



SUSTAINABILITY REPORT 2025

INTRODUCTION

BONESUPPORT's mission is to restore health and improve the quality of life for patients with bone disorders. This is where our most significant contribution to sustainability lies. Our technology has the potential to revolutionize the care of patients with bone disorders by enabling faster rehabilitation, reducing the number of surgical procedures, and lowering the risk of severe infections. We also recognize that a broader perspective matters — addressing environmental and governance aspects of sustainability is part of running a responsible company, and the VSME framework helps us do that.

Our sustainability work is at an early stage and there is more to do. One notable gap is Scope

3 greenhouse gas emissions, which we believe represent a significant share of the Group's overall impact. These are not included in this report due to current limitations in data quality and calculation methodologies. We aim to close this gap over time.

In recent years we have mapped our activities against the UN Sustainable Development Goals and engaged with stakeholders to better understand their expectations. This report reflects that work. We welcome feedback as we continue to improve.

Torbjörn Sköld
CEO



GENERAL INFORMATION

BASIS FOR PREPARATION (VSME B1)

This report is made by BONESUPPORT HOLDING AB and has been prepared in accordance with the Voluntary Sustainability Reporting Standard for SMEs (VSME, December 2024), applying the Basic Module and the Comprehensive Module. The report is prepared on a consolidated basis covering the company and its subsidiaries¹ (the "Group" or "BONESUPPORT") as a whole. Disclosures are presented at Group level, reflecting aggregated data across all entities in the Group, unless otherwise specified.

No upstream or downstream value chain activities are included within the reporting boundary. The report covers only the Group's own operations,

and consequently activities relating to the manufacture of the Group's products which is carried out by external contract manufacturers is not included in the report.

The reporting period is the financial year 2025, ending on December 31, 2025. As this is BONESUPPORT's first sustainability report under the VSME framework, there is no comparative historical data. This report will be used as the baseline for future comparative data.

No VSME disclosures have been omitted on the basis of sensitivity or confidentiality. This report has not been subject to external assurance.

The Group's sustainability data collection is at an early stage. Certain disclosures are subject to limitations, including the use of estimates, proxy data and varying levels of completeness. This report reflects the current level of data and resource availability, and the Group aims to improve data quality over time.

Data has been compiled using a combination of internal systems, manual processes and external sources. Environmental data, including greenhouse gas emissions, is based on generally accepted methodologies and standard emission factors, broadly aligned with the principles of the GHG Protocol.

Greenhouse gas emissions disclosures are limited to Scope 1 and Scope 2. Scope 3 emissions are not included due to limited data availability and the absence of sufficiently reliable calculation models. The Group aims to further develop its data and methodologies over time.

For a comprehensive understanding of BONESUPPORT's operations and financial performance, this report should be read in conjunction with the 2025 annual report, available on www.bonesupport.com.

General information

Legal Name	BONESUPPORT HOLDING AB
Legal form	Public Limited Company (Sw. Publikt Aktiebolag)
NACE classification	32.50 Manufacture of medical and dental instruments and supplies
Consolidated balance sheet total 2025*	EUR 96 million (SEK 1,036 million)
Consolidated turnover 2025**	EUR 106 million (SEK 1,175 million)
Number of employees 2025 (average full-time equivalents)	143
Country of primary operations	Sweden

* The Group's reporting currency is Swedish krona (SEK). Conversion to EUR has been made using the closing day rate on December 31, 2025 by the Swedish Riksbank

** The Group's reporting currency is Swedish krona (SEK). Conversion to EUR has been made using the average rate for 2025 by the Swedish Riksbank.

Significant locations

Site	Type	Location	Coordinates (Geolocation)
Head office	Leased office	Lund, Sweden	55.716146, 13.216568
US office	Leased office	Needham, Massachusetts	42.299072, 71.212328

¹ See Appendix A.



ABOUT BONESUPPORT (VSME C1)

BONESUPPORT develops and commercializes innovative injectable bio-ceramic bone graft substitutes that remodel to the patient's host bone and have the ability to elute drugs. BONESUPPORT's bone graft substitutes are based on the proprietary technology platform CERAMENT. To date, three primary commercial products have been commercialized:

- **CERAMENT®BVF** (BONE VOID FILLER) Injectable ceramic bone graft substitute that remodels to host bone.
- **CERAMENT®G** Injectable ceramic bone graft substitute that remodels to host bone and elutes Gentamicin during the critical first 30 days of bone healing. CERAMENT G constitutes a unique addition to the treatment and prevention of bone infection.
- **CERAMENT®V** Injectable ceramic bone graft substitute that remodels to host bone and elutes Vancomycin during the critical first 30 days of bone healing. CERAMENT V constitutes a unique addition to the treatment and prevention of bone infection.

All three products are marketed in several markets in Europe and the rest of the world. In the US, CERAMENT BVF and CERAMENT G have received approval from the US Food and Drug Administration (FDA) for use.

BONESUPPORT's business strategy focuses primarily on continuing to increase sales of current products in existing and new markets, as well as generating additional clinical data through studies and health economic data to highlight the benefits of CERAMENT.

The manufacture of the Group's products is carried out by external contract manufacturers.

The Group's key business relationships include:

- Customers: National healthcare systems, hospital groups, hospitals, clinics as well as end-users such as surgeons and nurses
- Suppliers: Manufacturer's of product components, suppliers of raw materials providers of manufacturing and related services (e.g. testing and sterilization), other service providers
- Sales and distribution: Third-party distributors, independent sales representatives, and sales agents

BONESUPPORT'S APPROACH TO SUSTAINABILITY (VSME B2, C2)

As a medical device company, our primary contribution to sustainable development is restoring health and improving the quality of life for patients with bone disorders. Our unique product technology, CERAMENT®, has potential to transform patient care by enabling faster rehabilitation, reducing the need for multiple surgical procedures and lowering the risk of infections and re-infections.² Our products benefit patients, healthcare providers, and ultimately society as a whole.

BONESUPPORT's sustainability framework is built around four focus areas, reflecting where our business has the greatest impact:

Patients, Healthcare & Society

Our core impact comes from developing and delivering medical devices that improve health outcomes and enhance quality of life. We focus on:

- Developing innovative solutions for the treatment of bone disorders
- Generating robust clinical and health economic evidence to validate product benefits and support informed decision-making
- Expanding patient access through regulatory approvals, entry into new markets, and by providing healthcare professionals with training, service and evidence to ensure appropriate use of our products
- Ensuring the highest standards of quality, safety and regulatory compliance in line with international medical device requirements

Furthermore, antimicrobial resistance (AMR) is an increasing threat to global public health, and collaboration is essential to counteract it. We are committed to the responsible use of antibiotics and actively support antibiotic stewardship.

Our People

Our employees are central to our long-term success. We are committed to building a responsible, respectful and performance-oriented organization grounded in high integrity, high standards, and inclusion. We believe in fair compensation practices. Our compensation framework is designed to reflect the value each position and employee brings to the organization and is based on:

- Job responsibilities, competence and experience, impact and complexity
- Performance in balance with culture contribution
- Equal pay
- Market benchmarks
- Internal equity

² See references 1-9 in Appendix A.

We strive for transparency in our compensation model and apply clear bonus practices aligned with company performance.

Our recruitment process prioritizes diversity across age, gender, ethnicity, culture and background, as well as personality. We believe diverse teams foster innovation, dynamic teamwork and long-term high performance.

We place strong emphasis on competence development and evaluate collective and individual performance based on both financial and qualitative metrics. These metrics are aligned with the company's overarching strategic objectives, which are translated into defined targets at functional and individual levels.

We conduct regular employee surveys to monitor engagement, identify areas for improvement, and support continuous organizational development.

Responsible Business Conduct

Strong governance and ethical conduct are fundamental to our long-term value creation. Our Code of Conduct applies to all employees and establishes clear expectations regarding business integrity and ethical behaviour, anti-bribery and anti-corruption, conflicts of interest, and compliance with laws and regulations. Regular training supports awareness and adherence to these principles.

Through our Business Partner Code of Conduct we aim to encourage ethical business practices throughout our value chain and seek to include contractual undertakings for our business partners when possible.

Environmental Responsibility

As a growing company expanding patient access across markets, our production volumes and logistics activities increase over time. We recognise that growth entails resource use and emissions and

are committed to managing our environmental impact responsibly. Our focus areas include:

- Compliance with applicable environmental regulations
- Identifying areas where operational efficiency can be improved over time
- Exploring opportunities to reduce the environmental impact of logistics and business travel, including assessing lower-carbon transport alternatives and promoting responsible travel practices where appropriate
- Continuing to develop our approach to emissions measurement to support more structured reporting in the future

Looking ahead

While we have currently not established a formal strategy specifically addressing the transition to a more sustainable economy, we have mapped our activities against relevant UN Sustainable Development Goals (SDGs) and identified the goals where we contribute most significantly.



These goals serve as a reference point for sustainability priorities and guide our ongoing development. On this basis, we have defined long-term sustainability objectives that reflect our priority areas and the direction of our ambitions. These objectives will be monitored through annual reporting on progress and development, with consideration to business confidentiality.

Sustainability objectives

SDG

Support improved health outcomes and antibiotic stewardship by:	3
<ul style="list-style-type: none"> • expanding access to BONESUPPORT's products through new approvals and market introductions • continuing generating scientific and clinical evidence that can open up for new areas of use as well as strengthen and expand established segments for BONESUPPORT's products • maintaining and continuously improving product training and educational support for healthcare professionals for the safe and effective use of BONESUPPORT's products 	
Promote a safe, healthy, and respectful workplace, supported by relevant policies and practices	5, 8
Explore opportunities to further incorporate sustainability considerations into supplier evaluation and product design when compatible with regulatory and safety requirements	9, 12
Maintain and continuously improve ethics and compliance practices and training for own organization, with zero-incident ambition, and encourage adherence to BONESUPPORT's Business Partner Code of Conduct among key suppliers to promote responsible business in the supply chain	8, 16

VSME DISCLOSURES

ENVIRONMENTAL DIMENSION

Energy and greenhouse gas emissions (VSME B3)

The tables below present the Group’s energy consumption and Scope 1 and Scope 2 greenhouse gas emissions. Energy consumption is attributable to the Group’s two office sites in Lund, Sweden, and Needham, Massachusetts. Scope 1 emissions include emissions from the Group’s controlled (leased) vehicles. Scope 2 emissions include emissions from electricity, heating and cooling attributable to the Group’s two office locations.

The figures have been calculated based on a combination of primary data, internal estimates, and proxy calculations where primary data is unavailable. As a result, data quality varies between locations, but the presented data is considered to provide a reasonable indication of overall energy use and greenhouse gas emission.

Energy category	Renewable (MWh)	Non-renewable (MWh)	Total (MWh)
Electricity	100.972	86.875	187.847
Fuels	0.000	0.000	0.000
Total	100.972	86.875	187.847

Emission category	Emissions (tCO2e)
Scope 1	70,554
Scope 2 (market-based)	65,031
Total	135,585

Based on the above, the Group’s GHG intensity for Scope 1 and Scope 2 was 1.279 tCO2e per EUR million, calculated by dividing total greenhouse gas emissions by the Group’s turnover in EUR.

Pollution of air, water and soil (VSME B4)

The Group is currently not subject to any legal obligation to report pollutant emissions in the air, water, or soil to the competent authorities. Nor does the Group report such data on an voluntary basis. The activities carried out at the Group’s two office sites are mainly non-emission-intensive processes (e.g. research & development and administrative functions).

Biodiversity (VSME B5)

The Group does not own or lease any sites in or in the immediate vicinity of areas that are classified as particularly sensitive to biodiversity according to national or international criteria. The two office sites are located in urban commercial areas and do not have any special features relevant to nature conservation.

Water (VSME B6)

Total water withdrawal amounted to 1.669 m3, relating to the activities carried out at the Lund office site. Water consumption primarily reflects office operations and sanitary use, with no industrial processes or water-intensive production. Data for the Needham office site is not currently available and is therefore not included in the reported figure.

Resource use, circular economy and waste management (VSME B7)

The Group does currently not have a formal approach to circular economy principles. Medical device products are subject to strict quality and regulatory requirements, which influence sourcing and production processes. Suppliers are carefully

selected and monitored in alignment with the Group’s quality management system, and high demands are placed on their compliance with current regulations. Where possible, priority is given to suppliers who carry out active environmental work.

Approximately 2.7 tonnes of waste was generated at the Lund office site, primarily consisting of general office waste. Of this, 1.4 tonnes was diverted to recycling. In addition, research and development activities generated approximately 0.02 tonnes of waste, of which less than 0.001 tonnes were treated as hazardous waste. Data for the Needham office site is not currently available and is therefore not included in the reported figure.

Climate Targets and Risks (VSME C3, C4)

The Group has not established formal greenhouse gas emission reduction targets at this stage. As the Group’s emissions data and calculation methodologies continue to develop, opportunities to define relevant targets and measures will be further explored.

No material climate-related risks have been identified in relation to the Group’s own operations. Given the nature of the business, direct exposure is considered limited. However, the Group recognizes that climate-related risks may arise in the broader value chain and will continue to assess such risks as its approach to emissions measurement, including Scope 3, is further developed over time.





SOCIAL DIMENSION

Workforce – General characteristics (VSME B8, C5)

The tables below presents the number of employees in 2025 average full-time equivalents (FTE) for the Group as a whole by (i) employment contract, (ii) gender, and (iii) country of employment.

Employment contract	Employees (FTE)
Fixed-term contract	0
Permanent contract	143
Total	143

Gender	Employees (FTE)
Female	76
Male	67
Other	0
Undisclosed	0
Total	143

Country of employment	Employees (FTE)
Sweden	64
United States	42
United Kingdom	18
Germany	11
Netherlands	3
Denmark	2
Spain	2
Italy	1
Total	143

Employee turnover rate was 9.8%. Employee turnover rate is calculated as number of employees who left during the reporting year / total number of average FTEs * 100.

The table below presents the number of female and male employees in management positions at two levels: (i) Group management at executive level, and (ii) People managers who are employees with personnel responsibility for teams at an operational level. The combined ratio of female-to-male employees in management positions is 0.82.

Category	Female	Male	Total
Group management (executive)	3	6	9
People managers (operational)	11	11	22
Total	14	17	31

The table below presents the number of individuals engaged by the Group who are not employees, including self-employed individuals working exclusively for the Group and temporary workers provided by external employment companies.

Category	Number
Self-employed (working exclusively for the Group)	1
Temporary workers provided by external employment companies	7
Total	8

Health and Safety (VSME B9)

There were no recordable work-related accidents within the Group as a whole, and consequently no fatalities as a result thereof.

Remuneration, Collective Bargaining and Training (VSME B10)

All employees within the group receive pay that is equal to or above the applicable minimum wage in the country of employment.

No employees within the Group were covered by collective bargaining agreements that the Group is required to apply. There is no legal obligation for any company within the Group to enter into or be bound by such agreements.

Average number of training hours completed was 5.1 hours, with no material difference between female and male employees. Reported training primarily related to onboarding activities for new hires and does not include individual role-specific training which is currently not tracked in a structured manner.

Human Rights Policies and Processes (VSME C6)

The Group's Code of Conduct sets out fundamental principles on non-discrimination, non-harassment, fair and respectful treatment of employees, as well as the Group's commitment to complying with all applicable employment laws and regulations and the United Nations principles on human rights. While topics such as child labour, forced labour, and human trafficking are not expressly addressed in separate provisions, the Group considers these to be included in the overarching commitment to responsible conduct.

The Code of Conduct is part of the Group's policy framework. New employees receive training on the Code of Conduct during the onboarding process, and annual retraining is carried out for all employees.

Complaints and reports are handled through an internal process whereby employees can confidentially contact their manager or the HR department. In addition, the Group has a whistleblowing channel allowing employees to anonymously report serious concerns.

Severe negative human rights incidents (VSME C7)

There were no confirmed human rights incidents in the Group's own workforce.

BONESUPPORT is not aware of any confirmed incidents involving workers in the value chain, affected communities, consumers and end-users. The Group has developed a Business Partner Code of Conduct with legal, environmental, and social standards expected of its business partners, for the purpose of promoting responsible business practices across the value chain. The Group's ambition is to gradually incorporate adherence to the Business Partner Code of Conduct, or an equivalent standard, into new contractual arrangements over time.

GOVERNANCE DIMENSION***Convictions and fines for corruption and bribery (VSME B11)***

BONESUPPORT has not been subject to convictions or fines for violations of anti-corruption and anti-bribery laws.

Revenues from certain sectors and exclusion from EU reference benchmarks (VSME C8)

BONESUPPORT does not operate in any of the following sectors:

- The production or trade of controversial weapons
- The cultivation and production of tobacco
- The fossil fuel sector
- The manufacturing of pesticides and other agrochemical products

BONESUPPORT is to the best of its knowledge not excluded from any EU reference benchmarks aligned with the Paris Agreement.

Gender diversity ratio in the governance body (VSME C9)

The Board of Directors consists of 2 female directors and 3 male directors, entailing a female-to-male ratio of 0.67.

After the General Meeting of Shareholders, the Board of Directors is BONESUPPORT's highest decision-making body, and is responsible for the Company's organization and the management of the Company's affairs. The members of the Board of Directors are elected annually by the General Meeting of Shareholders. Proposals for election of Board of Directors is prepared by the Nomination Committee consisting of three members representing the three largest shareholders as of the end of September. This structure is based on the Swedish Corporate Governance Code (Sw. Svensk Kod för Bolagsstyrning) applicable for companies listed the Nasdaq Stockholm regulated market.

APPENDIX A

Entity	Registered address
BONE SUPPORT AB	Scheelevägen 19, 223 70 Lund, Sweden
BONESUPPORT Inc.	117 Fourth Ave, Suite 202, Needham, MA 02494, United States
BONESUPPORT GmbH	Lyoner Strasse 15, 60528 Frankfurt am Main, Germany
BONESUPPORT BV	Krijn Taconiskade 430, 1087 HW Amsterdam, the Netherlands
BONESUPPORT Switzerland GmbH	C/O Bader Gnehm & Partners, Genferstrasse 21, 8002 Zürich, Switzerland
BONESUPPORT UK Ltd	Suite 14, The Granary, Hones Yard, 1 Waverley Lane, Farnham. GU9 8BB, United Kingdom
BONESUPPORT ApS	C/O Legaldesk.dk ApS, Njalsgade 21 f, 2, 2300 København S, Denmark
BONESUPPORT S.L.U	C/ Velázquez, 64 4º IZQ, 28001 Madrid, Spain
BONESUPPORT SRL	Via A. Albricci 9, CAP 20122, Milano, Italy
BONESUPPORT Incentive AB	Scheelevägen 19, 223 70 Lund, Sweden
BONESUPPORT Austria GmbH	Gierstergasse 6, 1120 Vienna, Austria
BONESUPPORT AS	c/o Nytt Foretak AS, Tjuvholmen allé 1, 0252 Oslo, Norway

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DISCLAIMERS

This report has been prepared for the purpose of providing a general overview of the Group's sustainability-related activities, performance and ambitions. It is based on information available at the time of preparation and reflects the Group's current level of data availability and organizational maturity.

Certain information in this report is based on estimates, assumptions and proxy data, particularly in areas where complete or verified data is not yet available. While reasonable care has been taken in the preparation of the report, the Group makes no representation or warranty, express or implied, as to the accuracy, completeness or reliability of the information contained herein.

This report includes forward-looking statements relating to the Group's future sustainability objectives and development. Such statements are based on current expectations and are subject to uncertainties and factors that may cause actual outcomes to differ materially. The Group undertakes no obligation to update such statements.

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