little extra for a better outcome. We make sure to add extra value for our customers.
- **Take accountability and collaborate to find solutions:** We contribute with different ideas and perspectives in an open communication, it shows we care. We take responsibility for contributing to good collaboration by making sure there are no unanswered questions or lack of information.
- **Care for your colleagues and have fun:** Employees are the company culture. We act in accordance with company behaviors by being a role model, ambassador, and a representative for Atlas Antibodies Group. We are active in our own and others' work environment and take responsibility for our health. Communicate and interact with everyone. Respect and show concern for others.
- **Dare to innovate and learn from mistakes:** We make sure everyone takes responsibility for doing the job well and ask and give feedback. We act calm and confident and constantly challenge ourselves, admit mistakes and accept accountability. We show engagement and take responsibility for our own development being in line with our business. We are constant learners and challenge ourselves.

Governance, policies and risk management

Our Code of Conduct 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, agents, distributors and representatives and any joint venture in which Atlas Antibodies Group is a participant to adhere to our Code of Conduct. The Code of Conduct states the expected behavior for management and employees, consultants and contractors acting within the business processes of Atlas Antibodies Group. All employees are expected to read and sign our Code of Conduct.

The Code of Conduct is easily accessible and, among other areas, covers our view on equal opportunities, health and safety, whistleblowing, product quality, animal welfare, laws and regulations, confidential information and personal data, conflicts of interest, bribery and corruption and workplace principles and practices.

We have formal processes for supplier assessment and risk classification, where our suppliers' compliance to human rights, labor rights, environment and anti-corruption principles is assessed. All our supplier and partnership agreements are updated to include our requirements for suppliers to follow our Code of Conduct upon their renewal.

All our Group policies were reviewed and approved by the Board of Directors in 2022.

Human Rights

Atlas Antibodies Group operates and employs staff within the UN member states of Sweden, Great Britain and Switzerland which, through their UN membership, are bound to follow the Universal declaration of Human Rights in national legislation and politics. As a company we support the universal declaration of Human Rights and respect our national laws.

Our written policy on respecting Human Rights is included in our Code of Conduct and our Sustainability policy. Our policies state commitment to following national law and internationally proclaimed human rights such as the UN declaration of human rights. We also commit to ensure, as best we are able, to not be complicit in human rights abuses. These policies also include our whistleblowing function for reporting potential violations.

Labor

Atlas Antibodies Group commit to following national law regarding workers' rights as well as complying with labor principles as defined by the UN Global Compact. We aim to be a role model in the industry in terms of physical, organizational and social work environment.

Our company policy on labor rights is described in our Code of Conduct, Work Environment Policy and Sustainability Policy. These policies also include our whistleblowing function for reporting potential violations.

We strive for a workplace where equal opportunity and employee health and safety are paramount. We follow laws, agreements and industry standards regarding working hours, environmental health and safety, and freedom of association. 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 will not employ children that fall into the definition as stipulated by the International Labor Organization (ILO) Convention, notwithstanding any national law or local regulation. Atlas Antibodies Group will comply with all other applicable child labor laws, including those related to wages, hours worked, overtime and working conditions. We expect our business partners and associates to have and uphold similar standards and abide by country-governing laws in countries wherein they operate.

Environment

In Atlas Antibodies we commit to limiting our environmental impact and in 2022 we made a commitment to reduce our CO2 emissions by 50% until 2030 (compared to the 2016 baseline) for scope 1 and 2. In 2023, we aim to move to renewable energy in some of our operational sites.

We encourage the use of environmentally friendly technologies within our business operations, and we strive to reuse and recycle the materials we use. Our company travel shall be kept to a minimum on a need-to-travel basis, and an environmentally friendly travel option shall be selected, when possible, based on time and distance constraints. Multiple travels within close regions of the world shall be planned and combined to lower their total environmental impact. Virtual meetings are preferred over traveling and the needed infrastructure for such meetings is provided by the company, when suitable.

We regulate environmental issues mainly through our Code of Conduct and our Sustainability policy. The latter includes elevated awareness of environmental impact by management of company vehicles, consumption of resources and energy as well as management of waste including reusable materials, recycling, and separation of hazardous waste. A future ambition in our sustainability journey is to further reduce environmental footprint also of our suppliers' operations. In our agreements with our suppliers, it is included that they should abide by our code of conduct.

Environmental impact factors are included in the company regular performance review by senior management and a part of the ISO 9001 review and audit.

Anti-Corruption

In Atlas Antibodies we commit to working against corruption in all its forms, including extortion, bribery, conflicts of interest and improper benefits. We shall comply with applicable antitrust laws which are regulations that encourage competition by limiting the market power of any firm. This involves ensuring that mergers and acquisitions do not overly concentrate market power or form monopolies. We shall not collude with other companies nor form cartels to limit competition through practices such as price fixing. We shall not be part of money laundering, which is the illegal process of making large amounts of money generated by a criminal activity, such as drug trafficking or terrorist funding, appear to have come from a legitimate source.

We show openness and honesty in our relations with our business partners. Our employees do not use gifts, rewards or other improper compensation that can create questionable relations with customers, distributors, suppliers, or other partners. Employees that are in contact with external operations that may pose risk for bribery or corruption, have been trained in sustainability, sustainable supply chains and supplier visits and audits.

External audits of sustainability factors and compliance with the UNGC and company policies will be performed in the future, though the focus for 2023 is to further understand the risk level of suppliers based on the risk assessment and find effective actions in order to be fully compliant with the UNGC.