

# Bittium Modern Slavery Statement



**Bittium**

# Bittium Modern Slavery Statement 2025

## Bittium Business and Supply Chain

Bittium is a Finnish technology company specializing in the development of reliable and secure communication and connectivity solutions, as well as products and services for out-of-hospital biosignal measurement and monitoring. Bittium was founded in 1985 under the name Elektrobit. The name changed to Bittium after the company sold its Automotive business and the rights to the Elektrobit name on July 1, 2015. Bittium Corporation is a listed company on the main list of the Helsinki Stock Exchange (Nasdaq Helsinki Ltd) as BITTI. Bittium operates in Finland, UK, Germany and the United States. The company's headquarters is in Oulu. In Finland, the company also has offices in Espoo, Kajaani, Kuopio and Tampere.

Bittium's business is global. Bittium has three business segments: Medical, which focuses on the measurement and remote monitoring of biosignals; Defense & Security, which provides products and services for the defense and security markets; and Engineering Services, which provides product development services. In addition to the business segments, the company has Group Functions segment, which includes group administration, strategic projects, and stock market listing related functions, as well as the rental of premises owned by the Group. In addition to this, Group Functions produces common services for the business segments, which are reasonable to be managed centrally.

The Defense & Security business segment's customer categories include the defense forces of different countries, governmental organizations and public authorities, and private mobile network providers. Products and services are offered globally. The products and services, and the tactical communication networks created with them, are managed by software products. In addition, the company sells various accessories that support the use of Bittium's products and systems. The services sold by Bittium include software and hardware development, product lifecycle services, i.e. maintenance services to support the use of Bittium's products and systems, as well as the expertise of the company's specialists in various R&D projects.

The customers of the Medical business segment include healthcare professionals, hospitals, health centers and service providers to whom Bittium offers healthcare products and services for biosignal measurement in the areas of cardiology, neurology and sleep apnea testing. Products and services are offered globally, considering the regulatory approval processes for medical devices in each country.

The Engineering Services business segment focuses on product design, development and maintenance services implemented for customers. The business solutions offered by contract customers include products and comprehensive solutions aimed at end-users. The services sold can largely be divided into the following categories: IoT/wireless communication, health services and mobile devices and systems. Bittium's customers are mainly in Europe and North America.

Bittium's value chain extends to several countries. The most significant of the downstream value chain countries are the United States and several European countries. The business premises related to the impacts of Bittium's value chain consist of component suppliers' production plants, factories and offices, most of which are in Asia.

Bittium's value chain includes suppliers, partners, public authorities, the company's own employees, shareholders and customers. Bittium operates in a highly regulated operating environment, which is why cooperation with the public authorities plays a significant role. Suppliers of goods in the upstream value chain are of central importance to Bittium's business operations. Most of them engage in the manufacturing of components required for production operations, their transport, or primary production activities that are indirectly linked to the components. Bittium's value chain also includes people working in outsourced services and seasonal additional workforce acquired through outsourced services, such as consultants. Bittium's downstream value chain includes customers, most of which are retailers that sell the products to end-users, as well as product suppliers.

## Policies in Relation to Slavery and Human Trafficking

Bittium is committed to operating in accordance with the policies and values described in its Code of Conduct. According to its Code of Conduct, Bittium is committed to conducting its business safely, sustainably, ethically and honestly, adhering to laws and respecting human rights and internationally recognized human rights initiatives, such as the UN Guiding Principles on Business and Human Rights.

The sustainability policy defines the key objectives of environmental, responsibility in the supply chain, reducing waste and compliance.

The procurement policy, in turn, guides responsible procurement throughout the entire value chain. The supplier requirements are compiled in the Supplier Manual, which includes Responsible Business Alliance's (RBA) Code of Conduct and additional Bittium requirements.

## Due Diligence

Bittium takes due diligence into account in its operations. Together with its supply chain partners and other stakeholders, Bittium strives to identify both actual and potential adverse impacts on the environment and people, including human rights impacts, throughout the value chain. As part of its sustainability management and operations, the company prevents and mitigates adverse impacts by monitoring the effectiveness of actions related to due diligence.

Bittium has drawn up contractual terms for its identified critical suppliers of goods and services. The aim is to apply these contractual terms to purchase orders placed by Bittium. Bittium's critical suppliers are required to have documented occupational safety methods and practices, as well as documented and implemented safety principles that cover buildings, employees, functions, documents and information systems.

Bittium's supplier engagement takes place both during the supplier selection process and subsequently in connection with quality monitoring activities, such as audits. This makes it possible to identify and measure any experiences and improvements related to value chain workers that may have been gained because of the activities. Compliance with Bittium's guidelines related to suppliers is assessed by supplier self-assessments and audits of critical suppliers.

Bittium audits its identified critical production material suppliers on a regular basis in accordance with the annual Supplier Audit Plan. The well-being, working conditions and occupational safety of the suppliers' workers are also assessed in connection with the supplier audits (Bittium Supplier Audit Assessment Checklist).

Bittium considers that risk of modern slavery occurring in our own operations is very low, but recognizes the importance of taking steps to prevent and mitigate harm from occurring. Bittium is committed to strengthening its approach to tackling modern slavery within its operations and supply chain on a continuous basis. To improve internal knowledge and to ensure that Bittium takes right measures, a HRIA (Human Rights Impact Assessment) assessment will be conducted in 2026. The assessment will guide Bittium to improve human rights responsibility in the future.

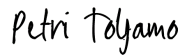
Bittium will launch a new sustainability training course for all employees in 2026 and targeted training regarding human rights for sourcing personnel.

## Whistleblowing

Bittium's whistleblowing channel provides value chain workers with the opportunity to report suspected misconduct to Bittium confidentially. The whistleblowing service can be used to raise concerns about risks of serious misconduct concerning people, the organization, society or the environment.

This statement covers Bittium corporation and it's all subsidiaries.

Signed by:



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**Petri Toljamo**

CEO

Bittium Corporation

# Bittium



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