

Employees of Medartis  
in Basel, Switzerland

# Sustainability Report

- 34 Letter from the Chair of Sustainability
- 37 Sustainability Framework and Targets
- 41 Restoring patients' quality of life
- 46 Empowering our people
- 54 Minimising our environmental footprint
- 62 Doing business responsibly
- 66 TCFD Report

# Letter from the Chair of Sustainability



**Dear shareholders, dear readers,**

2025 marked an important year for Medartis' sustainability journey – a year in which we moved from building the foundations to activating sustainability as a value driver for our company, our customers and the patients we ultimately serve.

Over the past years, Medartis has taken additional steps to understand and manage our environmental and social impact. We have validated ambitious science-based climate targets, implemented the TCFD recommendations, strengthened our global ESG governance, and improved our reporting in line with the relevant international standards.

## **A year of transition – from foundation to transformation**

We leveraged these foundations to expand our coverage in 2025 in order to integrate operations across the Group following our two strategic acquisitions. The removal of the CSRD obligation gave us the opportunity to use our resources differently: instead of focusing on formal compliance, we significantly deepened and expanded our existing double materiality assessment to ESRS level, building on the 2023 analysis and reflecting Medartis' double-digit topline growth.

At the heart of this enhanced assessment was a conscious decision to listen carefully to a broad range of internal and external stakeholders, including customers, ESG analysts and institutional shareholders. Their perspectives were crucial in sharpening our understanding of Medartis' specific material topics, clarifying the

most relevant risks and opportunities, and informing our new ESG Framework and future roadmap.

This framework and its roadmap are explicitly designed to create value for our key stakeholders: patients and customers, employees and shareholders. Built around four pillars – reducing our environmental footprint, strengthening customer and patient value, empowering our people and culture, and ensuring responsible business practices – it aims to foster innovation, systematically address our most promising opportunities and ensure that our sustainability agenda keeps pace with Medartis' dynamic growth. Under the guiding mission "We are progressing on our path to sustainability with care in everything we do: for patients, people, and our planet", it translates what sustainability means for us into concrete action.

Having defined measurable priorities and strategic targets across these four pillars, we are reporting transparently on our status and the progress we have made for the first time in 2025. This will now be done annually, enabling us to track improvements and hold ourselves accountable for delivering on our sustainability ambitions. Supported by a restructured ESG Committee and the stronger involvement of our worldwide subsidiaries, this roadmap will allow us to drive visible progress and measure results.

## **Progress across our ESG priorities**

In 2025, we completed our first life cycle assessment (LCA) for selected products. By comparing sterile and non-sterile variants, we identified key environmental "hotspots" along the value chain – from raw materials and energy use to sterilisation, packaging and logistics. These insights will impact future product and packaging design and help us to prioritise decarbonisation and circularity

measures, and respond to growing customer demand for transparent, product-specific sustainability information.

We also advanced access to care by integrating KeriMedical and NeoOrtho into the Medartis Group, enabling us to address a broader range of patient needs and price points in hand surgery and trauma, particularly in Latin America and Europe. Their inclusion in our ESG roadmap will strengthen our regional presence and support our long-term sustainability strategy.

With 388 new colleagues joining through organic growth and acquisitions, we rolled out our High Performing Culture and WE-IT-I values globally, expanded the Medartis Academy, and strengthened employee voice through targeted initiatives to build diverse, inclusive and safe workplaces.

At the same time, we reinforced responsible business practices. Medartis completed its first EcoVadis assessment and received a Silver rating, ranking in the top 15% of companies evaluated. This result serves as a benchmark for continued improvement and validates the progress we have made in professionalising our ESG management.

Kind regards,

## **Nadia Tarolli Schmidt**

Member of the Board of Directors  
Chair of the Finance & Audit Committee  
and Sustainability delegate

# ESG Framework



Empowering our people

Minimising our environmental footprint

Doing business responsibly

**WE CARE.**  
medartis group

Restoring patients' quality of life

"We are progressing on our path to sustainability with care in everything we do: for patients, people, and our planet."

## NOTES TO THE SUSTAINABILITY REPORT

### Period

The sustainability report covers the period from 1 January to 31 December 2025 and was approved by the Board of Directors on 13 March 2026. The report is structured around the Medartis Sustainability Framework, which comprises four strategic sustainability commitments. Each commitment has a dedicated section for the respective material topics.

### Reporting standards and guidelines

Medartis' sustainability report has been prepared in accordance with the Global Reporting Initiative (GRI) standards. Further information is available in our GRI Index on the Medartis website under '[Company](#)' → '[Sustainability](#)'.

For reporting purposes, we align our sustainability topics with the due diligence provisions of Art. 964b of the Swiss Code of Obligations and the related regulations.

Our climate reporting continues to adhere to the Greenhouse Gas Protocol and the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD); [see the TCFD report](#).

### System boundaries

The sustainability report has been prepared in accordance with the principle of double materiality. It reflects Medartis' impact on people and the environment, as well as the company's sustainability-related risks and opportunities and the expectations of key stakeholder groups.

Medartis' Sustainability Framework, targets and disclosures fundamentally encompass all entities consolidated under Medartis Holding AG (see 'Governance – Group Structure'). For the purposes of sustainability reporting, the most relevant entity is Medartis AG, including its production site in Basel, Switzerland, which also serves as the Group's headquarters. Medartis AG also comprises several international distribution [subsidiaries](#). A second production site in Warsaw, USA was acquired in 2022.

In 2025, Medartis also acquired the remaining shares in KeriMedical SA, Geneva, as well as a 51% shareholding in the Brazilian company NeoOrtho Produtos Ortopédicos S.A. Unless explicitly stated otherwise, the scope of this sustainability report does not yet fully include these two newly acquired entities.

### Corrections and restatements

Medartis reviews sustainability data from previous years as part of the annual reporting process. In the current reporting cycle, prior-year figures were comprehensively recalculated following improvements in data quality, enhanced collection processes, refined methodologies and a deeper understanding of ESG reporting requirements.

Where adjustments were necessary, prior-year data has been retrospectively updated to ensure transparency, consistency and comparability across reporting periods. The restated figures represent the most accurate and methodologically robust baseline for future performance tracking.

# Sustainability Framework and Targets

In line with our mission, “We are progressing on our path to sustainability with care in everything we do: for patients, people, and our planet”, we incorporate our understanding of sustainability into our day-to-day decisions and our long-term strategic orientation.

We view sustainability as the creation of lasting and meaningful value for all our stakeholders. Our patients are at the heart of everything we do, and we strive to improve their quality of life through safe, reliable and innovative solutions. At the same time, we are committed to building trusted partnerships with our customers, offering an engaging and diverse workplace for our employees, and generating long-term value for our investors in a responsible manner. In the reporting year, we developed a sustainability strategy that translates this ambition into four focus areas, reflecting our material topics and leading to clear strategic targets.

## Targets and achievements

We have defined eleven key sustainability targets within our Sustainability Framework and are disclosing our performance against them for the first time in this report. We will continue to report on progress annually.

In line with our ambition to minimise our environmental footprint, we have already achieved 100% renewable electricity one year ahead of schedule. As we do not own our buildings and cannot always directly choose the contracted electricity, we partially meet this target through the purchase of Energy Attribute Certificates (EACs). We made progress towards achieving our SBTi targets in 2025. In the reporting year, our Scope 1 and 2 emissions were 2% below the target pathway, while our Scope 3 emissions were 16% above the target pathway.

We are aiming to multiply our global patient reach by 2030, driven by expansion, innovation and commercial capabilities. For the first time, we have calculated how many patients have been treated with our solutions – and thus actively helped to significantly restore their mobility and quality of life. Our preferred partner in education and research, IBRA, supports our ambition to foster greater diversity in Trauma & Orthopaedics; in 2025, IBRA launched its first dedicated programs for young surgeons and the promotion of female surgeons, which will be further expanded in the coming years.

By 2030, we aim to increase our GLINT score for “I feel a sense of belonging” from 75 to 85, reflecting our belief that our people, their engagement and our culture are the cornerstone of our success.

At the same time, we aim to keep work-related accidents at or below 1 LTIR per year. With a current LTIR of 0.86 we achieved this goal and we consider strong occupational safety performance to be critical in a manufacturing environment to protect our employees and ensure stable operations. In the area of responsible business conduct, we successfully increased the share of employees who completed our compliance training from 87% in 2024 to 92%. This shows that our organisation is increasingly familiar with our standards of ethical behaviour, and we remain committed to sustaining this high level of training participation.

Targets	2025
<b>Minimising our environmental footprint</b>	
2026: We will use 100% renewable electricity	100% <sup>1</sup>
2033: We aim to reduce our Scope 1+2 emissions by 65% (SBTi)	2%
2033: We aim to reduce our Scope 3 emissions by 61% per 1 million gross profit (SBTi)	-16%
2040: We aim to achieve net zero emissions (Scope 1+2)	1'383.4 tCO <sub>2</sub> eq
<b>Restoring patients' quality of life</b>	
2030: We aim to multiply the number of patients treated with Medartis products	408'890
We advocate for greater diversity in Trauma & Orthopaedics	on track
<b>Empowering our people</b>	
2030: A score of 85 for "I feel a sense of belonging" in our employee survey (GLINT)	75 <sup>2</sup>
≤ 1 work-related accident (LTIR) per year <sup>3</sup>	0.86
<b>Doing business responsibly</b>	
2030: 90% of employees have received compliance training	92%
100% of master distributors undergo due diligence prior to contract signature	Maintained
The company's Corporate Social Responsibility Policy is reviewed annually to promote its continuous improvement	Maintained

<sup>1</sup> excl. Kerimedical

<sup>2</sup> in the 2024 survey

<sup>3</sup> calculated as ((Number of lost time incidents in the reporting period] x 200,000)/(total hours worked in the reporting period), a lost time incident being an individual occurrence of injury in the workplace which results in the employee having to take a minimum of one full working day away from work. Only production activities at the Basel site are covered and tracked with this KPI

## MATERIALITY ANALYSIS

For the 2025 reporting year, the materiality analysis was comprehensively revised to fully integrate the principle of double materiality, in line with the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS). This assessment considers the impact of Medartis' activities on society and the environment (inside-out perspective), as well as the influence of sustainability issues on our business model, financial performance, and long-term resilience (outside-in perspective). The process comprised three structured steps based on internal data, regulatory requirements, stakeholder input and sector-specific insights.

### 1. Topic landscape

Firstly, a broad list of potential sustainability topics was compiled. This was guided by the ESRS framework, developments in EU and Swiss regulation, global MedTech risk trends, internal policies, and the characteristics of Medartis' value chain. Further input came from the life cycle assessment of a representative product set, supplier assessments, interviews with internal subject matter experts and the revised sustainability strategy.

### 2. Stakeholder engagement

Expectations of internal and external stakeholders were integrated throughout the entire process. Insights were gathered from 33 stakeholders, including suppliers, industry associations, customers, peers and investors, as well as internal stakeholders from management and subject matter experts. These stakeholders were classified according to their impact on and interest in Medartis' success.

### 3. Impact assessment

In the last step, internal experts assessed the potential impacts, risks and opportunities of each material topic based on the ESRS criteria of scale, scope, irreversibility and likelihood.

Upstream processes, particularly titanium production, were identified as environmental hotspots in line with LCA findings. Downstream, the clinical use and disposal of materials were found to contribute to environmental impact.

Positive impacts, such as improving patient mobility and surgical outcomes through high product quality and clinical education, as well as supporting local employment at our sites, were also taken into consideration.

### List of material and non-material topics

The 2025 double materiality analysis identified eleven material topics and five non-material topics. In this report, these topics are grouped under our four sustainability commitments and addressed in the corresponding chapters. The material and non-material topics are summarised in alphabetical order below.

#### Material topics:

- Access to products and education
- Business conduct
- Climate change
- Customer and patient satisfaction
- Diversity, equality and inclusion
- Employee development, engagement & culture
- Information security
- Occupational health and safety
- Product innovation, safety and quality
- Resource use and circular economy
- Supplier environmental/social practices

#### Non-material topics:

- Affected communities
- Biodiversity and ecosystems
- Pollution
- Water and marine resources

### Comparison with the 2023 materiality analysis

Compared with the 2023 materiality analysis, the 2025 assessment introduces several methodological refinements and clearer topic structuring, bringing our approach more closely in line with the EU CSRD requirements.

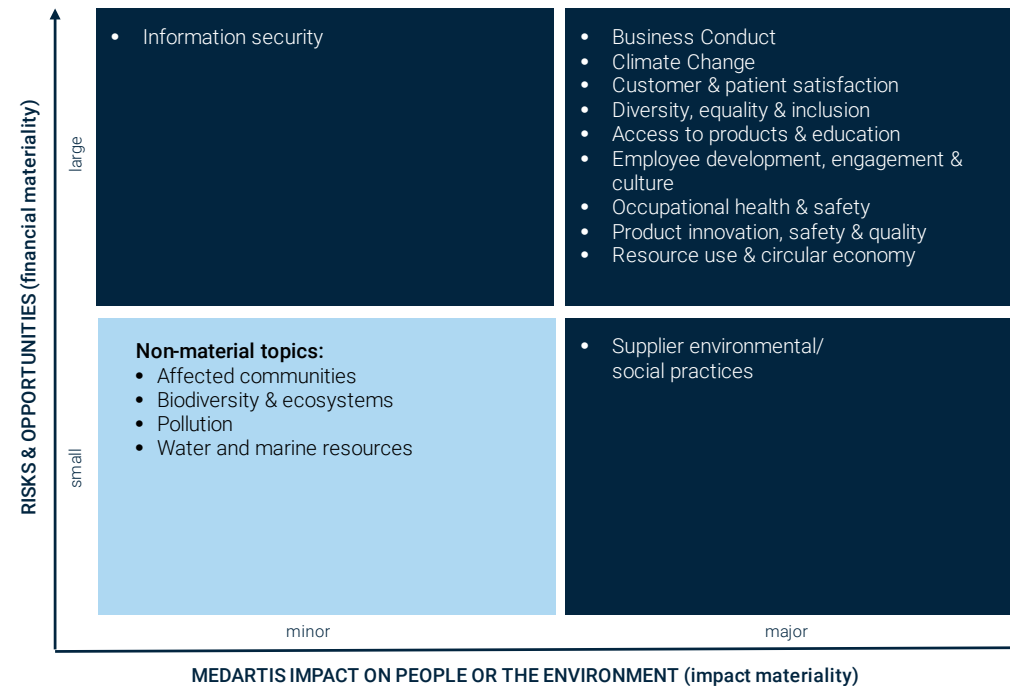
We revisited the list of material topics prepared in 2023 and adjusted them to reflect new information and developments. This involved conducting numerous interviews with internal and external stakeholders to understand their perspectives and identify the most significant impacts, risks and opportunities. This was complemented by an external analysis of industry trends and peer benchmarking.

Resource-related topics gained relevance due to improved supplier transparency, LCA findings and increased regulatory pressure in global tenders. Human rights topics, particularly child labour, forced labour and other work-related rights, were evaluated separately on the basis of updated due diligence obligations.

Product-related topics, such as product safety and access to products and education, were confirmed as highly material, reflecting regulatory expectations and customer requirements. Internal topics, including equal opportunities, health and safety, and skills development, were refined based on employee feedback and organisational developments.

To improve visual clarity in the 2025 materiality matrix, related ESRS topics were grouped into broader thematic clusters. These clusters summarise the underlying ESRS topics without altering their individual materiality assessment.

### Double Materiality Matrix 2025



## SUSTAINABILITY GOVERNANCE

Medartis has established a defined governance framework to oversee and report on sustainability matters. This framework includes the Board of Directors, the Executive Management Board (EMB), the ESG Committee, and the Group Sustainability function. The latter reports directly to the CFO and is supported by various specialist departments across the organisation.

The Board of Directors determines the company's overall strategic orientation, including its approach to sustainability. The Board approves key sustainability goals, reviews progress against these goals, and endorses the annual sustainability report for submission to the Annual General Meeting.

To further strengthen Medartis' commitment to sustainability, Board member Nadia Tarolli, who is the Chair of the Finance and Audit Committee, also oversees ESG matters at Board level. This ensures that environmental, social, and governance issues are integrated into the broader corporate governance framework and aligned with Medartis' financial oversight responsibilities.

As part of the Group risk management framework, the Finance and Audit Committee monitors key sustainability and climate-related risks.

The Executive Management Board is responsible for developing and executing the Group's sustainability strategy in relation to environmental, social, and governance dimensions. This includes proposing the strategy and targets, monitoring performance, initiating corrective measures where necessary, defining the implementation roadmap and assessing risks and opportunities.

Individual EMB members are responsible for specific ESG topics and key initiatives to ensure clear accountability, while overall sustainability is addressed through cross-functional collaboration. The ESG Committee prepares decisions and serves in an advisory

capacity. It regularly reviews the sustainability strategy, key initiatives and performance, and ensures alignment with the Group's overall priorities.

Since 2024, the company has had a dedicated global sustainability function reporting directly to the CFO.

### Sustainability governance structure 2025



This chart presents the main elements of Medartis Group's sustainability governance framework. It shows how sustainability is embedded at all levels of the organisation and clarifies how responsibilities for corporate sustainability are allocated.

# Restoring patients' quality of life

## MATERIAL TOPICS:

- Access to products and education
- Customer and patient satisfaction
- Product innovation, safety and quality

## OUR GOALS:

- 2030: We aim to multiply the number of patients treated with Medartis products
- We advocate for greater diversity in Trauma & Orthopaedics



Professional cake decorator Trisha Warren (left) stands with Dr Jonathan Tueting at Rush Orthopaedics & Sports Medicine following a milestone medical procedure. For over a decade, Warren managed worsening pain at the base of her left thumb that threatened her career, believing the discomfort was an unavoidable part of her craft. In fall 2025, Dr Tueting performed the first thumb joint replacement surgery in the US on Warren, utilising TOUCH to restore the joint. The experienced surgeon successfully eliminated the arthritic pain while preserving the manual dexterity required for intricate cake decoration. Within days, Warren reported significant improvement and now enjoys full, pain-free use of her hand. Following this success, she plans to undergo the same procedure on her dominant hand in the coming year to ensure a complete return to the work she loves.

## ACCESS TO PRODUCTS AND EDUCATION

### Improving access to value-segment orthopaedics in Latin America

In 2025, Medartis reinforced its dedication to enhancing access to orthopaedic solutions in Latin America by acquiring NeoOrtho. NeoOrtho is a well-established Brazilian manufacturer with a strong presence in the value segment, particularly in trauma and sports medicine. Integrating NeoOrtho into the Medartis Group supports our strategic goal of serving different price segments while maintaining rigorous quality standards.

Combining Medartis' innovation and clinical expertise with NeoOrtho's cost-effective portfolio and local presence enables us to offer a wider range of solutions tailored to the needs and budgets of hospitals and surgeons across Latin America. This helps to expand access to reliable implants and instruments in a region where purchasing power and reimbursement structures can limit the availability of premium products.

The acquisition brings multiple benefits for customers: a more complete product offering across price points; improved local availability through the NeoOrtho distribution network; and continued support in education and training. In the longer term, integrating product development, regulatory expertise and service capabilities is expected to enhance consistency, quality and responsiveness further, thereby contributing to better access to appropriate treatment options for patients in the LATAM region.

### Training to improve customer outcomes in the Middle East

Medartis organised its first distributor training programme for the Middle East in Riyadh, Saudi Arabia. Around 30 participants from Saudi Arabia, Jordan, Qatar, Oman, Kuwait and Bahrain came together for a programme focused on the Aptus product range.

The main objective was to enhance the capabilities of distributors to ensure that surgeons in the region receive knowledgeable support and consistent service quality. Participants provided highly

positive feedback, and several clinical cases were performed shortly after the training, demonstrating its direct benefit for customers and their patients.



### IBRA – Empowering female surgeons and inspiring young medical talents

Representation and inclusion matter, and IBRA North America was proud to host its first upper extremity course with a predominantly female faculty in February 2025. Chaired by Dr Duretti Fufa, the IBRA Advanced Course, 'Handle with Care: Managing Fragility and Failure in Patients and Providers', featured high-quality scientific content, hands-on sessions and an open forum in which participants discussed challenging career topics with faculty members.

In 2025, Medartis and the IBRA Institute further expanded their support for young medical talent by providing practical education. In May, the pilot summer school for medical students at the University Hospital Basel provided participants with their first hands-on experience of diagnostic specimens, helping them to connect theory with clinical practice. A second edition is planned for summer 2026. Building on this concept, the AGA Education Center will launch its first saw bone course in August 2026.

Also in May, the second IBRA Resident Course – Young Academy on Foot and Ankle Surgery in Seville focused entirely on lab-based, hands-on training supported by concise pre-course theoretical material, case discussions, and networking opportunities. The course received excellent feedback from residents and faculty alike, and future editions aim to continue attracting the next generation of foot and ankle surgeons.

## CUSTOMER AND PATIENT SATISFACTION

In line with our values and strategic objectives, we put customers at the heart of everything we do and take their perspective into account when making key decisions.

Regular dialogue with customers is our most important source of feedback for improving our products and services. This takes place both offline, for example during on-site visits, training sessions, trade fairs, conferences and product development activities, and online, including via our innovation channel.

We provide our customer-facing teams with digital tools and systems to enable a coordinated approach across marketing, sales and customer service. By combining personal visits, virtual interactions and online channels, we aim to make it as easy as possible for customers to access information, support and training.

To further strengthen this focus, in 2025 we created a new global role dedicated to leading our relationships with surgeons and systematically integrating their feedback into our strategic and operational decisions. This new role is vital in promoting customer centricity and performs a significant governance and compliance function. The position ensures that interactions with surgeons are equal, fair and transparent by setting clear principles for collaborations, speaking engagements and educational activities. The role also involves reviewing proposed engagements for compliance risks, working closely with the Legal and Compliance

teams to align with global standards, regularly conducting cross-functional compliance training and acting as a central point of escalation for any questions or concerns.

### 'Medartis puts me first' campaign in the US

The US marketing team launched its first surgeon-targeted branding campaign in November 2025. The campaign's focus is on our customer centricity core value, making the surgeon, rather than the product, the center of attention. During the campaign's initial research phase, it emerged that some larger orthopaedic companies were failing to make their surgeons feel seen, heard or valued. This was identified as an opportunity for Medartis, given our focus on the experience surgeons have when interacting with the Medartis brand. Initial interviews revealed the importance of the relationship between surgeons and their sales representatives.

### CMX Personalised Solutions: From 3D planning to optimal fit

CMX provides customised solutions for complex cases, addressing the unique anatomy of each patient. Using CT data and precise 3D preoperative planning, devices are manufactured based on standardised parameters derived from the patient's anatomy.

The CMX Portal is an all-in-one, web-based platform for ordering cases, visualising them, discussing them and approving them. A dedicated CMX designer creates a digital case prototype and proposes a personalised treatment plan. They also design patient-specific guides, bone models and plates to ensure an optimal fit.

In 2025, we improved the CMX Portal and our website further to make them more intuitive, faster and easier for customers to use.

### Launch of Medartis ONE app

With Medartis ONE, we are opening a new digital chapter in how we support and engage with our customers. This intuitive platform brings together learning content, product information and marketing materials, helping customers and employees to access

the relevant information they need quickly, reliably and from anywhere.

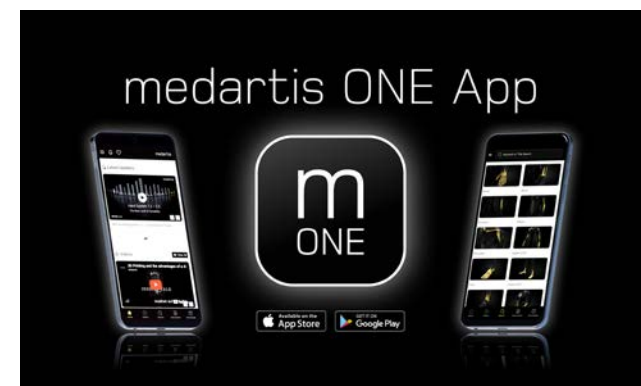
Medartis ONE offers a comprehensive library of all Medartis marketing materials, videos and animations, supported by smart, anatomy-based search functionality and offline availability. Users can bookmark frequently used content, receive push notifications about updates, and share materials directly during customer meetings, thereby making interactions more efficient and impactful.

The platform is a key element of our customer satisfaction strategy, enabling us to provide support that is more responsive, consistent and high-quality.

### Co-creating innovation with surgeons: listening to customers to shape our strategy

We actively involve customers in shaping our product development and strategy, creating structured opportunities for open dialogue and co-creation. A prime example of this is the inaugural CMX Surgeon Summit, held in Basel in 2025, which brought together 23 digitally savvy surgeons from seven different countries. During the two-day event, participants shared concrete priorities and expectations regarding clinical needs and future investments.

Through a combination of plenary discussions, small 'speed-dating' workshops, case reviews, and hands-on navigation exercises, we gathered detailed feedback on unmet needs for surgeons, hospitals, and patients. The summit helped us to validate hidden requirements, refine our innovation roadmap, and define clear development priorities for CMX and related product lines. It also established a community of surgeons committed to ongoing collaboration and providing continuous input on complex cases and future Medartis solutions.



## PRODUCT INNOVATION, SAFETY AND QUALITY

### Regulatory requirements and compliance

Medartis is fully committed to maintaining the highest standards of regulatory compliance in all areas of our business. We recognise that adherence to applicable laws, industry regulations and reporting requirements is fundamental to achieving long-term success and earning the trust of our stakeholders. Within the medtech sector, evolving regulatory frameworks – including product safety and quality systems, environmental legislation and corporate reporting standards – are placing increasing demands on companies to demonstrate transparent governance and compliance-driven processes.

In 2025, Medartis continued to demonstrate a strong performance in regulatory affairs and quality management, successfully maintaining compliance with all applicable international medical device regulations. The company passed all external audits and notified-body inspections without any significant issues being identified. This confirms the robustness of our Quality Management System and our adherence to ISO 13485 and the relevant regional regulatory requirements, such as the EU Medical Device Regulation (MDR) and the FDA Quality System Regulation (QSR). Our internal audit programme was further strengthened through risk-based planning, expanded documentation reviews and improved supplier quality oversight. We continuously monitor regulatory developments to ensure that technical documentation, clinical evaluation requirements and post-market surveillance processes are updated in a timely manner. These efforts collectively reinforce Medartis' commitment to product safety, regulatory rigour, and consistently delivering high-quality, compliant solutions for patients and healthcare professionals worldwide.

### Post-market activities to ensure the highest product quality and safety

Post-market surveillance is the practice of monitoring the safety and performance of a medical device after it has been released on the market and therefore the way in which Medartis assesses the health and safety impacts of products and services.

PMS systematically collects and analyses post-market information in order to:

- identify risks in real-world use,
- improve usability, performance and safety,
- detect product defects and undetected safety issues, and
- enable timely corrective measures, such as recalls.

The following table summarises PMS data processing within the company:

PMS source (part of PMS)	Proactive (P) Reactive (R)	Focus	Frequency
Vigilance	R	Receiving, recording, evaluating, investigating and analysing complaints, SI, SAE, FSCA and trends.	Continuous
Corrective and preventive measures	R	Recording, tracking and documenting of corrective and/or preventive measures.	Continuous
Clinical evaluation	P / (R)	Assessment and analysis of clinical data, clinical trials and, if applicable or reasonable, other sources such as publications, scientific literature, etc. to verify clinical safety and performance of the device(s) e.g. with regard to scope/field of application or intended use.	Annually for high risk class
PMCF	P / (R)	Proactively collecting and evaluating clinical data from the use in or on humans of a device which bears the CE marking and is placed on the market or put into service within its intended purpose.	Annually
Feedback	P	Collecting user feedback from the field.	Quarterly
Publications on similar medical devices	P	Database searches on publicly available information such as field safety corrective actions including recalls.	Annually

As part of the PMS process, these sources are used to systematically and actively gather post-market information. This involves recording, analysing and evaluating data in order to recognise trends based on defined indicators and threshold values. Based on this, conclusions are drawn to characterise device safety and performance. PMS plans and reports form part of our technical documentation and are updated at least annually.

The data and results obtained regarding the safety and performance of our products on the market are an important source of communication with both existing and potential customers.

Furthermore, they are among the most important sources of input for notified bodies and competent authorities.

Medartis' PMS system is audited by our notified body annually. The notified body reviews and assesses the annual PMS plans, data analyses and PMS reports.

Medartis has clear processes in place to safeguard customer health and safety and ensure product compliance. This includes immediate escalation when potential safety or compliance issues are identified.

In the event of a potentially serious safety or compliance concern, Medartis convenes a dedicated board to promptly assess the situation and determine appropriate corrective measures. Such measures may include field actions or recalls, as well as timely notifications to the relevant health authorities worldwide.

In 2025, there were no authority-mandated recalls, safety alerts, enforcement actions or fatality reports associated with Medartis products. Based on its PMS activities, Medartis fulfilled its responsibilities by conducting two limited field actions to minimise potential patient health risks as quickly as possible. Long-term continuous monitoring of product performance is carried out in accordance with the applicable regulatory requirements, and these processes are subject to regular review by regulatory bodies.

### Clinical studies

Medartis supports a variety of investigator-initiated studies (IIS), both in vivo (in clinical settings) and in vitro (e.g. biomechanical or anatomical studies). These studies are designed to assess the effectiveness, efficiency and safety of implantable devices and solutions, and to expand scientific knowledge in the field of osteosynthesis.

Although Medartis is not the regulatory sponsor of these IISs, it works closely with medical professionals who are experts in their

respective fields to ensure that high-quality, regulatory standards are maintained. Clinical studies undergo ethics/IRB reviews to ensure patient safety and scientific rigour.

These studies follow research protocols detailing inclusion and exclusion criteria, data protection and quality control measures, and statistical methods. Outcome criteria are selected based on the research question and current best practice.

Registration of trials in publicly accessible databases (e.g. clinicaltrials.gov) is encouraged, as is the publication of all results, for which Medartis covers open access or scientific writing fees. However, Medartis does not interfere with the content of publications.

### Publications of note in 2025 include the following:

- Steyer et al., 2025: Clinical comparison of bridging plates in complex mandibular reconstruction – A randomised controlled trial.  
Products used: MODUS 2.5 Locking Reconstruction Plate vs. MODUS 2 Mandible TriLock Bridging Plate.  
Summary: The new MODUS 2 plates are better in intraoperative use, lead to a significantly lower complication rate and improve the patient's quality of life more quickly and significantly.
- Bicsák et al., 2025: Long-term evaluation of complications after osteosynthesis of the jaws in patients with head and neck trauma: an analysis from a German highest level trauma centre 2007 – 2023.  
Products used: Complete MODUS and MODUS 2 portfolio.  
Summary: The analysis of the Dortmund Trauma Registry with data from 17 years and almost 14,000 patients shows a very low complication rate of only 2.9%. Severe complications were observed particularly in the mandible, which the authors explain with the biomechanical complexity of this anatomical region.

### Excellence in delivery performance

At Medartis, our objective is to provide customers with products of exceptional quality, delivered on time and in full (OTIF) every time. Customer satisfaction is at the core of our operations, and we achieve this by focusing strongly on supplier performance and maintaining the highest internal production standards.

We continuously monitor and improve key performance indicators, including on-time delivery, supplier reliability, and internal quality control measures, to uphold these high standards. Our commitment to excellence is reflected in our 2025 performance metrics.

- **OTIF Customer: 93.15%** – Ensuring reliable and timely delivery to our customers
- **OT Supplier: 89.11%** – Partnering with high-performing suppliers to secure a stable supply chain

Through continuous improvement, collaboration with trusted suppliers, and investment in high-quality production processes, Medartis ensures that healthcare professionals receive products they can rely on – meeting the highest standards of safety, performance and patient care.

# Empowering our people

## MATERIAL TOPICS:

- Diversity, equality and inclusion
- Employee development, engagement and culture
- Occupational health and safety

## OUR GOALS:

- 2030: A score of 85 for "I feel a sense of belonging" in our employee survey (GLINT)
- ≤ 1 work-related accident (LTIR) per year



Basel production shopfloor

## KEY FIGURES EMPLOYEES

### Global workforce

	Female	Female %	Male	Male %	Total
Total number of employees	540	40%	797	60%	1337
Non-leadership positions	449	41%	640	59%	1089
Leadership positions	89	37%	152	63%	241
Executive Management Board	2	29%	5	71%	7
Board of Directors	3	38%	5	62%	8
Permanent employees	514	40%	760	60%	1274
Temporary employees	26	45%	32	55%	58
Non-guaranteed hours	0	0%	5	100%	5
Full-time employees	451	38%	729	62%	1180
Part-time employees	89	57%	68	43%	157

	HQ	EMEA <sup>2</sup>	APAC	LATAM <sup>2</sup>	US	KeriMedical <sup>1</sup>	NeoOrtho <sup>1</sup>	Total
Total number of employees	393	231	101	113	152	149	198	1337
Permanent employees	368	217	95	107	146	148	193	1274
Temporary employees	23	11	6	6	6	1	5	58
Non-guaranteed hours	2	3	0	0	0	0	0	5
Full-time employees	283	207	95	113	148	141	193	1180
Part-time employees	110	24	6	0	4	8	5	157

<sup>1</sup> KeriMedical (KM) and NeoOrtho (NO)

Figures are reported in headcount as at the end of the reporting period on 31 December 2025.

Non-guaranteed hours are not included in the permanent or temporary employee categories.

Non-guaranteed hours are also counted as part-time as these hours do not correspond to full-time employment.

Member of the Board of Directors are not included in the total number of employees.

<sup>2</sup> KeriMedical and NeoOrtho are not included in the respective regions, but are listed separately.

## New hires and employee turnover

	Female	Male	Total
Total number of new hires	139	153	292
New hire rate	29%	22%	25%
Total employee turnover	111	110	221
Employee turnover rate	22%	14%	17%

	HQ	EMEA <sup>2</sup>	APAC	LATAM <sup>2,3</sup>	US	KM <sup>1</sup>	NO <sup>1</sup>
Total number of new hires	47	35	27	28	39	59	57
New hire rate	13%	17%	31%	27%	29%	54%	32%
Total employee turnover	43	27	15	25	26	21	64
Employee turnover rate	12%	13%	16%	23%	18%	14%	33%

	Under 30	30-49	50+
Total number of employees	238	804	295
Percentage of total employees	18%	60%	22%
Total number of new hires	76	165	51
New hire rate	35%	22%	19%
Total employee turnover	57	126	38
Employee turnover rate	24%	16%	13%

Figures as at 31 December 2025.

Figures are reported in headcount and only employees with permanent employment contracts are included. The formulas for "New hire rate" and "Employee turnover rate" applied in the tables are based on ISO 30414 and are as follows:

New hire rate = number of new hires during the year / headcount at start of year

Turnover rate = number of work exits during the year / headcount at end of year

<sup>2</sup> KeriMedical (KM) and NeoOrtho (NO) are not included in the respective regions, but are listed separately.

<sup>3</sup> The higher-than-usual personnel turnover in LATAM and at NeoOrtho is attributable to the 'Cold Fusion' programme, through which the back-office functions of Medartis LATAM and NeoOrtho are consolidated into a single location in Curitiba.

## Collective bargaining agreement

Legal entity	Is there an agreement in place?	If yes, how many employees are covered?
Medartis (AU)	no	
Medartis (BR)	yes	75 (100%) through three different unions, depending on location
Medartis (DE)	no	
Medartis (JP)	no	
Medartis (MX)	no	
Medartis (PL)	no	
Medartis (USA)	no	
Medartis AG (CH)	no	
Medartis GmbH (AT)	yes	12 (100%)
Medartis Ltd (GB)	no	
Medartis S.A.R.L (FR)	yes	35 (100%)
Medartis S.L. (ES)	no	
Keri Medical SA	no	
Keri Medical France	yes	108 (100%)
NeoOrtho Produtos Ortopédicos S.A.	yes	198 (100%)

## DIVERSITY, EQUALITY AND INCLUSION

At Medartis, we believe that diverse teams and an inclusive culture are vital for innovation, collaboration and long-term success. Our aim is to create a work environment where different backgrounds, experiences, and perspectives are not only accepted, but actively sought out. We want to create an environment where people feel safe to speak up, challenge ideas, and grow together.

Our Corporate Social Responsibility Policy underpins our approach, including our zero-tolerance stance on discrimination based on gender, ethnicity, race, age, religion, nationality or sexual orientation. We respect fundamental rights at work in accordance with the UN Universal Declaration of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. These include freedom of association, equal remuneration and opportunities for all genders, and the prohibition of forced and child labour. Employees can report any violations they experience or observe confidentially through various channels, including our whistleblower channel.

In 2025, two cases of discrimination were reported to the company's compliance channels. One of these was investigated and concluded, resulting in the dismissal of the agent involved, while the second remains under investigation.

### Diversity of governing bodies and employees

At the end of 2025, women accounted for 40% of the total workforce. Three of the eight members of the Board of Directors (38%) are women.

Experienced employees pass on their knowledge to the next generation while also benefiting from the fresh perspectives of younger talent. This is strongly supported by our Global Mentoring Programme, among other initiatives.

The age distribution within the workforce is as follows: 18% are under 30 years old, 60% are aged 30–49, and 22% are over 50. During the reporting period, new employees were hired across all age groups. When recruiting, we specifically look for profiles that will help us to build diverse and well-balanced teams.

Our organisation employs people from around 40 different nationalities. This international mix of backgrounds, cultures, and perspectives is a key element of our diversity, contributing to collaboration, innovation, and a more inclusive working environment.

Training apprentices is an important aspect of our sustainable workforce planning. Our aim is to develop skilled professionals in a positive and supportive work environment and empower them to apply their knowledge in practice and take responsibility for the next generation of skilled workers. In 2025, Medartis trained apprentices in three professions in Switzerland: seven polymechanics (with two new apprentices recruited each year), two commercial apprentices (with recruitment planned every second year) and three logistics apprentices (with one new apprentice recruited each year).

### Fair and equal remuneration and benefits

Medartis ensures equal pay for all genders. A 2020 equal pay analysis conducted in Switzerland confirmed that, on average, women at Medartis AG earn only 1.6% less than men when differences in qualifications and job characteristics are taken into account. This difference is far below the federal tolerance threshold of 5% and reflects statistical and contextual factors rather than indicating discrimination. This excellent result highlights Medartis' commitment to fair and equitable remuneration practices.

All Medartis employees receive compensation that exceeds the minimum salary levels set by the relevant local authorities. Each year, Medartis conducts a structured merit review process to adjust employee salaries. This considers multiple factors, including inflation, industry benchmarks, and employee performance and

career progression. All benefits are granted to all permanent employees worldwide, including both full-time and part-time staff.

### Promoting diversity, inclusion and cultural awareness at Medartis Mexico

This section highlights one of the many local diversity and inclusion initiatives implemented by Medartis across its global locations. In 2025, the Diversity & Inclusion Committee at Medartis Mexico implemented several initiatives to recognise and support historically underrepresented groups. These included raising awareness for International Women's Day with a human rights lawyer, educating employees on the meaning of Pride flags for LGBT+ Pride, and holding a workshop on Indigenous cultures and languages in Mexico. To further promote inclusion, Medartis published monthly 'PechaKucha' employee profiles on its intranet, organised a Free Legal Advice Week for low-income employees, commemorated International Men's Day with a workshop on masculinities and delivered dedicated training on preventing workplace harassment and discrimination.



### Flexible working culture as the basis for employee wellbeing

At Medartis, we promote a corporate culture that supports a healthy work-life balance, as we recognise that this is key to long-term wellbeing, motivation and performance. We offer a variety of employment models, including flexible working hours with the option to work from home, part-time roles, and shift work. We also offer parental leave that exceeds the statutory minimum in many countries, as well as childcare contributions.

### 'She is' initiative in the US

In the US, Medartis launched the 'She Is' women's initiative to empower, raise the profile of and develop women. The initiative has a particular focus on female sales representatives, although it is open to all interested employees. It focuses on education, mentoring and personal and professional growth, providing a space where women can share experiences, build networks and develop their leadership skills. Activities include webinars, peer exchange formats and interactive sessions such as 'A Day in the Life of a Medartis Rep', as well as 'Sister Science' events that present our work to curious colleagues in an accessible way. Through 'She Is', employees can help to drive positive change within Medartis and in the wider community.

## EMPLOYEE DEVELOPMENT, ENGAGEMENT AND CULTURE

In 2025, 292 new colleagues joined Medartis as a result of our strong organic growth as well as the strategic acquisitions of KeriMedical and NeoOrtho. This expansion brought significant organisational change and a temporary increase in employee turnover, making it even more important to provide direction, stability and a shared sense of purpose. During this period, we introduced our high-performing culture and redefined our values along the WE-IT-I axis. This strengthened collaboration, excellence and individual accountability across all locations. Together, these elements form a critical foundation for the kind of resilient, high-

performing teams that are essential to our long-term success. With this in mind, employee development, engagement and culture are key material topics for Medartis and will receive even greater strategic focus in the years ahead.

### Medartis leadership meeting

In September, around 100 leaders from Medartis, KeriMedical and NeoOrtho gathered in Basel for a three-day global leadership meeting – the first of its kind for the newly formed group. This in-person gathering was a key milestone in welcoming our newly integrated companies, building personal connections and embracing our shared cultural principles. During the event, participants deepened their understanding of our strategic direction, agreed on shared priorities and reinforced our commitment to working as one team. The meeting played an important role in boosting motivation, fostering a sense of belonging, and paving the way for successful collaboration across all entities and regions.



### Rollout of high-performing team workshops

As we continue to roll out our high-performing team workshops across the organisation, we are seeing just how powerful it is when teams step out of their day-to-day activities and focus consciously on how they can work together to deliver Medartis' strategy.

These workshops foster an environment of openness, trust and genuine collaboration towards a shared vision for the company, with a focus on our clients.

Through shared reflections, practical activities and open discussions, teams explore how to actively shape their culture, identify underlying dynamics and recognise their collective strengths. Exercises requiring trust, intuition and clear communication help teams to experience collaboration in a tangible way, taking it far beyond theory. Small group discussions provide an opportunity to acknowledge what is working well, what needs attention and what truly motivates them as a team. A central theme throughout the sessions is the shift towards a player-learner mindset, which involves approaching challenges with curiosity, taking ownership, and being willing to grow. These energising and insightful workshops foster connection, strengthen team cohesion, and emphasise the personal responsibility that each of our employees holds when it comes to achieving our ambitions.

### Listening at scale: How our people help to shape Medartis' strategy

Ahead of a significant EMB strategy meeting in early 2025, all Medartis employees worldwide were invited to contribute ideas on how to develop our company's strategy further. A dedicated digital platform allowed colleagues to contribute their own proposals and review and rate those of others, sparking broad and constructive participation across functions and regions. This high level of engagement emphasised our listening culture and our commitment to fostering an environment where everyone is encouraged to think and act entrepreneurially. All contributions were systematically reviewed, evaluated and categorised prior to the strategy meeting, with many of the ideas being incorporated into the subsequent strategy development process.

### 'Engage, Learn, Grow' as a daily practice for every employee

The Medartis Academy runs the global Learning Management System (LMS) and is committed to strengthening training and education, guided by the motto "Engage, Learn, Grow". The Medartis Academy aims to provide a fully integrated learning experience, from onboarding programmes to personalised development plans.

This ensures that all minimum training requirements for performing a specific job are met and helps employees to enhance their professional growth. The Medartis Academy outlines all onboarding programmes and minimum requirements for Medartis on a global basis. It also provides all business process and product training developed by internal experts. Product training for specific roles is documented up to distributor personnel level. On average, employees completed more than 19 learning hours via the Learning Management System in 2025.

### Insights from our global engagement survey

Medartis conducts company-wide engagement surveys once a year to systematically gather employee feedback. In our most recent survey, conducted in 2024, we achieved an impressive response rate of 85%, receiving 2,527 written comments – approximately 900 more than the previous year. This demonstrates a high level of participation and an established culture of open communication. Our overall engagement score remained stable at 71, which is in line with external benchmarks and confirms that Medartis remains an engaging and motivating place to work. The next global engagement survey is scheduled for April 2026.



### Launch of the 'Spirit Award'

In 2025, we introduced a more structured approach to recognition in order to celebrate the contributions of our employees to an even greater extent. While we value the work of every employee, this initiative allows us to acknowledge individuals and teams who consistently embody our values in their daily work. In line with our WE-IT-I framework, we recognise behaviours that strengthen collaboration and team spirit (WE), drive excellence, innovation and impact (IT), and demonstrate ownership, integrity and accountability (I) at an individual level. By making these examples visible, we reinforce the culture to which we aspire and encourage everyone to embody our values.

### From clear goals to continuous growth in everyday performance

The annual performance management cycle is a mandatory process for all employees. It consists of two main parts: goal setting and the performance review. However, successful performance management involves ongoing dialogue throughout the year, not just two or three meetings a year. This dialogue includes regular touch-base conversations as and when required. Setting clear goals supports employees in their personal development and contributes to the company's overall "must wins". Leaders play a key role in keeping teams and employees engaged.



### Social inclusion and health through local community partnerships

During the reporting period, Medartis Brazil supported two community initiatives that reflect our commitment to improving quality of life. Thanks to an internal recycling challenge involving the collection of PET caps and can seals, we donated wheelchairs for girls and women to Instituto EntreRodas, an organisation dedicated to human rights, empowerment, and the inclusion of people with and without disabilities. Additionally, we donated sanitary pads, disposable nappies, and absorbent breast pads to the Maternal and Child Project (PECP), which is part of the Einstein Programme in the Paraisópolis Community and an initiative of the Albert Einstein Hospital Volunteers. This project benefits pregnant women, mothers, and babies in socially vulnerable situations, and reinforces our focus on health, dignity, and social inclusion.

At our Basel headquarters, Medartis partnered with Irides AG, the non-profit subsidiary of the Blindenheim Basel Foundation. Around ten employees took part in a volunteering activity, accompanying residents with visual impairments, or combined visual and hearing impairments, on a wheelchair walk to the Basel Zoo. These activities exemplify much of the local community outreach work that we undertake across all the regions in which we operate.

## OCCUPATIONAL HEALTH AND SAFETY

At Medartis, occupational health and safety (OHS) is embedded in our ISO 13485:2016-compliant quality management system. There is a particular focus on our largest production sites in Basel and Warsaw, where most of our employees are based and the greatest safety risks are found.

Our OHS management system covers all direct employees, while all external workers at our manufacturing sites must comply with local health and safety rules.

	2023	2024	2025
Number of work-related accidents	2	3	3
Near misses	4	6	3
Lost Time Injury Rate (LTIR)	n/a	n/a	0.86

During the reporting period, several manufacturing employees working at manual workstations or in surface treatment experienced health issues due to repetitive tasks and high physical strain. Common symptoms included:

- Musculoskeletal tension in the forearm muscles
- Tendonitis in the wrist area
- Inflammation of the joints in the thumb
- Discomfort due to overuse on the top of the wrist

An external ergonomics and health expert conducted a workstation analysis (WSA) to assess the physical demands of the roles and employees' functional capabilities.

The analysis found that deburring tasks were associated with high strain and potential long-term health risks. The following measures were recommended to minimise these risks:

- Reduce repetitive strain through job rotation.
- Improve ergonomics through workstation optimisation.
- Explore alternative machines or processes to reduce vibration and grip force requirements.

Three accidents at work and six near misses/unsafe situations were recorded in the 2025 reporting period. Appropriate preventive action was taken in all cases. There were no fatalities or cases of reportable work-related illness in 2025.

### Hazard identification, risk management and continuous improvement

The systematic identification of hazards and the assessment of the associated risks form the backbone of our safety work. We consult external risk assessment specialists in the case of specific or complex risks and when new facilities or systems are introduced. We operate a continuous improvement process (CIP) to capture and implement ideas that enhance everyday work processes. We also apply the 6S methodology to promote order, cleanliness, quality, ergonomics, efficiency, cost-effectiveness and safety.

At our production sites in Basel and Warsaw, occupational safety is integrated into day-to-day operations. All absences are recorded and categorised, and near misses on the shop floor are systematically documented. Every incident and near miss is analysed and appropriate corrective and preventive action is taken. Topics related to OHS are a fixed element of the Medartis Management Review, ensuring that key issues are escalated to senior management and translated into longer-term or strategic actions where needed.

### Health services and health promotion

At our headquarters in Basel, employees have access to a permanent company medical service and there are trained first aiders on every floor. First aiders are also available in Warsaw and both sites are equipped with first aid materials, including automated

external defibrillators (AEDs). Our subsidiaries operate in accordance with country-specific policies that meet or exceed local legal requirements. Employees who are injured or unwell can always access external occupational health services, and transport to local clinics is organised when necessary. We comply with all applicable data protection regulations regarding employee medical information.

To promote health and wellbeing, Medartis offers a variety of preventive programmes and activities, such as sports initiatives, health check-ups, health-related lectures, and leadership programmes that encourage modern, sustainable people management.

### Participation, training and communication

Local safety officers play a central role in implementing OHS measures, acting as key interfaces for worker participation, consultation and communication on health and safety topics. In sales subsidiaries without a dedicated health and safety organisation, the local managing director is responsible for ensuring that the necessary measures are in place.

The health and safety organisation also oversees regular training sessions. New employees and apprentices receive specific health and safety induction training, sometimes directly from the safety officer, to ensure they understand the risks and protective measures specific to their site from day one.

Around 160 employees took part in hands-on fire safety training in 2025. Following a theoretical introduction to the causes of fires, emergency procedures and different extinguishing agents, participants practised extinguishing realistic fire scenarios using various fire extinguishers and fire blankets. This practical training helped to reduce inhibitions and fears, thereby strengthening our overall safety culture in the event of an emergency. 16 employees participated in a one-day practical workshop on ergonomics and workplace design. All operations managers completed accident

prevention training, reflecting the fact that safety is a leadership responsibility. In addition, all employees participated in a safety course on tripping hazards.

**Safety in our business relationships**

Our commitment to occupational health and safety extends to our business partners. Contractors working at our headquarters receive safety briefings and are required to follow our on-site rules. Suppliers must adhere to our Code of Conduct, which sets out our expectations regarding safe and healthy working conditions in their own operations and supply chains. Compliance with this code is reviewed during supplier audits.



Fire safety training at the headquarters in Basel

# Minimising our environmental footprint

## MATERIAL TOPICS:

- Climate change
- Resource use & circular economy

## OUR GOALS:

- 2026: We will use 100% renewable electricity
- 2033: We aim to reduce our Scope 1+2 emissions by 65% (SBTi)
- 2033: We aim to reduce our Scope 3 emissions by 61% per 1 million gross profit
- 2040: We aim to achieve net zero emissions (Scope 1+2)



On the way to our customers: the newest addition to the Medartis corporate fleet – fully electric.



## KEY FIGURES ENVIRONMENT

The following raw materials were purchased in 2025:

Material	Weight (tons)	Application
Titanium	32.17	Implants, instruments, sterile packaging
Stainless steel	15.8	Instruments, containers
Aluminium	1.6	Instruments, containers
Hard metal (carbide)	0.4	Tools
Plastic	23.7	Containers, primary packaging, transport packaging
Paper/cardboard	60.9	Secondary packaging, transport packaging

The volume of purchased materials may vary annually due to multi-year contracts, especially for titanium.

Energy and water consumption figures are shown in the table below:

	Unit	2025	2024	2023	
	<b>Energy<sup>1</sup></b>				
	Electricity	MWh	7'651	7'357	7'144
	Heating (incl. natural gas)	MWh	503 <sup>2</sup>	1'239	1'472
	Cooling	MWh	1'216 <sup>3</sup>	1'309	1'332
	<b>Water<sup>4</sup></b>				
	Water consumption	m <sup>3</sup>	7'687	7'531	7'273
	Consumption per day	m <sup>3</sup>	21.1	20.6	19.9





<sup>1</sup> The IBRA Institute opened its laboratory in the same building as the head office at the end of 2023. Although IBRA is not part of our accounting scope, we are not yet able to report its energy consumption separately.

<sup>2</sup> The decrease in heating results from corrected assumptions: several subsidiaries use electricity instead of heating oil/natural gas. This reclassification partly explains the increase in electricity.

<sup>3</sup> Refers only to Basel (district cooling). At other sites, cooling is electricity-based and included in electricity consumption.

<sup>4</sup> The water figures refer exclusively to production sites, namely Basel (Switzerland) and Warsaw (USA).

The following table shows the figures for reusable materials, special waste and residential waste:

	Unit	2025	2024	2023	
	<b>Recycling / reusable materials</b>				
	Titanium recycled (net)	Tons	22.0	19.8	19.2
	Paper / cardboard	Tons	7.1 <sup>1</sup>	13.7	15.5
	<b>Hazardous waste</b>				
	Aqueous rinsing liquids	Tons	34.2 <sup>2</sup>	91.8	119.7
	Cooling emulsion (for milling machines)	Tons	32.4	33.8	28.3
	Cutting oil (for CNC machines)	Tons	3.2	1	3.0
	<b>Other controlled waste</b>				
	Electrical appliances (SWICO goods)	Tons	0.4	0.6	0.5
	Wood	Tons	6.1	5.1	2.1
	<b>Residential waste</b>				
Sweepings	Tons	70.6 <sup>3</sup>	33.7	24.7	

<sup>1</sup> The decrease compared to previous years is due to the fact that no archive clear-outs or large-scale office clean-ups took place at the Basel headquarters in 2025.

<sup>2</sup> The reduction is mainly due to the installation of a new washing system at the Basel headquarters. Although introduced earlier, the efficiency effects are now fully reflected in the 2025 data.

<sup>3</sup> In previous years, subsidiary waste was estimated using an average waste-per-FTE approach. In 2025, sweepings are disclosed separately based on primary data for production sites and headcount-based estimates for offices. The increase reflects both improved data transparency and higher production volumes, particularly in Warsaw.

The quantities of recycled materials and waste generated fluctuate in line with production activities. Scrap metal (titanium) and paper/cardboard waste in particular are generated in significant volumes but are largely recycled. Year-on-year variations are also influenced by process optimisations and changes in production output. Unless otherwise stated (e.g. residential waste), the reported waste figures refer exclusively to production sites, namely Basel (Switzerland) and Warsaw (USA).

## Direct (Scope 1) GHG emissions

	2025	2024	2023
Emissions	[t CO <sub>2</sub> eq]	[t CO <sub>2</sub> eq]	[t CO <sub>2</sub> eq]
<b>Heating</b>			
Natural gas	174.3	84.8	120.7
Heating oil	0	4.0	13.6
<b>Subtotal</b>	<b>174.3</b>	<b>88.8</b>	<b>134.3</b>
<b>Business travel (company-owned vehicles)</b>			
Petrol-powered vehicles	637.4	511.7	335.6
Diesel vehicles	250.6	279.2	457.7
Gas-powered vehicles	0	8.9	30.0
<b>Subtotal</b>	<b>888.0</b>	<b>799.8</b>	<b>823.3</b>
<b>Total direct emissions</b>	<b>1'062.3</b>	<b>888.6</b>	<b>957.6</b>

Scope 1 changes reflect fleet electrification, increased business travel in selected markets, operational heating adjustments (especially in the US), improved data accuracy, reclassification of heating systems to electricity in several subsidiaries, and the integration of newly acquired entities.

Some systems contain small amounts of refrigerants in closed circuits. No refilling or atmospheric release occurred during the reporting year. Any maintenance was handled by certified service providers. Business travel is the main contributor to our Scope 1 emissions, primarily due to the company cars used by our sales teams.

## Indirect (Scope 2) GHG emissions

	2025	2024	2023
Emissions	[t CO <sub>2</sub> eq]	[t CO <sub>2</sub> eq]	[t CO <sub>2</sub> eq]
<b>Electricity consumption</b>			
Electricity (market-based)	149.6	1'201.7	1'085.3
<b>Subtotal</b>	<b>149.6</b>	<b>1'201.7</b>	<b>1'085.3</b>
<b>Heating</b>			
Heat pump electricity	0	1.1	0
District heating/cooling	94.3	0	0
<b>Subtotal</b>	<b>94.3</b>	<b>1.1</b>	<b>0</b>
<b>Business travel</b>			
Electric vehicles	77.2	60.2	30.6
<b>Subtotal</b>	<b>77.2</b>	<b>60.2</b>	<b>30.6</b>
<b>Total indirect emissions (location-based)</b>	<b>1'422.6</b>	<b>1'424.8</b>	<b>1'179.5</b>
<b>Total indirect emissions (market-based)</b>	<b>321.1</b>	<b>1'263.0</b>	<b>1'115.9</b>
<b>Total emissions (Scope 1 and 2)</b>	<b>1'383.4</b>	<b>2'151.6</b>	<b>2'073.5</b>

Business travel using company-owned fully electric vehicles is reported under Scope 2, as the electricity used is purchased externally. For hybrid vehicles, electricity use is accounted for under Scope 2 and fuel consumption under Scope 1. The increase in electricity consumption is primarily driven by 24/7 unmanned production and new machinery at the US site, fleet electrification, business growth across subsidiaries, and the integration of newly acquired entities.

Variations compared to prior years also result from improved data accuracy and revised estimation methodologies. For the first time, actual emission factors provided by our local energy supplier in Basel were applied for district heating and cooling. In previous years, this had been accounted for as zero emissions. The updated methodology therefore provides a more realistic representation of our energy-related emissions.

2025 marks the first reporting year in which Scope 2 emissions are disclosed separately under both the market-based and location-based methods, following the procurement of Energy Attribute Certificates (EACs). In line with the GHG Protocol, Medartis will use the market-based Scope 2 figure for performance tracking going forward.

### Other indirect (Scope 3) GHG emissions

		2025	2024	2023
Emissions		[t CO <sub>2</sub> e <sub>q</sub> ]	[t CO <sub>2</sub> e <sub>q</sub> ]	[t CO <sub>2</sub> e <sub>q</sub> ]
Scope 3 -1	Purchased goods and services	2'219.2 <sup>1</sup>	1'864.1	1'364.1
Scope 3 -2	Capital goods	379.7 <sup>2</sup>	1'665.9	355.4
Scope 3 -3	Fuel- and energy-related activities	399.45	425.5	410.9
Scope 3 -4	Upstream transportation and distribution	208.7 <sup>3</sup>	229.1	466.7
Scope 3 -5	Waste generated in operations	215.0 <sup>4</sup>	382.3	468.0
Scope 3 -6	Business travel	1'835.5	1'501.9	670.2
Scope 3 -7	Employee commuting	1'163.3	1'115.1	921.3
Scope 3 -8	Upstream leased assets	N/A	N/A	N/A
Scope 3 -9	Downstream transportation and distribution	N/A	N/A	N/A
Scope 3 -10	Processing of sold products	N/A	N/A	N/A
Scope 3 -11	Use of sold products	N/A	N/A	N/A
Scope 3 -12	End-of-life treatment of sold products	32.1 <sup>5</sup>	18.9	17.2
Scope 3 -13	Downstream leased assets	N/A	N/A	N/A
Scope 3 -14	Franchises	N/A	N/A	N/A
Scope 3 -15	Investments	48.3 <sup>6</sup>	96.4	80.2
<b>Total Scope 3 emissions</b>		<b>6'501.1</b>	<b>7'299.2</b>	<b>4'754.0</b>
<b>Total emissions (Scope 1,2,3)</b>		<b>7'884.5</b>	<b>9'450.7</b>	<b>6'827.5</b>

<sup>1</sup> The increase reflects higher material procurement (notably titanium and steel for new product launches), improved primary data quality, more accurate packaging allocation, and methodological refinements compared to prior years. Certain inventory effects are expected to normalise over time.

<sup>2</sup> The decrease reflects reduced capital expenditure on machinery, exchange rate effects, and a methodological improvement in the calculation of IT infrastructure emissions, shifting from a spend-based to a unit-based approach.

<sup>3</sup> The decrease reflects improved primary data collection and reduced reliance on extrapolations. Prior-year figures were restated due to a data input error in courier data. In 2025, tonne-kilometres (tkm) were prioritised where available, and remaining subsidiaries use refined estimations based on comparable entities.

<sup>4</sup> While sweepings increased due to improved data differentiation, overall waste volumes declined in 2025. The decrease in emissions is mainly attributable to reduced hazardous aqueous rinsing liquids, which have a disproportionately high emission factor compared to other waste streams.

<sup>5</sup> The increase reflects higher sales volumes and associated material throughput. The 2025 calculation also incorporates updated assumptions regarding explantation rates, reducing the share of implants assumed to be treated as hazardous waste based on improved practical experience.

<sup>6</sup> The decrease reflects changes in consolidation in 2025. Keri Medical was proportionally included under Scope 3.15 until July and consolidated under Scope 1 and 2 from August onwards. NeoOrtho is consolidated under Scope 1 and 2 from April 2025. Consequently, year-on-year comparability is limited.

## Climate change

Medartis is committed to playing its part in addressing climate change, aligning its actions with the global agenda and the objectives of the Paris Agreement. In line with Switzerland's pathway to net zero, we have defined science-based greenhouse gas (GHG) reduction targets to guide our transition to a low-carbon future. Since 2025, our near-term climate target to 2033 has been validated by the Science Based Targets initiative (SBTi), underscoring our commitment to science-driven decarbonisation.

We systematically identify and assess climate-related risks and opportunities in line with the requirements of the Swiss Code of Obligations (Art. 964b) and the TCFD framework and integrate climate considerations into our governance, strategy, risk management, and metrics and targets. Our climate governance, the principal climate-related risks and opportunities, and the associated mitigation measures are set out in detail in our [TCFD report](#).

### Greenhouse gas accounting and data quality

Our site-level data collection covers all production sites (Basel and Warsaw) as well as all subsidiaries and forms the basis for our Scope 1, 2 and 3 greenhouse gas emissions inventories. Our carbon accounting is carried out in accordance with the GHG Protocol and the requirements of the Science Based Targets initiative (SBTi).

For the recent acquisitions Keri Medical SA and NEOORTHO Produtos Ortopédicos S.A., which were integrated in 2025, Scope 1 and Scope 2 emissions are consolidated from the respective dates of operational control. Prior to full consolidation, Keri Medical's Scope 1 and 2 emissions were included under Scope 3.15 on a proportional basis. In the absence of site-specific primary data, Scope 1 and 2 emissions continue to be estimated using Group-level intensity ratios. We are continuously working to enhance data quality and expand the use of primary data across our value chain. As a result, methodological improvements can lead to deviations from prior-year figures; where this is the case, changes are

transparently disclosed and explained. Adjustments to prior-year data are incorporated directly into the reported figures to maintain a consistent reporting boundary and methodological approach. Although we made notable improvements in 2024 and 2025, especially in data infrastructure and reporting processes, refining Scope 3 emissions estimates remains challenging due to the complexity and indirect nature of these emissions.

The quality of energy consumption data varies, particularly between our subsidiaries. Since 2024, we have also encountered challenges at our headquarters.

Due to current metering limitations, part of the building's total energy consumption –energy attributable to IBRA – is currently allocated to Medartis. The planned installation of additional sensors in 2026 will improve data accuracy and boundary attribution.

### Transition plan

Medartis is pursuing a climate transition pathway that is compatible with limiting global warming to 1.5°C and achieving net-zero emissions (Scope 1 + 2) by 2040. This transition plan is not static; it evolves as we deepen our understanding of climate-related risks and opportunities through regular risk assessments. The main components of the transition plan are summarised below:

#### Scope 1 and 2:

- Maintaining a global renewable electricity share of 100%, partially through the purchase of Energy Attribute Certificates (EACs) for locations where we operate in leased facilities
- Increasing electrical efficiency by upgrading infrastructure and optimising production processes
- Enhancing the efficiency of heating and cooling systems
- Gradually transitioning the company vehicle fleet to electric vehicles

#### Scope 3:

- Improved material utilisation to enhance resource efficiency
- Ensuring that 67% of suppliers (based on emissions from purchased goods and services) have adopted science-based climate targets by 2029
- Integrating sustainability criteria into procurement processes for purchased goods and services
- Working with third-party logistics partners to enhance operational efficiency, expand the use of biofuels, and increase the integration of electric vehicles

### GHG emissions from upstream activities and from our operations (Scope 1 and 2)

Medartis' headquarters in Basel is supplied with 100% renewable district heating from local waste-to-energy and uses waste heat for both heating and cooling. The site operates on 100% renewable electricity sourced exclusively from certified European hydropower. Intelligent building controls, consistent use of LED lighting (including a full LED retrofit in 2024), high-efficiency equipment, and motion-sensor lighting further reduce energy consumption.

The Warsaw (USA) production site, which was built with modern infrastructure in 2021 and added in 2022, is connected to a mixed regional grid. In the same way as for all other subsidiaries in leased offices, it has been using Energy Attribute Certificates (EACs) since 2025 to cover its electricity consumption with renewable energy.

In 2025, the first vehicles in Medartis' company fleet in both Mexico and Basel were replaced with fully electric cars, marking the start of a gradual transition to electric mobility across the fleet.

In 2025, Scope 1 emissions accounted for approximately 13% and Scope 2 emissions for 4% of Medartis' total greenhouse gas footprint, highlighting the structural relevance of value chain

emissions for our overall carbon profile. Applying the market-based method in accordance with the GHG Protocol results in Scope 2 emissions that are 84% lower than under the location-based approach, reflecting our procurement of renewable electricity through EACs, while the location-based figure represents the average carbon intensity of the regional electricity grids.

56% of the Group's energy consumption in 2025 was electricity, followed by approximately 26% from vehicle fuels and 18% from heating/cooling energy. Of the total energy consumed, 100% originated from renewable sources, representing an increase of 41% compared to 2024. At approximately 84%, vehicle use was the primary driver of CO<sub>2</sub> emissions from the Group's own operations in 2025 while heating contributed the remaining 16%. Despite strong growth and an absolute increase in energy consumption of 6%, total scope 1 and 2 emissions decreased by 36%, driven by the sustained shift to renewable energy sources. Within this total, scope 1 emissions increased by approximately 20% compared to the previous year. The primary driver was higher fuel consumption from company vehicles, reflecting increased travelled kilometres across several markets as well as improved data coverage. Changes in heating consumption in selected countries and the consolidation of Keri Medical and NeoOrtho also contributed to the increase. The ongoing replacement of fossil-fuel vehicles with electric and hybrid models partially mitigated the overall rise.

### Other indirect GHG emissions (Scope 3)

Scope 3 emissions encompass greenhouse gas emissions across the entire value chain of a company. In this report, Scope 3 emissions are categorised according to the 15 categories defined by the GHG Protocol as follows:

#### Upstream categories:

**3.1 Purchased goods and services:** Covers emissions from raw materials used in production, purchased components, packaging materials and non-product-related goods and services

**3.2 Capital goods:** Includes emissions from the procurement of equipment, machinery, and IT infrastructure.

**3.3 Fuel- and energy-related activities:** Includes emissions from the extraction, production, and transportation of fuels used by Medartis.

**3.4 Upstream transportation and distribution:** Covers emissions from the transportation and distribution of raw materials from suppliers. Also includes emissions from transporting products to subsidiaries, distributors, and end customers, excluding last-mile distribution from distributors to their customers.

**3.5 Waste generated in operations:** Includes emissions from waste produced at Medartis' operations, particularly at the two production sites (Basel and Warsaw).

**3.6 Business travel:** Comprises emissions from employee business travel by road, rail, and air using non-company transportation.

**3.7 Employee commuting:** Accounts for emissions from employees' daily commutes, based on a survey of commuting behaviour.

**3.8 Upstream leased assets:** Reported under Scope 1 and 2 in line with the operational control approach.

#### Downstream categories:

**3.9 Downstream transportation and distribution:** Not applicable, as Medartis covers all transportation costs. These emissions are included in category 3.4 Upstream transportation and distribution.

**3.10 Processing of sold products:** Not applicable, as Medartis does not sell products that require further processing by customers.

**3.11 Use of sold products:** Not applicable, as Medartis does not sell active products requiring assessment under the GHG Protocol.

**3.12 End-of-life treatment of sold products:** Covers emissions from the disposal and treatment of sold products and packaging at the end of their lifecycle.

**3.13 Downstream leased assets:** Not applicable to Medartis' products and services.

**3.14 Franchises:** Not applicable to Medartis' operations.

**3.15 Investments:** Following changes in the ownership structure compared to the previous reporting year, NeoOrtho and Keri Medical are now fully consolidated under Scope 1 and 2 using the operational control approach, in line with the GHG Protocol Corporate Standard. Emissions were estimated using Medartis' Scope 2 market-based intensity as proxy.

Scope 3 emissions represent the largest share of Medartis' carbon footprint, accounting for approximately 82% of total emissions in 2025. The largest contributor to our total emissions is Purchased Goods and Services (28%), mainly driven by the procurement of titanium as our primary raw material, as well as emissions associated with non-production services such as IT and marketing. Business travel (23%) and employee commuting (15%) also represent substantial shares, reflecting Medartis' international commercial footprint. Capital goods account for 5%, upstream transportation for 3%, while waste-related emissions represent a comparatively small portion of the total footprint.

Year-on-year developments across Scope 3 categories reflect a combination of business growth, improved primary data availability, methodological refinements and changes in consolidation boundaries. The increase in purchased goods and services is linked to higher material procurement for new product launches and improved data quality. Capital goods emissions declined due to lower machinery investments, currency effects and a refined calculation approach for IT infrastructure. Upstream transportation emissions decreased as a result of enhanced primary logistics data and reduced reliance on extrapolation.

Business travel emissions increased, primarily reflecting improved tracking across subsidiaries and higher commercial and marketing activity. Employee commuting rose in line with workforce growth. Waste-related emissions declined due to a significant reduction in hazardous aqueous rinsing liquids, which carry comparatively high emissions.

In addition, changes in consolidation boundaries in 2025—including the integration of Keri Medical and NeoOrtho under operational control—limit year-on-year comparability in selected categories.

Overall, developments across all scopes reflect both operational growth and a continued strengthening of data quality and methodological robustness rather than structural shifts in Medartis' emissions profile.

### Progress towards science-based reduction targets

For better comparability, we calculate the following intensity ratios in addition to the absolute greenhouse gas emissions:

Operational Unit	[t CO <sub>2</sub> eq] / MCHF gross profit	
	2025	2024
Medartis Group	38.59	52.90

The stronger reduction in emission intensity compared to absolute emissions is primarily driven by improved profitability in 2025 combined with lower Scope 2 (market-based) emissions. As gross profit increased while total emissions declined, the resulting carbon intensity improved disproportionately year-on-year.

### SBTi target progress in 2025

In 2025, Medartis made measurable progress towards its validated science-based targets.

Total Scope 1 and 2 emissions (market-based) decreased from 2'073.5 tCO<sub>2</sub>eq in the 2023 base year to 1'383.4 tCO<sub>2</sub>eq in 2025, representing a reduction of approximately 33%. This places Medartis broadly in line with the linear reduction pathway required to achieve the 65% absolute reduction target by 2033. The reduction is primarily driven by the procurement of renewable electricity through EACs.

While overall Group emission intensity improved by 27% year-on-year, progress towards the Scope 3 SBTi target is assessed specifically for the defined categories. Continued structural decarbonisation across the value chain remains essential to achieve the 2033 objective.

In addition, supplier engagement activities were further strengthened in 2025 and remain a key pillar of our Scope 3 transition strategy.

## Resource use & circular economy

### Raw materials

All Medartis implants are manufactured from titanium derivative rods or metal blocks using CNC milling and turning processes. Instruments are made of stainless steel, while containers are made of stainless steel and aluminium. Both instruments and containers are designed for reuse and, thanks to the high quality and robustness of the materials, are extremely durable and remain in service for many years.

Medartis primarily uses virgin titanium to produce implants in order to meet the strict purity and quality requirements in the medical field. Depending on the supplier and the stage of the titanium manufacturing process, up to approximately 35% recycled titanium content may be reintroduced into the feedstock. In all cases, it is ensured that the resulting material complies with our highest quality standards and all applicable regulatory requirements.

In 2025, we conducted an initial screening of our titanium suppliers, which found that around 45% have already implemented advanced renewable energy technologies in their production processes.

### Packaging

Recycled materials are used in packaging to improve resource efficiency. For example, shipping bags consist of 50% recycled paper with a PE coating, while cardboard boxes are 100% recyclable. Cardboard is also prioritised over plastic packaging in order to further optimise resource use. Medartis is committed to reducing the use of packaging materials, increasing the proportion of recycled content, and minimising plastic usage, all while ensuring safe transportation to uphold patient safety. Most deliveries are made from Medartis' headquarters and subsidiaries to distributors and directly to customers. While efforts are made to reuse transport packaging locally, the extent to which this occurs may vary. Wherever possible, paper and cardboard used for transport packaging are sourced from recycled materials.

### Life cycle assessment

In 2025, Medartis conducted its first comprehensive life cycle assessment (LCA) of a representative titanium wrist implant system together with an external sustainability consulting partner. Based on ISO 14040/44, the study covered the full cradle-to-grave life cycle of an APTUS wrist set and compared four usage scenarios (sterile vs. non-sterile and consignment vs. loan) across five key markets (CH, DE, FR, UK, US).

The LCA quantified environmental impacts in CO<sub>2</sub>-equivalents and confirmed that the manufacturing of plates and screws represents the dominant emissions hotspot, mainly due to the energy-intensive nature of titanium as a raw material and high machining scrap rates. Instruments and containers contribute only a small share of emissions, reflecting their long service life and reusability. Differences between scenarios are largely driven by packaging concepts, transport (especially air freight), and hospital sterilisation, which strongly depends on the local electricity mix. These factors are partly outside Medartis' direct operational control and depend on customer choices. External sterilisation at Medartis had a comparatively low impact.

Medartis derived key levers for improvement based on these insights: reducing the climate impact of titanium and manufacturing (e.g. supplier selection, material efficiency), optimising product and transport packaging (lighter, more recyclable, reusable solutions), and informing customers about their own reduction options, such as using renewable electricity for sterilisation in hospitals.

The 2025 LCA establishes a robust baseline for product carbon footprints, supports customer enquiries, and directly informs eco-design and the implementation of Medartis' ESG Roadmap and SBTi-aligned climate targets.

### Waste management

Medartis has implemented a sustainable waste management concept for industrial and municipal waste, including clear

guidelines for the separation and disposal of hazardous waste. The aim is to reduce the overall amount of non-recyclable waste and fully leverage opportunities for waste recycling.

Material recycling plays a significant role in this concept, as it reduces the volume of waste requiring disposal in public systems (e.g., landfills, incinerators) and reduces demand for primary resources by reintroducing recovered materials into production processes. This approach helps conserve natural resources and minimises the environmental impacts associated with raw material extraction and waste treatment.

In 2025, total waste volumes continued to reflect production activity levels at the Basel and Warsaw manufacturing sites. Hazardous waste streams, particularly aqueous rinsing liquids, decreased compared to previous years due to the replacement of the former washing system with a new solvent-based cleaning process operating in a closed-loop system at the Basel headquarters. The innovative technology significantly reduces the volume of contaminated rinsing liquids requiring disposal. Paper and cardboard waste declined in 2025, primarily because no large-scale archive clear-outs or office clean-up activities took place during the reporting year. At the same time, reported volumes of sweepings increased significantly. This development reflects both higher production activity at the Warsaw site, where total waste volumes increased by approximately one quarter, and improved reporting granularity. While subsidiary waste was estimated using an aggregated FTE-based approach in previous years, sweepings are now disclosed as a separate waste fraction, enhancing transparency and data accuracy.

Overall, year-on-year fluctuations in waste volumes are influenced by production output, operational efficiency measures, and ongoing improvements in data quality and reporting methodology.

# Doing business responsibly

## MATERIAL TOPICS:

- Business conduct
- Information security
- Supplier environmental/ social practices

## OUR GOALS:

- 90% of employees complete compliance training
- 100% of master distributors undergo due diligence prior to contract signature
- The company's Global Corporate Social Responsibility Policy is reviewed annually to promote its continuous improvement



A Medartis sales representative meeting a surgeon.

## BUSINESS CONDUCT

Medartis places a strong emphasis on corporate compliance and ethical conduct in all its operations. Since 2022, the Head of Global Compliance and designated local Compliance Officers have overseen a structured programme to promote transparency, accountability and the prevention of misconduct.

The Medartis Global Corporate Compliance Policy reflects the highest standards in the medical device sector, including the AdvaMed, MedTech Europe and Swiss MedTech Codes of Ethics, and covers key areas such as anti-corruption and bribery, anti-trust, money laundering, political contributions, donations, and interactions with healthcare professionals.

The policy is accessible internally via the intranet and externally on the Medartis website: <https://www.medartis.com/en/about-us/compliance>.

In line with our commitment to continuously improving our Global Compliance programme, we conducted the planned annual review of our corporate social responsibility policy in 2025 and incorporated targeted updates based on new regulatory developments and internal learnings.

During the reporting period, 92% of the global Medartis team (including the headquarters and all subsidiaries) successfully completed the annual corporate compliance training. The company also held 'Compliance Weeks' in the LATAM region, featuring external speakers, lectures and specific training sessions every day for a week.

All new employees automatically receive compliance training upon joining Medartis, and current employees are provided with annual refresher training.

All employees receive information on what is and is not permitted via publications on the company's Compliance intranet site.

### Reporting channels and governance of compliance cases

Medartis encourages its employees and external stakeholders to report any concerns they may have through a variety of channels, including email, intranet links, and a whistleblowing form on the Compliance page of the company's website. The whistleblowing channel also allows for anonymous reporting.

All reports are reviewed by the Global Ethics Committee, which is a cross-functional body comprising representatives from Human Resources, Legal and Compliance. The committee meets regularly and as required to oversee investigations, decide on corrective and preventive actions, and approve key compliance and labour standards policies. The Head of Global Compliance and/or the General Counsel regularly briefs the Finance and Audit Committee and escalates significant cases to the Board of Directors.

During the reporting period, no violations of laws or regulations were identified, there were no monetary sanctions relating to non-compliance, and no concerns were raised directly with the Board of Directors.

### Corruption and fair competition

All subsidiaries undergo an annual general risk mapping exercise on compliance topics. Conducted by the Global Compliance department, this exercise covers a range of topics, including the risks of corruption, anti-competitive behaviour, anti-trust, and monopoly practices.

The risk mapping matrix uses a classification system that categorises risk as very low, low, medium or high based on the likelihood of negative events occurring. The matrix also outlines preventive measures and improvements that the company will implement to mitigate the likelihood of incidents relating to the regional risks identified.

Risk classification may be based on factors such as specific past cases within the company, local market practices, local cultural and political risks, and specific legal scenarios. It also includes measures and improvements that the company will implement in a given region to reduce potential incidents relating to the mapped risk.

Medartis Mexico holds two ISO certifications relating to compliance and combating corruption and bribery: ISO 37001 (Anti-Bribery Management Systems) and ISO 37301 (Compliance Management Systems). Meanwhile, in Brazil, NeoOrtho, which is now part of the Group, successfully recertified under the ISO 37001 Anti-Bribery Management Systems standard.

Guidelines on the correct handling of benefits, and thus the prevention of corruption, are regularly updated and communicated to relevant employees via various channels.

During the reporting period, there were no accusations, legal proceedings or financial penalties in connection with anti-competitive behaviour or corruption. There were also no incidents in which employees were dismissed or disciplined for corruption, nor were any contracts with business partners terminated or not renewed due to corruption-related violations.

### Approach to tax

Medartis is a Swiss multinational company headquartered in Basel-Stadt. Its tax obligations include direct and indirect corporate and employee taxes, as well as customs duties, which are largely paid in the countries in which it operates. As a 'good tax citizen', Medartis manages its international activities in full compliance with applicable tax laws and international standards.

Responsibility for tax compliance lies with the Corporate Tax department within the Global Finance division and the Corporate Legal department in Switzerland. The Finance and Audit Committee of the Board provides independent oversight. The tax function,

overseen by external Big Four advisers, is responsible for coordinating and supervising the finance teams across all Group companies. This ensures that local and international tax rules are followed. Group and local auditors review tax matters as part of their audit mandates.

In line with internationally recognised standards, including the OECD-G20 BEPS framework and European ATAD guidelines, Medartis explicitly complies with both the spirit and the letter of tax laws. A global transfer pricing model allocates profit based on value creation at arm's length, and intercompany transactions are regularly benchmarked against external data. Medartis does not use offshore or artificial structures, nor does it have any entities in jurisdictions classified as tax havens. As a general rule, tax follows business. As of 31 December 2025, Medartis had not entered into any Advance Pricing Agreements (APAs).

Engagement with stakeholders on tax-related matters primarily takes place through cooperative dialogue with tax authorities and regular exchanges with investors and analysts. Material tax issues are reported to the CFO and, where relevant, to the Finance and Audit Committee. During the reporting period, no significant stakeholder concerns relating specifically to tax were identified.

## SUPPLIER ENVIRONMENTAL/SOCIAL PRACTICES

### Extending our compliance and human rights standards across the value chain

Medartis expects its business partners to uphold the same high ethical standards as it applies to its own operations. All standard distributor agreements contain strict anti-corruption, anti-bribery, anti-trust and fair competition provisions, and explicitly reference the Global Corporate Compliance Policy. New distributors are only approved following a structured due diligence process, which reviews the robustness of their compliance systems and includes

appropriate background checks. Master distributors receive annual compliance training, including mandatory modules on the Global Corporate Compliance Policy.

Our Corporate Social Responsibility Policy, which was introduced in 2023, sets out Medartis' commitment to respecting human rights. This policy is aligned with the Ethical Trading Initiative (ETI) Base Code, the UN Universal Declaration of Human Rights, and the ILO Declaration on Fundamental Principles and Rights at Work.

Medartis does not procure critical minerals as defined in the Swiss Due Diligence and Transparency Ordinance (DDTrO), such as tin, tungsten, tantalum or gold, and therefore does not reach the thresholds that would trigger additional due diligence obligations. We consider the risk of child labour in our supply chain to be very low as we do not source raw materials from countries classified by the UN, ILO or UNICEF as high risk in non-agricultural sectors.

Based on our audits and monitoring, we have not identified any suppliers posing a significant risk of child labour, forced or compulsory labour, or the use of conflict minerals.

### Local sourcing and supplier selection

Corporate responsibility is integrated into our processes for evaluating, approving and monitoring suppliers. New suppliers must confirm that they operate in line with the ETI Base Code, and social and environmental aspects are explicitly reviewed during the approval process and subsequent audits.

Medartis actively prioritises local sourcing wherever possible. By 2025, over 90% of our medical device product and process suppliers – representing more than 95% of related expenditure – were based within 200 kilometres of our manufacturing sites in Basel and Warsaw. In addition to reducing transport distances and associated emissions, this approach facilitates direct collaboration, regular site visits and audits.

### Ongoing monitoring, audits and supplier development

As part of our ISO 13485:2016-certified quality management system, we have established specific processes for managing suppliers. These cover everything from evaluating new suppliers and approving new products and services to KPI-driven monitoring of approved suppliers.

We monitor supplier performance using a structured, risk-based process encompassing reliability, quality, and compliance. Delivery reliability is tracked weekly and any deviations are addressed promptly. Suppliers with a direct impact on medical devices are assessed quarterly and the results are shared with the suppliers. Where criteria are not met, corrective actions are agreed in face-to-face meetings.

We conduct an in-depth assessment with our top strategic and technological suppliers each year, taking into account factors such as cooperation quality, costs, technology development and future needs. Supplier development strategies are defined during these quarterly and annual discussions.

Regular supplier audits, which are scheduled according to risk class, verify compliance with regulatory requirements, standards, and contractual obligations. Nine supplier audits were conducted during the reporting period and no critical deviations or negative social or environmental impacts were identified. In 2025, we updated and expanded the ESG-related criteria used in our supplier audits, thereby strengthening our assessment of environmental, social and governance aspects within our supply base.

## INFORMATION SECURITY

Medartis treats personal data as highly sensitive and processes it lawfully and transparently for clearly defined and legally justified purposes. We continuously improve our data protection management system, which is integrated into our internal processes and guidelines, in order to safeguard the confidentiality, integrity, availability and resilience of data. External processors are carefully selected and bound by appropriate contracts. They are also regularly monitored, with particular attention paid to cross-border data transfers and the use of recognised legal safeguards. During the reporting period, no substantiated complaints regarding personal data breaches were received.

If an incident occurs, Medartis follows a defined procedure and responds within the legally required timeframe.

To integrate data protection and information security into everyday practice, Medartis implements technical and organisational measures. These include annual mandatory data protection training, targeted online modules via the Medartis Academy, ongoing cybersecurity upgrades, automated and structured testing, state-of-the-art backup concepts, and a redundant data center to ensure system availability. Regular awareness campaigns and further training provide employees with support in handling data and IT systems securely.



## ECOVADIS

In 2025, Medartis applied for an EcoVadis rating for the first time and submitted all required information. As a result, we were awarded an EcoVadis Silver Medal, placing us among the top 15% of companies assessed. This shows that we not only set high quality and ESG requirements for our suppliers, but also meet these standards ourselves and have built a professional ESG management system in recent years.

We use the EcoVadis results first and foremost to identify where we can further improve. In doing so, we demonstrate to customers and partners that our high ESG expectations toward suppliers are matched by our own strong and credible sustainability performance.

EcoVadis assessed Medartis in four key areas:

**Environment** – We manage our environmental impact through policies, concrete reduction measures, and transparent reporting on energy use, greenhouse gas emissions (Scope 1–3), water, materials and waste, as well as product safety and end-of-life aspects.

**Labour & Human Rights** – We promote fair and safe working conditions, health and safety, diversity and equal opportunities, and employee development. This is supported by global policies, programmes such as wellbeing and flexible work, parental support, grievance mechanisms and KPIs on accidents, training hours and gender representation.

**Ethics** – We have a structured compliance framework to prevent corruption, fraud, money laundering and conflicts of interest, and to protect confidential and personal data. This includes global policies, targeted trainings (e.g. on anti-bribery and data protection), whistleblowing channels, third-party due diligence and information security controls.

**Sustainable Procurement** – We systematically integrate environmental, social and ethical criteria into our supply chain management. This is anchored in our Supplier Code of Conduct, supplier risk assessments, audits and assessments, supplier development activities and reporting on upstream Scope 3 emissions.

# TCFD Report

## CLIMATE-RELATED RISKS AND OPPORTUNITIES

Climate change presents businesses worldwide with challenges and opportunities. At Medartis, we integrate climate-related considerations into our strategy, operations and risk management processes to strengthen our long-term resilience.

This section outlines how Medartis identifies, assesses and manages climate-related risks and opportunities in line with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

## TCFD FRAMEWORK ELEMENTS

The TCFD framework is built around four core elements:

- **Governance:** Board and management oversight of climate-related risks and opportunities.
- **Strategy:** Impact of climate-related risks and opportunities on business strategy and financial planning.
- **Risk Management:** Processes for identifying, assessing, and managing climate-related risks.
- **Metrics & Targets:** Metrics used to assess climate-related risks and performance against targets.



Warsaw production site

## 1. GOVERNANCE

Climate-related risks and opportunities are embedded in Medartis' overall governance and Enterprise Risk Management (ERM) framework.

The **Board of Directors** oversees climate-related matters by approving climate targets and reviewing climate-related risks and opportunities as part of the regular ERM process.

The **Executive Management Board (EMB)** is responsible for implementing the climate targets and continuously monitoring climate-related risks and opportunities. To support this, the **Lead Sustainability** function coordinates the climate strategy, supports the implementation of defined measures and maintains the climate risk assessment.

At the operational level, **concerned departments and subsidiaries** are tasked with implementing specific measures to achieve climate targets and mitigate associated risks. Meanwhile, the **Enterprise Risk Management (ERM)** function ensures a structured risk management process and facilitates coordination across all relevant stakeholders.

This governance structure ensures that climate-related risks and opportunities are systematically integrated into decision-making, business processes and performance monitoring.

### Board of Directors

- Approval of climate targets
- Review of climate-related risks/opportunities (ERM)

### Executive Management Board (EMB)

- Implementation of climate targets
- Monitoring of climate-related risks/opportunities

### Concerned departments and subsidiaries

- Implementation of defined measures

### Lead Sustainability

- Coordination of climate strategy
- Progress monitoring
- Identification and update of climate-related risks/opportunities

### Enterprise Risk Management (ERM)

- Risk management and coordination of risk management process

## 2. STRATEGY

### Climate risk assessment

In 2024, Medartis conducted a climate risk assessment aligned with the TCFD framework to identify and evaluate relevant physical and transition-related risks and opportunities across its operations and value chain. The assessment considered scientific and regulatory developments, industry-specific factors and Medartis' business context, supported by engagement with senior management and key business functions. Climate-related risks are assessed across short-, medium- and long-term horizons in line with Medartis' Enterprise Risk Management methodology.

This climate risk analysis based on the TCFD framework was reviewed in 2025 to confirm the relevance of the identified physical and transition risks. No material changes were identified compared with the previous assessment.

Key climate-related risks include potential supply chain disruptions from extreme weather events, impacts on the availability of energy and water, and challenges related to the transition to low-carbon materials and packaging. At the same time, the transition to a low-carbon economy presents opportunities to strengthen supply chain resilience, improve resource efficiency and enhance Medartis' sustainability positioning. These risks and opportunities are assessed with regard to their potential operational and financial impacts on Medartis' business, strategy and long-term resilience.

The TCFD analysis is based on two IPCC climate scenarios: a low-emission pathway (RCP 2.6) aligned with the Paris Agreement, limiting warming to around 1.5–2°C through rapid decarbonisation, and a high-emission pathway (RCP 8.5) leading to about 4°C of warming by 2100 if current trends continue. Reference scenarios from the Network for Greening the Financial System (NGFS) and the

International Energy Agency (IEA) were also included in the analysis of the transition to a low-emissions scenario.

### Commitment to climate action

Medartis is committed to contributing to the global goal of limiting warming to 1.5°C. The company has developed a science-based emissions reduction roadmap, which has been approved by the Board of Directors and validated by the Science Based Targets initiative (SBTi). We aim to reduce absolute Scope 1 and 2 emissions by 65% between the base year of 2023 and 2033, in addition to defined reduction targets for relevant Scope 3 categories. The corresponding measures focus on energy efficiency, renewable energy, electrification of the company car fleet, supplier engagement and more sustainable mobility.

## 3. RISK MANAGEMENT

Climate-related risks are integrated into Medartis' enterprise-wide risk management system, which has been approved by the Board of Directors.

Risks are systematically identified, assessed and managed using a consistent methodology based on likelihood and potential impact. For sustainability and climate-related risks, the Lead Sustainability defines and monitors mitigation measures, while the ERM function coordinates the overall risk process and reports regularly to the Executive Management Board and the Board of Directors.

Climate-related risks are reviewed as part of periodic ERM reporting and are considered an integral component of Medartis' overall risk landscape. The results of the climate risk assessment also serve as a key input for the company's double materiality assessment, ensuring methodological alignment between climate risk management and broader sustainability risk evaluation.

### Assessment of climate-related risks and opportunities

The table on the following page outlines the most significant climate-related risks and opportunities that have been identified and assessed for their potential impact on business operations.

#### Key risks and opportunities

We have identified key impacts from both chronic and acute physical risks that may affect Medartis in the **high-emission scenario**, such as supply chain disruptions and operational challenges from extreme weather events. In the **low-emission scenario**, we have also identified five key transition risks, including regulatory and market shifts, as well as two opportunities to enhance competitiveness and align with sustainability-focused market trends. This dual analysis highlights the importance of proactive adaptation strategies and the potential benefits of aligning business practices with a low-carbon economy.

## 4. METRICS AND TARGETS

Medartis monitors and reports climate-related metrics in line with the TCFD recommendations. Key metrics include Scope 1, 2 and 3 greenhouse gas emissions, energy consumption and progress against science-based targets.

Detailed information on emissions, targets and performance can be found in the [Environment](#) section of this Sustainability Report.

### High-emission scenario

Risk	Risk description	Risk mitigation
<b>Chronic physical risks</b>	<ul style="list-style-type: none"> <li>– <b>Supply chain &amp; operations</b> – Potential disruptions due to chronic climate changes</li> <li>– <b>Operational &amp; insurance costs</b> – Possible increase in expenses</li> <li>– <b>Water availability</b> – Risk of supply disruptions</li> <li>– <b>Employee health &amp; business continuity</b> – Climate-related challenges affecting workforce and operations</li> <li>– <b>Product demand</b> – Possible shifts due to changing climate conditions</li> </ul>	<ul style="list-style-type: none"> <li>– Business continuity plans</li> <li>– Adopt energy-efficient and heat-resilient solutions</li> <li>– Enhance supply chain resilience</li> <li>– Manage water supply</li> </ul>
<b>Acute physical risks</b>	<ul style="list-style-type: none"> <li>– <b>Supply chain &amp; operations</b> – Potential disruptions from extreme weather events</li> <li>– <b>Operational &amp; repair costs</b> – Possible increase in expenses from structural damage</li> <li>– <b>Water availability</b> – Risk of localised supply disruptions</li> <li>– <b>Workforce continuity</b> – Potential impacts from weather-related workforce disruptions</li> <li>– <b>Product demand</b> – Possible shifts due to changing climate conditions</li> </ul>	

### Low-emission scenario

Risk	Risk description	Risk mitigation
<b>Navigating carbon pricing regulations</b> <i>Policy &amp; Legal</i>	<ul style="list-style-type: none"> <li>– <b>Carbon taxation</b> – Potential impact from government-imposed carbon pricing schemes</li> <li>– <b>Supply chain costs</b> – Risk of increased costs due to carbon pricing on steel and titanium production</li> <li>– <b>Litigation &amp; compliance</b> – Risk of legal challenges and required financial and organisational efforts</li> </ul>	<ul style="list-style-type: none"> <li>– Regulatory compliance oversight</li> <li>– Eco-design principles</li> </ul>
<b>Rising raw material costs and limited availability of low carbon replacements</b> <i>Market, Technology, Policy &amp; Legal</i>	<ul style="list-style-type: none"> <li>– <b>Raw material costs</b> – Potential rise due to supplier sustainability efforts and elevated energy costs</li> <li>– <b>Low-emission raw materials</b> – Risk of supply bottlenecks and competition-driven delays</li> <li>– <b>Titanium availability &amp; cost</b> – Increased demand could impact supply and pricing for production</li> </ul>	<ul style="list-style-type: none"> <li>– Diversification of supplier portfolio</li> <li>– Long-term supplier agreements</li> <li>– Securement of low-carbon titanium &amp; steel</li> <li>– Early adoption of sustainable materials</li> </ul>
<b>Evolving investor, customer and other stakeholders' expectations</b> <i>Market, Reputation</i>	<ul style="list-style-type: none"> <li>– <b>Sustainability performance</b> – Importance of aligning with stakeholders to meet net-zero goals</li> <li>– <b>Reputation &amp; talent attraction</b> – Risk of damage from poor sustainability metrics and non-compliance</li> <li>– <b>Access to capital &amp; demand</b> – Need to decarbonise the supply chain to avoid reputational harm</li> </ul>	<ul style="list-style-type: none"> <li>– Market research and customer engagement</li> <li>– Sustainability innovation as a strategic investment</li> <li>– Supplier engagement</li> <li>– Medartis SBTi targets</li> </ul>
<b>Managing emerging policies on sustainability and energy metrics</b> <i>Policy &amp; Legal</i>	<ul style="list-style-type: none"> <li>– <b>Regulatory compliance</b> – Risk of increased costs due to stricter emissions and energy efficiency standards</li> <li>– <b>Supply chain impact</b> – Potential disruption from regulations</li> <li>– <b>Titanium supply</b> – Need to stay updated on regulations to ensure a stable, high-quality titanium supply and mitigate financial risks</li> </ul>	<ul style="list-style-type: none"> <li>– Regulatory compliance oversight</li> <li>– Continuous improvement of ERM</li> </ul>
<b>Uncertain scalability and feasibility of low carbon technology</b> <i>Technology</i>	<ul style="list-style-type: none"> <li>– <b>Technology readiness</b> – Risk of operational deficiencies due to immature net-zero technologies</li> <li>– <b>Impact on products &amp; operations</b> – Potential delays in implementing sustainable solutions in packaging, transportation and products</li> <li>– <b>Reputational risk</b> – Possible reputational damage from slow transition to net-zero operations</li> </ul>	<ul style="list-style-type: none"> <li>– Development of sustainable ecosystems</li> <li>– Sustainability innovation as a strategic investment</li> <li>– Cooperative logistics approaches</li> </ul>