

Medartis GRI-Index

Medartis reports the information mentioned in this Global Reporting Initiative (GRI) Index for the Annual Report 2025 (01.01.2025 - 31.12.2025) in accordance to the GRI Standards. The page numbers given refer to the Annual Report 2025 unless otherwise stated. The GRI indicators refer to the 2021 foundation version 1 of the GRI standards, any exceptions to this are noted accordingly. No GRI Sector Standards apply.

GRI Standards	Disclosure no. & title	Page no. / information
GRI 2: General Disclosures 2021		
	2-1 Organizational details	Medartis Holding AG is incorporated as a stock corporation under the Swiss law and is headquartered in Basel, Switzerland. Principles of the consolidated financial statements, General information (p.123-133), Group structure (p.72), Address (p.186)
	2-2 Entities included in the organization's sustainability reporting	All entities of the holding are included in this report. Minority investments without operational control are not included (see also "Group information", p.130).
	2-3 Reporting period, frequency and contact point	The reporting period is the 2025 financial year. Medartis reports annually. Contact point: Alina Koch (Global Lead Sustainability) Medartis AG Hochbergerstrasse 60E CH-4057 Basel Email: alina.koch@medartis.com Tel: +41 61 633 34 87
	2-4 Restatements of information	Changes to prior-year data resulting from methodological or data improvements are disclosed in the relevant sections and footnotes to ensure comparability (see also "Notes to the Sustainability Report", p.36).
	2-5 External assurance	No external assurance was obtained for the Sustainability Report 2025.
	2-6 Activities, value chain and other business relationships	Business Review (p. 10-13); Highlights (p.14-15); Medartis Group (p.18-23)
	2-7 Employees	Key figures employees (p.47-48)
	2-8 Workers who are not employees	Not applicable. Medartis does not engage workers who are not employees. All individuals performing work for the company are employed under an employment contract.
	2-9 Governance structure and composition	Corporate Governance, Group structure (p.72-73); Board of Directors (p.76-87)
	2-10 Nomination and selection of the highest governance body	Board of Directors (p.76-87)
	2-11 Chair of the highest governance body	Board of Directors (p.76-87), Marco Gadola, Chairman of the Board of Directors
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Governance (p.40), ESG Committee
	2-13 Delegation of responsibility for managing impacts	Sustainability Governance (p.40), ESG Committee
	2-14 Role of the highest governance body in sustainability reporting	Notes to the sustainability report (p.36); Sustainability Governance (p.40)
	2-15 Conflicts of interest	Other activities and vested interests (p.81); Independence (p.85-86)
	2-16 Communication of critical concerns	Information and control instruments vis-à-vis the EMB (p. 87); Whistleblower Channel (p.63), Concerns raised by shareholders at the Annual General Meeting are dealt with under the Articles of Association. In 2025, no concerns were raised directly with the Board of Directors outside of the Annual General Meeting.
	2-17 Collective knowledge of the highest governance body	Internal organisational structure (p.81-85); Sustainability Governance (p.40), The Board's collective expertise includes sustainability knowledge through the Sustainability Delegate of the Board and regular engagement with the Global Sustainability function.
	2-18 Evaluation of the performance of the highest governance body	Not applicable. Medartis does currently not have a formalized annual evaluation process; performance is reviewed through ongoing dialogue and committee structures.
	2-19 Remuneration policies	Compensation report (p.97-111)
	2-20 Process to determine remuneration	Compensation report (p.97-111)
	2-21 Annual total compensation ratio	Confidentiality constraints. Medartis does not publicly disclose the ratio of the annual total compensation of the highest-paid individual to the median remuneration of all employees. Quantitative data alone may not provide meaningful insight into pay disparities.
	2-22 Statement on sustainable development strategy	Sustainability Framework and Targets (p.37); ESG Framework (p. 35), In the editorial of this Sustainability Report, Nadia Tarolli Schmidt, Member of the Board of Directors, Chair of the Finance & Audit Committee and Sustainability delegate, comments on the topic of sustainability at Medartis ("Letter from the Chair of Sustainability", p.34).
	2-23 Policy commitments	Sustainability Framework and Targets (p.37); Materiality Analysis (p.38-39); Policy commitments (p.63-64); Link to Medartis compliance policies: www.medartis.com/en/about-us/compliance
	2-24 Embedding policy commitments	Business Conduct (p.63-64)
	2-25 Processes to remediate negative impacts	Business Conduct (p.63-64)
	2-26 Mechanisms for seeking advice and raising concerns	Business Conduct (p.63-64)
	2-27 Compliance with laws and regulations	Business Conduct (p.63-64). There were no substantiated fines or sanctions imposed on Medartis in relation to non-compliance with laws or regulations during the reporting period.
	2-28 Membership associations	Medartis is a partner of the International Bone Research Association (IBRA) as well as of the industry association Swiss MedTech.
	2-29 Approach to stakeholder engagement	Materiality analysis (p.38)
	2-30 Collective bargaining agreements	Globally, 32% of our employees (428 out of 1'337) are subject to collective bargaining agreements. Key figures employees (p.47-48).
GRI 3: Disclosure of material topics 2021		
	3-1 Process to determine material topics	Materiality analysis (p.38-39)
	3-2 List of material topics	Materiality analysis (p.38-39)
	3-3 Management of material topics	Materiality analysis (p.38-40)

GRI Standards	Disclosure no. & title	Page no. / information
GRI 201: Economic Performance 2016		
	201-1 Direct economic value generated and distributed	Core result reconciliation 2025 (p.116)
	201-2 Financial implications and other risks and opportunities due to climate change	Report on climate-related opportunities and risks in accordance to TCFD (p.66-69)
	201-3 Defined benefit plan obligations and other retirement plans	Post-employment benefits (p.167-170)
	201-4 Financial assistance received from government	Not applicable. No financial assistance was received from government.
GRI 204: Procurement Practices 2016 (Supplier environmental/social practices)		
GRI 3: Management of material topics		Materiality analysis (p.38-40)
	204-1 Proportion of spending on local suppliers	Supplier environmental/social practices, Local sourcing and supplier selection (p.64)
GRI 205: Anti-corruption 2016 (Business conduct)		
GRI 3: Management of material topics		Materiality analysis (p.38-40)
	205-1 Operations assessed for risks related to corruption	Business conduct (p.63-64)
	205-2 Communication and training about anti-corruption policies and procedures	Business conduct (p.63-64)
	205-3 Confirmed incidents of corruption and actions taken	Business conduct (p.63-64)
GRI 206: Anti-competitive Behavior 2016 (Business conduct)		
GRI 3: Management of material topics		Materiality analysis (p.38-40)
	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Corruption and fair competition (p. 63)
GRI 207: Tax 2019 (Business Conduct)		
GRI 3: Management of material topics		Materiality analysis (p.38-40)
	207-1 Approach to tax	Approach to tax (p.63-64)
	207-2 Tax governance, control, and risk management	Approach to tax (p.63-64)
	207-3 Stakeholder engagement and management of concerns related to tax	Approach to tax (p.63-64)
	207-4 Country-by-country reporting	Confidentiality constraints. Due to commercially sensitive information and disproportionate competitive disadvantages.
GRI 301: Materials 2016 (Resource use & circular economy)		
GRI 3: Management of material topics		Materiality analysis (p.38-40)
	301-1 Materials used by weight or volume	Key figures environment (p.55)
	301-2 Recycled input materials used	Raw materials (p.61)
	301-3 Reclaimed products and their packaging materials	Packaging (p.61)
GRI 302: Energy 2016 (Climate change)		
GRI 3: Management of material topics		Materiality analysis (p.38-40)
	302-1 Energy consumption within the organization	Key figures environment (p.55)
	302-2 Energy consumption outside of the organization	Medartis does not treat energy consumption outside the organization as a separate material impact driver beyond Scope 3 emissions. Collecting primary energy data from suppliers and customers would require disproportionate effort and methodological assumptions without adding meaningful insights beyond Scope 3 reporting. Therefore, Medartis focuses on managing energy use within its own operations and the most material Scope 3 categories.
	302-3 Energy intensity	Medartis AG: 46.1 MWh / MCHF gross profit
	302-4 Reduction of energy consumption	Key figures environment (p.55); GHG emissions from upstream activities and from our operations (Scope 1 and 2) (p.58-59)
	302-5 Reductions in energy requirements of products and services	Not applicable, as our products do not require energy during their use phase and therefore no reductions in energy requirements of products and services can be reported.
GRI 305: Emissions 2016 (Climate Change)		
GRI 3: Management of material topics		Materiality analysis (p.38-40)
	305-1 Direct (Scope 1) GHG emissions	Key figures environment, Direct (Scope 1) GHG emissions (p.56)
	305-2 Energy indirect (Scope 2) GHG emissions	Key figures environment, Indirect (Scope 2) GHG emissions (p.56)
	305-3 Other indirect (Scope 3) GHG emissions	Key figures environment, Other indirect (Scope 3) GHG emissions (p.57)
	305-4 GHG emissions intensity	Climate Change, Progress towards science-based reduction targets (p.60)
	305-5 Reduction of GHG emissions	Climate Change, SBTi target progress in 2025 (p.60)
	305-6 Emissions of ozone-depleting substances (ODS)	Ozone-depleting substances are used only in closed systems, primarily in production. During the reporting period, maintenance work was carried out on a compressor; the refrigerant was professionally recovered by a certified service provider and disposed of in accordance with applicable regulations. No release to the atmosphere occurred.
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Not applicable. Our production processes do not involve significant combustion or other operations that generate substantial NOx or SOx emissions.
GRI 306: Waste 2020 (Resource use & circular economy)		
GRI 3: Management of material topics		Materiality analysis (p.38-40)
	306-1 Waste generation and significant waste-related impacts	Resource use & circular economy, Waste management (p.61)
	306-2 Management of significant waste-related impacts	Resource use & circular economy, Waste management (p.61)
	306-3 Waste generated	Key figures environment (p.55)
	306-4 Waste diverted from disposal	Key figures environment (p.55)
	306-5 Waste directed to disposal	Key figures environment (p.55)
GRI 308: Supplier Environmental Assessment 2016 (Supplier environmental/social practices)		
GRI 3: Management of material topics		Materiality analysis (p.38-40)
	308-1 New suppliers that were screened using environmental criteria	Supplier environmental/social practices, Local sourcing and supplier selection (p.64)
	308-2 Negative environmental impacts in the supply chain and actions taken	Supplier environmental/social practices, Ongoing monitoring, audits and supplier development (p.64)

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GRI 401: Employment 2016 (Employee development, engagement & culture)		
GRI 3: Management of material topics		Materiality analysis (p.38-40)
	401-1 New employee hires and employee turnover	Key figures employees, New hires and employee turnover (p.48)
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits provided to employees may vary depending on employment type and local legislation. Core benefits such as healthcare coverage, parental leave and retirement contributions are generally available to all employees. Certain benefits, including participation in share ownership programs, may be limited to permanent employees depending on local employment frameworks.
	401-3 Parental leave	Diversity, equality and inclusion, Flexible working culture as the basis for employee wellbeing (p.50)
GRI 403: Occupational Health and Safety 2018		
GRI 3: Management of material topics		Materiality analysis (p.38-40)
	403-1 Occupational health and safety management system	Occupational health and safety (p.52-53)
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational health and safety, Hazard identification, risk management and continuous improvement (p.52)
	403-3 Occupational health services	Occupational health and safety, Health services and health promotion (p.52)
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational health and safety, Participation, training and communication (p.52)
	403-5 Worker training on occupational health and safety	Occupational health and safety, Participation, training and communication (p.52-53)
	403-6 Promotion of worker health	Occupational health and safety, Health services and health promotion (p.52)
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational health and safety, Safety in our business relationships (p.53)
	403-8 Workers covered by an occupational health and safety management system	Occupational health and safety (p.52-53)
	403-9 Work-related injuries	Occupational health and safety (p.52)
	403-10 Work-related ill health	Occupational health and safety (p.52)
GRI 404: Training and Education 2016 (Employee development, engagement & culture)		
GRI 3: Management of material topics		Materiality analysis (p.38-40)
	404-1 Average hours of training per year per employee	Employee development, engagement and culture, 'Engage, Learn, Grow' as a daily practice for every employee (p.51)
	404-2 Programs for upgrading employee skills and transition assistance programs	Employee development, engagement and culture (p.50-51)
	404-3 Percentage of employees receiving regular performance and career development reviews	Employee development, engagement and culture, From clear goals to continuous growth in everyday performance (p.51) In 2025, the annual performance management cycle applied to all employees globally. As the process is mandatory, 100% of employees are expected to receive a regular performance and career development review.
GRI 405: Diversity and Equal Opportunity 2016 (Diversity, Equality & Inclusion)		
GRI 3: Management of material topics		Materiality analysis (p.38-40)
	405-1 Diversity of governance bodies and employees	Key figures employees (p.47); Diversity, equality and inclusion, Diversity of governing bodies and employees (p.49)
	405-2 Ratio of basic salary and remuneration of women to men	Diversity, equality and inclusion, Fair and equal remuneration and benefits (p.49)
GRI 406: Non-discrimination 2016 (Diversity, Equality & Inclusion)		
GRI 3: Management of material topics		Materiality analysis (p.38-40)
	406-1 Incidents of discrimination and corrective actions taken	Diversity, equality and inclusion (p.49)
GRI 408: Child Labor 2016 (Supplier environmental/social practices)		
GRI 3: Management of material topics		Materiality analysis (p.38-40)
	408-1 Operations and suppliers at significant risk for incidents of child labor	Supplier environmental/social practices, Extending our compliance and human rights standards across the value chain (p.64)
GRI 409: Forced or Compulsory Labor 2016 (Supplier environmental/social practices)		
GRI 3: Management of material topics		Materiality analysis (p.38-40)
	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Supplier environmental/social practices, Extending our compliance and human rights standards across the value chain (p.64)
GRI 414: Supplier Social Assessment 2016 (Supplier environmental/social practices)		
GRI 3: Management of material topics		Materiality analysis (p.38-40)
	414-1 New suppliers that were screened using social criteria	Supplier environmental/social practices, Local sourcing and supplier selection (p.64)
	414-2 Negative social impacts in the supply chain and actions taken	Supplier environmental/social practices, Ongoing monitoring, audits and supplier development (p.64)
GRI 416: Customer Health and Safety 2016 (Customer & patient satisfaction)		
GRI 3: Management of material topics		Materiality analysis (p.38-40)
	416-1 Assessment of the health and safety impacts of product and service categories	Product innovation, safety and quality (p.44-45)
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Product innovation, safety and quality, Post-market activities to ensure the highest product quality and safety (p.44-45)
GRI 418: Customer Privacy 2016 (Information security)		
GRI 3: Management of material topics		Materiality analysis (p.38-40)
	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Information security (p.65)