

Modern Slavery Statement 2025

Zenicor Medical Systems AB

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Zenikor Medical Systems AB is committed to preventing modern slavery and human trafficking within our business and supply chain. As a medical-technology company headquartered in Sweden and operating exclusively within Europe, we recognise the importance of maintaining ethical and responsible business practices.

This statement outlines the steps we have taken during the 2025 financial year to identify and manage modern-slavery risks in our operations and supply chain.

1. Our Organisation

Zenikor Medical Systems AB is a Swedish medical-technology company providing cardiac diagnostics solutions to healthcare providers across Europe.

Our operations include management, R&D, and administrative functions in Sweden, supported by a commercial presence in several European markets.

We work with a small number of external partners and suppliers to support product development, distribution, and services.

2. Our Supply Chain

Our supply chain is relatively limited and primarily based within Europe. It includes:

- suppliers of medical-technology components and supporting materials
- IT and software service providers
- logistics and distribution partners

While we operate mainly within regulated and lower-risk markets, we remain aware that indirect risks can exist in sub-supply chains, particularly in areas such as electronics manufacturing. All our suppliers are categorised. In the supplier evaluation process applicable certifications and standards are reviewed. A re-evaluation is made on a regular basis to cover any possible updates or changes.

3. Policies and Governance

To support our commitment to preventing modern slavery, Zenikor maintains internal policies and governance processes that promote ethical business practices and responsible supply chain management.

Key documents and controls include:

- **Sustainability Policy**, which includes commitments relating to human rights, forced labour, child labour and ethical supplier practices
- **Supplier evaluation procedures**, which assess suppliers prior to approval and during ongoing cooperation where relevant

- **Modern Slavery Statement**, which is reviewed annually

Senior management has oversight of these commitments and ensures that concerns can be raised and addressed appropriately.

4. Supplier Due Diligence and Monitoring

Our approach to supplier diligence is risk-based and proportionate.

When working with new or existing suppliers, we may:

- use reputable suppliers with established compliance expectations
- review publicly available information about the supplier
- review the supplier's sustainability policy or equivalent documentation where available

If ethical standards are not met, suppliers will not be approved or may be discontinued.

5. Effectiveness and Monitoring

Zenikor monitors the effectiveness of its modern slavery controls through its supplier management and internal governance processes.

Supplier evaluations and related records are documented and retained in accordance with the company's procedures.

Any supplier-related issues, including non-conformances or concerns relating to ethical practices, are addressed through appropriate follow-up actions where necessary.

Senior management periodically reviews supplier-related issues and the effectiveness of relevant controls as part of the company's governance processes.

6. Training and Awareness

All staff are made aware of the company's Sustainability Policy, which incorporates commitments relating to modern slavery and ethical conduct.

From 2026 onwards:

- 100% of new employees will review and acknowledge the Sustainability Policy within 90 days of joining.
- 100% of employees will complete an annual review and acknowledgement.
- Where material updates are made, employees will review and acknowledge the updated policy within 30 days.

Completion records will be maintained internally and reviewed annually.

Employees are encouraged to report any concerns relating to modern slavery or unethical practices.

7. Continuous Commitment

Over the coming year, Zenicor Medical Systems AB will:

- review and update this statement and associated policies
- continue reviewing our suppliers
- maintain internal awareness on ethical sourcing expectations

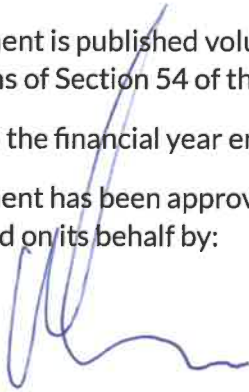
We remain committed to continuous improvement in identifying and mitigating modern-slavery risks.

8. Approval and Publication

This statement is published voluntarily by Zenicor Medical Systems AB in line with the expectations of Section 54 of the UK Modern Slavery Act 2015.

It relates to the financial year ending 31 December 2025.

This statement has been approved by the Board of Directors of Zenicor Medical Systems AB and is signed on its behalf by:



Mats Palerius
Chief Executive Officer
Zenicor Medical Systems AB

Date: 09/03/2026