



Sustainable Review 2024

Our Purpose

We develop solutions for life together with people who care.



Sustainability at RAUMEDIC

Dear Readers,

As one of the leading developers and manufacturers of systems and components for the medical technology and pharmaceutical industries, we are aware of our responsibility toward our customers and future generations.

With our business activities, we aim to create sustainable value while keeping various perspectives in mind: first and foremost from the viewpoint of our customers. Our products are characterized by excellent functionality, durability, and the highest quality, providing long-lasting value for our customers.

In the development and manufacturing of our products, as well as throughout our entire business operations, we pursue the continuous minimization of impacts on people, nature, and the environment. We explore alternative raw materials and pursue approaches to return our products to a recyclable materials cycle after use. Strong technological and process expertise supports us in implementing these ecological sustainability efforts as a second perspective.

For our employees, we aim to provide long-term attractive workplaces in a healthy environment that fosters personal development and treats equality as a matter of course.

In the commercial sphere as well, we strive to achieve sustainable results so that we can remain a long-term and reliable partner for our customers – one that can drive innovation independently and produce successfully at a high level.

All these perspectives can be succinctly summarized as “Creating Sustainable Value” and formulated as the guiding principle for our company’s sustainability management.

By joining the UN Global Compact, we explicitly commit ourselves to its ten principles in the areas of human rights, labor standards, environmental protection, and anti-corruption. In this review, we present our progress in these areas and explain how we will address existing challenges in the future.

Thank you very much for your interest!

Yours sincerely,



Bianca Holler CHRO	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 producing piping and water hoses in Rehau. The production developed rapidly, enabling the company – named REHAU after its place of origin—to build its success early on through thousands of different products and systems. Demanding technical parts and systems, enriched with extensive in-house expertise, are what made both REHAU and RAUMEDIC successful through their development and manufacturing.

RAUMEDIC AG was spun off in 2004 and has since established itself as a solid, medium-sized medical technology company that continues to grow steadily. RAUMEDIC's corporate headquarters are located in Münchberg, while the main site for administration and production is in Helmbrechts. Both locations are situated in the Bavarian administrative district of Upper Franconia in Germany. RAUMEDIC AG is integrated into the internationally oriented REHAU Group, headquartered in Muri near Bern, and forms part of the RAUMEDIC subgroup. The group holding company is REHAU Verwaltungszentrale AG, Muri near Bern. The REHAU Group is structured into the market-oriented subgroups RAUMEDIC, MERAXIS, REHAU New Ventures, REHAU Automotive, and REHAU Industries. The extensive autonomy of these subgroups is a key success factor. In addition to the largest production site at its headquarters in Münchberg, RAUMEDIC AG operates production facilities in Feuchtwangen and Zwönitz.

The company's vision is for RAUMEDIC to be the best and most professional enterprise in the industry – worldwide. The guiding principle "Creating Sustainable Value" describes its mission. This is how the company aims to achieve its overarching goal.

Business Activities in the OEM and Clinical Product Segments

The business activities of RAUMEDIC AG are fundamentally divided into the segments OEM (Original Equipment Manufacturer) and Clinical Products. With this focus on its core competencies, RAUMEDIC AG has established a customer-group-oriented organizational structure.

The OEM segment manufactures tubing and injection-molded parts for the medical technology and pharmaceutical industries, using all common thermoplastic materials and silicone rubber.

The manufacturing expertise of the Clinical Products segment includes the integration of microchip technology into precise intracranial pressure monitoring catheters.

In 2016, the sister company RAUMEDIC Inc. in the USA began producing its own products in addition to distributing products from RAUMEDIC AG. Another production site was added to the RAUMEDIC Group in August 2021: through the acquisition of A&G AS (aktsiaselts) in Estonia (Tallinn), the new sister company AS RAUMEDIC Estonia has significantly expanded assembly capacities. The Estonian site is intended to be gradually developed and expanded further.

Sales Organization

In 2024, the sales organization of RAUMEDIC AG continued to be structured into the following sales regions: Germany, Western Europe, Northern, Southern, Central/Eastern Europe, North America, and Asia/Australia.

The Western Europe region is supported by RAUMEDIC SA in Switzerland (Villars-sur-Glâne) and RAUMEDIC S.A.R.L. in France (Voirion). The Northern Europe region is served by RAUMEDIC UK Ltd. in the United Kingdom (Ross-on-Wye), the Southern Europe region by RAUMEDIC S.R.L. in Italy (Monza), the North America region by RAUMEDIC Inc. in the USA (Mills River), and the Asia/Australia region by RAUMEDIC PTE. LTD in Singapore and RAUMEDIC Medical Technology (Shanghai) Co., Ltd. in China.

In some cases, companies of the REHAU Group also act as intermediaries for RAUMEDIC products. This mainly applies to Austria, Spain, and India. All sales companies involved are exclusively sister companies of RAUMEDIC AG.

Practice of the Sustainable Review

The Sustainable Review of RAUMEDIC AG covers all German production sites. In addition to the Helmbrechts site, which serves as the company's administrative headquarters and largest production facility, the sites in Feuchtwangen and Zwönitz were also included (figure 1). This corresponds to the consolidation scope of the 2024 financial statements of RAUMEDIC AG dated 02 February 2026. Not included are RAUMEDIC Inc., USA, AS RAUMEDIC Estonia, Estonia, and the sales organizations outside Germany mentioned above.

This first Sustainable Review refers—analogous to the annual management report—to the period from 01 January 2024 to 31 December 2024. With this Sustainable Review, we continue the sustainability reporting that began with the reporting year 2021. The editorial deadline for this Sustainable Review was 31 October 2025. The contact person for questions regarding the Sustainable Review or the information contained within it is Mr. Maximilian Hofmann, Sustainability Manager of RAUMEDIC AG. Inquiries should be directed to sustainability@raumedic.com. As an additional frame of reference, the United Nations Sustainable Development Goals (SDGs) are used. Whenever we show how RAUMEDIC AG contributes to these global sustainable development goals, this is indicated in accordance with the guideline "Business Reporting on the SDGs." This also applies to the ten principles of the UN Global Compact, which the company joined in August 2021.

Our Sustainable Review takes into account, for the first time, the requirements of the Sustainability Reporting Standards (ESRS), without fully mapping them, and additionally follows the GRI (Global Reporting Initiative) Universal Standards 2021. In the past, RAUMEDIC reported exclusively according to the GRI Universal Standards 2021 as part of a sustainability report. The Sustainable Review will replace our future communication on sustainability. As this is the first Sustainability Review of RAUMEDIC AG based on the ESRS, there are no significant deviations or changes compared to the previous review. Further information can be found in the chapter "About this Sustainable Review" (p. 51).

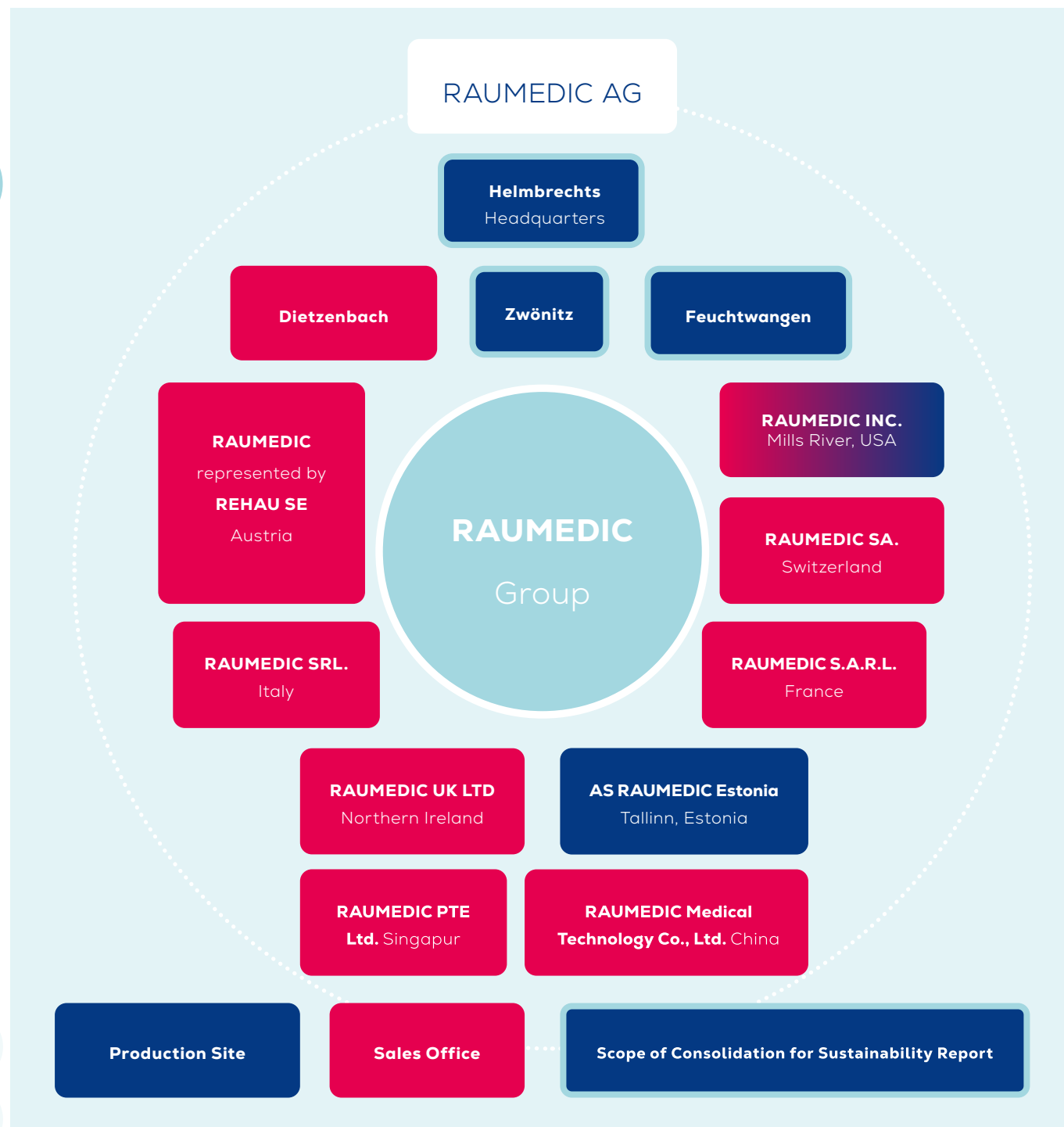


Figure 1

External Confirmation Statement

The information presented in this review was submitted to the Executive Board of RAUMEDIC AG for acknowledgement and verification on 07 July 2026.

In this Sustainable Review, the economic key figures were taken from the audited 2024 financial statements of RAUMEDIC AG. The audit was carried out by the independent auditor Deloitte to verify their accuracy. In addition, the raw data in the environmental section are regularly reviewed as part of the ISO 50001 energy audit and the ISO 14001 environmental audit.

Business Activities, Value Chain, and Additional Business Relationships

The product portfolio in the OEM segment includes various dimensions of extruded products. These include tightly tolerated tubes and profiles for pump applications, microtubes for catheters, as well as standard lines for infusion, dialysis, heart-lung machines, and gas supply. In addition, based on a broad range of assembly capabilities, further processing of tubes and molded parts can be provided using common production technologies: from simple tube lengths to tube sets and catheters, all the way to sterile and certified medical devices. Furthermore, the OEM segment develops and manufactures customer-specific molded parts and systems for the medical technology and pharmaceutical industries, particularly drug delivery systems, injection systems, assemblies, and devices.

The manufacturing expertise of the Clinical Products segment ranges from fully automated assemblies to electronic measuring instruments. The products are primarily used in neurosurgery.

RAUMEDIC processes all thermoplastic polymers and medical-grade silicones. Customer satisfaction and compliance with all relevant legal, normative, and regulatory requirements are at the core of its quality philosophy.

RAUMEDIC has established a comprehensive, certified quality management system. It includes:

- **Certified QM system according to DIN EN ISO 13485**
- **Certification according to ISO 15378 (primary packaging materials for pharmaceuticals)**
- **Cleanroom production according to DIN EN ISO 14644, Class 7**
- **Manufacturing according to Good Manufacturing Practice (GMP) standards**
- **CE approvals for RAUMEDIC medical devices**
- **Certified energy management according to ISO 50001**
- **Certified environmental management according to ISO 14001**
- **ISCC PLUS (International Sustainability & Carbon Certification)**



Plastics offer virtually unlimited possibilities in the medical and pharmaceutical sectors for realizing a product according to customer requirements. For this reason, material diversity and the associated technical expertise play a particularly important role for us. RAUMEDIC's material portfolio ranges from standard thermoplastics such as polyolefins to engineering 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 nature—dimensionally stable yet elastically deformable – it possesses unique properties that cannot be achieved with thermoplastic materials in the same way (figure 2).

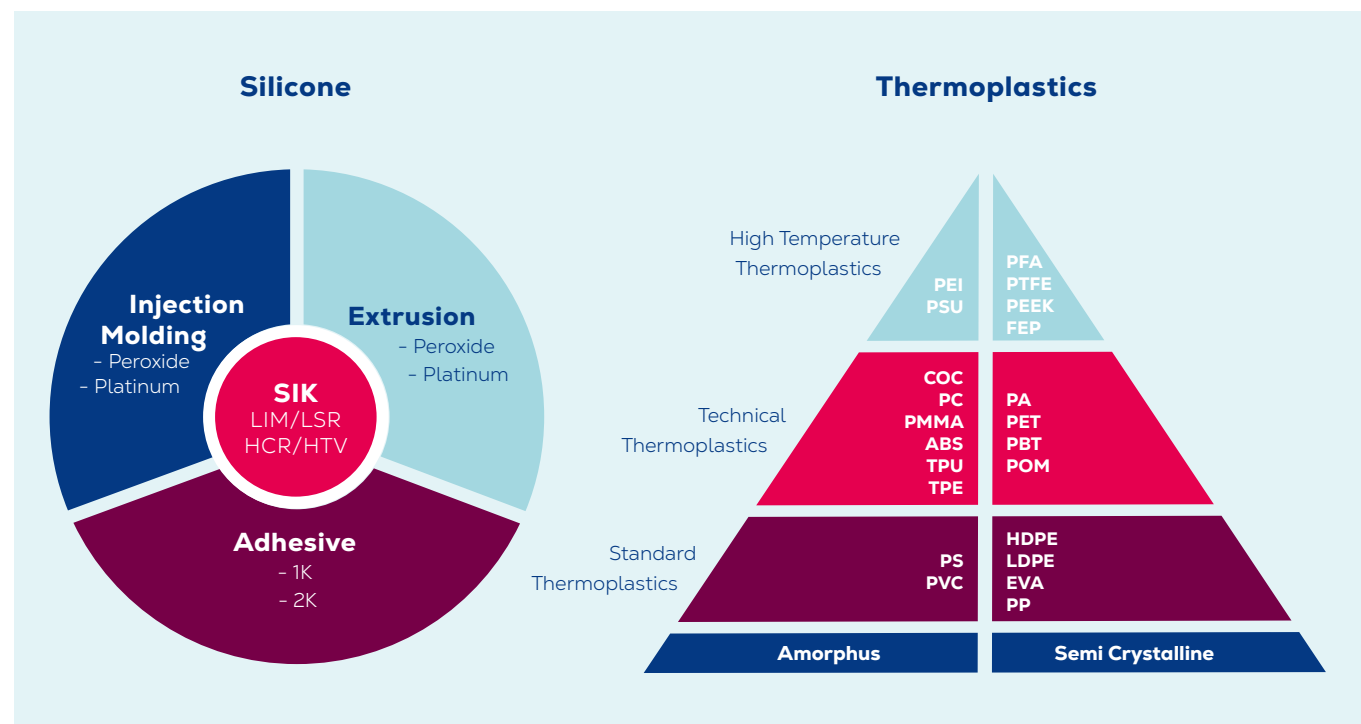


Figure 2

Thermoplastic plastics can be plastically deformed under the influence of heat. As a rule, thermoplastics consist of polymers made up of linear or only 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 origin.

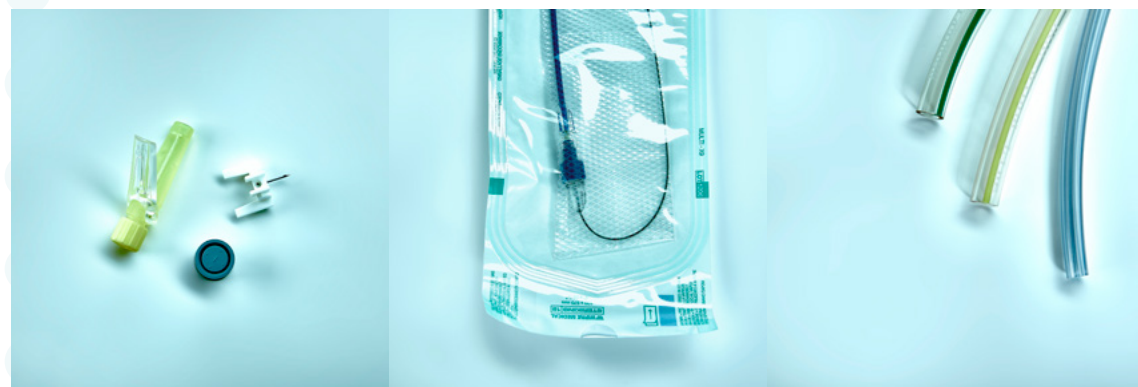


Figure 3

RAUMEDIC procures raw materials and services primarily to produce semi-finished goods. The production of these raw materials involves energy-intensive processes and, during the reporting period, is based mainly on fossil feedstocks.

In close coordination with our customers, a dedicated team responsible for managing our materials ensures that the optimal material selection is made across all material categories. This includes questions of biocompatibility as well as interactions with contact media such as infusion solutions. Aspects of further processing and assembly are also taken into account when selecting materials. In this way, the plastic can be identified that best meets the customer's requirements and the needs of the specific application.

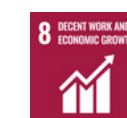
General Information on Employees

RAUMEDIC is an international company that continues to grow steadily. The skills and commitment of its employees are a decisive factor in the company's success. At our German sites, an average of 1,021 employees were employed during the review period (Table 1). Of these, 1,008 employees worked full time (60.6% men, 39.4% women). No temporary agency workers were employed. Remuneration is based on the internal RAUMEDIC compensation model, which is specific to the company and not based on collective bargaining agreements.

The number of employees is reported as an average headcount over the entire review period.

	2022	2023	2024	Unit
Total number of employees	1064	1076	1021	Quantity
Employees - of which women	420	412	403	Quantity
• Helmbrechts	371	356	342	Quantity
• Feuchtwangen	15	17	16	Quantity
• Zwönitz	34	39	45	Quantity
Employees - of which men	644	664	618	Quantity
• Helmbrechts	542	544	500	Quantity
• Feuchtwangen	87	104	99	Quantity
• Zwönitz	15	16	19	Quantity
Permanent employees - of which women	364	358	397	Quantity
Permanent employees - of which men	641	659	611	Quantity

Table 1



8.5 **Employment and Workforce**
8.8 **Freedom of Association and Collective Bargaining**



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

Information on Corporate Bodies

During the reporting period, the Executive Board consisted of:

- **Mr. Stefan Seuferling,**
Chairman of the Executive Board, Chief Executive Officer (CEO),
- **Mr. Thomas Knechtel,**
Member of the Executive Board, Chief Technology Officer (CTO),
- **Mr. Klaus Schabert,**
Member of the Executive Board, Chief Operating Officer (COO),
- **Dr. Robert Schilling,**
Member of the Executive Board, Chief Financial Officer (CFO)

The Supervisory Board consisted of:

- **Mr. Dipl. Kfm. Jürgen Werner**
Head of the “Furniture & Industrial Solutions” Division, Fa. REHAU Industries SE & Co. KG
(Chairman of the Supervisory Board),
- **Dr. Ulrich Günther**
Retired Engineer
- **Mr. Dipl.-Ing. Wolfgang Süßle**
CEO of Lohmann & Rauscher International GmbH & Co. KG
- **Dr. Katharina Gasser**
Managing Director at Biogen Switzerland AG
- **Mr. Betriebswirt Harald Vogelsang**
CFO of REHAU Verwaltungszentrale AG

Thus, the Executive Board of RAUMEDIC AG is composed of 100% men. The Supervisory Board has a 20% share of women. The term of office for members of 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. The selection process particularly considers the trust and interests of the owner and expects competencies in management, finance, technology, and leadership. Diversity is explicitly welcomed and is also represented; 60% of the Supervisory Board members are not employed within the REHAU Group and are therefore completely independent.

Governance of Sustainability Management and Reporting

The Supervisory Board of RAUMEDIC AG regularly addresses matters of sustainable corporate governance. As part of internal and external audits, the effectiveness of processes and process organization is reviewed and independently confirmed, including ecological and social aspects. The Supervisory Board has assigned overall responsibility for the company’s operational sustainability management to Mr. Stefan Seuferling, Chief Executive Officer of the Executive Board.

During the review period, Dr. Stefan Wagner, Head of Project Office (until 11/2024), was appointed by the Executive Board as the person responsible for sustainability management (figure 4). After his departure, Klaus Schabert, Chief Operating Officer (COO), assumed responsibility for this area. Both reported regularly in Executive Board meetings. The Executive Board informs the members of the Supervisory Board about the company’s sustainability activities and reporting (figure 4).

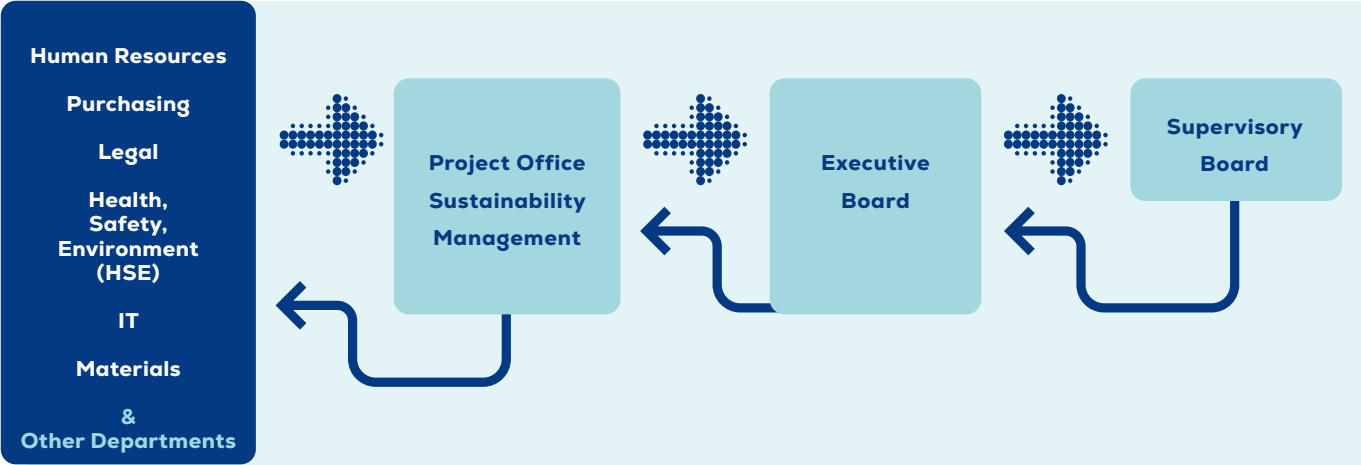


Figure 4

Avoidance of Conflicts of Interest

The Supervisory Board of RAUMEDIC AG ensures that conflicts of interest are avoided when filling its positions. This is achieved, among other measures, by appointing members who hold roles both within the REHAU Group and in senior positions outside the Group. The company’s management report discloses the names of the individual Supervisory Board members, their expertise, and their respective functions.

A detailed risk and opportunity report in the management report of RAUMEDIC AG additionally provides an overview of all significant critical and forward-looking matters relevant to the company.



16.6
Effective, Accountable and
Transparent governance



16.7
Inclusive Decision Making
UN GC PRINCIPLES 6 10

In connection with Supervisory Board meetings, one Supervisory Board member is always available on a rotating basis for half a day at the site for discussions with all employees without prior appointment (see p. 43, Employee–Employer Relations). This information is confidential and accessible only to the Supervisory Board. In this way, critical matters can be communicated directly to the highest governing body without detours.

There is an ongoing dialogue between the Supervisory Board and the Management Board of RAUMEDIC on sustainability matters (see p. 13, Governance). The establishment of a formal governance process is currently being planned.

Remuneration Policy

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

Like all employees of RAUMEDIC AG, the Executive Board members and senior managers are remunerated in consultation with the Supervisory Board according to their specific responsibilities and their classification within the corresponding RAUMEDIC pay group. Across all hierarchical levels, employee compensation generally consists of a fixed and a variable component. Different remuneration systems exist for determining the variable component, depending on employee group or function. Depending on tasks and roles, sustainability objectives are also appropriately taken into account.

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



Code of Conduct

As a value-driven family-owned company, we have always been committed to the core principles that shape our corporate culture. The Code of Conduct translates these fundamental values into binding guidelines for behavior in specific situations encountered in our daily business activities.

The Code of Conduct of RAUMEDIC AG was adopted by the Executive Board and applies to all employees, regardless of hierarchical level or employment type. It is an integral part of every employment contract. All employees must countersign the Code of Conduct without exception, thereby confirming in writing that they have read it and agree to its application in all business relationships. Violations of the rules set out in the Code may result in disciplinary measures up to and including termination.

Since August 2021, RAUMEDIC has been a member of the UN Global Compact. Its ten principles therefore form a fundamental basis for the company’s Code of Conduct. RAUMEDIC is committed to respecting internationally recognized human rights and fulfilling the associated due diligence and precautionary obligations.

The company recognizes the right to freedom of association. Comprehensive information and guidance – extending far beyond the requirements of the RAUMEDIC Code of Conduct – are provided in the company’s Employee Handbook, which is likewise part of every employment contract. In addition to training programs, some of which are mandatory, the Legal & Compliance and Human Resources departments, as well as the respective supervisors, are available as points of contact.

Whistleblowing System

Preventing compliance violations and detecting potential misconduct at an early stage is essential for RAUMEDIC. To ensure this, the company has implemented an efficient electronic whistleblowing system (Compliance Communication System; CoCoS). The system is accessible worldwide to anyone via the following link: bkms-system.ch/raumedic.

When submitting a report, it must be assigned to one of the following categories: corruption, antitrust law, environmental law, money laundering / foreign trade law, property offenses, violations of the RAUMEDIC Code of Conduct, or other legal violations. Each topic is explained in more detail within the respective section of the system. Whistleblowers are particularly protected with regard to confidentiality and data protection (“non-retaliation”). Communication via CoCoS can also be anonymous if necessary.



As soon as a report is submitted, the system automatically sends an email to the responsible parties. These individuals process incoming reports independently and impartially.

During the period covered by this Sustainable Review, no violations of laws or regulations were reported, and no fines were paid for breaches of laws or regulations.

Association Memberships

During the review 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.**
- **Arbeitsgemeinschaft Spina Bifida und Hydrocephalus e.V.**
- **Technology Mountains e.V.**
- **INC Invention Center**
- **Interessenverbund Kunststoffverarbeiter in der Medizintechnik e.V.**
- **Deutsche Gesellschaft für Projektmanagement e. V.**
- **Deutsch-Baltische Handelskammer in Estland, Lettland und Litauen**
- **The International Pharmaceutical Supply Chain Consortium**
- **Bio-Process Systems Alliance**



Materiality Analysis

»Creating Sustainable Value«

A key innovation in the Sustainable Review 2024 is the application of the concept of double materiality. This concept requires companies to assess sustainability topics from two perspectives: financial materiality (outside-in perspective) and impacts on the environment and society (inside-out perspective). In this process, both group-level results and RAUMEDIC AG – specific aspects were taken into account. The assessment is based on the European Corporate Sustainability Reporting Directive (CSRD), expected to apply from the 2027 financial year onward, as well as the European Sustainability Reporting Standards (ESRS).

The identification of actual and potential positive and negative interactions between RAUMEDIC’s business activities and the economy, the environment, and people – including impacts on human rights–was carried out through:

- an analysis of the value chain, beginning with the procurement of raw materials and ending with questions of product recycling or disposal (figure 5)
- the already articulated expectations and concerns of the company’s key stakeholders

This process considers only medium- and long-term impacts of business activities–both positive and negative.

The annual opportunities and risks report published as part of the management report complements this by addressing foreseeable short-term positive and negative impacts on the company. It also outlines how external factors may influence business activities in the short, medium, and long term, both positively and negatively.

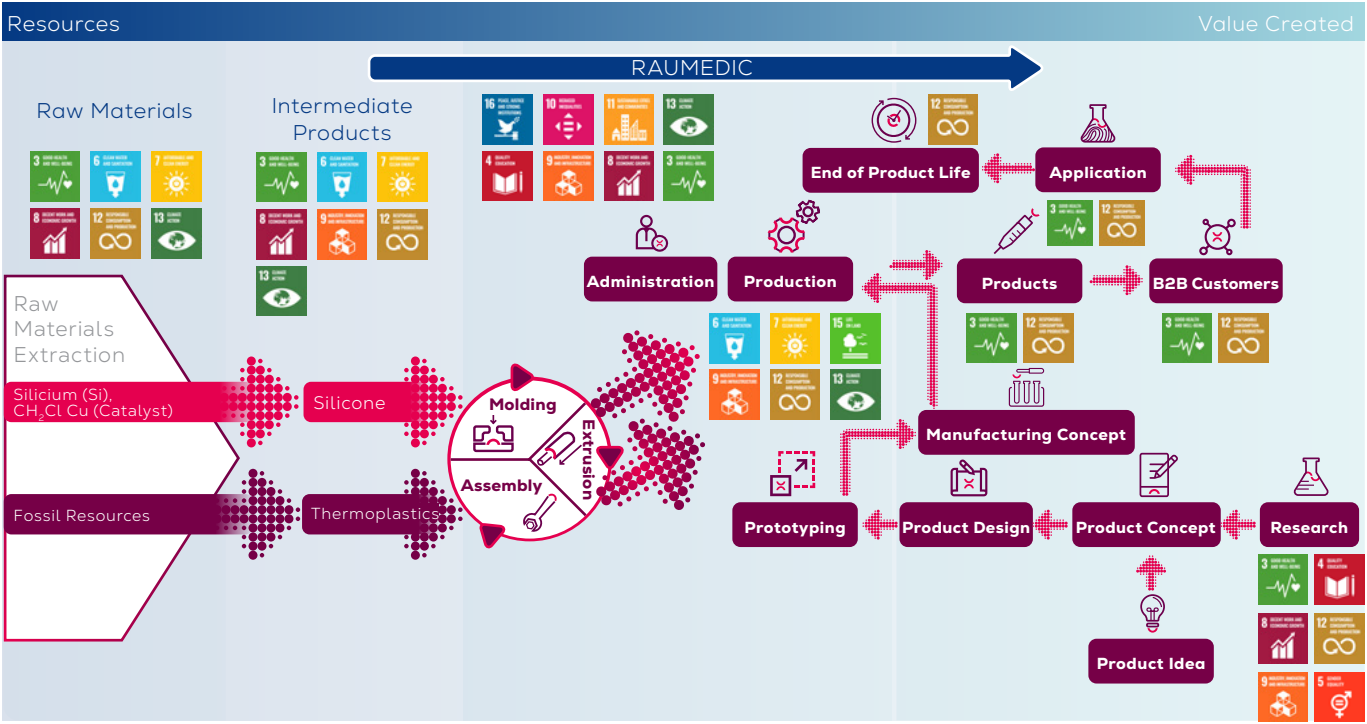


Figure 5

Engaging with Stakeholders and Experts

To identify the key positive and negative topics relevant to RAUMEDIC AG in terms of economic, social, and environmental sustainability, we systematically involve our stakeholders in various ways (figure 5). In doing so, we take a holistic view of the company, its functions, and its value chain under the guiding principle "Creating Sustainable Value".

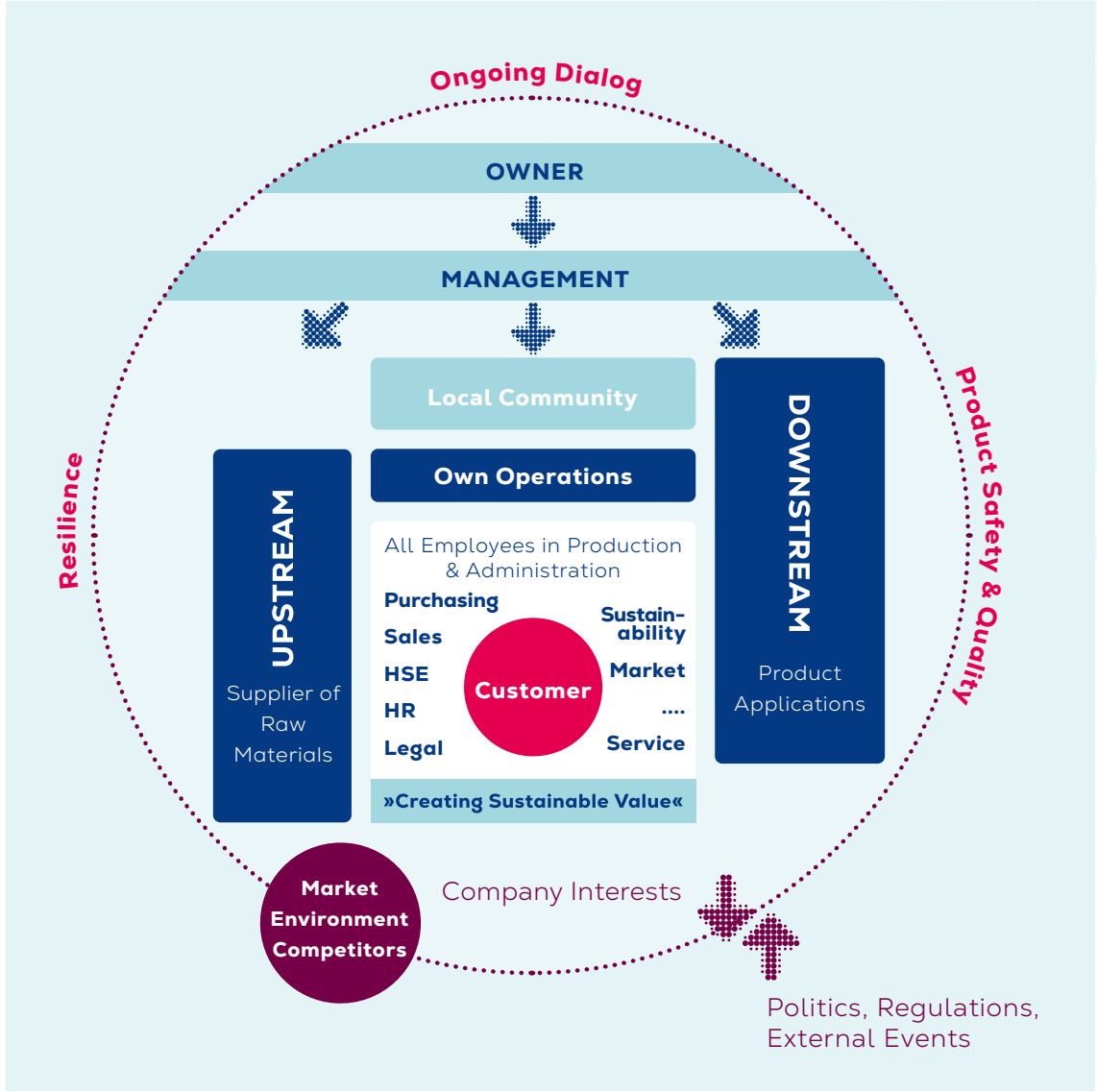


Figure 6

The customer and their requirements for the products are at the center of the interests of the owners, the management, and all employees in production and administration. It is self-evident that ecological and socially responsible considerations are included—from the very beginning of the value chain through to the various applications of the products.

Equally important is the company's integration into the local communities at its sites, the continuous evaluation of the market environment, and the exchange within the industry, for example through association memberships, as well as with business and political stakeholders. The overarching goals of this ongoing dialogue, which will be further systematized step by step, are the highest possible product safety and quality for customers and the resilience of the business model.

Examples of dialogue formats during the period covered by this Sustainable Review included evaluations, systematic surveys, participation in expert committees, direct subject-specific exchanges, meetings of the Executive Board and Supervisory Board, and assessments.

Prioritization of Impacts and Results of the Materiality Analysis

To assess the IROs for each ESRS topic, the most relevant internal experts were interviewed in topic-specific focus groups. These groups also incorporated perspectives of external stakeholders (affected communities, authorities, suppliers, and customers). The results of the materiality assessment led to the identification of the following key focus areas: Climate Action: Climate Change and Energy Efficiency, Resource Conservation, Employee Motivation, Sustainable Supply Chains, and Sustainable Corporate Governance. We therefore consider the integration of these topics into our core business to be appropriate.

The raw materials required for the production of medical devices are predominantly of fossil origin and not easily substitutable. The manufacturing process, including the production of preliminary materials, is energy-intensive (see p. 30, Energy). Material recycling of the used end products and their reintegration into material cycles is highly challenging—if not nearly impossible—due to hygiene requirements (see p. 38).

The stringent requirements of our certified quality and Health, Safety, Environment (HSE) management systems, our defined targets for reducing resource consumption, and the increasing expectations of our customers regarding climate and environmental protection motivate us to continuously minimize our impacts in this area (see p. 51).

Furthermore, it was essential to consider people and the associated due diligence obligations—both in the upstream stages of our supply chains and for employees working at RAUMEDIC (see p. 25). At the same time, it is people around the world who work with and rely on our products in the interest of promoting health (Sustainable Value Creation) (see p. 6, Business Activities).

RAUMEDIC AG thereby generates a highly positive social multiplier effect: as an employer, the company creates jobs in the region, provides high-quality vocational training, invests in the continuous qualification of its employees, and can thus act as an innovator in the medical technology sector (see p. 41, Employment).

Our experts and our products contribute to the health of many people worldwide. This perspective, too, is part of Creating Sustainable Value.

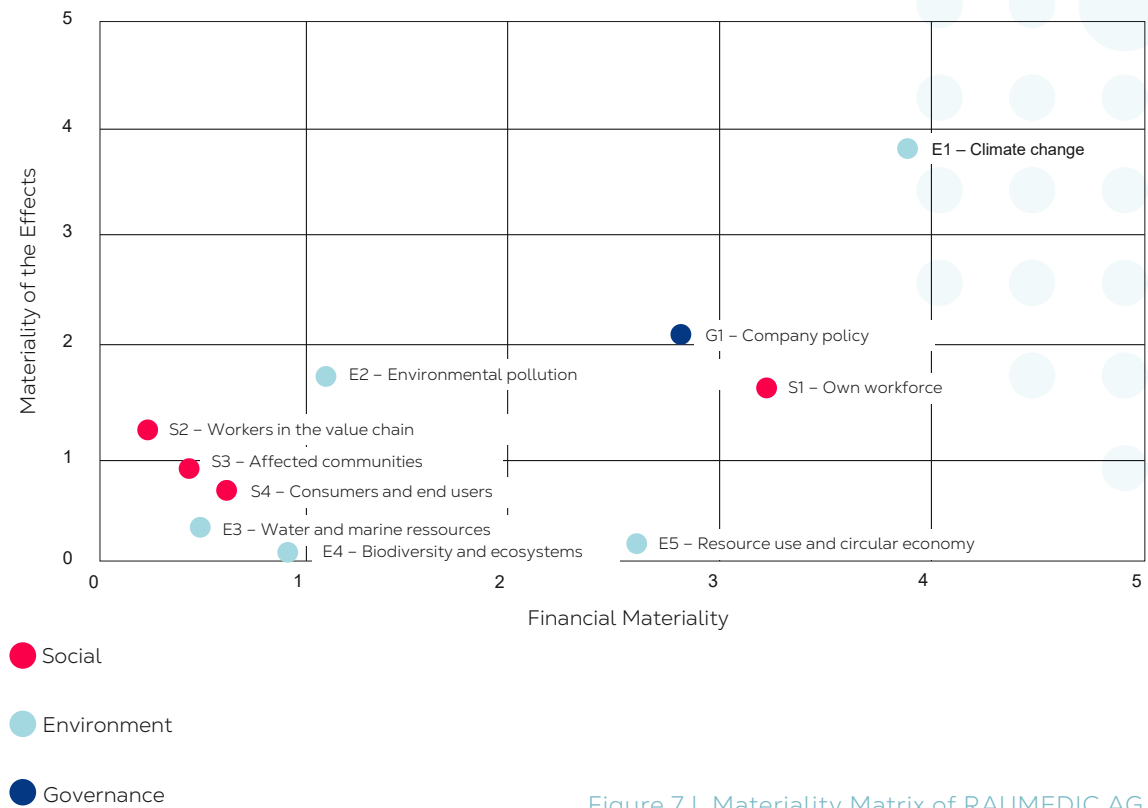


Figure 7 | Materiality Matrix of RAUMEDIC AG

ESRS-Topic	Material Impacts	Financial Impacts	Focus Areas
E1 Climate Change	✓	✓	Climate Action: Climate Change and Energy Efficiency
E2 Enviromental Pollution	✓	✓	Climate Action: Climate Change and Energy Efficiency
E3 Water and Marine Resources	✗	✗	
E4 Biodiversity and Ecosystems	✗	✗	
E5 Resource Use and Circular Economy	✓	✗	Resource Efficiency
S1 Own Workforce	✓	✗	Workforce Motivation
S2 Workers in the Value Chain	✗	✓	Sustainable Supply Chain

ESRS-Topic	Material Impacts		Financial Impacts	Focus Areas
S3 Affected Communities	✗		✗	
S4 Consumers and End Users	✗		✗	
G1 Corporate Governance	✓		✓	Sustainable Corporate Management
	✓	material	✗	not material

Table 2

Economic Responsibility

(GRI 200)

Economic Performance: Management of Material Topics

Since REHAU Verwaltungszentrale AG, headquartered in Muri, Switzerland, is the sole shareholder of RAUMEDIC AG, the annual financial statements are included in its consolidated financial statements for the smallest consolidation group, and these in turn are included in the largest consolidation group of WAGNER GENERATIONS AG, also headquartered in Muri, Switzerland. The consolidated financial statements do not have to be disclosed under Swiss corporate law.

Revenues of RAUMEDIC AG

In 2024, RAUMEDIC AG generated revenues of EUR 184.2 million (previous year: EUR 187.2 million). The asset, financial and earnings position as well as financial performance indicators are included in the annual financial statements for the fiscal year from 01/01/2024 to 12/31/2024. These are publicly accessible in the Unternehmensregister, the central platform for official announcements and legally relevant corporate information of the Federal Ministry of Justice ([unternehmensregister.de](https://www.unternehmensregister.de)).



8.1, 8.2 Economic Value



9.1, 9.4, 9.5 Economic Value

UN GC PRINCIPLES 9

Financial Consequences of Climate Change: Framework Conditions

2021, Europe has seen a sharp increase in energy prices. This is partly due to the fact that, following the economic recovery after the COVID-19 crisis, global demand for energy—and especially for gas—has risen. The Russian invasion of Ukraine, the subsequent global procurement of natural gas, and the loss of the Nord Stream 1 and 2 pipelines have led to a significant price increase on the energy market. These prices fell in 2023 for the first time since the beginning of the Ukraine crisis and remained stable in 2024.

Furthermore, in 2024 the European CO₂ price maintained its high level from the previous year. The reason for this price level is the increased demand for certificates, which is linked to the European Union's climate targets for 2030. As part of the energy transition, the EU aims to reduce its dependence on fossil fuels and thereby decrease its overall energy dependency. These measures require time and investment, which continues to influence energy prices.

Future Energy Policy at RAUMEDIC

RAUMEDIC sources the energy required for its German production sites in the form of natural gas and electricity. The share of renewable energies in our electricity mix increased from around 30% to approximately 42% in 2024. RAUMEDIC views the long-term rise in energy prices—even if not directly attributable to climate change—as an opportunity to rely more heavily on CO₂-neutral energy from renewable sources and to reduce dependence on the energy market. The high energy price level continued to affect both production energy costs and raw material prices in 2024, as it did in the previous year.

Expenses for Pension Benefits

The social security contributions and expenses for pension benefits and employee support at RAUMEDIC can be found in the income statement of the annual financial statements. Information on the company pension scheme is summarized on p. 14 under "Remuneration Policy."



13.1 Risk and Opportunities due to Climate Change

Financial Support from the Public Authorities

During the initial period in 2021, RAUMEDIC AG received a grant notification of EUR 4.33 million from the Bavarian State Ministry for Economic Affairs, Regional Development and Energy for the construction of the new silicone facility at the Helmbrechts site, as part of a GRW funding project aimed at strengthening regional economic structures. The disbursement of the grant funds was split into EUR 1.57 million in 2023 and EUR 2.76 million in 2024.

RAUMEDIC AG has not received any further monetary support from public authorities, neither tax reliefs and/or tax credits, nor subsidies, investment grants, research and development grants, awards, license exemptions, financial support from export credit agencies, or any other financial incentives or benefits. There is no government participation in RAUMEDIC AG.

Attractiveness as an Employer

The high qualifications and commitment of its employees are extremely important factors for RAUMEDIC AG in terms of sustainable value creation (see p. 47, "Creating Sustainable Value"). In addition to job content and leadership, the remuneration model also contributes to the company's reputation as an attractive employer.

Since RAUMEDIC's permanent employees receive remuneration that exceeds the statutory minimum wage in Germany, we do not disclose the starting salary broken down by gender in comparison to the local minimum wage at our German locations.

RAUMEDIC is an important employer in the Upper Franconia region of Bavaria, as reflected in the large number of employees living in the district of Hof and directly adjacent districts.

Indirect Economic Impacts: Investments

RAUMEDIC continuously invests in its technical equipment and machinery as well as in research and development in order to sustainably expand and strengthen the company's market position. This has a positive effect on business relationships with customers and suppliers, secures jobs, and supports municipal tax revenues

At the headquarters in Helmbrechts, an energy center is being built to generate heat using wood chips instead of natural gas.



1.2 Earnings, Wages and Benefits



5.1 Gender Equality



8.5 Employment and Workforce

All key aspects of sustainable construction are being taken into account, such as land use and building energy efficiency. This also applies to the combustion system itself.

With these investment measures, RAUMEDIC lives up to the principle of "Creating Sustainable Value": using natural resources as sparingly as possible, helping to shape the Upper Franconia region by creating qualified jobs, and enabling innovative, high-quality medical products to contribute to improving the lives of many people worldwide.

Supply Chain

RAUMEDIC aims to ensure that its payment terms and procurement practices are fair, transparent, and partnership-oriented. RAUMEDIC has agreed on standardized payment conditions with its suppliers, which—like the Supplier Code of Conduct and our fundamental statement—are publicly accessible on the company website. In individual cases, separate agreements are made if required or reasonable for both parties.

Every transport kilometer saved for production materials on their way to our sites is valuable. It reduces the energy required for transport as well as the associated costs.

The majority of the goods, raw materials, and energy sources procured by RAUMEDIC originate within Germany. The percentage of goods sourced from within Germany amounts to approximately 88%.

Anti-Corruption

A compliance management system tailored to the risk profile, nature, and size of RAUMEDIC AG ensures that all employees—and especially supervisors—fulfil their responsibility to ensure legal compliance within their respective areas.

The RAUMEDIC anti-corruption policy specifies the principles contained in the company's Code of Conduct (see p. 15) regarding interactions with business partners and decision-makers. Like the Code of Conduct, the anti-corruption policy applies without exception to all employees of the company at every hierarchical level across the group. Compliance with the anti-corruption policy is strictly monitored at all RAUMEDIC Group sites (see p. 25).



5.4 Infrastructure Investment



9.1 Infrastructure Investment
9.4 Expenditure and Investment

UN GC PRINCIPLES 9



11.2 Infrastructure Investment



8.2, 8.3, 8.5 Indirect Economic Impact
8.3 Local Procurement

UN GC PRINCIPLES 3 4 5 6 10

Violations of the rules set out therein may result in disciplinary measures up to and including termination. A corruption risk exists, for example, in offering, promising, or granting undue economic, legal, or personal advantages.

Indirect corruption through the involvement of intermediaries or by directing benefits to third parties instead of the relevant contact person is likewise prohibited. If intermediaries are engaged for the purpose of obtaining or executing a contract, the person responsible for the specific transaction must, in the interest of minimizing corruption risks,

- conduct an appropriate, documented review of the intermediary ("due diligence"),
- inform them about the RAUMEDIC anti-corruption principles, and
- obtain a contractual commitment from the intermediary to comply with these principles.

Communication and Training on Anti-Corruption Policies and Procedures

All employees, as well as all members of the Supervisory Board and the Executive Board, receive regular training on anti-corruption and the anti-corruption policy. No corruption incidents became known at RAUMEDIC AG during the review period.

Anti-Competitive Conduct

RAUMEDIC is committed to fair and undistorted competition and rejects any form of anti-competitive behavior. The coordination—even tacit—of

- competitive conditions such as prices, discounts, sales and payment terms, or technical performance characteristics;
- conduct relating to distribution channels, sales territories, allocation of market shares, and target customers

is not permitted.



RAUMEDIC employees are therefore not allowed to exchange relevant information with competitors. In this way, RAUMEDIC protects its own know-how and respects the trade secrets and intellectual property rights of third parties. In cases of doubt, employees can contact the Legal and Compliance department. During the review period, there were no legal disputes concerning anti-competitive behavior under antitrust or monopoly law, nor were any pending or new legal proceedings concluded.

Taxes: Management of Material Topics

RAUMEDIC AG is headquartered in Münchberg, Germany, is registered in the commercial register at the Hof Local Court, and, as a large corporation within the meaning of § 267 HGB, is subject to trade tax. The legal representatives of the company are responsible for ensuring the lawful payment of taxes; the Supervisory Board is responsible for monitoring the company's financial reporting process for the preparation of the management report and the annual financial statements, which must include information on income and earnings taxes (see the income statement for the period 01/01/2024 to 12/31/2024 in the annual financial statements of RAUMEDIC AG). The annual financial statements also include the auditor's report issued by an independent auditor.



10.4 Fiscal Policies



17.1, 17.3 Domestic Capacity for tax

Environmental Protection

(GRI 300)

Climate Change: Climate Management

Climate change represents a central challenge, as our business activities have both direct and indirect impacts on the CO₂ emissions of our value chain. Our business model aims to minimize these impacts by implementing energy-efficient processes and increasing the use of renewable energy. Our energy management system in accordance with ISO 50001 plays a key role in this. The strategic approach includes measures to reduce emissions and to adapt to climatic changes in order to ensure long-term sustainability.

Based on the targets of the Science Based Targets initiative (SBTi) and the results of our internal risk analysis, we are currently developing a holistic concept that will enable us to systematically reduce emissions while adapting our business model and our sites to the impacts of climate change. The concept, including relevant parts of the value chain as well as the ISO 50001 and ISO 14001 standards for energy and environmental management systems, is intended to comprehensively integrate RAUMEDIC AG.

Materials Used: Management of Material Topics

During the Sustainable Review period, RAUMEDIC used only primary raw materials for its products. Secondary raw materials were therefore not used for products or packaging.

Recycling medical products after use is difficult due to hygiene requirements. To still contribute to the circular economy within our scope, post-industrial production waste is largely handed over to external recycling service providers, enabling reuse in non-medical applications.

At the Helmbrechts site, preparations for ISCC+ certification began in 2022 and were successfully completed in 2023. In 2024, the certification was extended to our Feuchtwangen plant. By using ISCC+ certified raw materials, we aim to offer our customers a lower-emission alternative in the future without compromising on quality.



8.4 **Material Efficiency**



12.2 **Material Efficiency**
12.5 **Materials Recycling**

UN GC PRINCIPLES 7 8 9

To support this, we introduced the customer-neutral product example "Green Product" in 2023 and the "Green Syringe" in 2024. By combining sustainable materials, adjustments in the logistics concept, and energy savings, CO₂ emissions were reduced by 46% and 71%, respectively.

Materials Used by Weight or Volume

In 2024, the company processed only plastics and silicones. The raw materials used for this purpose originate from non-renewable sources. No materials from renewable resources or recycled content were used in order to meet the high product requirements for medical devices.

Recycled Input Materials

Although we do not use secondary raw materials for our products, we place great importance on keeping materials in circulation as much as possible.

In 2023, the recycling rate at the German sites was approximately 64.46%. In 2024, it increased to around 74.87%. Our internal waste data and the recovery methods specified by the waste disposal company in accordance with § 3 GewAbfV serve as the basis for this calculation.

Reused Products and Packaging Materials

The production of new products from used medical materials is not possible under current hygiene regulations. This also applies to RAUMEDIC's products and packaging.



12.5 **Material Recycling**
12.5 **Extended Producer Responsibility**

UN GC PRINCIPLES 7 8 9

Energy: Management of Material Topics

Due to the energy-intensive cleanroom production, RAUMEDIC has a high demand for electricity and gas (see “Financial consequences of climate change,” p. 23). We are aware that this consumption also leads to emissions (see “Emissions,” p. 35), which contribute to global warming.

For this reason, consistently reducing energy consumption in relation to product output is an essential pillar of RAUMEDIC’s internal energy management, with the aim of reducing the environmental impact of its manufacturing processes.

All German production sites operate an energy monitoring system certified according to DIN EN ISO 50001 and have dedicated energy and environmental managers. Since 2014, this has enabled us to optimize consumption and save resources and CO₂ emissions.

Because we aim to continuously improve our environmental activities, all German sites have also been certified according to DIN EN ISO 14001 for environmental management since 2022.

Energy Consumption Within the Organization

The energy required for our production and administrative sites during the period covered by this Sustainable Review was purchased in the form of electricity and natural gas. In the purchased electricity mix, the share of renewable energy is approximately 65%. Compared to the previous year, this share was increased by 23% through the use of Power Purchase Agreements (PPAs). The proportion of renewable energy in total energy consumption is around 42.7%. No additional energy sources are procured externally, nor is energy sold to third parties. The data basis consists of the annual statements from energy suppliers and the internal certified energy monitoring system.

Figure 8 below shows RAUMEDIC’s total energy consumption in Germany for the Sustainable Review period and for the year 2022.

7

AFFORDABLE AND CLEAN ENERGY

7.2, 7.3

Energy Consumption

8

DECENT WORK AND ECONOMIC GROWTH

12

RESPONSIBLE CONSUMPTION AND PRODUCTION

13

CLIMATE ACTION

8.4, 12.2, 13.1

Energy Efficiency

UN GC PRINCIPLES

789

Energy Consumption Outside the Organization

Total Energy Consumption

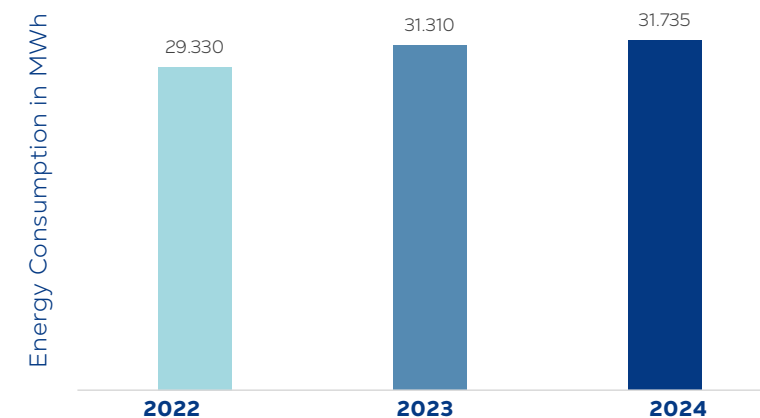


Figure 8

RAUMEDIC records no energy consumption outside the organization at its German sites. Information regarding our Scope 3 emissions in accordance with the Greenhouse Gas Protocol (GHGP) can be found on p. 35 under “Emissions.”

Energy Intensity

RAUMEDIC’s energy-intensity ratio in Germany is 5.806 €/kWh. It is calculated by dividing the revenue generated (in euros) by the total energy consumption in kilowatt-hours (electricity and gas).

Reduction of Energy Consumption

Through RAUMEDIC’s energy monitoring, a total of approximately 8.70 million kWh of energy has been saved in past years. This corresponds to the annual consumption of roughly 3,309 four-person households in Germany.

During the 2024 Sustainable Review period, construction began on an in-house photovoltaic system for electricity generation and a biomass heating plant using wood chips instead of natural gas for heat generation. The internal energy-monitoring software enabled the evaluation of these savings.

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

Water and Wastewater: Management of Material Topics

RAUMEDIC's water consumption has been monitored since the introduction of the energy-monitoring system. It is reported annually in the company's environmental report. The wastewater generated is regularly checked and tested for microbial contamination. Our goal is to keep water consumption stable despite increasing revenues and to decouple it from growth. Reducing consumption in relation to rising productivity is an important step toward creating sustainable value within our value chain.

Water as a Shared Resource

At our sites, water is used for sanitary facilities and production systems. No contaminated or hazardous wastewater is generated in these processes. The water used is discharged into the public sewage system, and no additional treatment is required.

Figure 9 shows the water consumption of RAUMEDIC AG's German sites in 2024 as well as the development in previous years, broken down into wastewater, losses, and total consumption.

Surface water is discharged into the environment without added pollution. We distinguish between open and closed circuits in our process-water systems. Water in open circuits is renewed quarterly and tested weekly for microbial contamination. The limit value applied is 100 CFU (colony-forming units; a method for quantifying viable microorganisms). The resulting load is therefore comparable to typical domestic wastewater.

Water Consumption

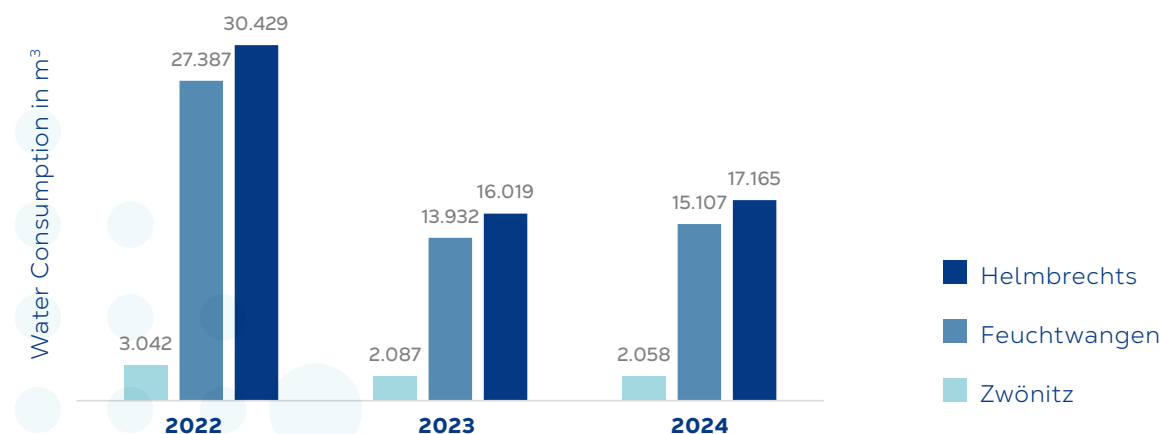


Figure 9



6.3 Recycle and Reuse
6.4 Water Withdrawal



12.4 Water Management

UN GC PRINCIPLES 7 8 9



6.3 Recycle and Reuse
6.4 Water Withdrawal



15.1 Impact on Biodiversity and Ecosystems

UN GC PRINCIPLES 7 8 9

The water in the closed circuits does not come into direct contact with any process (e.g., machine cooling) and therefore does not become contaminated. The resulting wastewater is discharged into the municipal drainage system, which then feeds into the respective wastewater association. RAUMEDIC complies with the wastewater regulations of each municipality.

Dealing with the Impacts of Water Discharge

For our sites, the regulations on wastewater discharge of the respective wastewater association apply, as defined in statutes approved by the relevant district authority. These statutes specify that wastewater is treated in sewage treatment plants using mechanical, biological, and chemical treatment stages. In accordance with these statutes, no additional wastewater treatment measures are required. In 2024, a total of 15,107 m³ of wastewater resulting from the company's activities in Germany was treated and returned by third parties

Water Withdrawal

During the 2024 Sustainable Review period, RAUMEDIC consumed a total of 17,165 m³ of water. This corresponds to the annual consumption of around 89 four-person households in Germany. The water was sourced exclusively from third parties (the public water supply network); no water storage is used. There are no available data on water stress at the sites. Likewise, there are no data on the breakdown of water consumption by water quality (freshwater and other).

Biodiversity: Management of Material Topics

Only the Helmbrechts site has outdoor areas that are company-owned and is located in a rural environment. We are aware that our buildings represent an intervention in the local flora and fauna. However, local biodiversity is not permanently harmed, as any lasting negative impact would directly contradict our sustainability efforts and our guiding principle of “Creating Sustainable Value.”

Owned, leased, and managed operational sites located in or near protected areas or areas with high biodiversity value outside protected areas

In 2024, as in previous years, RAUMEDIC AG maintained a specially created flowering meadow or wildlife plot of approximately 8,000 m² at its Helmbrechts site (roughly the size of a German Bundesliga football field).

The entire production site is about thirteen times larger, covering an area of approximately 104,880 m², which includes office and production buildings.

None of RAUMEDIC AG’s German sites are located within officially designated protected areas. At the Helmbrechts site, the nearest water protection area is located about two kilometers away.

Significant Impacts of Activities, Products, and Services on Biodiversity

Due to the construction work at the Helmbrechts site that has been ongoing since 2022, the established wildlife plot has been partially affected. However, the flowering meadow and the nearby water protection area are not at risk of permanent damage.

No substances that could pollute the environment or require special disposal are released at any of RAUMEDIC’s German sites. RAUMEDIC AG does not import animals, nor are animals part of its value chain. Furthermore, no interventions in ecological processes at the site were carried out during the review period, and no species were destroyed or controlled.



6.3 **Recycle and Reuse**
6.4 **Water Withdrawal**



14.2, 15.1, 15.5
Impact on Biodiversity and Habitat

UN GC PRINCIPLES 7 8 9

A flowering meadow that is not mowed has created a habitat for animals on the Helmbrechts company premises. This area was permanently available to insects and birds during the review period.

Protected or Restored Habitats

This meadow is protected by RAUMEDIC and is not part of the company’s business activities. No protection or assessment by an external organization took place during the review period.

Species on the IUCN Red List and national lists of protected species whose habitats are located in areas affected by business activities

No data on wildlife or wildlife populations are collected. This also applies to species listed on the IUCN Red List or on national lists of protected species.

Emissions: Management of Material Topics

Reducing greenhouse gas emissions generated in RAUMEDIC’s upstream value chain and at all administrative and production sites through the use of fossil energy sources is a high priority. In our first sustainability report in 2021, we reported on our direct (Scope 1) and indirect (Scope 2) emissions at our headquarters in Helmbrechts. In the following year, in light of the dramatic consequences of climate change, we chose not to take the easy route and, for the first time in 2022, additionally reported our emissions across the entire value chain (Scope 3) at all German sites. We intend to continue this approach in our Sustainable Review 2024.

At the Helmbrechts site, we are working toward self-sufficiency in renewable energy through the construction of a photovoltaic system and a biomass heating plant. The goal is to generate climate-neutral energy on site with the highest possible degree of self-supply.

An overarching goal is to decouple CO₂ emissions, as well as water consumption, from economic growth wherever possible. Reducing our CO₂ emissions to zero within a short period of time would only be achievable through participation in third-party offset projects, which is intended solely for emissions that cannot be avoided by other means.



3.9 **Air Quality**



12.4 **GHG Emissions**

UN GC PRINCIPLES 7 8 9

It has not yet been decided whether this will become part of a comprehensive climate strategy at RAUMEDIC. The primary focus of the “Creating Sustainable Value” strategy is on generating climate-neutral energy in-house.

The climate accounting follows the internationally recognized guidelines for corporate greenhouse gas inventories: the Corporate Accounting and Reporting Standard of the Greenhouse Gas Protocol (GHG Protocol). All RAUMEDIC AG sites are included, and the base year is 2022.

Figure 10 below shows all emissions of RAUMEDIC AG at the Helmbrechts, Feuchtwangen, and Zwönitz sites, broken down into Scope 1 (direct), Scope 2 (indirect), and Scope 3 (indirect; upstream and/or downstream) in accordance with the GHG Protocol.

THG Emissions

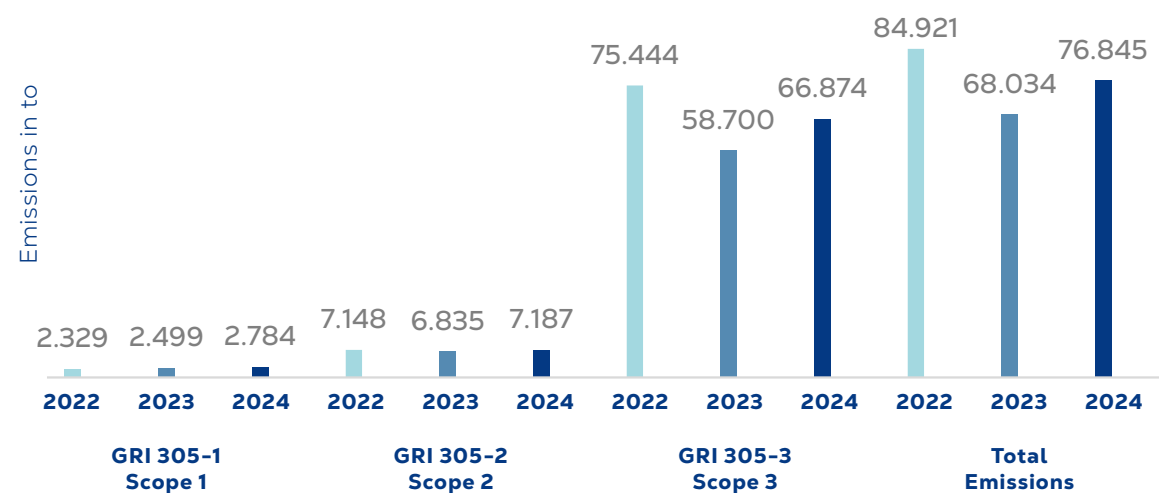


Figure 10

Direct GHG Emissions (Scope 1)

Across all German sites, approximately 2,784 tonnes of CO₂ were directly emitted in 2024. These emissions were generated primarily through the use of natural gas. No biogenic CO₂ emissions were produced.



13.1
GHG Emissions



14.3, 15.2
GHG Emissions
Air Pollution

UN GC PRINCIPLES 7 8 9

Indirect Energy-Related GHG Emissions (Scope 2)

A total of approximately 7,187 tonnes of CO₂ was released as indirect emissions through the purchase of electricity. The sum of RAUMEDIC's direct and indirect CO₂ emissions amounted to approximately 9,971 tonnes; this corresponds roughly to the average annual amount of CO₂ caused by about 968 people in Germany. 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 3)

In the year 2024, approximately 66,874 tonnes of CO₂ were emitted indirectly; upstream and/or downstream by RAUMEDIC. This corresponds roughly to the average annual amount of CO₂ caused by about 6,493 people in Germany. For the calculation of our emissions along the value chain, we partially collect the data ourselves or use external databases that are certified according to GHG.

Intensity of GHG Emissions

During the period of the Sustainable Review 2024, the intensity ratio of RAUMEDIC AG amounted to 0.4 kg CO₂e per euro of revenue. This ratio results from the total annual emissions (Scope 1, Scope 2 and Scope 3) in relation to the annual revenue of RAUMEDIC AG.

Reduction of GHG Emissions

We will continue to measure the CO₂ footprint of our business activities on an ongoing basis, reduce it as far as possible, and have also begun, for the period of the Sustainable Review 2024, to raise awareness for the recording of our emissions outside Germany, so that we can set ambitious reduction targets based on the year 2022 and fulfil our climate responsibility.

These efforts are part of our climate strategy, which is being developed on the basis of the Science Based Targets Initiative (SBTi). “Creating Sustainable Value” means, in terms of emission reduction, for us to operate in a verifiably sustainable and value-creating manner.



13.1
GHG Intensity
GHG Reduction/
Renewable Energy Target



14.3, 15.2
GHG Emissions, Air Pollution

UN GC PRINCIPLES 7 8 9

Therefore, the development of our own energy generation from renewable sources as far as possible at our sites has priority over participation in third-party CO₂ offset projects.

Emissions of Ozone-Depleting Substances (ODS)

RAUMEDIC does not use any materials that deplete ozone to a relevant extent. 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), Sulfur Oxides (SOx) and Other Significant air Emissions

At our sites, no emissions of sulfur oxides (SOx) were measured in 2024, as this is not required under the current legal provisions of the Ordinance for the Implementation of the Federal Im-mission Control Act (BImSchV). In connection with the construction of our wood-chip heating plant and an exhaust air purification system at the Helmbrechts site, there was an ongoing BImSchV permit during the review period, focusing on the fuels used (untreated wood chips) as well as the emissions of nitrogen oxides (NOx), carbon monoxide (CO) and dust.

Waste: Management of the Material Topics

We are aware that plastic waste which cannot be recycled is thermally recovered and therefore no longer available to material cycles. For this reason, we are working to enable the recycling of our waste as far as possible. In addition, we dispose of all potentially hazardous substances properly and ensure, when planning workplaces and industrial facilities, that we avoid using substances that are potentially difficult to dispose of or replace them with more environmen-tally friendly ones.

We consider the entire life cycle of our products and all possibilities to develop them toward a circular economy. We are bound by various disposal regulations for contaminated waste from the medical sector.



6 CLEAN WATER AND SANITATION

6.3 Recycle and Reuse, Waste and Wastewater

6.6 Spills



3 GOOD HEALTH AND WELL-BEING

3.9 Air Quality Waste



12 RESPONSIBLE CONSUMPTION AND PRODUCTION

12.4, 12.5 GHG Emissions Waste Management



14 LIFE BELOW WATER

14.3 GHG Emissions, Air Pollution

UN GC PRINCIPLES 789

Our post-industrial production waste is returned to the material cycle by third parties. In addition, we have our own so-called “LEAN Management”, which serves, in the sense of continuous improvement, to optimally avoid production waste.

Waste Generation and Significant Waste-Related Impacts

No contaminated or hazardous waste was generated in production. Potentially hazardous sub-stances (paints, lubricants, etc.) were disposed of or recycled by an external waste disposal company. Currently, no waste in the upstream or downstream value chain is considered. No explicit data on this is available; such data is also not typically collected in the industry.

Management of Significant Waste-Related Impacts

The “LEAN Management” described above serves waste reduction and uses so-called “waste cards” in production to monitor and comply with our own standards. The greatest importance is placed on the recycling of our waste in order to drive the transformation of our material flows toward a circular economy. No investigations in this regard were carried out along the value chain during the reporting year. The recycling and disposal companies commissioned by us must present the certificate for a certified waste management company. Compliance with legal requirements by the waste management companies working for RAUMEDIC is ensured every two years through an external audit.

Generated Waste and Waste not Sent for Disposal

Figure 11 shows all relevant waste generated by RAUMEDIC at the German sites. This waste is produced in the course of production, for example through scrap (“water and wastewater”, see p. 32). There is no internal reuse or recycling of waste within production. For further informa-tion on waste not sent for disposal, see p. 40.



15 LIFE ON LAND

15.1 Spills

UN GC PRINCIPLES 789

Generated Waste

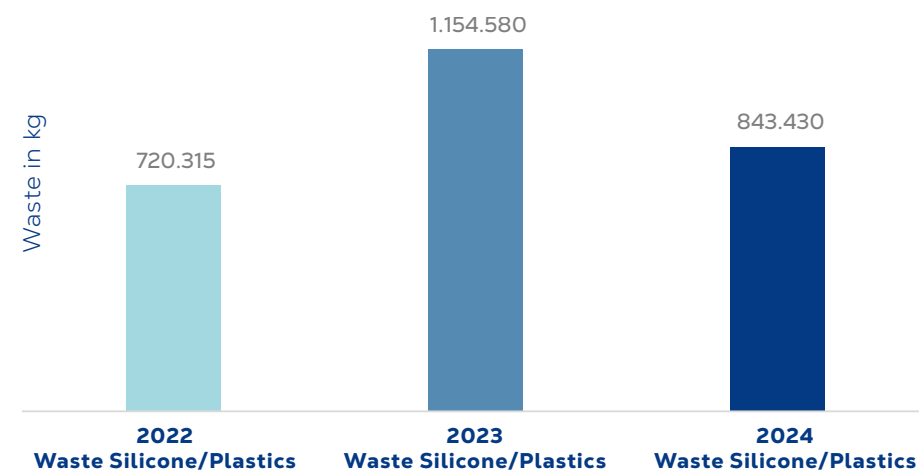


Figure 11

Waste for Disposal

The following figure 12 shows the quantities of all types of waste that were sent for disposal in 2023; divided into mixed plastics and hazardous waste.

Waste for Disposal

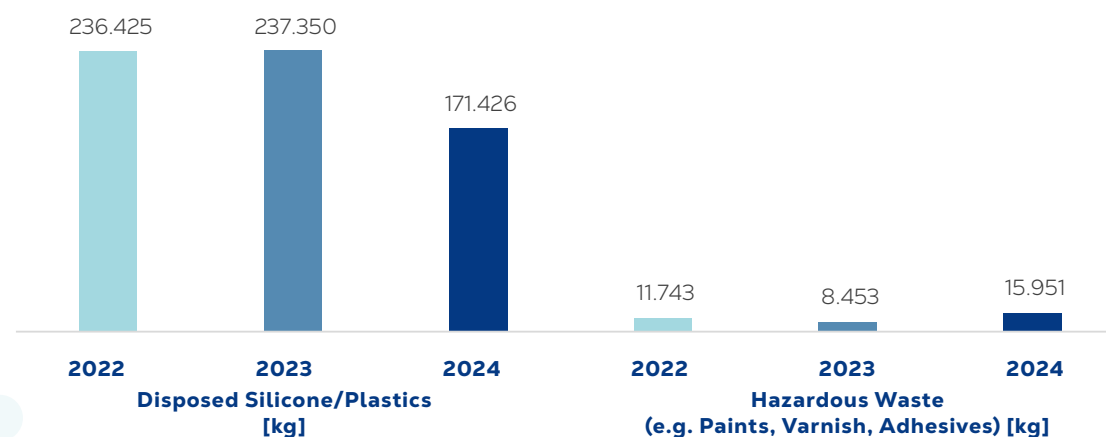


Figure 12

Review of Suppliers According to Environmental Criteria: Management of the Material Topics

In 2022, RAUMEDIC published its Supplier Code of Conduct for the first time. This describes the minimum standards and expectations regarding environmental protection, social performance and ethical conduct for our suppliers. All suppliers must agree to this in order to enter into a business relationship with RAUMEDIC. Even before its publication, our suppliers assured in our purchasing conditions that human rights are respected, child labour is prohibited,

conflict-free raw materials are used and environmental standards in manufacturing are complied with. Our Supplier Code of Conduct is freely available on our website. See: [Our purchasing conditions – RAUMEDIC](#).

To comply with the requirements of the German Supply Chain Due Diligence Act (LkSG), which applies to RAUMEDIC as of 01/01/2024, RAUMEDIC fulfils the due diligence obligations required therein.

Social Responsibility (GRI 400)

Employment: Management of the Material Topics

Only with highly trained and committed employees can RAUMEDIC fulfil its vision of being the best and most professional company in its industry worldwide, as well as its mission of ecological and social sustainable value creation under the guiding principle “Creating Sustainable Value”.

All employees of RAUMEDIC AG are part of the positive social multiplier effect, as they contribute to the health of many people around the world. Due to continuous growth, new jobs were also created during the period covered by this Sustainable Review.

Since data collection for sustainability reporting at group level—which will form the basis for our future Sustainable Review—is still being developed and must additionally meet the requirements of the upcoming EU reporting regulations, no final quantitative information about our employees can currently be provided.



3.2 Insurance



8.5 Employment and Workforce, Remuneration and Benefit, Parental Leave, Training and Education
8.6 Employment Condition



10.3 Ensure Equal Opportunity



5.1 Gender Equality, Non-Discrimination, Parental Leave, Equal Remuneration and Benefits

UN GC PRINCIPLES (3)(4)(5)(6)

Company Benefits

All employees of RAUMEDIC AG with fixed-term or permanent contracts have access to:

- 30 days of vacation and, where applicable, discretionary leave in administrative departments
- Company bonus payments and vacation allowance
- Canteen
- Employer-funded disability/pension insurance
- Working time account
- Company bike leasing
- Laptop and mobile phone leasing
- Employee discounts
- Company activities (e.g., summer party, anniversaries)
- Flexible working hours, where applicable telework and home-office arrangements, as well as
- Medical care including psychological emergency services

Since the company is a non-listed stock corporation, employee share ownership is not possible.

Parental Leave

If employees take parental leave, the employment relationship naturally continues.

Employee–Employer Relationship:
Management of the Material Topics

RAUMEDIC places great importance on employees who are well informed and involved in company activities. This leads to greater satisfaction and motivation and thus enables the daily implementation of the company's vision and mission.

Instruments that RAUMEDIC uses for communicating operational changes include regular information events, employee information via notices, videos or information monitors in production.

In line with the "open-door principle", all employees can at any time approach their respective supervisors, contacts in the HR department, the Executive Board and–within the framework of consultation days–the Supervisory Board for personal discussions and to share ideas and suggestions. All contact persons are aware of their special role and are happy to fulfil it.

Occupational Safety and Health:
Management of the Material Topics

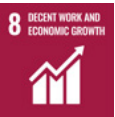
The management of health and safety for our employees, as well as environmental protection (English: Health, Safety, Environment; hereinafter referred to as HSE), is a material topic within our sustainability management. Our guiding principle is: "Safety First!". The procedural instructions of the comprehensive HSE management system must be followed without exception by all employees, including external contractors, with the aim of ensuring that neither they nor others are put at risk. As a result, 100 percent of all employees and staff, as well as 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 Labor Relations/Management
- 8.8 Occupational Health and Safety

Occupational Safety and Health Protection: Management of the Material Topics

The management of the areas of health and safety of our employees as well as environmental protection (English: Health, Safety, Environment; hereinafter referred to as HSE) is a material topic of our sustainability management. The principle "Safety First!" applies. 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 endangering neither themselves nor others. Thus, 100 percent of all employees and staff as well as all workplaces are covered by this system.

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

During the review period, RAUMEDIC employed three HSE managers who are responsible for all German sites (Helmbrechts, Zwönitz, Feuchtwangen, see p. 43). In each work area at every site, an annual safety inspection is carried out by the responsible HSE manager. In addition, RAUMEDIC's HSE managers are required to undergo continuous further training. All employees receive annual safety instruction. The responsibilities of the HSE managers also include adapting procedural instructions of the HSE management system whenever improvements can be achieved.

If a workplace accident nevertheless occurs, it is discussed in the quarterly meeting of the Occupational Safety Committee (ASAS). The committee defines corrective and preventive measures to avoid future accidents. The ASAS is a joint employee-employer committee. It includes plant management and the specialist departments HR, HSE, PS, logistics, as well as the safety officers of other areas.

Information on known hazards is provided in the workplace-specific risk assessment; if "near misses" occur, an improvement proposal is created. Furthermore, every employee can submit a proposal to improve a hazardous situation at any time. In addition, it is possible to report hazards via the Compliance Communication System "CoCoS", for example if an employee wishes to remain anonymous.

Occupational Medical Services

Within the framework of the Occupational Health Care Ordinance (ArbMedVV), RAUMEDIC as an employer is obliged to provide its employees with appropriate occupational medical care. The aim of occupational medical care is to identify work-related strains and to detect and prevent work-related illnesses, including occupational diseases, at an early stage. Occupational medical care is also intended to contribute to maintaining employees' ability to work and to further developing workplace health protection.

Fitness-for-work examinations are carried out before hiring or during ongoing employment. The legal basis includes, among others, Section 7 of the Occupational Health and Safety Act (ArbSchG). This obliges the employer to ensure that neither employees nor third parties are put at risk by the tasks assigned to them.

Some employees may be offered additional occupational medical examinations or consultations for other reasons, for example for night workers under Section 6 of the Working Hours Act (ArbZG) or as part of the company integration management process after a prolonged illness.

In the company, the occupational physicians are responsible for fitness-for-work and preventive examinations. All occupational medical services are subject to strict confidentiality. No health-related information may be passed on to the employer or third parties without the employee's consent.

In 2024, there were once again no work-related illnesses at RAUMEDIC that resulted in a fatality.

Promotion of Employee Health

RAUMEDIC continuously carries out workplace inspections that contribute to ergonomic improvements. The compatibility of family and work is also important for many employees. Therefore, flexible working hours have been introduced for administrative staff.

RAUMEDIC offers its employees coverage of the entry fee for participation in various sports events, as well as discounted rates for fitness studios and rehabilitation centers in the surrounding area, or leasing of e-bikes, the so-called "Job Rad".

During the regularly held RAUMEDIC Health Days, various health-promoting activities are presented.

Prevention and Mitigation of Impacts on Occupational Safety and Health Directly Associated with Business Relationships

Based on the workplace-specific risk assessment (see p. 44), RAUMEDIC provides its employees with individually suitable personal protective equipment (PPE). When handling any type of chemicals, the use of appropriate protective gloves is mandatory, as is the requirement to wear safety goggles when handling hazardous substances. Wearing the prescribed PPE is compulsory. Defective PPE must be replaced. The requirements for PPE are an integral part of the HSE management system.

Work-Related Injuries

In the year 2024, a total of 1,504,635 working hours were recorded across all German sites. During this period, most work-related injuries were cuts and impact injuries. Work-related hazards that pose a risk of injuries with serious consequences are identified through the annual safety inspection and subsequently eliminated (see above, "Hazard identification"). No employees or workplaces are excluded from this process.

Figure 13 shows all work-related injuries at our German sites in absolute numbers.

Work-Related Injuries

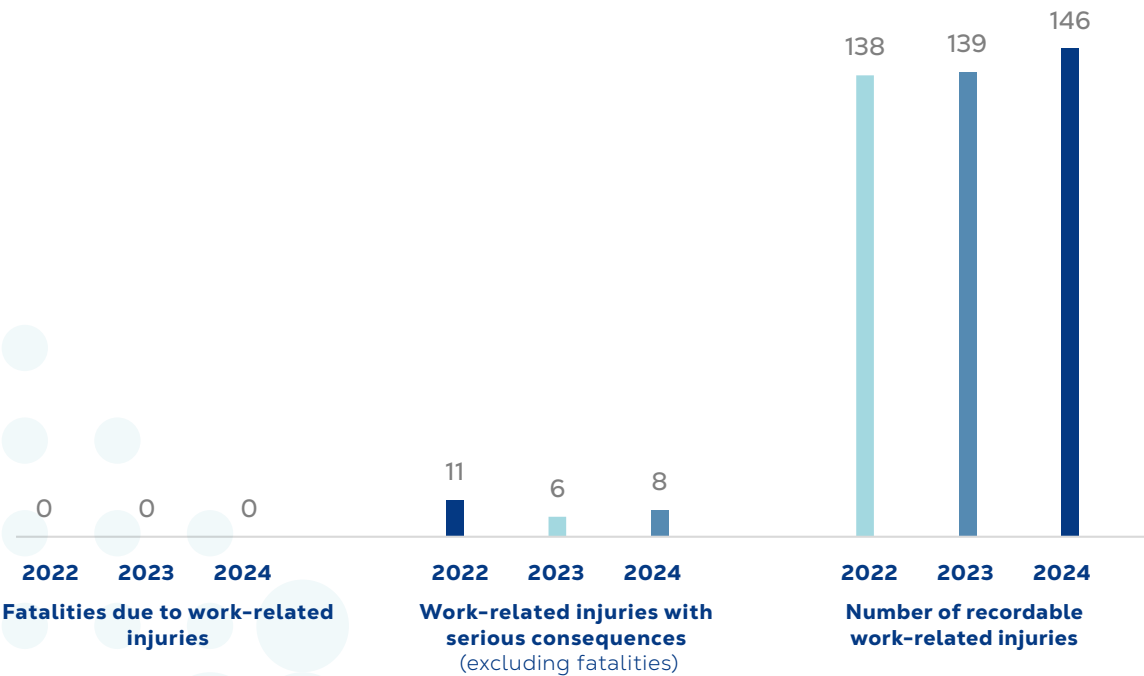


Figure 13

Training and Education: Management of the Material Topics

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

Average Number of Training and Education Hours per Year and per Employee

RAUMEDIC places a particular focus on in-house vocational training and aims to hire young talents into permanent employment after they complete their apprenticeship. The trainees rotate through all training-relevant departments as well as additional areas. This gives them a very broad insight into all departments and processes already during their training period. In addition, RAUMEDIC cooperates closely with schools and external partners. The apprenticeship professions include, among others, electronics technician for industrial engineering, IT specialist for system integration/IT systems management assistant, industrial mechanic, technical product designer, or process mechanic for plastics and rubber technology (molded parts/semi-finished products).

The dual study program at RAUMEDIC is characterized by the combination of a traditional apprenticeship and a parallel bachelor's degree program lasting 4.5 years. As a rule, the degree programs are carried out in cooperation with Hof University of Applied Sciences. The apprenticeship period is shortened to 2.5 years. During lecture-free periods, the student works in their assigned department at RAUMEDIC. Both the practical semester and the bachelor's thesis are completed at RAUMEDIC.

To expand knowledge and skills, RAUMEDIC offers specific additional, partly mandatory training opportunities during the apprenticeship and the degree program, such as stays at domestic and international sites, obtaining the trainer qualification, or participating in customer and supplier meetings. The key figure for determining the average number of training and education hours is currently under discussion.

4.3, 4.4, 4.5
Employee Training and Education

8.2 **Training and Education**
8.5 **Employment and Workforce, Remuneration and Benefit, Parental Leave, Training and Education**

5.1 **Gender Equality**

10.3 **Ensure Equal Opportunity**

Programs to Improve Employee Competencies and to Support Transitions

RAUMEDIC offers every employee personal, future-oriented and diverse development opportunities. Employees can approach their respective supervisors at any time with requests for further development. On the recommendation of the supervisor, who initiates the personnel development process, a potential assessment, course selection and further steps are then carried out in coordination with the HR development department. The company supports its employees both in their professional qualification and in their development towards becoming supervisors with technical or disciplinary leadership responsibilities.

RAUMEDIC uses a document management system (DMS) as its training system, which includes an employee qualification management module (MQM). This is used to check and transparently document the qualification level of individual employees.

Programs that support the transition into retirement are currently not available.

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

All employees receive a regular assessment of their performance and their development opportunities. However, for the period covered by this Sustainable Review, it was not yet possible to further differentiate this number by gender and type of employment.

RAUMEDIC has established a specific personnel development concept for both the industrial sector and its administrative employees.

In the industrial sector, the essential pillars of personnel development are the performance principle, targeted further qualification while ensuring the requirements of the respective workplace, and differentiated remuneration.

In addition, all employees can take advantage of personalized professional development opportunities.

The internal training of agile coaches at RAUMEDIC enables employees to gain experience in agile projects or apply agile methods.

Diversity and Equal Opportunity: Management of the Material Topics

Information on diversity in governing bodies and among employees of RAUMEDIC AG can be found under “General employee information”, p. 11. RAUMEDIC AG remunerates all its employees exclusively based on performance. There is no preferential treatment or discrimination in remuneration based on gender.

Likewise, no incidents of discrimination became known in 2024.

At RAUMEDIC AG's German sites, the right to freedom of association and collective bargaining is not violated. According to the company regulations, however, holding external meetings of any kind, posting notices or distributing written materials requires written permission.

To comply with all due diligence obligations under the German Supply Chain Due Diligence Act (LkSG), RAUMEDIC has implemented a comprehensive risk management system. Its implementation and use ensure compliance with all legal requirements. This also applies to issues such as child labor or situations in which young employees could be exposed to hazardous work, as well as forced or compulsory labor in our supply chains. In 2024, as in the previous year, RAUMEDIC became aware of no violations in its supply chains.

The deployment of security personnel and the violation of the rights of indigenous peoples play no role at our German sites. Information on the involvement of local communities and related impact assessments can be found on p. 24, “Indirect economic impacts”.



- 5.1 **Non-Discrimination**
- 5.2 **Eliminate all Forms of Violence Against Women and Girls**
- 5.5 **Women in Leadership, Gender Equality**



- 8.5 **Remuneration and Benefit**
- 8.7 **Children and Young Worker Protection, Abolition of Child Labor, Elimination of Forced Labor**
- 8.8 **Labor Practices in the Supply Chain, Freedom of Association and Collective Bargaining**



- 10.3 **Ensure Equal Opportunity**



- 16.1 **Workplace Violence and Harassment**
- 16.2 **Abolition of Child Labor**

Political Influence: Management of the Material Topics

Information on RAUMEDIC AG's membership in associations can be found on p. 16. RAUMEDIC made no political party donations during the 2024 Sustainable Review period and does not exert any other form of party-political influence.

Customer Health and Safety, Marketing and Labeling, Protection of Customer Data: Management of the Material Topics

For RAUMEDIC as a manufacturer of medical technology products, customer health and safety as well as legally compliant labeling and the continuous improvement of its products are Material Topics.

On p. 9, "Business activities", it is described in detail how the company meets the highest requirements through its certified quality management standards. In 2024, no violations related to the impacts of products and services on health and safety became known. No fines were incurred either.

One hundred percent of our products receive batch numbers, which ensure traceability. An integral part of our purchasing conditions is that we use only conflict-free raw materials. Our packaging complies with labeling requirements for packaging and disposal in accordance with the applicable local laws in the respective sales countries.

Our instructions for use describe the safe handling of our products as well as their proper disposal. At RAUMEDIC, there were no violations of legal regulations or additional voluntary commitments during the 2024 Sustainable Review period. Likewise, no violations regarding our product marketing or product communication were identified. Thus, there are no changes compared to previously published sustainability reports.

There were also no complaints from supervisory authorities, no data theft, and no loss of customer data in 2024.



- 16.3 **Compliance with Laws and Regulations**
- 16.5 **Anti-Corruption**
- 16.10 **Protection of Privacy**

UN GC PRINCIPLES

10



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

About This Sustainable Review

With the present Sustainable Review 2024, RAUMEDIC is reporting on its sustainability performance for the fourth time, thereby replacing the previous format of published sustainability reports.

For the third time, our communication covers all German production sites; in addition, the base year 2022 was retained for the key figures. In the Sustainable Review, we present our stakeholders with a transparent and comprehensive overview of our performance in the economic, environmental and social dimensions of corporate sustainability. Furthermore, the Sustainable Review serves as a progress report on the implementation of the Global Compact goals at RAUMEDIC. Within the Sustainable Review, we reference our activities in relation to the various goals and sub-goals of the United Nations Sustainable Development Goals (SDGs). The SDGs also serve as guidance for our future activities and objectives.

In 2015, the United Nations adopted an extensive social and environmental reform program. The aim is to take decisive steps toward sustainable development within 15 years. The 2030 Agenda contains 17 Sustainable Development Goals (SDGs), which include a total of 169 sub-goals.

The information in this Sustainable Review again refers to all our German sites (Helmbrechts, Feuchtwangen and Zwönitz). In future reviews, we intend to expand the consolidation scope to include additional sites. The Sustainable Review of RAUMEDIC AG will be published annually in the future.

Sustainability Goals

At present, we have not published any sustainability goals due to the still-pending European legislation. In the future, we intend to report on our sustainability goals and the progress achieved as part of our Sustainable Review. In doing so, we will take into account the requirements of the EU, our environmental management system according to ISO 14001, our energy management system according to ISO 50001, the Global Compact, and the Science Based Targets.

Glossary

Term	Explanatory Notes
CO₂	Carbon dioxide is a chemical compound made up of carbon and oxygen. The gas is a greenhouse gas that is produced when carbon-based energy sources such as petroleum, coal, and natural gas are burned, and it has been proven to contribute to climate change.
CoCoS	Electronic Whistleblowing System (Compliance Communication System)
Code of Conduct	A code of conduct is a collection of behaviors that can or should be applied in a wide variety of environments and contexts, depending on the specific situation. Similar concepts can be found in an honor code or a moral code.
Due Diligence	Due diligence reviews analyze the strengths and weaknesses of the target as well as the associated risks and therefore play an important role in determining its value. The buyer and seller agree on the timeframe and scope of the due diligence review, and payment of a fee may be stipulated if the transaction does not go through. Due diligence reviews typically involve consulting external advisors (such as tax advisors, management consultants, auditors, etc.).
Global Compact	Global Compact, also known as the United Nations Global Compact, is the English name for a worldwide pact (German: Globaler Pakt der Vereinten Nationen) concluded between companies and the United Nations to make globalization more socially and environmentally sustainable.
Greenhouse Gas Protocol	The GHG Protocol (Greenhouse Gas Protocol) is a private transnational set of standards for accounting and reporting greenhouse gas emissions for companies and, increasingly, for the public sector.
Catheter	Catheters are tubes of various diameters made of plastic, rubber, silicone, metal, or glass, which can be used to probe, empty, fill, or flush hollow organs such as the bladder, stomach, intestines, blood vessels, as well as the ear and the heart.
Quality	Quality is the term used to describe a perceptible state of systems and their characteristics, defined over a specific period of time on the basis of certain properties of the system in that state.
UN	The United Nations Organization, also known as the UN, is an inter-governmental association of 193 states and, as a global international organization, is a fully recognized subject of international law.

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Impacts, Risk & Opportunity Management	S3-1	Strategy in relation to affected communities	1-2, 6 Stakeholder		Not material		GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs
	S3-2	Procedures for engaging affected communities regarding impacts	1-2, 6	Stakeholder Key Indicators	Not material	20	GRI 2, Section 5: Stakeholder Engagement	2-29 Approach to stakeholder engagement
	S3-3	Procedures for remediating negative impacts and channels through which affected communities can raise concerns	1-2, 6	Corporate Culture	Not material	15	GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs
	S3-4	Taking action regarding material impacts on affected communities and approaches to managing material risks and seizing material opportunities related to affected communities, as well as the effectiveness of these actions	1-2, 6		Not material		GRI 413: Local Communities 2016	413-2 Operations with significant actual or potential negative impacts on local communities
Metrics & Targets	S3-5	Targets related to addressing material negative impacts, enhancing positive impacts, and managing material risks and opportunities	1-2, 6		Not material		GRI 2, Section 3: Governance	2-9 Governance structure and composition 2-12 Role of the highest governance body in overseeing the management of impacts

ESRS	ESRS		UNGC	References	ESRS Compliance	Page	GRI-Standard	Disclosure
ESRS G1: Corporate Policy								
General Disclosures	ESRS 2 GOV-1	The role of the administrative, management, and supervisory bodies	10	Company Corporate structure and business activities Corporate Governance	Requirements partially covered	12	GRI 2, Section 3: Governance	2-9 Governance structure and composition 2-12 The role of the highest governing body in overseeing the management of the impacts
	ESRS 2 IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	10	Materiality Analysis Risk Management	Requirements partially covered	17-18	GRI 3, Material Topics 2022	3-3 Management of Material Topics
Impacts, Risk & Opportunity Management	G1-1	Strategy regarding corporate policy and corporate culture	1-10	Corporate Strategy Corporate Culture	Requirements partially covered		GRI 2, Section 3: Governance	2-9 Governance structure and composition
	G1-2	Management of supplier relationships	10	Supply Chain	Requirements partially covered	25	GRI 2, Section 5: Engagement of stakeholders	2-29 Approach to stakeholder engagement
	G1-3	Prevention and detection of corruption and bribery	10	Compliance and integrity Key figures	Requirements partially covered	25-26	GRI 2015: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption 205-2 Communication and training about anti-corruption policies and procedures
	G1-4	Confirmation of corruption or bribery cases	10	Compliance and integrity Key figures	Requirements partially covered	25-26	GRI 2015: Confirmed incidents of corruption and actions taken	205-3 Confirmed incidents of corruption and actions taken
	G1-5	Political influence and lobbying activities	10		Not applicable		GRI 415: Public Policy 2016	415-1 Political contributions
	G1-6	Payment practices	10	Payment practices	Information not disclosed		GRI 2, Section 3: Governance	2-19 Remuneration policies 2-20 Process to determine remuneration

Key Figures

ESRS	KPI	2022 RAUMEDIC AG	2023 RAUMEDIC AG	2024 RAUMEDIC AG
ESRS 2: General Disclosures				
SBM 1	Total revenue (absolute) (€)	173.309.000	187.239.000	184.257.000
SBM-2	EcoVadis (Rating)	/	Silver	Bronze
ESRS E1: Climate Change				
E1-2	Share of sites certified to ISO 50001 (%)	100	100	100
E1-5	Share of sites certified to ISO 14001 (%)	100	100	100
	Share of sites certified to ISCC PLUS (%)	0	33	66
	Share of electricity consumed originating from renewable energy sources (%)	35	30	65
E1-6	Total consumption of electricity and gas (MWh)	29.330	31.310	31.735
	Market-based THG Scope 1 (t CO ₂ e)	2.329	2.499	2784
	Market-based THG Scope 2 (t CO ₂ e)	7.148	6.835	7.187
E1-6	Market-based THG Scope 1+2 (t CO ₂ e)	9.477	9.334	9971
	Market-based Scope-3-Emissions total (tCO ₂ e)	75.389	58.700	66.875
	Cat. 1 (t CO ₂ e)	43.517	30.500	28.069

ESRS	KPI	2022 RAUMEDIC AG	2023 RAUMEDIC AG	2024 RAUMEDIC AG
	Cat. 2 (t CO ₂ e)	6.714	4.106	2.736
	Cat. 3 (t CO ₂ e)	325	262	7.643
	Cat. 4 (t CO ₂ e)	1.560	966	1.546
	Cat. 5 (t CO ₂ e)	856	816	660
	Cat. 6 (t CO ₂ e)	206	190	15
	Cat. 7 (t CO ₂ e)	1.710	1.489	1.871
	Cat. 8 (t CO ₂ e)	799	719	282
	Cat. 9 (t CO ₂ e)	35	36	1.168
	Cat. 10 (t CO ₂ e)	1.821	1.821	2.024
	Cat. 11(t CO ₂ e)	515	212	597
	Cat. 12 (t CO ₂ e)	17.328	17.329	20.084
	Cat. 13 (t CO ₂ e)	0	0	0
	Cat. 14 (t CO ₂ e)	0	0	0
	Cat. 15 (t CO ₂ e)	0	0	181

ESRS	KPI	2022 RAUMEDIC AG	2023 RAUMEDIC AG	2024 RAUMEDIC AG
ESRS E2: Environmental Pollution				
E2-2	Share of sites certified to ISO 14001 (%)	100	100	100
ESRS E3: Water and Marine Resources				
E3-4	Absolute water consumption (m³)	30.429	16.019	17.165
ESRS E5: Resource Use and Circular Economy				
E5-5				
	Non-hazardous waste (t)	1.064,4	1.186,6	1.092,5
	of which recovered (t)	603,6	752,8	828,7
	thereof disposed (t)	460,8	433,8	263,8
	Hazardous waste (t)	11,74	8,45	14,42
	thereof recovered (t)	0	0	0
	thereof disposed (t)	11.74	8.45	14.42
	Non-hazardous waste + hazardous waste (t)	1.316,8	1.195,8	1.106,81
ESRS S1: Own Workforce				
S1-6				
	Total number of employees (Europe)	1.064	1.076	1.021
	thereof permanent	1.005	1.017	1.008

ESRS	KPI	2022 RAUMEDIC AG	2023 RAUMEDIC AG	2024 RAUMEDIC AG
	Permanent employees, thereof women	364	358	397
	Permanent employees – of which men	641	659	611
	Number of fixed-term employees	59	59	13
	Fixed-term employees – of which women	56	54	6
	Fixed-term employees – of which men	3	5	7
	Management positions in total	/	/	72
	Management positions – of which women	/	/	18
	Management positions – of which men	/	/	54
	Women in management positions (%)	/	/	25
	Women on the executive board (%)	0	0	0
	Women on the supervisory board (%)	25	25	25
S1-8	Cases of violations or endangerment of free-dom of association or collective bargaining (cases)	0	0	0
	Employees covered by the HSE management system (%)	100	100	100
	Rate of recordable work-related injuries (number/1,000,000 hours)			5,32
S1-17	Reports of human rights violations (cases) (violations of the prohibition of forced and child labour, as well as cases of discrimination based on origin, skin colour or gender)	0	0	0

ESRS	KPI	2022	2023	2024
RAUMEDIC AG				
ESRS S3: Affected Communities				
S3-2	Donations (€)	6.954	14.264	5.906
	Sponsoring (€)	19.720	9.965	12.770
ESRS G1: Corporate Policy				
G1-3	Share of corruption-related issues in identified compliance risks (%)			
	Employees who completed compliance training (REF = refresher course, BAS = basic course) (%)	100	100	100
	... in the area of Compliance & Code of Conduct (%)	100	100	100
	"Refresher course on antitrust law (%)	100	100	100
	... anti-corruption (%)	100	100	100
	... in the area of cybersecurity (%)	100	100	100
G1-4	Confirmed cases of corruption (cases)	0	0	0

