

# Sustainability Report

RAUMEDIC AG 2023

## Our Purpose

# We develop solutions for life together with people who care.

## Dear Readers,

as one of the leading developers and manufacturers of systems and components for the medical technology and pharmaceutical industry, we are aware of our responsibility towards our customers and future generations.

We want to create sustainable value with our business activities, while keeping various perspectives in mind: first and foremost from the point of view of our customers. Our products are characterized by excellent functionality, durability and the highest quality which means they represent sustainable value for the customer.

In the development and manufacture of our products and throughout our business operations, we pursue a policy of continuous minimization of our impact on people, nature and the environment. We work with alternative raw materials and pursue approaches to recycle our products after use. Extensive technological and process expertise supports us in implementing these ecological sustainability efforts as a second perspective.

For our employees, we want to offer permanently attractive jobs in a healthy environment that promotes personal development and where equality is a matter of course.

However, we also want to achieve sustainable results in the commercial sector in order to be a long-term and reliable partner for our customers that can drive innovation and produce successfully at a high level. All of these perspectives can be summarized concisely as "Creating Sustainable Value" and formulated as a guideline for our sustainability management within the company. By joining the UN Global Compact, we have expressly committed ourselves to its ten principles in the areas of human rights, labor standards, environmental protection and anti-corruption. In this report at, we show our progress in this regard and report on how we will meet existing challenges in the future.

Thank you for your interest!

Yours



**Thomas Knechtel**  
CTO



**Klaus Schabert**  
COO



**Dr. Robert Schilling**  
CFO





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## Organization

In 1948, the founder of RAUMEDIC, Mr. Helmut Wagner, began manufacturing piping and water hoses in Rehau. Production developed rapidly, which is why the company REHAU, named after the place where it was founded, was already able to build on its success with thousands of different products and systems.

REHAU and RAUMEDIC grew up with the development and production of sophisticated technical parts and systems that incorporate a great deal of in-house expertise. RAUMEDIC AG was founded in 2004 and has established itself as a solid medium-sized medical technology company and has been growing continuously ever since. RAUMEDIC is headquartered at in Münchberg. The main administrative and production site is located in Helmbrechts. Both locations are in the Bavarian administrative district of Upper Franconia in Germany. RAUMEDIC AG is part of the internationally oriented REHAU Group based in Muri near Bern and is integrated into the RAUMEDIC subgroup. The Group holding company is REHAU Verwaltungszentrale AG, Muri near Bern. The REHAU Group is organized market-oriented into the subgroups RAUMEDIC, MERAXIS, REHAU New Ventures, REHAU Automotive and REHAU Industries. The extensive independence of the subgroups is a key success factor. In addition to the largest production site at the headquarters in Münchberg, RAUMEDIC AG has production sites in Feuchtwangen and Zwönitz.

The vision is for RAUMEDIC to be the best and most professional company in the industry – worldwide. The guiding principle “Creating Sustainable Value” describes the mission. In this way, the company aims to achieve this overarching goal.

## Business Activities OEM and Clinical Product

The business activities of RAUMEDIC AG are basically divided into the areas OEM (Original Equipment Manufacturer) and Clinical Products. With this focus on its core competencies,

RAUMEDIC AG has established a customer group-oriented organization. The OEM division manufactures hoses and injection molded parts for the medical technology and pharmaceutical industries from all common thermoplastic materials and silicone rubber.

The manufacturing expertise of the Clinical Products division includes the processing of microchip technology into precise intracranial pressure measurement catheters.

In 2016, the sister company RAUMEDIC Inc. in the USA began producing its own products in addition to selling RAUMEDIC AG products. Another production site of the RAUMEDIC Group was added in August 2021: through

the acquisition of the company A&G AS (aktsiaselts) in Estonia (Tallinn), this new sister company, AS RAUMEDIC Estonia, has since significantly expanded the manufacturing capacities, with the Estonian site to be successively expanded and extended

## Sales Organization

In 2023, **RAUMEDIC AG's sales organization** was still divided into the following sales regions: Germany, Western Europe, Northern, Southern, Central/Eastern Europe, North America and Asia / Australia. The region Western Europe is represented by RAUMEDIC SA in Switzerland (Villars-sur-Glâne) and RAUMEDIC S.A.R.L. in France (Voiron), the region Northern Europe by RAUMEDIC UK Ltd. in the UK (Ross-on-Wye), the region Southern Europe by RAUMEDIC S.R.L. in Italy (Monza), the region North America by RAUMEDIC Inc. in the USA (Mills River) and the region Asia/Australia by RAUMEDIC PTE. LTD in Singapore and by RAUMEDIC Medical Technology (Shanghai) Co., Ltd. in China.

In some cases, companies of the REHAU Group also act as agents for RAUMEDIC products. This mainly relates to the countries Austria, Denmark, Spain and India. The sales companies are all sister companies of RAUMEDIC AG.

## Reporting Practice

RAUMEDIC AG's third sustainability report covers all German production sites. This means that in addition to the Helmbrechts site, which is the administrative headquarters and largest production site, the Feuchtwangen and Zwönitz sites are also included (Figure 1). This corresponds to the consolidation limits of the annual financial statements 2023 of RAUMEDIC AG dated 10.02.25. Not included are RAUMEDIC Inc, USA, RAUMEDIC Estonia AS, Estonia and the sales organizations outside Germany mentioned above.

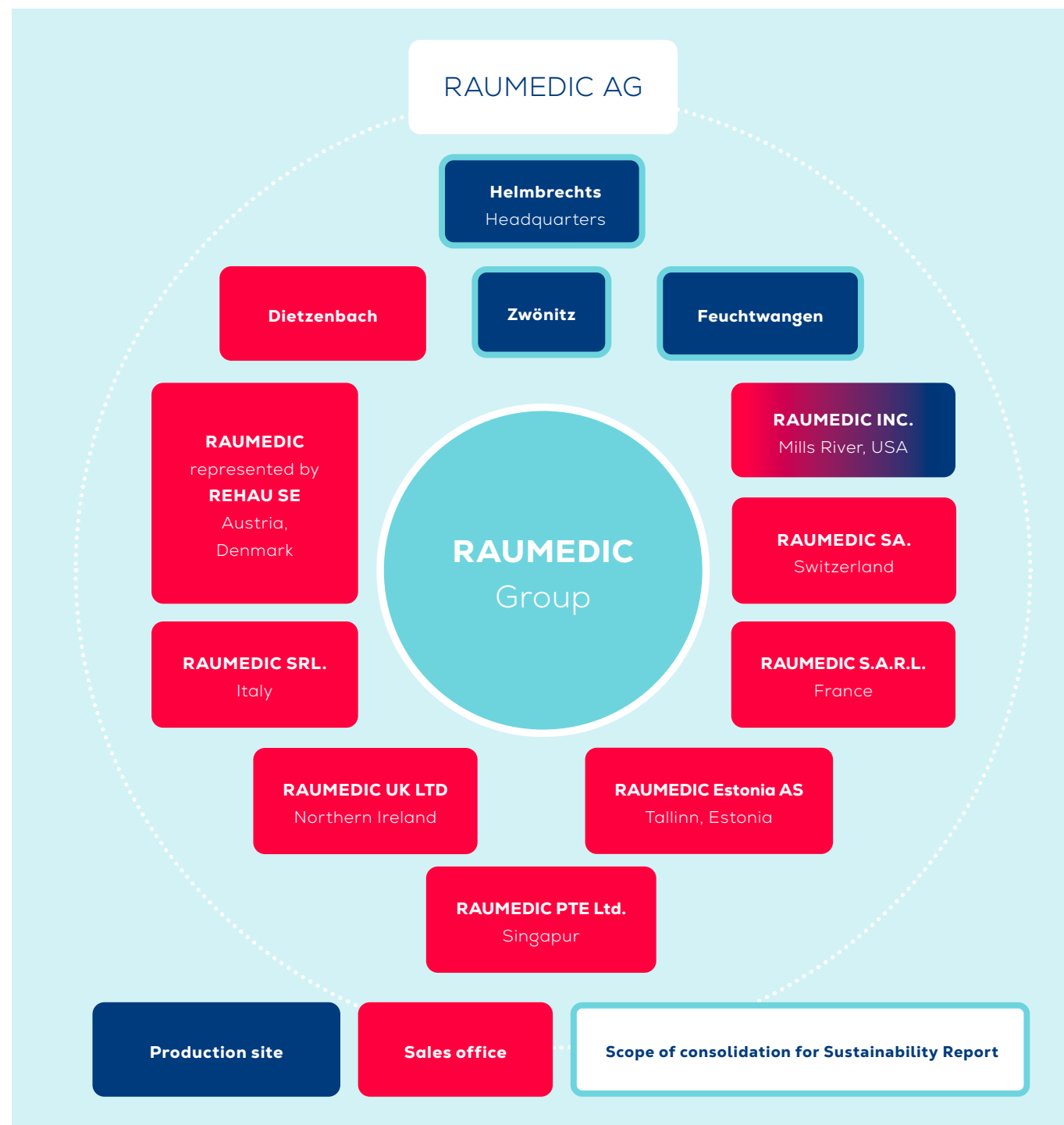


Figure 1

As with the annual management report, this third report covers the reporting period from January 1, 2023 to December 31, 2023.

RAUMEDIC AG published a sustainability report for the first time for the 2021 reporting year. The editorial deadline for this report was October 31, 2023.

The contact person for questions about the report or the information it contains is Mr. Maximilian Hofmann, Sustainability Manager at RAUMEDIC AG. Inquiries should be sent to [sustainability@raumedic.com](mailto:sustainability@raumedic.com).

The Sustainable Development Goals (SDGs) of the United Nations serve as an additional frame of reference. When we show how RAUMEDIC AG contributes to these global sustainable development goals, we have done so in accordance with the guideline "Business Reporting on the SDGs". This also applies to the ten principles of the United Nations Global Compact, which the company joined in August 2021. Our Sustainability Report was prepared on the basis of the Sustainability Reporting Standards of the Global Reporting Initiative (GRI Standard). RAUMEDIC reports in accordance with the GRI 2021 Universal Standards. Further information can be found in the chapter "About this report" (p. 46)

## External Auditor's Report

The information presented in this report was submitted to the Management Board of RAUMEDIC AG on June 25, 2025 for information and review.

The economic key figures from the audited annual financial statements 2023 of RAUMEDIC AG were used in this report. The audit was carried out by the independent auditor Deloitte for accuracy. In addition, the raw data in the ecological area (GRI300) is regularly reviewed as part of the ISO 50001 energy audit and the ISO 14001 environmental audit.

## Business Activities, Value Chain and other Business Relationships

The product range in the OEM segment comprises various dimensions of extrudates. These include close-tolerance tubing and profiles for pump applications and microtubing for catheters as well as standard lines for infusions, dialysis, heart-lung machines and gas supply.

In addition, based on a wide range of products, can provide the further processing of tubing and molded parts in standard production technologies: from "simple" tubing lengths to tubing sets and catheters to sterile and certified medical products. In addition, the OEM division develops and manufactures customer-specific molded parts and systems for the medical technology and pharmaceutical industry, in particular drug application systems, injection systems, assemblies and devices.

The Clinical Products division's manufacturing expertise ranges from fully automated assemblies to electronic measuring instruments. The products are primarily used in neurosurgery.

RAUMEDIC processes all thermoplastic polymers and silicones in medical quality. Customer satisfaction and compliance with all relevant legal, normative and regulatory requirements are at the heart of the company's understanding of quality. RAUMEDIC has established a comprehensive, certified quality management system at.



It includes a

- Certified QM system according to DIN EN ISO 13485
- Certification according to ISO 15378 (primary packaging for medicinal products)
- Clean room production according to DIN EN ISO 14644, class 7
- Production according to "Good Manufacturing Practice (GMP) Standards"
- CE approvals for RAUMEDIC medical devices
- Certified energy management in accordance with ISO 50001
- Certified environmental management in accordance with ISO 14001

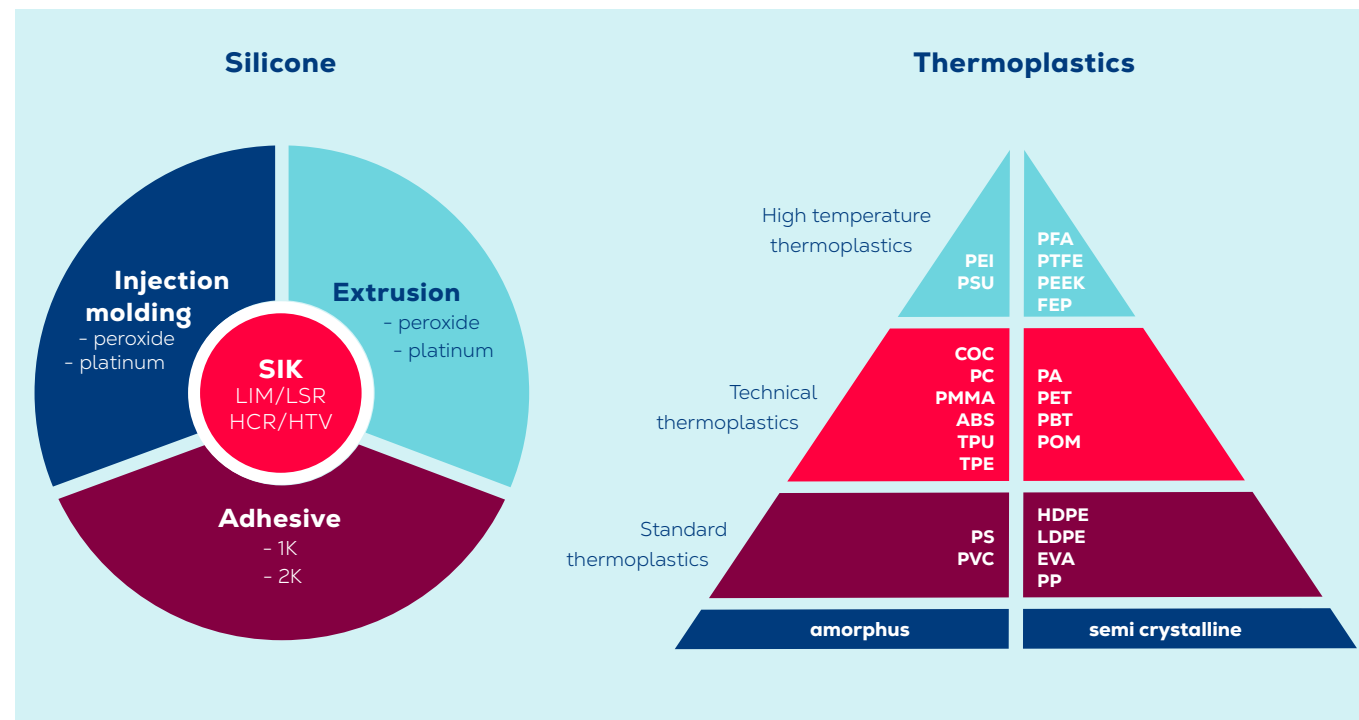


Figure 2

Plastics offer almost endless possibilities in the medical and pharmaceutical sector, to realize a product according to customer requirements. For this reason, the variety of materials and the associated technical expertise play a special role for us.

RAUMEDIC's material portfolio ranges from standard thermoplastics such as polyolefins to technical thermoplastics such as polyamides and high-temperature thermoplastics such as PEEK. Silicone is also an excellent material for medical technology applications. Due to its elastomeric, i.e. dimensionally stable but elastically deformable character, it has unique properties that cannot be achieved with thermoplastic materials in this form (Figure 2).

Thermoplastics can be plastically deformed under the influence of heat. As a rule, thermoplastics consist of polymers, of linear or slightly branched chain molecules. They can be melted down and reshaped an unlimited number of times. The various thermoplastics produced by RAUMEDIC currently have a petrochemical basis.

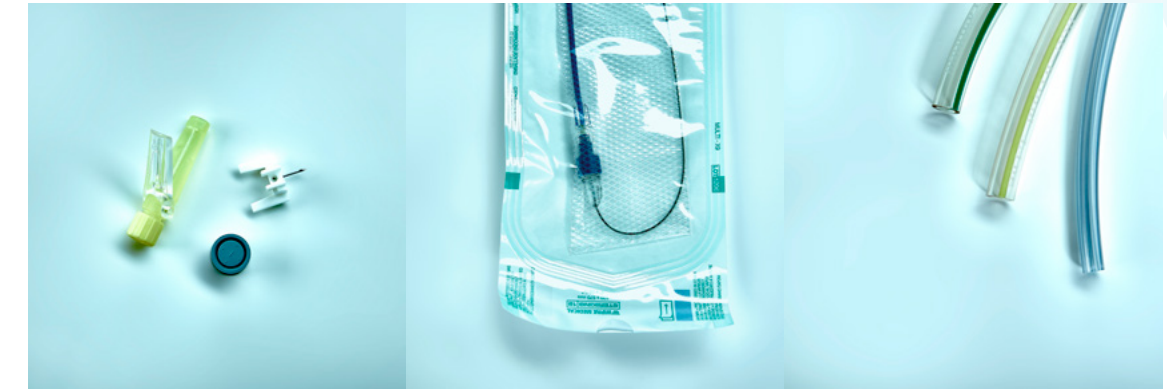


Figure 3

RAUMEDIC procures raw materials and services primarily to produce semi-finished products. Raw materials are produced in energy-intensive processes and are primarily based on fossil raw materials during the reporting period.

In close coordination with our customers, a team dedicated to the support of our materials ensures that the optimum material is selected across all material areas.

This includes issues ranging from biocompatibility to interactions with contact media such as infusion solutions. Aspects of further processing and manufacturing are also included in the material selection. In this way, the plastic can be found that best suits the customer's requirements and area of application.

## General Information about Employees

RAUMEDIC is an international company that is constantly growing. The skills and commitment of its employees are a decisive factor in the company's success. An average of 900 employees worked at our German sites during the reporting period (Figure 4). Of these, 865 employees and employees were employed full-time (63.1% men, 36.9% women).

In the same period, 43 employees worked part-time (93 % women, 7 % men). No employees from temporary employment agencies were deployed.

Remuneration is based on the internal RAUMEDIC remuneration model, which is company-specific and is not based on collective agreements.

The average number of employees over the entire reporting period is stated by headcount.



8.5 **Employment and workforce**  
8.8 **Freedom of association and collective bargaining**



10.3 **Equal opportunity**  
UN GC PRINCIPLES 3 6

Employees RAUMEDIC AG				
	Helmbrechts	Feuchtwangen	Zwönitz	Total
2022 Employees (total)	913	102	49	1064
2023 Employees (total)	900	121	55	1076
2022 Employees (male)	542	87	15	644
2023 Employees (male)	544	104	16	664
2022 Employees (female)	371	15	34	420
2023 Employees (female)	356	17	39	412
2022 Full-time employees (total)	865	92	48	1005
2023 Full-time employees (total)	857	109	51	1017
2022 Full-time employees (male)	540	86	15	641
2023 Full-time employees (male)	541	102	16	659
2022 Full-time employees (female)	325	6	33	364
2023 Full-time employees (female)	316	7	35	358
2022 Part-time employees (total)	48	10	4	62
2023 Part-time employees (total)	43	12	4	59
2022 Part-time employees (male)	2	2	0	4
2023 Part-time employees (male)	3	2	0	5
2022 Part-time employees (female)	46	8	4	58
2023 Part-time employees (female)	40	10	4	54
2022 Temporary employees (total)	0	0	0	0
2023 Temporary employees (total)	0	0	0	0

Figure 4

Information on Corporate Bodies

During the reporting period, the Executive Board comprised

- Mr. Stefan Seuferling, Chairman of the Executive Board, Chief Executive Officer (CEO),
- Mr. Klaus Schabert, Member of the Executive Board & Chief Operating Officer (COO) from September 1, 2023,
- Dr. Robert Schilling Member of the Executive Board & Chief Financial Officer (CFO) from October 1, 2023,
- Mr. Martin Schenkel, Member of the Executive Board & COO until April 24, 2023 and
- Mr. Daniel Seibert, Member of the Executive Board & Chief Financial Officer (CFO) until September 30, 2023.



5.5 Women in leadership  
16.6 Effective, accountable and transparent governance



16.7 Inclusive decision making  
UN GC PRINCIPLES 6 10

The Supervisory Board consisted of

- Mr. Dipl. Kfm. Jürgen Werner, Head of the Furniture & Industrial Solutions Division, REHAU Industries SE & Co. KG
- Dr. Ulrich Günther, retired engineer,
- Dipl.-Ing. Wolfgang Süßle, CEO Lohmann & Rauscher International GmbH & Co. KG,
- Dr. Katharina Gasser, Managing Director at Biogen Switzerland AG,
- Mr. Harald Vogelsang, Business Economist, CFO of REHAU Verwaltungszentrale AG

This means that the Executive Board of RAUMEDIC AG is 100% male. The proportion of women on the Supervisory Board is 20%. The respective term of office on the Supervisory Board is three years. The selection and appointment of the Supervisory Board of RAUMEDIC AG is carried out by the owner REHAU Verwaltungszentrale AG. In the selection process, in particular the trust and interests of the owner are taken into account and skills in the areas of management, finance, technology and leadership are expected. Diversity is expressly welcomed and is also represented; 60% of the Supervisory Board members are not active in the REHAU Group and are therefore completely independent.

Governance of Sustainability Management and Reporting

The Supervisory Board of RAUMEDIC AG regularly deals with issues relating to sustainable corporate governance. As part of internal and external audits, the effectiveness of the processes and the process organization are reviewed and independently confirmed, including ecological and social aspects. The Supervisory Board has assigned overall responsibility for operational sustainability management within the company to Mr. Stefan Seuferling, Chief Executive Officer of the Executive Board. In the reporting period, Dr. Stefan Wagner, Head of Project Office, was appointed as the person responsible for sustainability management by the Executive Board (Figure 5), who receives regular reports on this topic at Executive Board meetings. The Management Board informs the members of the Supervisory Board about the sustainability activities and reporting of the company (Figure 5).



16.6 Effective, accountable and transparent governance



16.7 Inclusive decision making  
UN GC PRINCIPLES 6 10

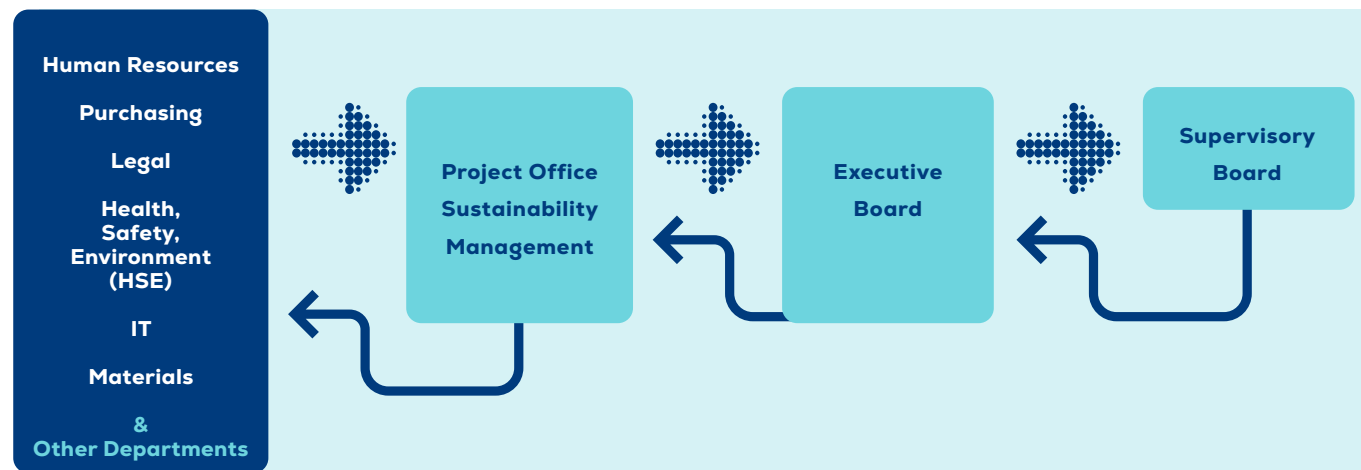


Figure 5

## Avoidance of Conflicts of Interest

The Supervisory Board of RAUMEDIC AG ensures that conflicts of interest are avoided when filling its positions. Among other things, this is done by ensuring that its members hold positions within the REHAU Group as well as leading positions outside the REHAU Group. The names of the individual Supervisory Board members, their expertise and their respective functions are disclosed in the company's management report. The detailed risk and opportunity report in the management report of RAUMEDIC AG also provides an overview of all key critical and forward-looking issues affecting the company.

In connection with the Supervisory Board meetings, one member of the Supervisory Board is always available for half a day at location available to all employees for discussions without prior notice (see p. 40, "Employee-employer relationship"). This information is confidential and only accessible to the Supervisory Board. In this way, critical issues can be communicated directly to the highest management body.

There is an ongoing dialog between the Supervisory Board and the management of RAUMEDIC on the topic of sustainability (see p. 14, "Governance"). In the reporting period, it was not yet formalized to the extent that information on a systematic expansion of knowledge of the Supervisory Board on the topic of sustainability and on a corresponding evaluation process can be presented. However, the establishment of a governance process is being planned.

## Remuneration Policy

In addition to personnel expenses, the total remuneration of both the members of the Supervisory Board and the members of the Management Board is published annually in the management report.

Like all employees of RAUMEDIC AG, the Management Board members and senior executives are remunerated in agreement with the Supervisory Board in accordance with their prominent activity or their classification in the RAUMEDIC remuneration group corresponding to.

The remuneration of all employees across all hierarchy levels generally comprises a fixed remuneration component and a variable component of up to 36%. There are different remuneration systems for determining the variable remuneration component depending on the employee group or function. Depending on tasks and roles, sustainability targets are also taken into account appropriately.

Due to the reduction in the level and scope of state social benefits in the statutory pension insurance scheme in recent years, employees have an increased need for provision in order to secure their standard of living in old age. RAUMEDIC assumes social responsibility here and therefore offers all employees a company pension scheme.

## Code of Conduct

As a value-oriented family business, we have always been committed to the core values, which are expressed in our corporate culture. The Code of Conduct translates these core values into binding guidelines for conduct in certain situations in our day-to-day business.

The Code of Conduct of RAUMEDIC AG was adopted by the Executive Board and applies to all employees at all hierarchical levels and forms of employment and is an integral part of the employment contract. Without exception, all employees must countersign the Code of Conduct and thus confirm in writing that they are aware of it and agree to its application in any business relationship. Violations of the rules set out in will result in disciplinary action up to and including dismissal.

RAUMEDIC has been a member of the UN Global Compact since August 2021. Its ten principles are therefore also fundamental to the company's Code of Conduct. RAUMEDIC undertakes to comply with internationally recognized human rights and to comply with the corresponding precautionary and due diligence obligations. The company recognizes the right to freedom



of association. Detailed information and assistance – also far beyond compliance with the RAUMEDIC Code of Conduct – is provided in the company's "Employee Handbook", which is also part of every employment contract.

In addition to training courses, some of which are mandatory, the Legal and Compliance and Human Resources departments as well as the respective line managers are available as contacts at.

### Whistleblower System

The prevention of breaches of regulations and the early detection of any breaches is fundamental to RAUMEDIC. To ensure this, the company has introduced an efficient, electronic whistleblower system (Compliance Communication System; CoCoS). Any person worldwide can access the system via the following link: <https://www.bkms-system.ch/raumedic>.

When submitting a report, it must be assigned to one of the following categories: Corruption, competition law, environmental law, money laundering / foreign trade law, property offenses, violations of the RAUMEDIC Code of Conduct, other legal violations. The individual topics are explained in more detail in the respective section of the system. The whistleblower is specially protected under the aspects of confidentiality and data protection ("non-retaliation"). It may also be possible to communicate anonymously via CoCoS. As soon as a report is received in this system, it automatically sends an e-mail to the relevant responsible person. They process the incoming reports independently.

During the reporting period, no violations of laws and regulations were reported to and no fines were paid for violations of laws and regulations to.

### Association Memberships

**In the reporting period, RAUMEDIC AG was a member of the following international and national organizations:**

- Bundesverband Medizintechnologie e.V,
- Arbeitsgemeinschaft PVC und UMWELT e.V.
- Unternehmerinitiative Hochfranken e.V.
- Wirtschaftsregion Hochfranken e.V.
- Working Group Spina Bifida and Hydrocephalus e.V.
- Technology Mountains e.V.
- INC Invention Center
- Interessenverbund Kunststoffverarbeiter in der Medizintechnik e.V.
- German Association for Project Management e. V.
- German-Baltic Chamber of Commerce in Estonia, Latvia and Lithuania
- The International Pharmaceutical Supply Chain Consortium
- Bio-Process Systems Alliance

### In Dialog with Stakeholders and Experts

In order to determine the key positive and negative aspects of RAUMEDIC AG with regard to economic, social and ecological sustainability, we systematically engage our stakeholders in various ways (Figure 6) and view the company holistically with its functions and its value chain under the principle of "Creating Sustainable Value" (see p. 20).

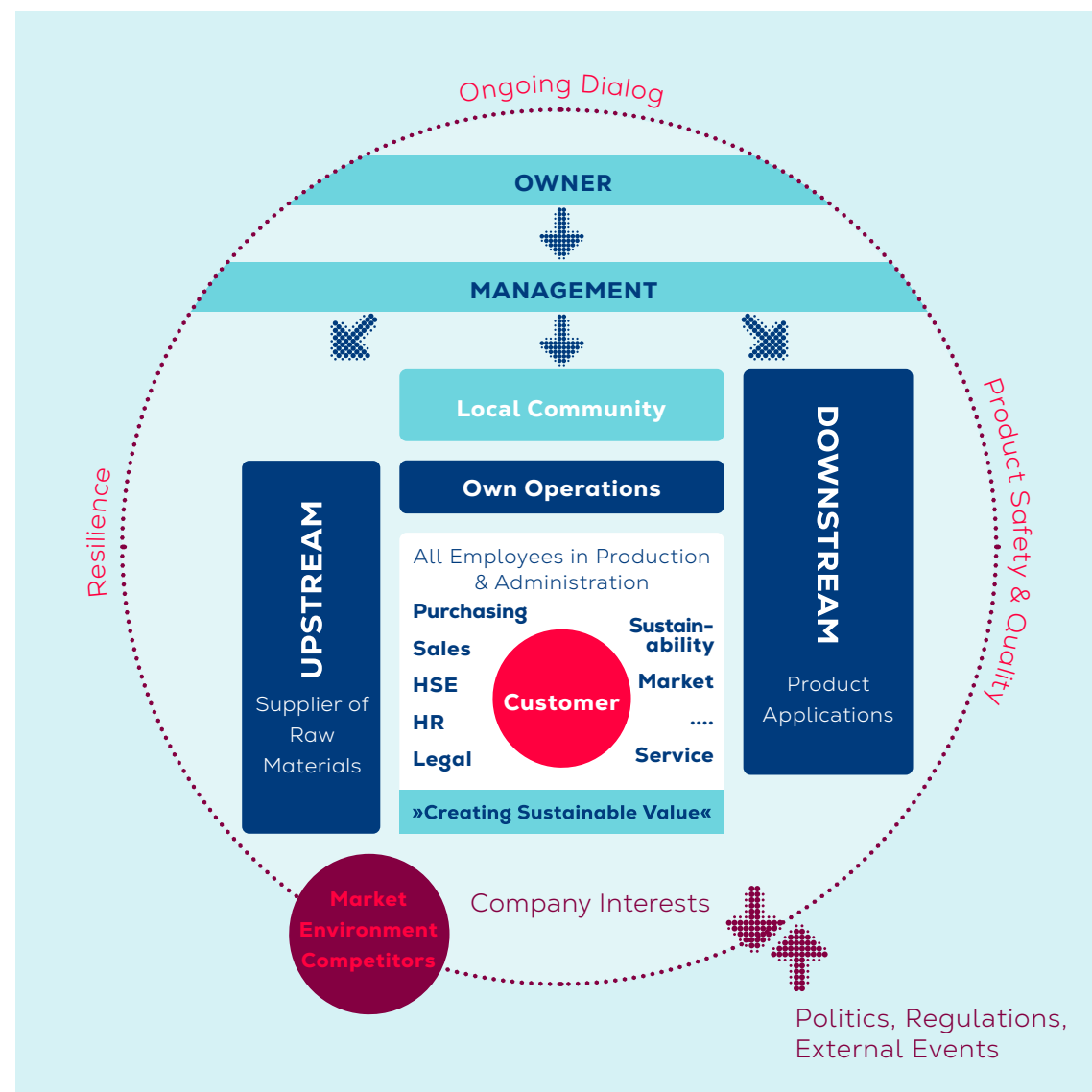


Figure 6

The customer and his requirements for the products are at the center of the interests of the owners, the management and all employees in production and administration.

It goes without saying that environmental and social issues are included, from the beginning of the value chain all the way to the various final applications of the products.

It is also important to embed ourselves in the local community at our locations, to continuously evaluate the market environment and to exchange information, for example as part of association memberships within the industry as well as with other business and politics. The outstanding objectives of this continuous dialogue, which will be systematized step by step, are the greatest possible product safety and quality for customers as well as the resilience of the business model.

Examples of dialogue formats in the reporting period included analyses, systematic surveys, participation in specialist committees, direct specialist exchanges, meetings of the Executive Board and Supervisory Board, and evaluations.

## Determination of material issues (GRI 3)

### »Creating Sustainable Value«

The identification of actual and potential, positive and negative interactions between RAUMEDIC's business activities and the economy, the environment and people, including the impact on their human rights, was carried out based on

- the analysis of the value chain, starting with the procurement of raw materials and ending with questions of product recycling or disposal of products (Figure 7)
- the articulated claims and concerns of the company's key stakeholders.

This process only takes into account the medium and long-term effects of business activities – positive and negative.

The opportunity and risk report, published annually as part of the management report, supplements this with the foreseeable short-term positive and negative effects on the company. It also shows how the environment may have a positive and negative impact on business activities in the short, medium and long term.

### RAUMEDIC »Creating Sustainable Value«

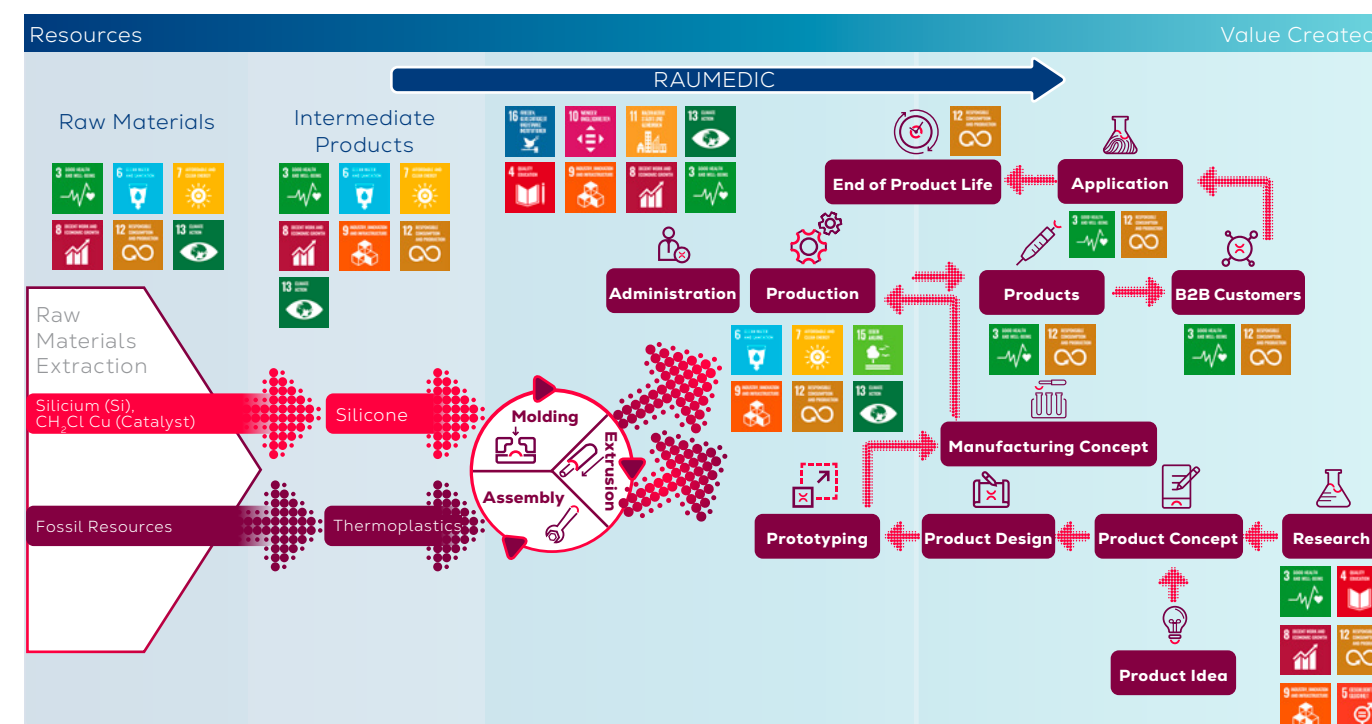


Figure 7

## Prioritisation of Impacts

To prioritise the impacts, we have applied a methodology that distinguishes between impacts that we cause ourselves ("cause"), to which we contribute ("contribute"), or to which we have a connection through our business relationship ("directly linked").

We considered the entirety of the issues that RAUMEDIC considers to be essential (Figure 8) from the perspective of natural resource consumption, i.e. the extraction of natural resources such as water, energy resources, raw materials for our materials, but also air emissions ("resource use").

The raw materials required for the manufacturing of medical devices are predominantly of fossil origin and are not easy to substitute. The manufacturing process, including the precursor materials, is energy intensive (see p. 29, "Energy"). Material recycling of the used end products with subsequent reintegration into material cycles is, not least due to hygiene requirements, very challenging and nearly impossible (see p. 28).

The high requirements of our certified quality and Health, Safety, Environment (HSE) management systems, our committed targets for reducing resource consumption and, last but not least, our customers' increasing expectations of climate and environmental protection encourage us to continuously minimize our impact in this area (see p. 28).

It was also important to see and understand both the people who work both in the preliminary parts of our supply chains as well as employees of RAUMEDIC, and realize our due diligence obligations towards them, (see p. 39) - and in turn, the people who work with and receive our products worldwide in the sense of health promotion ("sustainable value creation") (see p. 6, "Business activities").

RAUMEDIC AG thus achieves a very positive social multiplication effect: In its role as an employer, the company creates jobs in the region, provides training at a high level, promotes the continuous qualification of its employees and can thus be an innovator in the medical technology sector (see p. 40, "Employment").

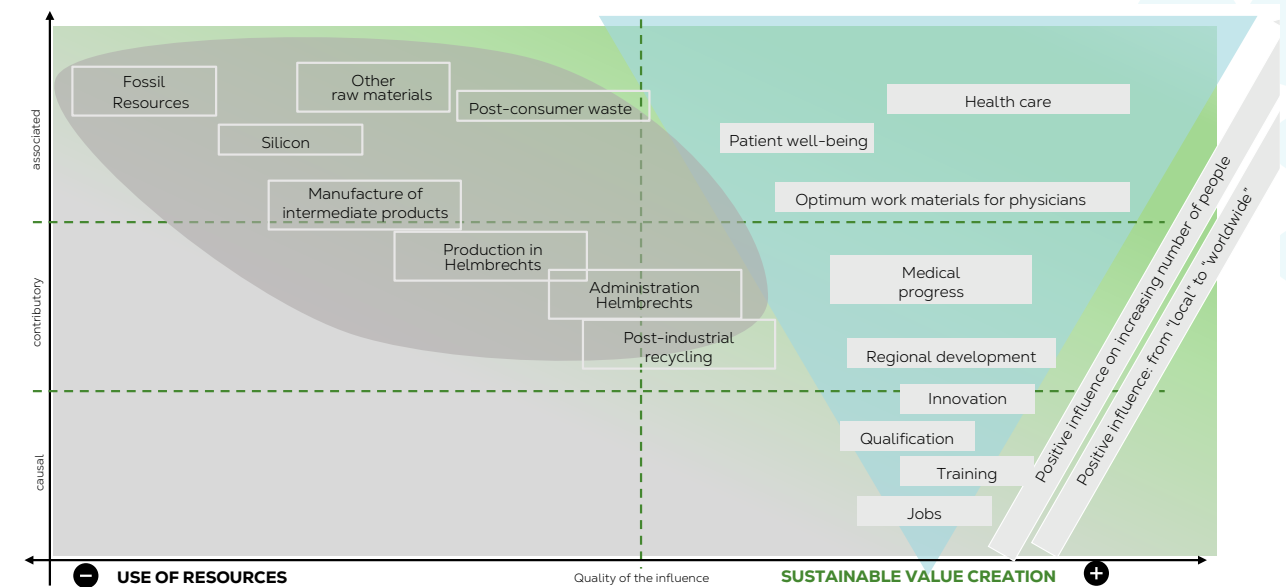


Figure 8

## Management of Key Topics

In this report, the following undertakings are carried out as part of the corresponding "Topic: Disclosures" of the 2021 GRI Universal Standards

- a detailed description of the identified key topics of RAUMEDIC;
- their classification in the context of the company's business relationships and
- a description of the management approach, including the principles on which it is based.

On page 18 of this report, we describe how we have engaged stakeholders and experts to identify our key positive and negative issues.

# Economic responsibility

(GRI 200)

## Economic Performance: Management of Key Topics

Since REHAU Verwaltungszentrale AG, with headquarters in Muri, Switzerland, is the sole shareholder of RAUMEDIC AG, the annual financial statements are included in its consolidated financial statements for the smallest group of consolidated companies, which in turn is included in the largest group of consolidated companies of WAGNER GENERATIONS AG, with headquarters in Muri, Switzerland. The consolidated financial statements are not to be disclosed under Swiss Code of Obligations.

### Sales Revenue of RAUMEDIC AG

In 2021, RAUMEDIC AG generated sales of 187,2 million EUR (previous year: EUR 173,3 million). The financial position, financial performance, and key financial indicators are included in the annual financial statements for the fiscal year from January 1, 2023, to December 31, 2023. This information can be accessed electronically in the Unternehmensregister ("Company Register"), the central platform for compiling and making accessible company data subject to publication requirements.

### Financial Consequences of Climate Change: General Terms of Business

Since 2021, energy prices in Europe have risen rapidly. On the one hand, this is due to the fact that global demand for energy, and especially gas, has increased as a result of the economic recovery after the COVID-19 crisis. The Russian invasion of Ukraine and the subsequent global purchase of natural gas and the discontinuation of the Nordstream 1 and 2 pipelines have led to a significant price increase in the energy market.

Furthermore, the European CO<sub>2</sub> price maintained its high level from the previous year in 2022. The reason for the price is the increased demand for certificates linked to the European Union's 2030 climate protection targets. As part of the energy transition, the European Union's objective is to be able to reduce its dependence on fossil fuels and thereby reduce its energy dependence in general. These measures require time and investment, making their impact on the energy price continuously noticeable.



8 DECENT WORK AND ECONOMIC GROWTH

8.1, 8.2

Economic value



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

9.1, 9.4, 9.5

Economic value



13 CLIMATE ACTION

13.1

Risk and opportunities due to climate change

UN GC PRINCIPLES

9

UN GC PRINCIPLES

7

8

9

### Future Energy Policy at RAUMEDIC

RAUMEDIC procures the necessary energy in the form of natural gas and electricity. The electricity mix contains around 35 % renewable energy sources.

The long-term increase in energy prices, although not directly attributable to climate change, sees RAUMEDIC as an opportunity to focus more than ever on CO<sub>2</sub>-neutral energy from renewable sources and independence from the energy market. As in the previous year, the price increase in 2023 affected both the energy cost of production and raw materials.

### Expenses for Pensions

The social security contributions and expenses for the pension scheme and for the support of RAUMEDIC employees can be found in the income statement of the annual financial statements. Information on the company pension scheme is summarized on page 15 under the heading "Compensation policy".

### Financial Support from the Public Sector

During the first reporting period of 2021, RAUMEDIC AG received a grant of EUR 4,33 million from the Bavaria State Ministry of Economic Affairs, Regional Development and Energy for the new Silicium building at the Helmbrechts site as part of a GRW funding project to strengthen the regional economic structure. The allocation of grant funds for 2023 totalled EUR 1.57 million.

RAUMEDIC AG has not received any further financial support from the public sector, neither tax reliefs and/or credits, nor subsidies, investment grants, research and development grants, awards, license exemptions, financial support from export credit agencies or other financial incentives or benefits. No shares of RAUMEDIC AG are owned by any governmental or public body.

### Attractiveness as an Employer

A high level of qualification and the commitment of its employees are extremely important factors for RAUMEDIC AG in creating sustainable value (see p. 20, "Creating Sustainable Value").

In addition to job content and leadership, the compensation model also contributes to making the company an attractive employer.



1 NO POVERTY

1.2

Earnings, wages and benefits



5 GENDER EQUALITY

5.1

Gender equality

UN GC PRINCIPLES

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As the majority of the employees as well as all other RAUMEDIC workers receive remuneration that is higher than the legally prescribed minimum wage in Germany, the disclosure of the entry salary broken down by gender compared to the local minimum wage at our German locations is waived. RAUMEDIC is an important employer in the Upper Franconia region of Bavaria, which is reflected in the large number of employees living in the district of Hof or directly adjacent districts.

Indirect Economic Impacts: Investments

RAUMEDIC continuously invests in its technical facilities and machines aswell as in research and development in order to sustainably expand and consolidate the company's market position. This has a positive effect on business relationships with customers and suppliers, securing jobs and municipal tax revenues.

A new factory for silicone extrusion is being built at the headquarters in Helmbrechts. All important aspects of sustainable construction are taken into account here, such as the surface sealing or energy efficiency of buildings. This also applies to the factory equipment itself.

With these investment measures, RAUMEDIC is living up to the aspiration of »Creating Sustainable Value«: making the necessary use of natural resources as sparing as possible, helping to shape the Upper Franconia region by creating skilled jobs so that innovative medical products of the highest quality can help improve the lives of many people around the world.

The Supply Chain

Every kilometer saved in transporting production equipment to our locations holds value. It not only reduces energy consumption for transportation but also lowers associated costs. Most of the goods, raw materials and energy sources purchased through RAUMEDIC originate in Germany. The percentage of goods that RAUMEDIC purchases from Germany is approximately 88 %.

Anti-Corruption Policy

A compliance management system tailored to RAUMEDIC AG's risk situation, risk type, and size ensures that all RSUMEDIC employees and in particular the supervisors live up to their responsibility of guaranteeing legal compliance in their specific area of RAUMEDIC AG ensures that all RAUMEDIC employees, and in particular supervisors, fulfil their responsibility to ensure legal compliance in their respective areas.

The RAUMEDIC Anti-Corruption Policy specifies the principles contained in the company's Code of Conduct (see p. 16) for dealing with business partners and decision-makers.

Like the Code of Conduct, it applies to all employees of the company at all hierarchical levels throughout the Group without exception. Compliance with the Anti-Corruption Policy is strictly observed at all premises of the RAUMEDIC Group (see p. 7). Violations of the rules set out therein will result in disciplinary action up to and including termination. A corruption risk exists, for example, in the offering, promising or granting of undue economic, legal or personal advantages.

Indirect corruption through intermediaries, or directing benefits to third parties instead of directly to the contact person concerned, is also not permitted. When intermediaries are engaged for the purpose of obtaining or executing an order, the person responsible for the specific transaction must, in the intere

- conduct a appropriate, documented review of the intermediary's background in line with the circumstances ('Due Diligence'),
- inform about RAUMEDIC's anti-corruption principles and
- receive a contractual commitment from the intermediary to comply with them.

Communication and Training on Anti-Corruption Policies and Procedures

All employees as well as all members of the Supervisory Board and the Executive Board are trained at regular intervals with regard to anticorruption and the Anti-Corruption Policy. No incidents of corruption were reported at RAUMEDIC AG during the reporting period.



5.4 Infrastructure investment



11.2 Infrastructure investment



9.1 Infrastructure investment  
9.4 Expenditure and investment

UN GC PRINCIPLES 3 4 5 6 10



8.2, 8.3, 8.5 Indirect economic impact,  
Local procurement

UN GC PRINCIPLES 9



16.5 Anti-corruption

UN GC PRINCIPLES 10

Anti-Competitive Behavior

RAUMEDIC is committed to fair and undistorted competition and rejects any anti-competitive conduct. The agreement – even silently – of

- Competitive conditions such as prices, discounts, terms and conditions of sale and payment or technical performance characteristics;
- Behavior with regard to sales channels, sales territories, division of market shares and target customers

is not allowed. Therefore, RAUMEDIC employees are not allowed to exchange relevant information with competitors. RAUMEDIC thus protects its own know-how and respects the trade secrets and property rights of third parties. In case of doubt, the contact persons of the Legal and Compliance department are available to all employees. There were no legal proceedings for anti-competitive behaviour violating antitrust or monopoly law in the reporting period, nor were there any conclusions of pending or corresponding new legal proceedings.

Taxes: Management of Key Topics

RAUMEDIC AG has its registered office in Münchberg, Germany, is registered in the commercial register at the District Court of Hof and is subject to trade tax as a large corporation within the meaning of Section 267 HGB. The legal representatives of the corporation are responsible for the legally compliant payment of taxes; The Supervisory Board is responsible for monitoring the company’s accounting process for preparing the management report and the annual financial statements, which must contain information on taxes on income and earnings (see the income statement for the period 01/01/2023 to 31/12/2023 in the annual financial statements of RAUMEDIC AG). The financial statements also contain the opinion of an independent auditor.

Environmental Protection

(GRI 300)

Materials Used: Management of Key Topics

RAUMEDIC used only primary raw materials for its products during the reporting period. This eliminated the use of secondary raw materials for products and packaging.

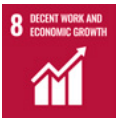
Despite this, within our scope, we contribute to a circular economy by predominantly outsourcing post-industrial production waste to external recycling service providers, allowing for reuse in non-medical contexts. As approx. 64 % of our German waste is generated at the Helmbrecht site, the focus of our activities is on this plant.

Preparations for the Helmbrechts site began in 2022 for ISCC+ certification, which was successfully completed in 2023 With the help of ISCC+ certified raw materials, we want to offer our customers a lower-emission alternative in future without compromising on quality.

To this end, we presented the customer-neutral product example “Green Product” in 2023. Through a combination of sustainable materials, adjustments to the logistics concept and energy savings, 46% CO<sub>2</sub> could be reduced.

Materials Used by Weight or Volume

In the 2023 reporting year, the company only processed plastics and silicones. The raw materials used come from non-renewable sources. No materials from renewable raw materials or recyclates were used in order to guarantee the high product properties required for medical products.



The following table (Figure 9) shows the materials used in 2022 and 2023 across all German sites by weight and type:

Used Materials

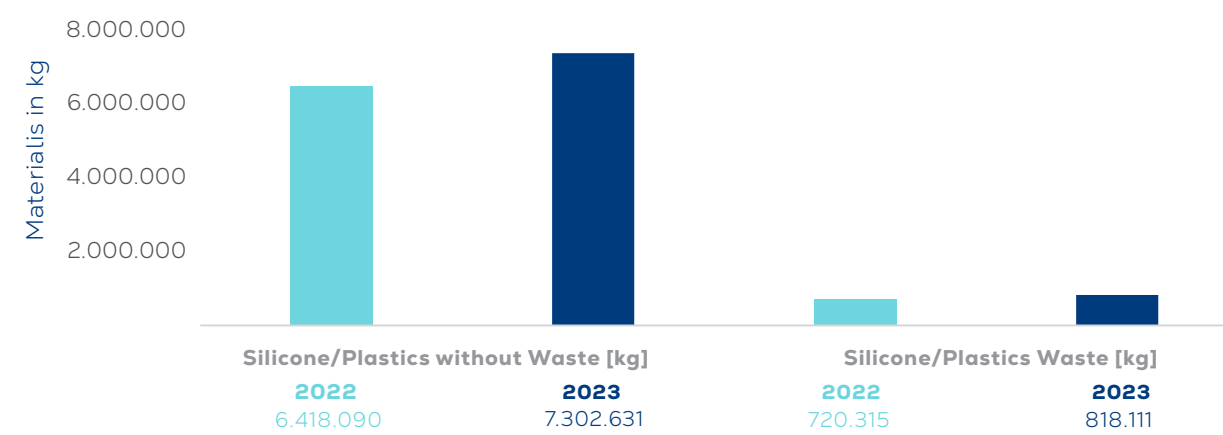


Figure 9

Recycled Raw Materials Used

Although we do not use secondary raw materials for our products, we attach great importance to keeping materials in cycles as far as possible.

In the 2022 reporting period, the recycling rate at the German sites was around 78.14%. This amounts to approx. 64.46% in 2023. We use our internal waste data and the recycling processes specified by the disposal company in accordance with Section 3 GewAbfV as the basis for the calculation.

Recycled Products and their Packaging Materials

For reasons of hygiene, it is not possible to manufacture new products from used medical materials in accordance with current regulations. This also applies to RAUMEDIC's products and packaging.

Energy: Management of Key Topics

Due to energy-intensive production cleanrooms, RAUMEDIC has a high demand for electricity and gas (see "Financial consequences of climate change", p. 22). We are aware that this consumption also leads to emissions (see "Emissions", p. 34), which contribute to warming our climate.

Therefore, the consistent reduction of energy consumption in relation to the product is an essential pillar of RAUMEDIC's internal energy management with the aim of reducing the impact of its production on the environment.



12.2 Energy efficiency  
12.5 Extended producer responsibility



7.2, 7.3 Energy consumption

UN GC PRINCIPLES 7 8 9

All German production sites have an energy monitoring system certified in accordance with DIN EN ISO 50001 and an energy and environmental manager. Since 2014, we have been optimising our consumption and saving resources as well as CO<sub>2</sub> emissions.

As we want to systematically improve our environmental activities further, in the 2022 reporting year we carried out certification for our environmental management in accordance with DIN EN ISO 14001 for the first time for all German locations.

Energy Consumption within the Organization

The energy required for our production and administrative sites was purchased in the form of electricity and natural gas during the reporting period. Natural gas is a purely fossil-based energy source. In the purchased electricity mix, the share of renewable energies is around 30 %. No further energy is procured externally; no energy is sold to third parties. The annual bills of the energy suppliers and the internal, certified energy monitoring system serve as the data basis.

Figure 10 below shows the total energy consumption of RAUMEDIC in Germany for the reporting period and the year 2022.

Total energy consumption

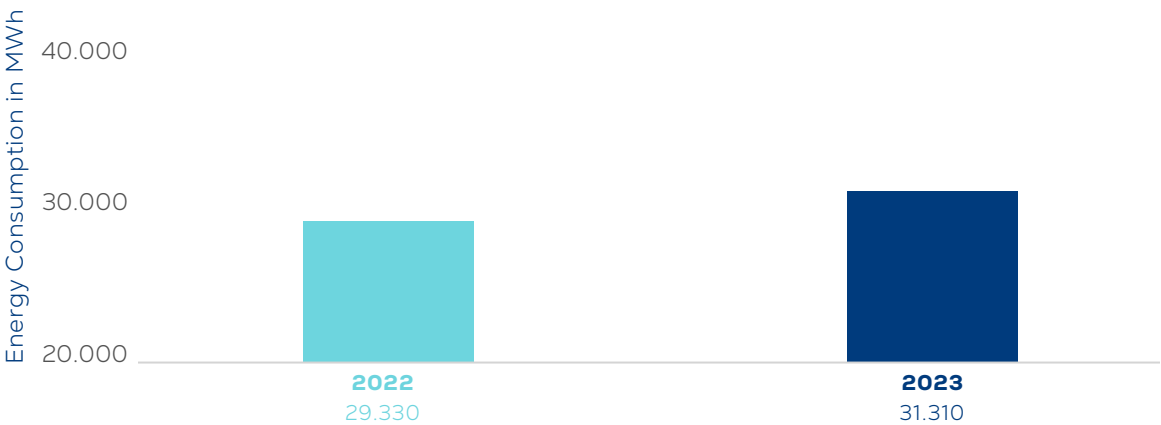


Figure 10



8.4 Energy efficiency



13.1 Energy efficiency

UN GC PRINCIPLES 7 8 9

Energy Consumption outside of the Organization

RAUMEDIC does not have any energy consumption outside the organization at the German sites. Details regarding our Scope 3 emissions according to the Greenhouse Gas Protocol (GHGP) can be found on page 33, "Emissions".

Energy Intensity

RAUMEDIC's energy intensity quotient in Germany is €5.983/kWh and is calculated from the revenue generated in euros ("€") and the total energy consumption in the form of gas and electricity in kilowatt hours ("kWh").

Reduction in Energy Consumption

In the past, energy monitoring at RAUMEDIC has saved a total of around 5.80 million kWh of energy. This corresponds to the annual consumption of around 1450 four-person households in Germany. In the 2023 reporting period, significant energy savings were achieved through several building optimizations. After implementing the energy improvements, an additional 1458 kWh per week was saved compared to the base year 2020. The saving corresponds to the weekly consumption of around 18 four-person households in Germany. The internal energy monitoring software enabled to evaluate these savings.

A product-specific calculation of the energy savings for the 1,000 products via or per product unit produced was not carried out.

Water and Wastewater: Management of Key Topics

RAUMEDIC's water consumption has also been monitored since the introduction of the energy monitoring system. It is provided in the company's annual environmental report. The wastewater generated is regularly checked and examined for germs. Our goal is to keep water consumption constant with growing revenue and to decouple it from growth. This reduction in consumption in relation to increasing productivity is an important step towards creating "sustainable value" in our value chain.

Water as a Shared Resource

At our sites, water is used for sanitary facilities and production facilities. No contaminated or hazardous wastewater is produced. The used water is disposed of via the sewer system, no additional cleaning is required.

The following figure 11 shows the water consumption in 2022 and 2023 of the German sites of RAUMEDIC AG divided into wastewater, losses and total consumption:

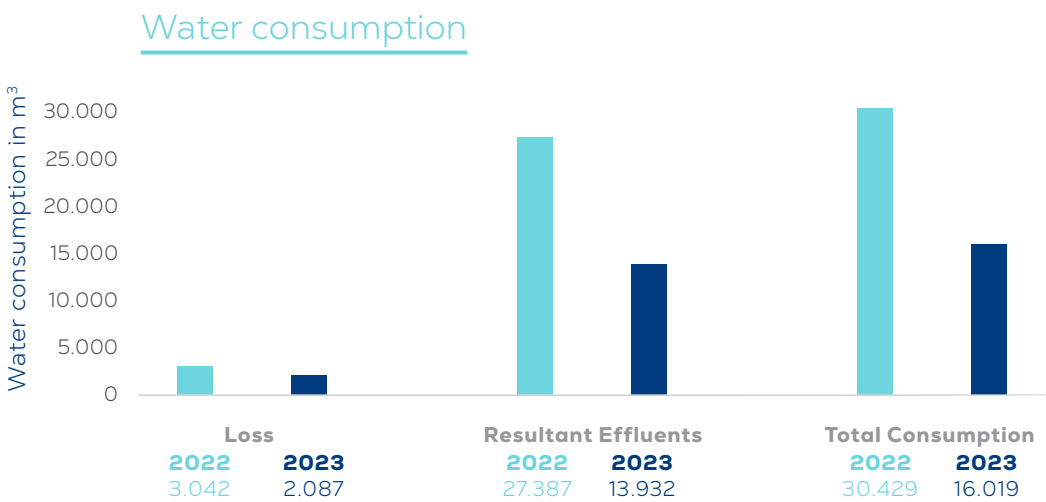


Figure 11

The surface water is released into the environment without contamination. We distinguish between open and closed circuits of our process water. The surface water is released into the environment without contamination. We distinguish between open and closed circuits of our process water. The water in open circuits is renewed quarterly and checked weekly for germs. The threshold set for our process water is 100 CFU (colony-forming units; method of quantifying living microorganisms) and is examined weekly or quarterly depending on the application. The pollution thus corresponds to normal domestic wastewater. The water in the closed circuits has no direct contact with a process (e.g. machine cooling) and is therefore not contaminated.

The wastewater is fed into the drainage network of the respective city, which is then fed into the associated wastewater association. RAUMEDIC complies with the requirements of the respective wastewater statutes of the cities.

Dealing with the Effects of Water Recirculation

The wastewater recycling regulations of the respective wastewater association apply to our sites in accordance with the statutes approved by the respective district administration office. This defines the treatment of the wastewater by means of a wastewater treatment plant with mechanical, biological and chemical treatment stages. According to these statutes,



6.3 Recycle and reuse  
6.4 Water withdrawal



15.1 Impact on biodiversity and ecosystems

UN GC PRINCIPLES 7 8 9



6.4 Water withdrawal  
6.6 Impact on biodiversity and ecosystems



14.2, 15.1, 15.5 Impact on biodiversity and ecosystems

UN GC PRINCIPLES 7 8 9



no additional wastewater treatment measures are necessary. In the 2023 reporting year, 13.932 m³ of wastewater resulting from the company's activities were returned by third parties in Germany.

Water Outlets

In 2023, RAUMEDIC consumed a total of 16.019 m³ of water. Around 89 four-person households consume this amount in Germany each year. The water was taken exclusively from third parties (public water network); Water storage is not applied. There is no data on water stress at the site. Similarly, there is no data on the breakdown of water consumption by water qualities (fresh water and other).

Biodiversity: Management of Key Topics

Only the Helmbrechts location possesses outdoor areas that are companyowned and is situated in a predominantly rural area. We are aware that our buildings constitute an intervention into the local flora and fauna.

However, local biodiversity is not permanently damaged, as a lasting negative impact on biodiversity would be in direct conflict with our sustainability efforts and our guiding principle of »Creating Sustainable Value«.

Owned, leased and managed sites located in or adjacent to protected areas and areas of high biodiversity value outside protected areas

In the 2022 reporting year, RAUMEDIC AG had a specially created wildflower meadow and an open field with an area of approx. 8,000 m² at the Helmbrecht site (this corresponds roughly to the size of a football field of the German Bundesliga). The entire production site is about thirteen times as large and covers an area of approx. 104,880 m². Office and production buildings are located on this area. At all German locations of RAUMEDIC AG, there are no government-designated protected areas. At the Helmbrechts site, the nearest water protection area is about two kilometers away.

Significant Impact of Activities, Products and Services on Biodiversity

Due to the construction work for the production expansion at the Helmbrechts site, purposefully created open field was partially impaired. The flowering meadow or the nearby water conservation area is not permanently endangered.

No substances are released into the environment at any German site that would contaminate them or have to be disposed of separately. Animals are not imported by RAUMEDIC AG and are not part of our value chain.

In addition, no interventions were made in the ecological processes at the site during the reporting period, nor were any species destroyed or combated. The flowering meadow, which is not mowed, was used to create a habitat for animals on the Helmbrechts premises. This area was permanently available to insects and birds during the reporting period.

Protected or restored Habitats

The meadow is protected by RAUMEDIC and is not part of business activities. There was no protection or assessment by an external organisation in the reporting period.

World Conservation Union (IUCN) Red list and national lists of protected species that have habitats in areas affected by business activities

No data is collected on wildlife and their stocks. This also applies to animals on the red list or national lists of protected species.

Emissions: Management of Key Topics

Reducing greenhouse gas emissions, generated through the use of fossil fuels in RAUMEDIC's upstream value chain and at all administrative and production sites, is a high priority. In last year's 2021 report, we reported on our direct (Scope 1) and indirect (Scope 2) emissions at our headquarters in Helmbrechts. Given the dramatic consequences of climate change, we do not want to take this lightly. Thus, in 2022, we will now also report our emissions along the entire value chain (Scope 3) at all German locations for the first time.

We are working on our own energy generation from renewable sources at the Helmbrechts site in order to generate climate-neutral energy on site – as far as possible – with as high a share as possible.

An important, overarching goal is to decouple CO₂ emissions as well as water consumption from economic growth as far as possible. Reducing our CO₂ emissions to zero in a short period of time would only be possible with the participation of third-party compensation projects, which are only intended for otherwise unavoidable emissions. Whether this will be part of a comprehensive climate solution at RAUMEDIC has not yet been decided. The focus of the »Creating Sustainable Value« strategy is on our own climate-neutral energy generation.



Direct GHG Emissions (Scope 1)

The following figure 12 shows all emissions of RAUMEDIC AG at the Helmbrechts, Feuchtwangen and Zwönitz sites divided into Scope 1 (direct), Scope 2 (indirect) and Scope 3 (indirect; upstream and/or downstream) in accordance with the GHG Protocol.

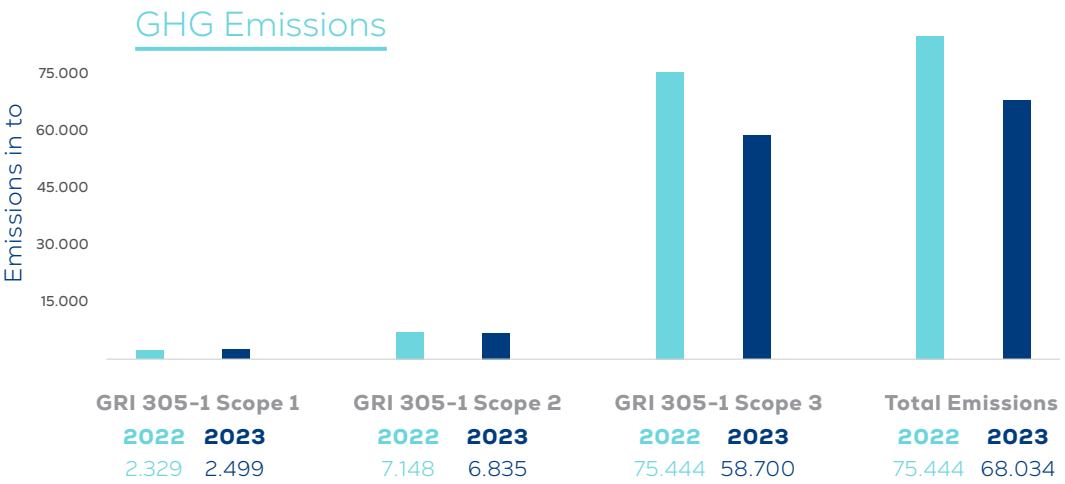


Figure 12

Indirect energy-related GHG Emissions (Scope 2)

In indirect emissions, the purchase of electricity released a total of approx. 6.5838 tonnes of CO<sub>2</sub>. The sum of RAUMEDIC's direct and indirect CO<sub>2</sub> emissions was approximately 9,334 tonnes; This is roughly equivalent to the annual average amount of CO<sub>2</sub> caused by around 878 people in Germany.

For both direct (Scope 1) and indirect emissions (Scope 2), 2022 is considered the base year for current and future reporting. The emission factors for both natural gas and electricity are provided by the energy supplier and the energy consumption is monitored by energy monitoring.

Other Indirect GHG Emissions (Scope 2)

In the 2023 reporting year, approximately 85.700 tonnes of CO<sub>2</sub> were indirectly; upstream and/or downstream by RAUMEDIC. This roughly corresponds to the annual average amount of CO<sub>2</sub> caused by around 5.699 people in Germany.

2022 is considered as the base year for reporting Scope 3 emissions. To calculate our emissions along the value chain, we partially collect the data ourselves or utilize external databases that are certified according to GHG.

13.1 GHG reduction/  
Renewable energy  
target

14.3 GHG  
emissions,  
Air pollution

15.2 GHG emissions,  
Air pollution

3.9 Air quality

12.4 ODS emissions

Intensity of GHG Emissions

In the reporting period, RAUMEDIC AG's intensity quotient was 1.19 kg CO<sub>2</sub> e/kg product. The quotient is calculated from the annual emissions (Scope 1 and Scope 2) and the annual production volume of our German sites. Only the data from our main plant Helmbrechts was used in the 2021 report. As RAUMEDIC is reporting on all sites in Germany for the first time in the previous report, we have changed the base year to 2022. In future, we will collect the intensity quotient at national level. Compared to the base year 2022, the intensity quotient of RAUMEDIC AG has fallen by 0.30 kg CO<sub>2</sub> e/kg product.

Reduction of GHG Emissions

We will continue to continuously measure the carbon footprint of our business activities, reduce it as much as possible and have also started raising awareness for the 2023 reporting period to record our emissions outside Germany in order to set ourselves ambitious reduction targets based on the year 2022 and meet our climate responsibility. »Creating Sustainable Value« in terms of reducing emissions means that we are verifiably creating sustainable value. Therefore, the development of our own energy generation from renewable sources at the Helmbrechts site has priority over participation in third-party CO<sub>2</sub> offset projects.

Emissions of Ozone Depleting Substances (ODS)

RAUMEDIC does not use materials that degrade ozone at a relevant scale. This is checked at regular intervals by the specialist department "Materials Development" as part of an internal monitoring program for the materials used, the so-called Material Information Package.

Nitrogen Oxides (NOx), Sulphur Oxides (SOx) and other significant Air Emissions

In the 2023 reporting year, emissions of nitrogen oxides (NOx), sulphur oxides (SOx) and other significant air emissions were not measured at our sites, as there is no legal requirement for this according to the current regulations of the Federal Immission Control Act (BImSchV).

3.9 Waste

6.3 Recycle and reuse,  
Waste and wastewater

12.4, 12.5  
Waste management

6.6 Spills

Waste Disposal: Management of Key Topics

We are aware that plastic waste that cannot be recycled is thermally recycled and thus no longer available to the material cycles. As a result, we are focused on enabling the maximum possible recycling of our waste. In addition, we dispose of all potentially hazardous substances properly and, when planning workplaces and industrial facilities, make sure to avoid potentially difficult to dispose of substances or replace them with more environmentally friendly ones.

We look at the entire life cycle of our products and all opportunities to develop them towards a circular economy. We are bound by various disposal regulations for contaminated waste from the medical sector. Our post-industrial production waste is returned to the material cycle by third parties. In addition, we have our own "LEAN management", which serves to optimally avoid production waste in the sense of continuous improvement.

Waste Generation and significant waste-related Effects

No contaminated or hazardous waste was generated in production. Potentially hazardous substances (paints, lubricants, etc.) were disposed of or recycled via an external waste disposal company. No waste is currently considered in the upstream or downstream value chain. There is no explicit data on this; these are not usually collected in our type of industry either.

Management of significant waste-related Impacts

The "LEAN management" described above serves to reduce waste and uses so-called "waste cards" in production to control and comply with our own standards. We place great emphasis on recycling our waste to drive the transformation of our material streams towards a circular economy.

No investigations were carried out in this regard along the value chain in the reporting year. The recycling and disposal companies commissioned by us must possess an official certificate that recognizes them as waste management companies. The legally compliant conduct of the disposal specialist companies working for RAUMEDIC is ensured every two years by an external audit.

Waste Generated and Waste not sent for Disposal

Figure 13 shows all relevant waste from RAUMEDIC at the German sites. This waste is generated during production, for example by scrap ("Water and wastewater" see p. 30). There is no reuse or recycling of waste within production. For more information on waste not sent for disposal, see p. 37.

Waste Generated

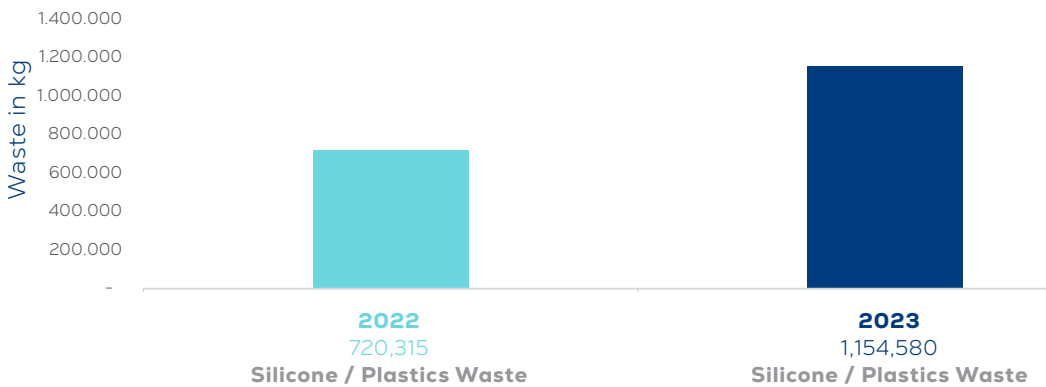


Figure 13

Waste for Disposal

Figure 14 below shows the quantities of all types of waste sent for disposal in 2023; divided into mixed plastics and hazardous waste.

Waste Directed to Disposal

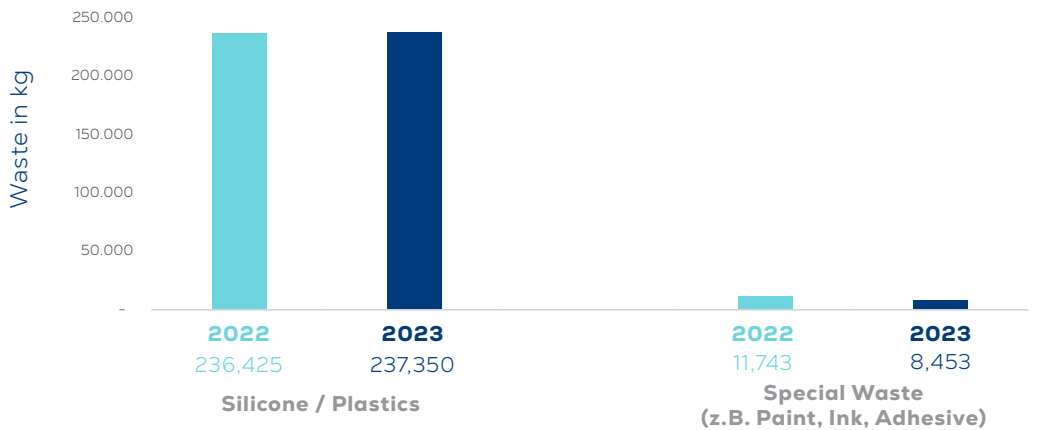


Figure 14



Review of Suppliers according to Environmental  
Criteria: Management of Key Topics

In 2022, RAUMEDIC published its Supplier Code of Conduct. It describes the minimum standards and expectations of our suppliers in terms of environmental, social and ethical performance. All suppliers must agree to this in order to enter into a business relationship with RAUMEDIC. Even before publication, our suppliers assured us in our purchasing conditions that human rights will be respected, child labor will be prohibited, conflictfree raw materials will be used and environmental standards will be observed in production. Our Supplier Code of Conduct is freely available on our website. See: Our Terms and Conditions of Purchase – RAUMEDIC To comply with the requirements of the Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtengesetz - LkSG), which applies to RAUMEDIC from January 1, 2024, RAUMEDIC is in the process of implementing all due diligence obligations mandated herein during the reporting period. [Our terms and conditions of Purchase – RAUMEDIC](#)

To comply with the requirements of the Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtengesetz - LkSG), which applies to RAUMEDIC from January 1, 2024, RAUMEDIC is in the process of implementing all due diligence obligations mandated herein during the reporting period.

Social Responsibility  
(GRI 400)

Employment: Management of Key Topics

Only with highly trained and committed employees can RAUMEDIC fulfil its vision – to be the best and most professional company in its industry worldwide – as well as its mission of environmentally and socially sustainable value creation under the guiding principle of »Creating Sustainable Value«.

All RAUMEDIC AG employees are part of the positive, social multiplication effect, as they serve the health of many people around the world. Continuous growth has also created new jobs in the reporting period.

As the data collection for sustainability reporting for some locations is still under construction and will also have to meet the requirements of the upcoming EU reporting regulations in the future, it is not yet possible to provide final quantitative information on newly hired employees and staff turnover for 2025.

Company Benefits offered only to full-time Employees,  
but not to temporary or part-time Employees

All temporary and permanent employees of RAUMEDIC AG are offered the following benefits:

- 30 days of vacation and, if applicable, discretionary leave in the administrative department
- Company-specific special payments and holiday pay
- Canteen
- Employer-financed occupational disability/pension insurance
- Working time account
- Free coronavirus tests
- JobRad ("JobBike") bike leasing
- Laptop and cell phone leasing
- Employee discounts
- Company activities (e.g. summer party, anniversaries)
- Flexible working hours, possibly teleworking and home office arrangements as well as
- Medical care, including psychological emergency services.

As the company is an unlisted public limited company, employees cannot hold any shares.

3GOOD HEALTH AND WELL-BEING

3.2Insurance

10REDUCED INEQUALITIES

10.3Ensure and opportunity

8DECENT WORK AND ECONOMIC GROWTH

8.5Employment and workforce, Remuneration and benefit, Parental leave, Training and education

5GENDER EQUALITY

5.1Gender equality, Non-discrimination, Parental leave, Equal remuneration and benefits

UN GC PRINCIPLES

3

4

5

6

8DECENT WORK AND ECONOMIC GROWTH

8.8Labor relations/management



Parental Leave

If employees take parental leave, the employment relationship will of course continue. A total of 27 employees at our German locations took parental leave in the past reporting period and 27 returned from parental leave. The return rate in the previous reporting period was 100 % at all locations. The data used is collected internally.

Employee-Employer Relationship:  
Management of Key Topics

RAUMEDIC places great importance on well-informed employees who are actively engaged in company affairs. This leads to greater satisfaction and motivation, and thus to the vision and mission being able to be implemented together on a daily basis.

Instruments that RAUMEDIC also uses to communicate operational changes include regular information events, employee information through notice boards, videos or information monitors in production.

In line with the "open door principle", all employees can also contact their respective supervisors, contact persons in the HR department, the Board of Management and the Supervisory Board at any time in a personal meeting to share ideas and suggestions. All contact persons are aware of their special role and are happy to assume it.

Occupational Health and Safety:  
Management of Key Topics

The management of the health and safety of our employees as well as environmental protection (in the following referred to as HSE) is an essential topic of our sustainability management. The basic principle is "Safety first!".

The procedural instructions of the comprehensive HSE management system must be followed without exception by all employees, including employees of external companies, with the aim of not endangering themselves or others. This means that 100 percent of all employees and all workplaces are covered by this system.



- 3.3 Occupational health and safety
- 3.4 Occupational health and safety
- 3.5 Prevention of substance abuse
- 3.8 Access to quality essential health care services



- 16.7 Responsive, inclusive, participatory and representative decision-making



- 8.8 Occupational health and safety

Management System for Occupational Health and Safety

The RAUMEDIC HSE management system is described in an internal procedural instruction, which contains corresponding, compliant instructions. However, it has not yet been audited or certified by third parties. There is a dedicated specialist department for Health, Safety, and Environment (HSE) at the Helmbrechts site, which also oversees the Zwönitz and Feuchtwangen locations.

Our HSE management system complies with all relevant legal requirements, such as the requirements of the Safety and Health at Work Act and the Occupational Safety Act and their specific regulations. As an employer, RAUMEDIC fulfils the central obligation to carry out a risk assessment for all work areas, which is correspondingly depicted in internal procedural instructions. Compliance with all legal requirements is regularly checked by the local trade supervisory authorities.

Hazard Identification, Risk Assessment and Investigation of Incidents as well as Employee Involvement, Consultation and Communication

RAUMEDIC employed two HSE managers in the reporting period, who are responsible for all German locations (Helmbrechts, Zwönitz, Feuchtwangen, see p. 7). In each work area of each site, a safety inspection is carried out once a year by the responsible HSE manager. In addition, RAUMEDIC HSE managers are obliged to undergo continuous further education. All employees receive an annual safety briefing. It is also the responsibility of the HSE Managers to adapt and update HSE management system procedures where improvements can be achieved. Should an accident nevertheless occur, this will be discussed at the quarterly occupational health and safety committee meeting (ASAS). The Committee shall adopt remedial and preventive measures to prevent future accidents. ASAS is an employee/employer committee. The plant management as well as HR, HSE, PS, logistics and safety officers of other departments are represented there.

Information about already known hazards is provided in the workplace specific hazard assessment; If "near misses" occur, an improvement proposal is created. In addition, every employee can make a suggestion to improve a hazardous situation at any time. In addition, it is possible to use the Compliance Communication "CoCoS" system if the employee wishes to remain anonymous.

Occupational Health Services

As part of the Occupational Health Care Ordinance, RAUMEDIC is obliged as an employer to provide its employees with appropriate occupational health care. The aim of occupational health care is to record work-related stresses and to detect and prevent work-related illnesses, including occupational diseases, at an early stage. Occupational health care should also contribute to maintaining employability and further developing occupational health protection. Suitability tests will be carried out prior to hiring or during the

ongoing employment relationship. The legal basis is Section 7 of the Safety and Health at Work Act.

In this, the employer is obliged to ensure that it does not endanger the health of the employee or third parties as a result of the assigned tasks. Some employees may be offered further occupational medical examinations or interviews for other reasons, for example for night workers in accordance with Section 6 of the German Working Hours Act or as part of company integration management after prolonged illness.

In the company, the company doctors are responsible for occupational fitness and preventive examinations. Strict confidentiality applies to everything. No health-related content may be shared with the employer or third parties without the employee's consent.

In the 2023 reporting year, RAUMEDIC again had no work-related illnesses that led to a death.

Promoting Employee Health

RAUMEDIC continuously conducts workplace inspections that contribute to their ergonomic improvement. The reconciliation of family and work is also important for many employees. Flexible working hours for administrative staff have therefore been introduced. RAUMEDIC offers its employees the option of paying the starting fee for participation in various sports events as well as discounted conditions for Fitness studios and rehabilitation centers in the vicinity or leasing for e-bikes, the so-called "job bike".

Various health-promoting offers are presented during the regular RAUMEDIC Health Days

Prevention and Mitigation of Impacts on Occupational Health and Safety directly related to Business Relationships

Based on the workplace-specific risk assessment (see p. 42), RAUMEDIC provides its employees with individually suitable personal protective equipment (PPE). When handling chemicals of any kind, the use of suitable protective gloves is mandatory, as is the obligation to wear safety glasses when handling hazardous substances. It is mandatory to wear the specified PPE. Defective PPE must be replaced. The PPE requirements are an integral part of the HSE management system.

Work-related Injuries

In the 2023 reporting year, a total of 1,527,426 working hours were spent at all German locations. During the reporting period, the majority of work-related injuries were cuts and impact injuries. Work-related hazards that involve the risk of serious injuries are identified by the annual safety walk and eliminated in the following (see above, "Hazard identification"). No employees or jobs are excluded here. An example of a preventive

improvement measure at the Helmbrechts site is the implementation of the traffic safety obligation on a stair attachment. Figure 15 shows all work-related injuries at the Helmbrechts site in absolute figures.

Work-related injuries

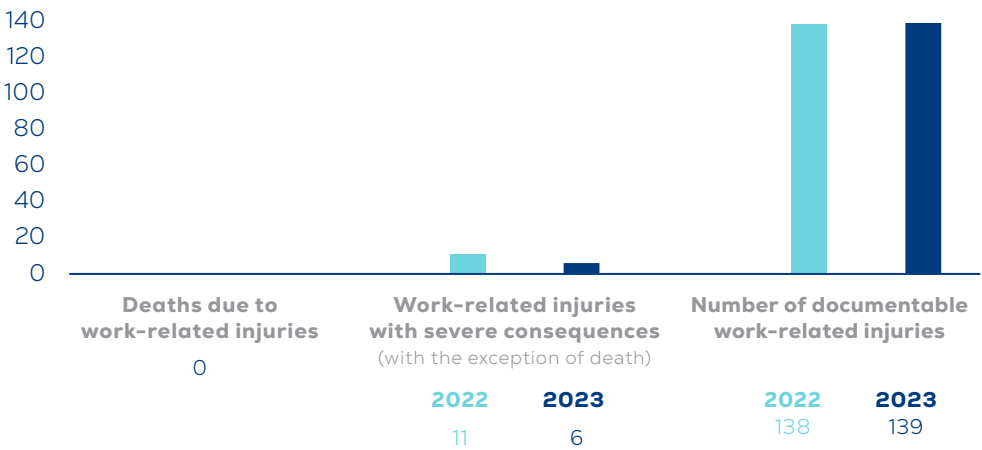


Figure 15

Training and further Education: Management of the Key Topics

RAUMEDIC invests in the personal development of all employees, as their qualification and motivation are essential for the company's success. The range of offerings offer in the field of personnel development is diverse.

Average Number of Hours of Training per Year per Employee

RAUMEDIC places a special focus on training in its own company and has set itself the goal of taking on young junior employees in permanent employment after completing their vocational training. The trainees go through all training-relevant departments as well as additional areas.

This gives them a very broad insight into all departments and processes even during their apprenticeship. RAUMEDIC also cooperates closely with schools and external partners. Apprenticeships include electronics technicians for industrial technology, IT specialists for system integration/ IT system management specialist, industrial mechanics, technical product designers or process mechanics for plastic and rubber technology (molded parts/semi-finished products).

<div><div>4</div><div>QUALITY EDUCATION</div><div></div></div> <div>4.3, 4.4, 4.5</div> <div>Employee training and education</div>	<div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div><div></div></div> <div>8.2 Training and education</div> <div>8.5 Employment and workforce, Remuneration and benefit, Parental leave, Training and education</div>
<div><div>5</div><div>GENDER EQUALITY</div><div></div></div> <div>5.1 Gender equality</div>	<div><div>10</div><div>REDUCED INEQUALITIES</div><div></div></div> <div>10.3 Ensure equal opportunity</div>

The dual study program at RAUMEDIC is characterized by the traditional apprenticeship occupation alongside a parallel bachelor's degree program, spanning a duration of 4.5 years. As a rule, the courses of study take place in cooperation with Hof University of Applied Sciences. The training is characterised by a shortened training period of 2.5 years. During the nonacademic periods, the student works in a RAUMEDIC deperatment. Both the practical semester and the completion of the bachelor's thesis take place at RAUMEDIC.

In order to expand knowledge and skills, RAUMEDIC offers specific additional training opportunities during training and studies, some of which are mandatory, such as stays at domestic and foreign locations, acquisition of instructor qualifications or participation in customer and supplier meetings. The key figure for determining the average number of hours for training and further education is currently being discussed.

**Programs to improve the skills of employees and to provide transitional assistance**

RAUMEDIC offers every employee personal, future-oriented and diverse development perspectives. Employees have the opportunity to contact their respective supervisors at any time with further development requests. At the recommendation of the supervisor who initiates the personnel development process, a potential survey, selection of courses and further steps are then carried out in coordination with personnel development. The company supports its employees in their professional further qualification as well as their development into a leaderhsip role with functional or disciplinary management responsibility. RAUMEDIC uses a document management system (DMS) as its training system, which includes employee qualification management (MQM). This is used to check the qualification level of the individual employees and to document it in a comprehensible manner. There are currently no programs to support the transition to career exit.

**Percentage of employees who receive a regular evaluation of their performance and professional development**

All employees receive a regular evaluation of their performance and development opportunities. However, for the reporting period, it was not yet possible to further differentiate this figure by gender and type of employment. RAUMEDIC has established a specific personnel development concept for both ist employees in skilled trades and its administrative employees.

In the skilled trades sector, the main pillars of personnel development are the performance principle, targeted further qualification while ensuring the requirements of the respective workplace and differentiated compensation.

In order to challenge and promote specialist talent and potential junior managers as well as to offer long-term prospects at RAUMEDIC, the

respective supervisor has the opportunity to propose suitable candidates for the two-year talent programme "JUMP".

In addition to these two development programs, employees can take individual measures. Training of internal agile coaches at RAUMEDIC enable employees to gain experience in agile projects and apply agile methods in projects.

**Diversity and equal opportunities:  
Management of Key Topics**

Information on diversity in control bodies and among the employees of RAUMEDIC AG can be found under "General information on employees", p. 12. RAUMEDIC AG compensates all its employees exclusively in accordance with performance. There is no preference or discrimination in compensation based on gender.

Similarly, no incidents of discrimination were reported during the reporting period. The right to freedom of association and collective bargaining is not violated at the German locations of RAUMEDIC AG. According to the company regulations, holding off-site meetings of any kind, as well as putting up posters or distributing written materials, requires written permission.

Risk monitoring with regard to the above-mentioned topics in the RAUMEDIC supply chain is currently being set up. This also applies to the issue of child labor or circumstances in which young employees may be exposed to hazardous work, as well as forced to do compulsory labor in our supply chains.

The use of security personnel and the violation of the rights of indigenous peoples do not matter at our German locations. Information on local community involvement and related impact assessments can be found on p. 25, "Indirect economic impacts."

	5.1	<b>Non-discrimination</b>		8.2	<b>Training and education</b>
	5.2	<b>Eliminate all forms of violence against women and girls</b>		8.5	<b>Employment and workforce, Remuneration and benefit, Parental leave, Training and education</b>
	5.5	<b>Women in leadership, Gender equality</b>			
	10.3	<b>Ensure equal opportunity</b>		16.1	<b>Workplace violence and harrassment</b>
				16.2	<b>Abolition of child labor</b>

Political Influence: Management of Key Topics

Information on association memberships of RAUMEDIC AG can be found on page 17. RAUMEDIC did not make any party donations in the 2023 reporting year and does not exercise any other party political influence.

Customer Health and Safety, Marketing and Labelling, Customer Data Protection: Management of Key Topics

For RAUMEDIC as a manufacturer of medical devices, customer health and safety as well as legally compliant labelling and the continuous improvement of its products are essential topics.

P. 9, "Business Activities", describes in detail how the company meets the highest requirements through its certified quality management standards. No violations related to the impact of products and services on health and safety were known during the reporting period. There were also no fines payable.

One hundred percent of our products are given batch numbers that ensure traceability. An integral part of our purchasing conditions is that we only use conflict-free raw materials. Our packaging complies with the labelling requirements for packaging and disposal in accordance with the applicable local legislation in the countries of sale.

Our instructions for use describe the safe handling of our respective products and their proper disposal. In the 2023 reporting period, RAUMEDIC did violate statutory regulations and/or regulations that go beyond these, to which we have undertaken to comply. Likewise, there were no violations with regard to our product marketing and product communication. There are therefore no changes to the 2023 reporting period. There were also no complaints from supervisory authorities, data theft or loss of customer data in this reporting year.

About this Report

With this Sustainability Report 2023, RAUMEDIC is reporting on its sustainability performance for the third time. We are reporting on all German production sites for the second time and have changed the base year to 2022 to improve comparability in future reports. In this report, we present our performance in the economic, environmental and social areas of corporate sustainability to our stakeholders in a transparent and comprehensive manner. In addition, the sustainability report also serves as a progress report on the implementation of the Global Compact goals at RAUMEDIC. Within the report , we reference our activities relating to the various goals and sub-goals of the United Nations Sustainable Development Goals (SDGs). Furthermore, the SDGs serve as a guide for our future activities and goals.

In 2015, the United Nations adopted a comprehensive social and environmental reform program. The aim is to take decisive steps towards sustainable development within 15 years.

The 2030 Agenda contains 17 goals for sustainable development, which are also known as the Sustainable Development Goals (SDGs) at. These goals comprise a total of 169 sub-goals.

The information in this report once again relates to all our German locations (Helmbrechts, Feuchtwangen and Zwönitz) for the first time. In future reports, we intend to expand the scope of consolidation to include additional locations. The sustainability report of RAUMEDIC AG will continue to be published annually in future.



- 16.5 Anti-corruption
- 16.3 Compliance with laws and regulations
- 16.10 Protection of privacy



12.8 People everywhere have the relevant information and awareness for sustainable development



# Glossary

Term	Explanatory notes
CO <sub>2</sub>	Carbon dioxide is a chemical compound of carbon and oxygen. The gas is a greenhouse gas that is used when burning carbon-containing energy sources such as oil, coal and natural gas are produced and have been shown to contribute to climate change.
CoCoS	Electronic whistleblower system (Compliance Communication System)
Code of Conduct	Our Code of Conduct code of conduct) is a collection of behaviours that can or should be applied in a wide variety of environments and contexts depending on the respective situation. Similar concepts can be found in the Code of Honour or the Code of Ethics.
Due Diligence	Due diligence analyses the strengths and weaknesses of the property and the associated risks and therefore plays an important role in determining the value of the property. Buyer and Seller agree on the period and scope of the due diligence, whereby payment of a fee may be agreed if a purchase is not made. Due diligence checks include i. Generally speaking, external consultants (tax consultants, business consultants, auditors, etc.) were consulted.
Global Compact	Global Compact or United Nations Global Compact is the English name for a global pact (Global Pact of the United Nations) concluded between companies and the UN to make globalisation more social and ecological.
Greenhouse Gas Protocol	The Greenhouse Gas Protocol (GHG Protocol) is a private transnational series of standards for accounting and reporting on greenhouse gas emissions for companies and increasingly for the public sector.
Catheter	Catheters are tubes or tubes of various diameters made of plastic, rubber, silicone, metal or glass that can be used to probe, empty, fill or flush hollow organs such as the bladder, stomach, intestine, blood vessels, but also the ear and heart.
Quality	Quality is the designation of a perceptible state form of systems and their characteristics, which is defined in a certain period of time based on certain properties of the system in this state.
UN	The United Nations Organisation, also known as the UNO (United Nations Organisation), is an intergovernmental association of 193 states and, as a global international organisation, a fully recognised subject of international law.

# GRI Content Index

## Evidence of Application

RAUMEDIC AG reported on the period from January 1 to December 31, 2023, in accordance with the GRI Universal Standards

GRI 1 Application  
GRI 1: Foundation 2021

## Applicable GRI Sector Standard(s)

Reference to the GRI Sector Standards is omitted as these were not yet available at the time of publication of this report.

# General Disclosures

GRI Standard	Disclosure	Page	Exclusion		
			Missed Require-ments	Reasons	Explana-tion
<b>GRI 2: General Disclosures 2022</b>	2-1 Organizational Details	6			
	2-2 Companies involved in the organisation's sustainability reporting	7			
<b>GRI 1, Section 1: Organization, Reporting Practices</b>	2-3 Reporting period, frequency and contact point	8			
	2-4 Adjustments to the information	8			
	2-5 External audit opinion	9			
<b>GRI 2, Section 2: Activities and Workers</b>	2-6 Activities, value chain and other business relationships	9			
	2-7 Employees	19			
	2-8 Non-employee workers	12			
<b>GRI 2, Section 3: Governance</b>	2-9 Governance structure and composition	13			
	2-10 Appointment and selection of the highest management body	13			
	2-11 Chair of the highest management body	13			
	2-12 The role of the highest management body in Supervision of impact management	14			
	2-13 Delegation of responsibility for impact management	13			
	2-14 The role of the highest management body in sustainability reporting	13			
	2-15 Conflicts of interest	14			
	2-16 Publication of critical aspects	14			
	2-17 Joint knowledge of the highest management body	14			
	2-18 Evaluation of the performance of the highest management body	15			
	2-19 Remuneration Policy	15			
	2-20 Procedure for determining remuneration	15			
	2-21 Annual Total Compensation Rate	15			
<b>Strategy, Policies and Practices</b>	2-22 Statement on sustainable development strategy	19			
	2-23 Policy commitments	16			
	2-24 Embedding policy commitments	16			
	2-25 Processes to remediate negative impacts	16			
	2-26 Mechanisms for seeking advice and raising concerns	16			
	2-27 Compliance with laws and regulations	16			
	2-28 Membership associations	17			
<b>GRI 2, Section 5: Stakeholder Engagement</b>	2-29 Approach to stakeholder engagement	18			
	2-30 Collective bargaining agreements	12			

# Material Topics

GRI Standard	Disclosure	Page	Exclusion		
			Missed Require-ments	Reasons	Explana-tion
<b>GRI 3, Section 2: Disclosure on Material Topics 2022</b>	3-1 Process to determine material topics	19			
	3-2 List of material topics	20			

# Disclosure of individual Topics

## Economic Performance

GRI Standard	Disclosure	Page	Exclusion		
			Missed Require-ments	Reasons	Explana-tion
<b>GRI 201: Economic Performance 2016</b>	201-1 Direct economic value generated and distributed	22			
	201-2 Financial implications and other risks and opportunities due to climate change	22			
	201-3 Defined benefit plan obligations and other retirement plans	23			
	201-4 Financial assistance received from government	23			

## Market Presence

GRI Standard	Disclosure	Page	Exclusion		
			Missed Require-ments	Reasons	Explana-tion
<b>GRI 3, Material Topics 2022</b>	<b>3-3 Management of Key Topics</b>	25			
<b>GRI 202: Market Presence 2016</b>	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	25			
	202-2 Proportion of senior management hired from the local community	25			

## Indirect Economic Impacts

GRI Standard	Disclosure	Page	Exclusion		
			Missed Require-ments	Reasons	Explana-tion
<b>GRI 3, Material Topics 2022</b>	<b>3-3 Management of Key Topics</b>	24			
<b>GRI 203: Indirect Economic Impacts 2016</b>	203-1 Infrastructure investments and services supported	24			
	203-2 Significant indirect economic impacts	25			

Procurement Practices

GRI Standard	Disclosure	Page	Exclusion		
			Missed Require-ments	Reasons	Explana-tion
GRI 3, Material Topics 2022	3-3 Management of Key Topics	26			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	26			

Anti-Corruption

GRI Standard	Disclosure	Page	Exclusion		
			Missed Require-ments	Reasons	Explana-tion
GRI 3, Material Topics 2022	3-3 Management of Key Topics	25			
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption	25			
	205-2 Communication and training about anticorruption policies and procedures	26			
	205-3 Confirmed incidents of corruption and actions taken	26			

Anti-Competitive Behavior

GRI Standard	Disclosure	Page	Exclusion		
			Missed Require-ments	Reasons	Explana-tion
GRI 3, Material Topics 2022	3-3 Management of Key Topics	26			
GRI 206: Anti-Competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	26			

Taxes

GRI Standard	Disclosure	Page	Exclusion		
			Missed Require-ments	Reasons	Explana-tion
GRI 3, Material Topics 2022	3-3 Management of Key Topics	26			
GRI 207: Tax 2019	207-1 Approach to tax	26			
	207-2 Tax Governance, Control and Risk Management	26			
	207-3 Stakeholder engagement and management of concerns related to tax	26			
	207-4 Country-by-Country-Reporting	26			

Materials

GRI Standard	Disclosure	Page	Exclusion		
			Missed Require-ments	Reasons	Explana-tion
GRI 3, Material Topics 2022	3-3 Management of Key Topics	28			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	28			
	301-2 Recycled input materials used	28			
	301-3 Reclaimed products and their packaging materials	28			

Energy

GRI Standard	Disclosure	Page	Exclusion		
			Missed Require-ments	Reasons	Explana-tion
GRI 3, Material Topics 2022	3-3 Management of Key Topics	29			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	30			
	302-2 Energy consumption outside of the organization	30			
	302-3 Energy intensity	30			
	302-4 Reduction of energy consumption	30			
	302-5 Reduction in energy requirements of products and services	31			

Water and Effluents

GRI Standard	Disclosure	Page	Exclusion		
			Missed Require-ments	Reasons	Explana-tion
GRI 3, Material Topics 2022	3-3 Management of Key Topics	31			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	31			
	303-2 Management of water discharge-related impacts	32			
	303-3 Water withdrawal	32			
	303-4 Water discharge	32			
	303-5 Water consumption	32			

Biodiversity

GRI Standard	Disclosure	Page	Auslassung		
			Missed Require-ments	Reasons	Explana-tion
GRI 3, Material Topics 2022	3-3 Management of Key Topics	32			
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in or adjacent to protected areas and areas of high biodiversity value outside protected areas	32			
	304-2 Significant impacts of activities, products and services on biodiversity	32			
	304-3 Habitats protected or restored	33			
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	33			

Emissions

GRI Standard	Disclosure	Page	Exclusion		
			Missed Require-ments	Reasons	Explanation
GRI 305: Emissions 2016	3-3 Management of Key Topics	33			
	305-1 Direct GHG emissions (Scope 1)	34			
	305-2 Energy indirect GHG emissions (Scope 2)	34			
	305-3 Other indirect GHG emissions (Scope 3)	35			
	305-6 Emissions of ozonedepleting substances (ODS)	36			
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	36			

Waste

GRI Standard	Disclosure	Page	Exclusion		
			Missed Require-ments	Reasons	Explana-tion
GRI 3, Material Topics 2022	3-3 Management of Key Topics	36			
GRI 306: Waste	306-1 Waste generation and significant waste-related impacts	36			
	306-2 Management of significant waste-related impacts	37			
	306-3 Waste generated	37			
	306-4 Waste diverted from disposal	37			
	306-5 Waste directed to disposal	38			

Environmental Assessment of Suppliers

GRI Standard	Disclosure	Page	Exclusion		
			Missed Require-ments	Reasons	Explana-tion
GRI 3, Material Topics 2022	3-3 Management of Key Topics	38			
GRI 308: Environmental Assess-ment of Suppliers 2016	308-1 New suppliers that have been screened using environmental criteria	38			
	308-2 Negative environmental impacts in supply chain and actions taken	38			

Employment

GRI Standard	Disclosure	Page	Exclusion		
			Missed Require-ments	Reasons	Explana-tion
GRI 3, Material Topics 2022	3-3 Management of Key Topics	39			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	39			
	401-2 Company benefits offered only to full-time employees, not to temporary or part-time employees	39			
	401-3 Parental leave	40			

Labor/Management Relations

GRI Standard	Disclosure	Page	Exclusion		
			Missed Require-ments	Reasons	Explana-tion
GRI 3, Material Topics 2022	3-3 Management of Key Topics	40			
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods for operational changes	41			

Occupational Health and Safety

GRI Standard	Disclosure	Page	Exclusion		
			Missed Require-ments	Reasons	Explana-tion
<b>GRI 3, Material Topics 2022</b>	<b>3-3 Management of Key Topics</b>	<b>41</b>			
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	<b>41</b>			
	403-2 Hazard identification, risk assessment, and incident investigation	<b>41</b>			
	403-3 Occupational health services	<b>42</b>			
	403-4 Worker participation, consultation, and communication on occupational health and safety	<b>42</b>			
	403-5 Worker training on occupational health and safety	<b>42</b>			
	403-6 Promotion of worker health	<b>42</b>			
	403-7 Prevention and mitigation of impacts directly linked with business relationships on occupational health and safety	<b>43</b>			
	403-8 Employees covered by an occupational health and safety management system	<b>42</b>			
	403-9 Work-related injuries	<b>43</b>			
	403-10 Work-related illness	<b>43</b>			

Training and Education

GRI Standard	Disclosure	Page	Exclusion		
			Missed Require-ments	Reasons	Explanation
<b>GRI 3, Material Topics 2022</b>	<b>3-3 Management of Key Topics</b>	<b>43</b>			
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee		404-1	Information not available/incomplete	No information is currently collected in this regard. RAUMEDIC is working towards being able to collect this information in the future.
	404-2 Programs for upgrading employee skills and transition assistance programs	<b>45</b>			
	404-3 Percentage of employees receiving regular performance and career development reviews	<b>45</b>			

Diversity and Equal Opportunity

GRI Standard	Disclosure	Page	Exclusion		
			Missed Require-ments	Reasons	Explana-tion
<b>GRI 3, Material Topics 2022</b>	<b>3-3 Management of Key Topics</b>	<b>46</b>			
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	<b>46</b>			
	405-2 Ratio of basic salary and remuneration of women to men	<b>46</b>			

Non-Discrimination

GRI Standard	Disclosure	Page	Exclusion		
			Missed Require-ments	Reasons	Explana-tion
<b>GRI 3, Material Topics 2022</b>	<b>3-3 Management of Key Topics</b>	<b>47</b>			
<b>GRI 406: Non-discrimination 2016</b>	Incidents of discrimination and corrective actions taken	<b>47</b>			

Freedom of Association and Collective Bargaining

GRI Standard	Disclosure	Page	Exclusion		
			Missed Require-ments	Reasons	Explana-tion
<b>GRI 3, Material Topics 2022</b>	<b>3-3 Management of Key Topics</b>	<b>47</b>			
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<b>47</b>			

Child Labor

GRI Standard	Disclosure	Page	Exclusion		
			Missed Require-ments	Reasons	Explanation
<b>GRI 3, Material Topics 2022</b>	<b>3-3 Management of Key Topics</b>	<b>39, 48</b>			
<b>GRI 408: Child Labor 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labor		408-1	Information not available/incomplete	No information is currently collected in this regard. RAUMEDIC is working towards being able to collect this information in the future.

Forced or Compulsory Labor

GRI Standard	Disclosure	Page	Exclusion		
			Missed Require-ments	Reasons	Explanation
<b>GRI 409: Forced or Compulsory Labor 2016</b>	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor		409-1	Information not available/incomplete	No information is currently collected in this regard. RAUMEDIC is working towards being able to collect this information in the future.



Security Practices

GRI Standard	Disclosure	Page	Exclusion		
			Missed Require-ments	Reasons	Explanation
GRI 410: Security practices 2016	410-1 Security personnel trained in human rights policies or procedures	410-1		Information not available/incomplete	Production is performed for RAUMEDIC in locations where human rights are guaranteed by regional legislation. We respect human rights and are committed to the UN Global Compact.

Rights of Indigenous Peoples

GRI Standard	Disclosure	Page	Exclusion		
			Missed Require-ments	Reasons	Explanation
GRI 411: Rights of indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	411-1		Information not available/incomplete	RAUMEDIC respects the rights of indigenous peoples. These are safeguarded at our production sites by means of compliance with regional legislation.

Local Communities

GRI Standard	Disclosure	Page	Exclusion		
			Missed Require-ments	Reasons	Explanation
GRI 3, Material Topics 2022	3-3 Management of Key Topics	8			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	46			
	413-2 Operations with significant actual and potential negative impacts on local communities	413-2		Information not available/incomplete	RAUMEDIC ensures that it does not jeopardize local communities with its business activities. It does so by complying with regional regulations. Precise data on the requested issues is not yet collected.

Supplier Social Assessment

GRI Standard	Disclosure	Page	Exclusion		
			Missed Require-ments	Reasons	Explana-tion
GRI 3, Material Topics 2022	3-3 Management of Key Topics	48			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	48			
	414-2 Negative social impacts in the supply chain and actions taken	48			

Public Policy

GRI Standard	Disclosure	Page	Exclusion		
			Missed Require-ments	Reasons	Explana-tion
GRI 3, Material Topics 2022	3-3 Management of Key Topics	48			
GRI 415: Public Policy 2016	415-1 Political contributions	48			

Customer Health and Safety

GRI Standard	Disclosure	Page	Exclusion		
			Missed Require-ments	Reasons	Explana-tion
GRI 3, Material Topics 2022	3-3 Management of Key Topics	48			
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	48			
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	48			

Marketing and Labeling

GRI Standard	Disclosure	Page	Exclusion		
			Missed Require-ments	Reasons	Expla-nation
GRI 3, Material Topics 2022	3-3 Management of Key Topics	48			
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	48			
	417-2 Incidents of non-compliance concerning product and service information and labeling	48			
	417-3 Incidents of non-compliance concerning marketing communications	48			

Customer Privacy

GRI Standard	Disclosure	Page	Exclusion		
			Missed Require-ments	Reasons	Expla-nation
GRI 3, Material Topics 2022	3-3 Management of Key Topics	48			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	48			
	417-3 Incidents of non-compliance concerning marketing communications	48			

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