



CODE OF SUSTAINABILITY OF WASSENBURG MEDICAL

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Code of Sustainability of Wassenburg Medical

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PREAMBLE

Medical technology is indispensable for people's health care. In the production and distribution of medical devices, the livelihoods of all people must be kept in mind and human rights must be fully respected and ensured.

The aspect of sustainability is of great importance for the healthcare industry and medical technology. This Code of Sustainability of Wassenburg Medical considers the essential legal regulations that are associated with it in social, ecological, and economic terms, as well as the necessary corporate organizational structures ("Governance"). It is intended to give our company an orientation in sustainability topics and at the same time to clarify Wassenburg Medical's understanding of sustainability to business partners.

In the context of social sustainability, we state that we have a significant influence – directly or indirectly – on the living conditions of our employees, the employees of our suppliers as well as our service providers and customers. We strive to identify the influences of our business conduct on these groups of people and to avoid or, where not possible, at least limit negative effects.

Ecological sustainability means that, as far as possible, we only use natural resources and resources to the extent that they are actually needed when carrying out our economic activities. Furthermore, we strive to conserve natural resources, for example in the use and manufacture of products, the service life of your products and the (re-)recycling of materials, provided that this does not have a negative impact on the unrestricted functionality and availability of medical devices for patients.

Economic sustainability means that the economic activity and objectives of our company consider other criteria, such as environmental and social aspects, in addition to the principle of making a profit.

When structuring our Governance, we consider the fact that it can contribute to safeguarding environmental and social aspects and that it has the necessary control measures to be taken by the responsible corporate bodies.

In implementing this Sustainability Code, we are guided in particular by the following three basic principles:

- In accordance with the principle of equality, we are committed to granting undifferentiated access to medical devices and related health services that is not based on origin, social status or comparable characteristics for which we are not responsible, such as disabilities or other physical limitations. On the other hand, this principle also applies in the context of working conditions, so that comparable situations cannot be treated differently without good reason. In particular, remuneration should not differentiate according to gender.
- As part of our new product development process, we have added environmental sustainability as one of the aspects for review and consideration requiring our engineering teams to assess related consequences.
- In accordance with the precautionary principle, we take preventive measures to avoid or minimize the negative environmental and social impacts of our economic activities.

PART I: SCOPE AND PRINCIPLES

§ 1 Scope of application

(1) This Sustainability Code obliges Wassenburg Medical globally.

(2) Insofar as individual sustainability-related requirements are not legally binding for our company, for example because we do not exceed a certain size threshold, we nevertheless make reasonable efforts to achieve the underlying sustainability goals in each case.

§ 2 Selection of service providers

This Code applies to us within the scope of the statutory provisions even if we commission service providers to design or carry out the activities covered by this Code for us. We will carefully select and vet these service providers, provide them with reasonable information about their obligations under this Code, and seek to oblige them in writing to comply with them. They should take reasonable steps to ensure that other natural or legal persons with whom they work (e.g. joint venture partners, licensees) also comply with the minimum standards set out in the Code.

§ 3 Characteristics of sustainability

We are of the opinion that a long-term and comprehensive sustainability of our actions can only be achieved if we not only strive for economic aspects in the sense of mere profit maximization, but also include social and ecological aspects in our corporate decisions.

PART II: SOCIAL SUSTAINABILITY

§ 4 Compliance with occupational health and safety obligations

Compliance with the occupational health and safety obligations applicable at the place of employment, in particular to reduce the risk of accidents at the workplace and other work-related health risks, is essential for us as a manifestation of the precautionary principle. For this reason, we provide our employees with the necessary protective equipment and safe workplaces. We comply with applicable working time laws to protect our employees from physical and mental fatigue. Our company is committed to ensuring that our direct suppliers also comply with the applicable occupational health and safety obligations and address compliance with them appropriately along their own supply chain.

§ 5 Promoting Diversity and Inclusion

We are committed to providing an appreciative, inclusive and equal work environment that reflects the individual and collective diversity of our employees. In doing so, the needs of all employee groups within the company as well as the needs of customers and patients are taken into account as far as possible in business decisions and the development of new innovations.

§ 6 Freedom from Discrimination

In accordance with the principle of equality, we condemn any form of discrimination based on gender, ethnic origin, language, nationality, religious or political belief, physical or mental disability, age, marital status, sexual orientation, gender identity or any other characteristic protected by applicable law. Economic decisions are made free of any discrimination.

§ 7 Payment of an appropriate and equal wage

The payment of the minimum wage applicable at the respective place of employment is the basis of every employment relationship. Equal work should be paid equally for all genders, in accordance with the applicable law and the principle of equality, if it is carried out under the same circumstances.

§ 8 Freedom of association

Our company recognizes freedom of association. This includes, in particular, the freedom of our employees to organize and participate in trade unions and the right to form works councils in accordance with applicable law.

§ 9 Prohibition of slavery, forced labour and child labour

Any form of slavery, child labour and forced labour is strictly prohibited. We take all necessary steps to eliminate all forms of slavery, child labor and forced labor in our own business areas. We are working to adequately and effectively address this ban in our supply chains.

PART III: ENVIRONMENTAL SUSTAINABILITY

§ 10 Conservation of resources

We continuously strive to make all our activities and business processes as resource-efficient as possible. We implement economically viable opportunities for improvement in an appropriate manner.

§ 11 Reduction of CO2 emissions

Our company is committed to the continuous reduction of CO2 emissions generated in our own production facilities, as well as the gradual transition to renewable energies.

§ 12 Waste Reduction and Recycling

We are constantly working to minimize the waste in our own operations and the environmental impact of our products.

§ 13 Prevention of environmental pollution

(1) Within the limits of applicable law, our company minimizes any form of environmental pollution, such as harmful soil changes, water and air pollution, or noise emissions, which impairs the natural basis for the preservation and production of food, denies people access to fresh drinking water or otherwise harms human and animal health.

(2) Within the framework of applicable law, we observe the complete life cycle in the design of our products and processes and strive to minimize the adverse impact of our products on the environment after use.

PART IV: ECONOMIC SUSTAINABILITY AND GOVERNANCE

§ 14 Responsible Corporate Governance and Strategy

1. In our business decisions, we take into account the basic idea of sustainability.
2. Our company develops a strategy for the effective implementation of the goals of this Sustainability Code within the company. This strategy includes, where appropriate, concrete measures to ensure that our corporate structure is in line with this Code.
3. In order to enable the effective and efficient implementation of the sustainability goals set out in this Code, we regularly review our internal corporate procedures and management processes.

§ 15 Sustainable and transparent supply chains

As a rule, the production of medical devices does not take place in one place. Rather, medical devices are often backed by a global supply chain. We are aware that long-term sustainable production and supply of medical devices can only be achieved if the entire supply chain is also sustainable. In particular, we communicate our sustainability-related expectations to our direct suppliers and take sustainability-related aspects into account when selecting direct suppliers.

PART V: FINAL PROVISION

§ 16 Regular analysis of progress

Compliance with this Sustainability Code and its effective implementation is a priority for our company. Therefore, we will regularly review the progress of the implementation of the Code.

§ 17 Entry into force

This Sustainability Code was adopted by Wassenburg Medical's ESG Committee and is effective as of July 1st, 2024