

1 INTRODUCTION

The purpose of the Norwegian Transparency Act is to promote enterprises' respect for fundamental human rights and decent working conditions.

In this statement pursuant to Section 5 of the Transparency Act, Laerdal Medical AS describes our work on due diligence assessments and measures to prevent and reduce the risk of adverse impacts on fundamental human rights and decent working conditions in our own operations and supply chain. The statement also includes Laerdal Global Health AS. Although Laerdal Global Health AS is not subject to reporting requirements under the thresholds of the Act, it is included due to its business and operational integration within the value chain.

This statement is limited to matters relevant to fundamental human rights and decent working conditions, in line with the requirements of the Transparency Act. Other sustainability topics are included only where they are directly linked to these areas.

During the reporting period, Laerdal has conducted systematic due diligence in line with OECD guidelines. No actual adverse impacts have been identified through established processes. However, significant risks have been identified, particularly within selected supplier categories and geographic areas. These are followed up through risk-based supplier management, audits, and targeted measures. The work continues with increased focus on systematization, competence building, and the effectiveness of measures.

1.1 Commitment

Laerdal is committed to promoting and respecting human rights and decent working conditions. These commitments are anchored at Board level and operationalized through our [Corporate Social Responsibility Commitment](#).

2 OUR BUSINESS

2.1 Organization

Our shared goal across all Laerdal companies is to help save one million more lives every year by 2030. Our organizational structure enables us to work across multiple dimensions simultaneously to achieve this goal.

Laerdal Medical AS consists of 26 sales companies, four factories, and seven product development locations. Laerdal Global Health AS was established in 2010 as a non-profit sister company, contributing to achieving global health goals related to maternal and newborn health. This structure forms the basis of how we organize and conduct due diligence across locations and functions.



2.2 Vision and Objectives

Our vision is that no one should die or be disabled unnecessarily during birth or due to sudden illness, serious accidents, or patient harm.

For more than 60 years, Laerdal has been dedicated to supporting the development of resuscitation and patient safety. We offer solutions for training both laypeople and professional rescuers. We manufacture robust and durable medical equipment certified by relevant authorities and deliver globally, primarily to healthcare providers, educational institutions, and ambulance services.

Laerdal aims to deliver innovative and sustainable products while reducing environmental impact. The UN Sustainable Development Goals guide our work, with particular emphasis on SDG 3 – Good Health.

2.3 Internal Policies

Laerdal's commitment to human rights and decent working conditions is embedded in policies and governance systems and reinforced through our participation in the UN Global Compact. Our approach reflects the UN Universal Declaration of Human Rights and is approved by the Board.

The entire group, including Laerdal Global Health, is covered by Laerdal's Code of Conduct and ESG-related policies, including:

- [Equal opportunities. Laerdal on diversity and inclusion](#)
- [Policy Commitment on Environment](#)
- [Anti-slavery](#)
- [Anti-corruption](#)
- [Conflict Minerals Policy Statement](#)
- [DNSH Statement for Laerdal Medical](#)
- [Laerdal Code of Conduct](#)
- [Laerdal Medical Code of Conduct for Business Relationships](#)
- [Sustainable Sourcing Policy](#)
- [Laerdal Medical Whistleblower Channel](#)

These policies are integrated into governance systems and operational processes, including training, supplier agreements, and risk-based follow-up.

An executive CSR forum, including the CEO, ensures ongoing evaluation and improvement across human rights, labor rights, environmental, and anti-corruption areas. Operational responsibility lies across procurement, HR, operations, and sustainability functions, coordinated through the CSR forum.

- [Laerdal Leadership Forum for CSR](#)

The operational responsibility for conducting and following up on due diligence assessments rests with the relevant functions within procurement, HR, production, and sustainability, with coordination through the Group's CSR Forum.

Significant findings and risk assessments are reported to Group Management and, where deemed necessary, are escalated to the Board of Directors.

We encourage our employees and other stakeholders to inform us of any issues related to human rights, environmental impacts, or anti-corruption. This applies to all activities, including services, products, and business relationships.

The commitments relating to human rights and decent working conditions have been developed with the assistance of external experts and are anchored at Board level. These commitments are communicated both internally and externally

3 DUE DILIGENCE ASSESSMENTS

3.1 Framework and process

Laerdal conducts due diligence as a continuous process aligned with OECD Guidelines and the UN Guiding Principles. The process includes:

- Identifying risk areas in operations and supply chain
- Assessing and prioritizing risks
- Implementing measures to prevent or mitigate risks
- Monitoring and evaluating effectiveness
- Establishing reporting and remediation mechanisms

We comply with applicable local laws and continuously identify and manage risks related to human rights and working conditions. For a broader discussion of our sustainability work, we refer to the Group's annual sustainability report: [Laerdal Sustainability Report - 2026](#)

3.2 Preventing adverse impacts

Due diligence is risk-based, considering the likelihood, severity, and our ability to influence outcomes.

We communicate expectations through our Code of Conduct and Supplier Code of Conduct. Suppliers are required to identify, manage, and report adverse impacts accordingly.

EcoVadis is used as a supporting tool for risk assessment and supplier follow-up, but does not replace internal evaluations.

3.2.1 Own Operations

To follow up on our own operations in line with the UN Guiding Principles and the OECD Guidelines, we have, in addition to the measures described in section 2.3, introduced EcoVadis assessments of our own activities. The EcoVadis platform is based on 33 relevant articles from the UN Fundamental Rights framework, covering 48 human rights, as well as 20 core environmental elements and 16 core elements related to economic sustainability. Through the platform, each risk is assessed in relation to our operations, alongside an evaluation of our processes and policies. The assessment provides input for improvements in environmental performance, ethics, working conditions, human rights, and sustainable procurement.

We have carried out two EcoVadis assessments at group level. In 2024, we achieved a score of 52, and in 2026, 58 out of 100 possible points, placing us in the “committed” category. Identified areas for improvement in the 2026 EcoVadis

assessment include global sustainability certifications and internal training on sustainability topics. In terms of certification, we have achieved ISCC PLUS certification for our factory in Stavanger and continue to closely monitor market developments and regulatory requirements.

In 2026, we will implement competence-building initiatives to ensure strong sustainability training, both at a general and targeted level. Identified and potential risks are reviewed twice annually in board meetings at each factory. In addition, we have a group-wide management review process, as well as internal and third-party audits.

3.2.2 Suppliers and Business Relationships

Laerdal considers respect for human rights and decent working conditions to be a fundamental prerequisite for responsible value creation. We expect suppliers and business partners to comply with internationally recognized standards and Laerdal's requirements, including the Code of Conduct for Business Relationships. All suppliers are required to comply with Laerdal's Code of Conduct and must, without undue delay, notify Laerdal of any serious incidents or risks in their own operations or supply chain, and contribute to the necessary measures to mitigate them.

[Laerdal Medical Code of Conduct for Business Relationships](#)

Follow-up of these suppliers includes, among other measures, dialogue, further assessments, and the implementation of corrective actions, which are monitored through to completion. Operational responsibility for this follow-up lies with contract owners, within Laerdal's established governance and follow-up processes, ensuring that identified risks are managed in line with Laerdal's requirements and expectations.

In parallel, Laerdal conducts an annual, risk-based audit plan for suppliers. The audit plan operationalizes the prioritization of risk areas identified as material in the due diligence assessments. Suppliers are selected and prioritized for audit based on factors such as risk classification, results from supplier evaluations, previous quality deviations or customer complaints, and risk assessments related to new suppliers. The audit plan is a key tool for following up supplier categories and geographical areas identified as high risk.

Depending on the risk level and purpose, different types of audits are conducted, including qualification audits for new suppliers, periodic follow-up audits, and audits triggered by identified deviations or changes. Completed audits are documented in audit reports, and any deviations are followed up through corrective actions that are monitored until implementation.

Overall, the use of EcoVadis and the audit plan contributes to a systematic and risk-based approach to supplier follow-up and the management of identified and potential adverse impacts. The audit plan is continuously updated based on new risk assessments, changes among suppliers, and developments in supplier performance.

Laerdal has established a whistleblowing channel that can be used by employees and external parties to report concerns related to human rights, working conditions, ethics, or other relevant matters. The channel ensures confidential handling of reports and protection against retaliation.

The channel is administered by PricewaterhouseCoopers (PwC) – [Laerdal Medical Whistleblower Channel](#). PwC conducts an initial assessment and, if necessary, appoints an investigation team. PwC prepares an annual report on submitted cases. Reported matters are assessed and followed up through internal processes and serve as an important input to Laerdal's ongoing due diligence work.

4 NEGATIVE CONSEQUENCES AND RISKS

4.1 General

“Actual adverse impacts” refer to situations where Laerdal has caused, contributed to, or been directly linked to violations of fundamental human rights or decent working conditions. “Significant risk” refers to potential adverse impacts that, based on an overall assessment, are considered serious for affected rights holders and where there is a real likelihood that they may occur.

The distinction between actual adverse impacts and significant risk forms the basis for prioritizing measures in Laerdal’s due diligence work, in line with the OECD Guidelines. Prioritization is carried out through internal risk assessments conducted by relevant functions, including procurement, HR, and management at each location, supported by available risk data, supplier evaluations, and dialogue with business partners. These priorities are documented through internal risk assessments (basis, assessment, and decision) and are used as a basis for decision-making when selecting measures.

Significant risks and identified risk areas are prioritized based on an overall assessment of the severity for affected rights holders, the likelihood of adverse impacts occurring, and Laerdal’s ability to prevent or mitigate those risks.

4.2 Own Operations

Through internal processes and systems, complemented by the EcoVadis platform, fundamental human rights have been evaluated. During the reporting period, Laerdal has not identified any actual adverse impacts on fundamental human rights or decent working conditions within its own operations. This assessment is based on internal risk assessments, reviews of whistleblowing cases, employee surveys, and management reviews across relevant locations.

However, risks of potential adverse impacts have been identified. The type and level of risk vary across different geographical locations. Equality, gender balance, and health, safety, and environment (HSE) have been identified as potential risk areas across all locations. These risk areas have been prioritized based on an assessment of their potential severity for employees and the likelihood of actual impact - particularly in relation to the working environment and health - and are considered areas where Laerdal has a high degree of ability to influence outcomes.

4.3 Supply Chain and Business Relationships

During the current reporting period, Laerdal has conducted risk assessments of its supply chain using both internal evaluations and EcoVadis. The purpose of these assessments is to identify supplier categories and geographical areas with a risk of adverse impacts on human rights and decent working conditions.

During the reporting period, Laerdal has not identified any actual adverse impacts on fundamental human rights or decent working conditions in the supply chain. This assessment is based on supplier evaluations, dialogue with business partners, completed audits, and the follow-up of whistleblowing cases.

At the same time, significant risks have been identified in certain supplier categories and geographical areas, based on an overall assessment of the severity for affected rights holders and the likelihood of adverse impacts.

In line with the previous reporting period, Laerdal has identified the following supplier categories as high risk: (1) textiles, (2) electronics, and (3) chemicals, including aspects related to health, safety, and the environment. These categories are particularly associated with risks related to working conditions, health and safety, and, in some cases, labour rights within sub-supplier tiers.

These categories are therefore prioritized for closer follow-up as part of Laerdal's due diligence work.

Risks related to labour rights, including freedom of association and the right to collective bargaining, have been identified as significant in certain geographical areas.

During the current period, Laerdal has continued and strengthened its follow-up of identified risk areas, including through increased supplier dialogue, targeted audits, and closer monitoring of suppliers with elevated risk levels. For suppliers where risks are identified, concrete follow-up plans and corrective measures are developed to ensure that risks are managed and reduced.

Dialogue and collaboration with suppliers are a central part of Laerdal's procurement processes and are considered essential for preventing and mitigating adverse impacts in the supply chain.

The prioritized risk areas form the basis for the selection and prioritization of implemented and planned measures, as described in the following chapter.

5 MEASURES

5.1 Measures taken

Own Operations

Laerdal considers it its responsibility to implement measures to prevent and/or reduce the risk of adverse impacts materializing. These measures are prioritized and designed based on the risk areas identified and assessed as material in the chapter *Negative Impacts and Risk (4)*. Over recent years, and particularly during the reporting period, Laerdal has therefore implemented a range of measures to address and reduce the risks outlined earlier in this report.

Laerdal has implemented a comprehensive set of measures to safeguard human rights across its factories and office locations. This includes training programs, robust quality processes, and policies covering areas such as diversity, equality, inclusion, equal opportunities, non-discrimination, the right to freedom of association, and other relevant topics. Mechanisms for handling complaints have also been established to ensure effective identification of potential adverse impacts and to enable timely mitigation of risks. Laerdal places strong emphasis on employee well-being and safety. Through these measures, the company demonstrates its commitment to ethical and responsible operations.

During the reporting period, this work has been followed up through the following measures:

- Review of group-wide salary data to reduce the risk of unjustified pay differences and indirect discrimination
- Assessment of comparable job levels to ensure a sound basis for pay comparisons and reduce the risk of incorrect or biased compensation decisions
- Annual employee survey to identify and address risks related to health, safety and environment (HSE), working conditions, and engagement. The latest survey had a 90% response rate, with results in the top quartile across all areas, including diversity, equality, and inclusion

- Strengthening of diversity, equity, inclusion, and belonging through common frameworks, competence building, and increased focus in recruitment, talent, and succession processes
- Enhanced leadership development through new global leadership programs
- Continued support for independent employee resource groups such as the “DEIB Committee” and “Women in Leadership”
- Collaboration with TENK Tech Camp to make technology more accessible and attractive to girls, helping to reduce long-term gender imbalance in technology-related roles
- Initiatives to strengthen belonging and well-being through social, cultural, and sports activities that promote an inclusive and healthy work environment
- Improvements to policies to reduce the risk of discrimination and unfair treatment in recruitment processes
- Ongoing identification of risks and improvement areas within HSE to prevent adverse impacts
- Use of the hierarchy of controls as a structured approach to evaluating and implementing risk-reducing measures, aiming for effective and lasting improvements

To support a holistic, systematic, and continuous HSE approach across locations, Laerdal has established global (corporate) HSE processes within its management system. These ensure a consistent methodology for assessing the working environment, identifying hazards, and evaluating risks across the organization.

This strengthens experience sharing and learning between locations, provides a more robust basis for decision-making, and improves the prioritization and implementation of risk-reducing measures. It also enhances the organization’s ability to identify common risk factors, implement best practices, and work systematically with continuous improvement. Overall, this contributes to strengthening the safety culture and developing a more proactive and preventive organization.

One example of this is improvements in chemical safety. This includes increased focus on systematic substitution assessments of hazardous chemicals, both for existing substances and when introducing new ones. In addition, technical solutions that eliminate or reduce exposure are prioritized to minimize the need for personal protective equipment, such as respirators.

Supply Chain

Based on the due diligence assessments conducted and the identified risk areas in the supply chain, Laerdal has prioritized measures targeting supplier categories and geographical areas with elevated risk of adverse impacts on human rights and decent working conditions during the reporting period.

Follow-up efforts have been particularly focused on suppliers within the high-risk categories identified—namely textiles, electronics, and chemicals—where there are known industry and country-specific risks.

During this period, Laerdal has continued and strengthened its supplier follow-up through a combination of structured supplier dialogue, the use of EcoVadis, and targeted audits.

Suppliers identified as presenting elevated risk through EcoVadis—including those scoring below Laerdal’s defined threshold of 45—are subject to enhanced follow-up through a more structured process. This includes dialogue, further assessments, and the implementation of corrective actions, which are monitored through to completion.

In parallel, Laerdal conducts a risk-based audit plan with particular focus on critical and strategic suppliers, as well as suppliers within identified high-risk areas. These audits are used to verify compliance with requirements related to human rights and working conditions, and any identified non-conformities are followed up through concrete measures.

Laerdal is also progressing the implementation of an updated and strengthened Code of Conduct for Business Relationships across all suppliers. This sets clearer expectations regarding suppliers’ responsibilities for managing human rights and

decent working conditions, including the requirement to address risks identified within their own operations and supply chains.

Together, these measures contribute to a more systematic, structured, and risk-based approach to supplier follow-up, with the aim of preventing and mitigating adverse impacts in the supply chain.

5.2 Planned Measures

Own Operations

The planned measures are based on identified risk areas within the working environment, equality, and inclusion. Based on the risks identified in our own operations, we will continue to implement new measures and processes, while continuously evaluating and improving ongoing initiatives. Examples of planned measures include:

- Evaluating results and following up on actions from annual employee surveys
- Continuing efforts to increase the proportion of women in leadership. Women currently make up 44% of our workforce, 36% of leadership roles, and 40% of executive management
- Further strengthening leadership through global leadership development programs
- Increased support for managers in handling challenging situations and in proactive efforts to promote a healthy work environment
- Continuing initiatives to recruit women into technology roles, a key focus area for Laerdal. In 2025, 50% of new hires in the company were women
- Continuing collaboration with TENK Tech Camp to make technology a more accessible, engaging, and inspiring choice for more girls
- Strengthening focus on employee health through competence development for both managers and employees, as well as the establishment of a dedicated resource platform
- Increased focus on the psychosocial work environment through systematic assessments and risk evaluations at the departmental level

Supply Chain

Based on the identified risk areas in the supply chain, Laerdal will further develop its risk-based supplier follow-up in the coming reporting period, with a particular focus on increased systematization, clearer prioritization, and improved monitoring of suppliers with elevated risk.

In 2026, Laerdal will continue strengthening the use of EcoVadis as a tool for risk mapping and follow-up, including ensuring broader coverage across the supplier base. The target is that at least 80% of suppliers will be assessed through EcoVadis or an equivalent CSR tool.

Furthermore, Laerdal will enhance the follow-up of suppliers with elevated risk, including those scoring below the defined threshold. This involves further developing a more structured follow-up process, with clearer requirements for the implementation and closure of corrective actions, as well as more systematic monitoring of the progress and effectiveness of these measures.

Laerdal will also continue to develop its supplier audit practices, ensuring an even clearer risk-based prioritization of which suppliers are audited, and how findings from audits are used as a basis for follow-up and improvement.

In addition, the implementation of the updated and strengthened Code of Conduct for Business Relationships will be continued and reinforced, with a particular focus on ensuring that suppliers increasingly integrate the requirements into their own systems and processes, as well as in the management of their own supply chains.

Overall, these planned measures will strengthen Laerdal's systematic and risk-based due diligence work, and further improve supplier follow-up and the management of identified risks.

6 CONTACT INFORMATION

If you would like more information related to this report or other inquiries related to our handling of actual and potential negative consequences under the Transparency Act, they can be sent to: transparencyact@laerdal.com

Stavanger, June , 2026