SUSTAINABILITY REPORT

Sustainability report

"In 2025, medmix advanced sustainability across all our segments, guided by our duty of care towards to users of our products, our customers, our employees and the planet. We strengthened responsible innovation, reduced our environmental footprint, expanded eco-designed solutions and upheld the highest standards of safety, quality and integrity across our global operations."

JASPER DEN OUDEN
CHIEF HUMAN RESOURCES AND SUSTAINABILITY OFFICER

The information contained in the sections of this Sustainability report constitutes the report on non-financial matters pursuant to Article 964b of the Swiss Code of Obligations, including the Swiss Federal Ordinance on Climate Disclosures and thus indirectly the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), the Ordinance on Due Diligence and Transparency in Relation to Minerals and Metals from Conflict-Affected Areas and Child Labour (DDTrO) and the Ordinance on Climate Disclosures (KIV).

The Board of Directors has approved the medmix Full-year report 2025 and Sustainability report issued on February 26, 2026, subject to approval at the Annual General Meeting on April 16, 2026.

Governance

Sound governance is fundamental to building trust and operating responsibly and successfully. It is a cornerstone of our ability to achieve our mission and secure long-term and sustainable value for our stakeholders.

medmix is subject to the laws of Switzerland, in particular Swiss corporate and stock exchange laws. The company also applies the Swiss Code of Best Practice for Corporate Governance.

The governance structure enables our strategy and supports our commitments. Our environmental, social and governance (ESG) and sustainability strategies and performance are discussed by the Executive Committee but also reviewed, and formally approved when required, by the Board of Directors. medmix takes a multilayered approach to ESG and sustainability, which ensures that ESG and sustainability considerations, including climate-related risks and opportunities, are integrated within all aspects of the business. Climate-related issues, risks and opportunities are part of our overall sustainability strategy, and they are identified and managed through the Enterprise Risk Management (ERM) process.

medmix has identified 14 non-financial material topics, including climate change, data protection, consumer safety, and business integrity. These topics address ESG risks and reinforce medmix' commitment to responsible and sustainable business practices. The risk and opportunity management of the 14 non-financial material topics is integrated into the annual Enterprise Risk Management (ERM) process.

medmix conducts an annual Enterprise Risk Management (ERM) process, led by the Chief Compliance Officer and involving dedicated risk champions and risk owners from across the segments and functions. This process takes a holistic view of risks and opportunities across the organization. Guided by ISO 31000 methodologies, the ERM process categorizes, prioritizes and assesses risks for 14 specific non-financial material topics based on their potential impact, including financial, legal, reputational and social dimensions. All risks and their ratings are tracked in a central risk registry. For more information on the Enterprise Risk Management process please consult the Risk management and compliance section.

For risks rated as moderate, significant or critical, a risk treatment strategy is developed. Strategies may include avoiding the risk, removing its source, mitigating its impact, transferring the risk or accepting it. Progress on risk treatment actions is monitored by the Chief Compliance Officer in collaboration with the risk owners and risk champions, with regular reviews to ensure effective implementation.

The Chief Compliance Officer provides regular updates on significant risks and developments to the Audit Committee. One Audit Committee meeting annually is dedicated to presenting the comprehensive results of the ERM process, which are subsequently also presented to the Board of Directors, ensuring strategic alignment and oversight.

ESG and sustainability, including climate change, are a regular standing agenda item for the Board of Directors. This ensures that progress is presented to the Board of Directors at least once a year, with a focus on the targets for the coming year(s). Written documentation is distributed to the members of the Board of Directors ahead of the meeting. The Board of Directors meets as often as required. The Board of Directors meets at least five times per year, and during this reporting period, the Board of Directors was consulted twice for its strategic guidance and its performance evaluation of medmix' sustainability and ESG initiatives.

Sustainability and ESG are represented at the Executive Committee through the ownership of the Chief HR and Sustainability Officer, supported by dedicated resources. A sustainability team led by the Global Sustainability Lead, reporting directly to the Chief HR and Sustainability Officer, coordinates all activities – including risk evaluation and management, strategy definition, oversight and management of the climate-related transition plan, target setting, project implementation and target evaluation – in direct collaboration with the respective members of the extended Executive Team heading the various businesses and functions. As a result, sustainability is directly integrated into the medmix strategy for product development and innovation (e.g., by increasing the focus on use of less raw materials, use of recycled materials, etc.), into the medmix procurement strategy (e.g., purchasing of low-carbon energy, minimum ESG and sustainability commitments from suppliers, etc.) and into medmix' own operational sustainability targets (e.g., energy consumption, zero waste to landfill, etc.). These fall under the responsibility of the Chief Operating Officer and are implemented locally by the site heads.

ESG metrics are built into our compensation framework, and we track performance indicators related to corruption; the environment, especially climate-related; social matters; employees; and human rights.

Full details of medmix' corporate governance can be found in the corresponding section of this report.

Strategy and business model

Our heritage is firmly rooted in the design, development and manufacturing of high-precision delivery devices for the healthcare, and consumer and industrial markets. Our core competences are in fluid handling and mixing, plastics injection molding and applicator technologies, alongside automation expertise. Based on these fundamental assets, we have expanded from Industry and Dental applications into Drug Delivery, Surgery and Beauty business units. In each of our units, we have identified profitable and resilient niche markets with strong customer relationships and long-term growth potential.

Further information regarding our company strategy and a description of how profit is generated can be found within the Letter to the shareholders.

Our long-term success depends on sustainable and profitable growth and a flourishing planet. As a company with a long tradition in the world of precision instruments, we want to continue to have a positive influence on our industry by reconciling economic, social and environmental aspects and promoting sustainable practices, illustrated by the following model with drivers and actions:
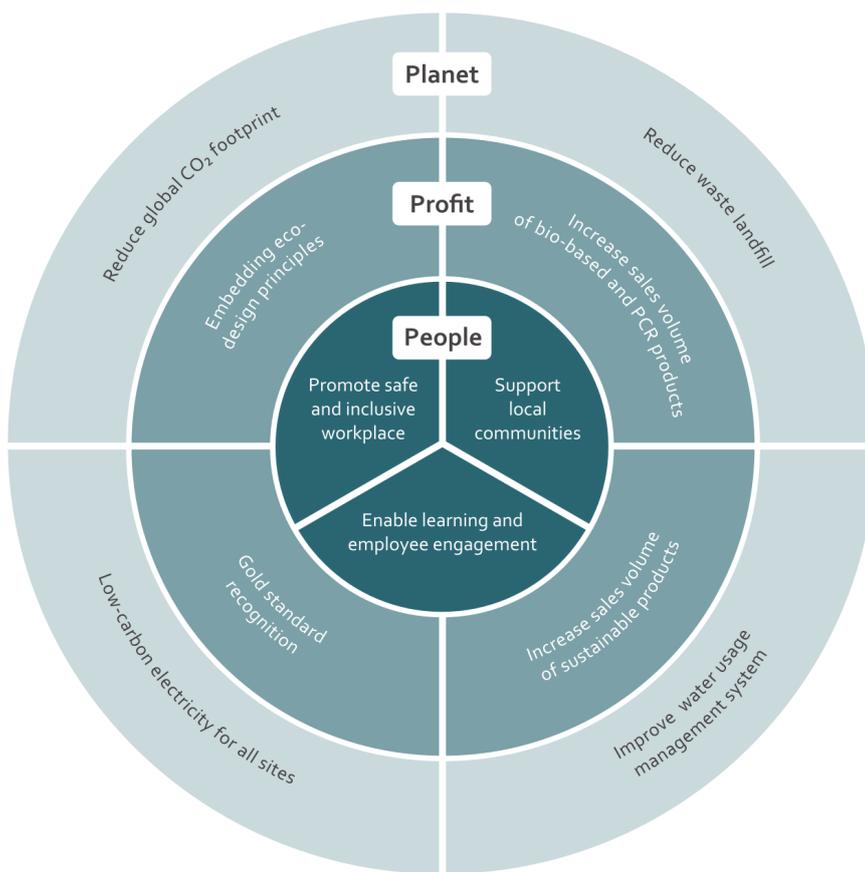
medmix recognizes the responsibility we have for the environment and society within the company, but also in the various communities in which we operate. Our goal is to further strengthen our sustainability efforts to minimize adverse impacts and maximize benefits, future-proof our growth and invest in building capabilities within our organization to adapt to the changing regulatory landscape and promote competitiveness and

innovation. Our strategy, which includes climate-related issues, risks and opportunities, long-standing commitments and ambitious targets, is reflected in a comprehensive and pragmatic framework:

People

As an aspiring employer of choice, we enable an inclusive workforce, develop impactful development opportunities, and support employee engagement through an open and empowering culture. We work to support our communities and our employees, whose safety is a key priority. We promote a safe and healthy work environment and are committed to eliminating hazards, reducing occupational health and safety risks for everyone present at our sites.

Planet

At medmix, we recognize the importance of taking a science-based approach to the reduction of our greenhouse gases to meet the goals of the Paris Agreement in limiting global warming to 1.5°C above pre-industrial levels. Climate-related issues, risks and opportunities are managed in the same way as other risks and opportunities at medmix, being included in the Enterprise Risk Management (ERM) framework and becoming an input into our financial planning process.

We have a responsibility to act in tackling climate change, reducing pollution and waste, and being a good water steward to ensure a sustainable future for our planet.

Our business strategy is resilient to climate-related risks across different scenarios and time horizons. In the short term, we are focusing on compliance with new regulations, enhancing operational efficiency and beginning the transition to lower-emission technologies. In the medium term, we will continue to invest in sustainable technologies, expand into new markets and enhance our product portfolio with eco-conscious solutions. Our long-term goals aim for significant reductions in greenhouse gas emissions, transitioning to renewable energy sources and improving resource efficiency.

Growing our business may result in increased absolute greenhouse gas (GHG) emissions. To address this, our sustainability strategy and transition plan allows for the organic growth of the company, which assumes the outlook stated in the Letter to the shareholders. This planning ensures we reach our key commitments.

Further climate-related details can be found under Climate Scenario Analysis in the "Approach and progress" section.

Profit

We recognize that our responsibilities are not limited to delivering strong financial results. We proactively direct our resources towards innovations that contribute to more sustainable solutions. medmix is committed to preventing corruption and has a zero-tolerance policy towards corrupt practices.

Strategic initiatives: Our efforts across the three pillars are supported by initiatives such as enhanced engagement with stakeholders and improved transparency in our sustainability reporting.

Our actions align with our strategic goals and enhance our preparedness for climate-related risks while positioning us to capitalize on emerging opportunities in the evolving market landscape.

Further details can be found under Key activities in the "Approach and progress" section.

People and culture

At medmix, our people are the foundation of our success. With nearly 2'600 colleagues across production, R&D, sales and service sites worldwide, we share a common mission: delivering innovative solutions that help millions live healthier and more confident lives. Our Swiss heritage and global footprint – spanning over 70 nationalities – shape a culture of inclusion, collaboration and continuous improvement.

Listening and acting

In 2025, we completed our global employee survey with a **70% participation rate**. The survey confirmed **sustainable engagement**, **inclusion** and **retention** as top strengths, while highlighting opportunities in communication and operational agility. By Q4, **134 initiatives had been launched,** focusing on transparency, leadership visibility and wellbeing improvements.

Diversity and inclusion

Diversity at medmix is a source of strength. Our teams represent over 70 nationalities, multiple generations, a strong gender balance and varied professional backgrounds. Inclusion ranked among the top three strengths in the survey, reinforcing our commitment to a respectful culture where employees feel heard.

We embed diversity into sustainability by promoting equal opportunities in hiring, leadership development and global mobility programs.

Investing in Learning and Leadership

Continuous development is central to our culture. In 2025, the **medmix Learning Lab** delivered monthly webinars on topics such as **Business Finance**, **Innovation**, **Cybersecurity**, **Quality Culture**, **Communication** and **Legal & Compliance**, attracting growing participation.

We also strengthened digital learning through **LinkedIn Learning,** reallocating 100 licenses and focusing on top skills: **AI**, **Excel** and **Project Management**.

Leadership development remained a priority, with targeted programs and succession planning ensuring readiness for future growth.

Celebrating our values

Our four core values – **Customer Focus**, **Trust & Teamwork**, **Sustainable Innovation** and **Quality & Accountability** – continue to guide how we work.

In 2025, the **Values Awards** recognized teams who exemplified these principles, with nominations open globally and winners celebrated locally through ceremonies and recognition programs.

Hiring for growth

We advanced hiring practices to attract diverse talent and strengthen leadership capabilities, focusing on global recruitment strategies and onboarding improvements to support our expanding footprint.

Connecting people, products and sustainability

Our culture is deeply linked to innovation and sustainability. In 2025, employees played a key role in delivering 15 new eco-conscious products, each achieving at least a **30% reduction in CO$_2$$_e$ emissions cradle-to-gate**. These launches reflect our commitment to **Sustainable Innovation**, supported by cross-functional collaboration and knowledge-sharing across sites.

medmix also features in TIME Magazine and Statista's **World's Best Companies in Sustainable Growth 2026** list – an achievement made possible by the engagement and dedication of our teams.

Looking ahead

As we close 2025, our focus remains clear: listening to our people, investing in their growth and connecting culture with innovation and sustainability.

By fostering engagement, learning, diversity and leadership excellence, we continue to build a workplace where every colleague feels empowered to thrive – and make a difference every day.

Approach and progress

Materiality assessment

The assessment identified and assessed the potential environmental, social, employee-related, human rights and combatting corruption topics that could affect the company's business performance. It was performed considering the reporting requirements of the Swiss Code of Obligations and the reporting standard of the Global Reporting Initiative (GRI).

During 2025, medmix reviewed the double materiality assessment (DMA) completed during the previous year, aligned with the Exposure Drafts of the simplified European Reporting Standards (ESRS), adding an additional financial perspective and further risks and opportunities from Enterprise Risk Management (ERM).
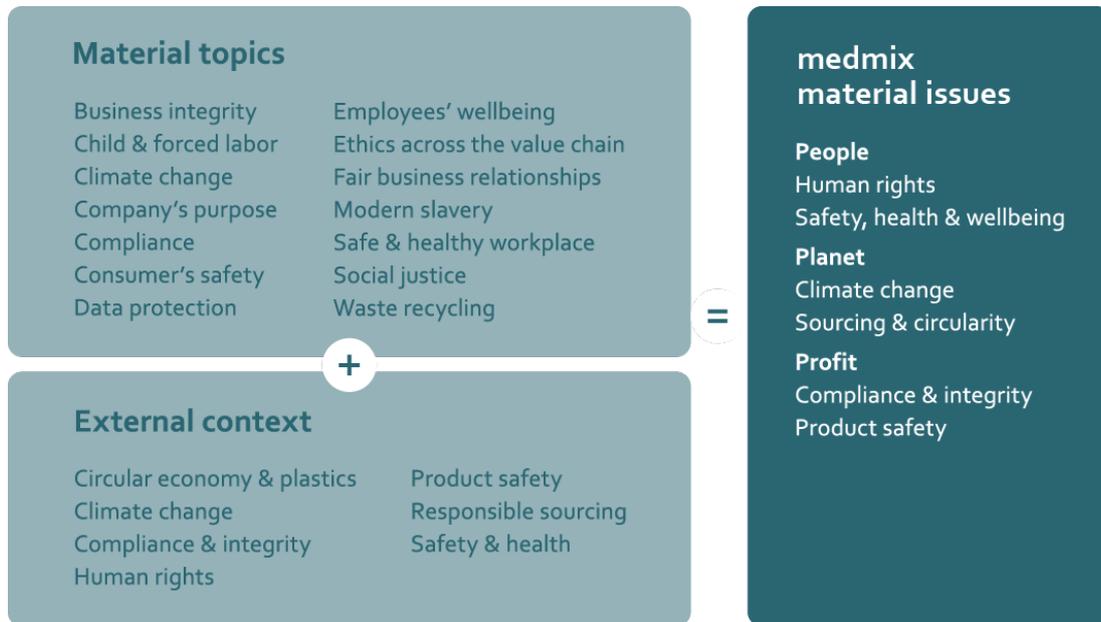
The following steps were taken during the initial assessment process:

Step	Method
1. Material topics selection	The set of 38 topics, covering impacts, risks and opportunities across our value chain, was created based on the historical list and on competitive analysis. In addition to the requirements of the Global Reporting Initiative (GRI), the Sustainable Development Goals (SDGs) were also considered.
2. Establish external context	The expectations of external stakeholders were determined by analyzing regulatory trends and legislative proposals, as well as the activities of competitors, media coverage and results from ratings organizations.
3. Stakeholder engagement	To analyze the importance and impact on medmix' business success, a questionnaire was sent to a representative group of medmix employees across the five business units and the different business functions.
4. Materiality assessment	The quantitative and qualitative input received from the above stakeholders was assessed and plotted on a matrix reflecting the topic's relevance to medmix and to people and the environment.
5. Apply financial materiality	The 14 topics assessed as being most relevant were then referenced with the risks and opportunities identified and managed through the Enterprise Risk Management process, with an additional financial materiality perspective being integrated. The resulting material topics were then grouped to form the medmix material issues, allowing simplification without losing the necessary details.
6. Review strategies	medmix' established priorities and actions were reviewed and updated where necessary.

The following materiality matrix shows the relevance of the material topics to medmix and to people and the environment:

medmix 2025 Materiality Matrix

As a result of the assessment and material topic grouping, medmix identified six material issues, which are aligned with the business strategies, priorities and actions:

Material topics

Business integrity	Employees' wellbeing
Child & forced labor	Ethics across the value chain
Climate change	Fair business relationships
Company's purpose	Modern slavery
Compliance	Safe & healthy workplace
Consumer's safety	Social justice
Data protection	Waste recycling

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External context

Circular economy & plastics	Product safety
Climate change	Responsible sourcing
Compliance & integrity	Safety & health
Human rights	

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medmix material issues

People
Human rights
Safety, health & wellbeing

Planet
Climate change
Sourcing & circularity

Profit
Compliance & integrity
Product safety

While water was not identified as a material topic, information regarding its related measures, activities and performance is included in this report in anticipation of interest from external parties.

Concepts

This section describes the key medmix regulations, being the concepts and policies, directives and strategies adopted with regards to the five non-financial matters (NFMs) defined in the Swiss Code of Obligations: environment, social, employment, human rights and combatting corruption, and their relationship to the medmix material issues:

Non-financial matter	medmix material issue	Key medmix regulation
Environment	• Climate change • Sourcing & circularity	• Applying and Reporting medmix' Sustainability Commitments • Business Partner Code of Conduct • Climate Scenario Analysis • Eco-design Principles • Procurement Directive • Sustainability Policy
Social	• Product safety	• Quality Focus
Employment	• Safety, health & wellbeing	• Applying and Reporting medmix' Sustainability Commitments • Code of Business Conduct • Business Partner Code of Conduct • Personal Data Protection • Sustainability Policy
Human rights	• Human rights	• Code of Business Conduct • Business Partner Code of Conduct • Due diligence in relation to child labor and minerals and metals
Combatting corruption	• Compliance & integrity	• Code of Business Conduct • Business Partner Code of Conduct • Due diligence in relation to child labor and minerals and metals • Information Security • Personal Data Protection • Procurement Directive

Where a document is publicly available, the link is included in the relevant section.

Applying and reporting medmix' sustainability commitments

To achieve medmix' stated objectives, both internal and external sustainability commitments have been established. Their aims are reducing environmental impacts; contributing to society; contributing to cost savings through improved efficiency and waste reduction; increasing attractiveness to customers and investors; enhancing reputation and brand value, thereby increasing customer loyalty; driving innovation and competitiveness through the development of new products and processes that are more responsible; and improving employee engagement by aligning with their values and helping attract and retain talent.

This guideline states the timeframe for compliance with the commitments, defining the thresholds of applicability of specific commitments, and providing guidance on any exceptions. It was developed to address the climate change, safety, health & wellbeing and sourcing & circularity material issues.

Code of Business Conduct

medmix is committed to preventing corruption and has a zero-tolerance policy towards corrupt practices.

The purpose of this code is to provide guidance for business behavior in critical areas relating to the business activities of medmix. The code does not cover every situation where compliance or ethical behavior may be required, but rather sets forth clear expectations and a spirit which are fundamental to the way we conduct our business.

We have established a system for monitoring and reporting corruption and for investigating and addressing corruption-related issues.

The medmix Code of Business Conduct was adopted to address the compliance & integrity, human rights and safety, health & wellbeing material issues.

Business Partner Code of Conduct

We have established a Business Partner Code of Conduct outlining our key ethical and compliance values, including integrity, respect for human rights and adherence to applicable laws and regulations. This code sets clear expectations for third parties with whom we conduct business, ensuring alignment with our standards. All business partners are requested to comply with these principles.

The Business Partner Code of Conduct was adopted to address the climate change, compliance & integrity, human rights, safety, health & wellbeing and sourcing & circularity material issues.

Climate Scenario Analysis

Due to the importance of understanding and preparing for climate-related risks, and in line with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations, we analyzed the physical and transitional climate-related risks across multiple future scenarios to enhance the resilience of our strategies and improve information disclosure.

Our climate scenario analysis assessed the potential impacts of these risks on our operations, financial performance and strategic goals, considering their short-term, medium-term and long-term impacts:

Time horizons	Start year	End year	Explanation for the choice of timeframe
Short-term (0–1 years)	2025	2026	To assess short-term impacts and immediate actions required to meet near-future regulatory and market demands.
Medium-term (2–7 years)	2025	2030	To evaluate medium-term strategies and investments needed to align with global climate goals and industry trends.
Long-term (8–30 years)	2025	2050	To understand long-term sustainability and resilience, ensuring alignment with net-zero targets and future-proofing medmix.

Our analysis identified several key climate-related risks:

| Risk category | Low scenario (1.5°C) | | High scenario (3°C) | | | |
	Impacts	Severity	Impacts	Severity	Timing of impact	Mitigation
Physical						
Supply chain disruptions	• Minor disruptions due to localized extreme weather events • Slight increase in supply volatility	Medium	• Severe disruptions due to frequent extreme weather events • High volatility in supply chains	High	Medium/ long-term	• Diversify suppliers • Develop local sourcing strategies • Implement robust supply chain risk management
Operational disruptions	• Limited impact on facilities • Occasional disruptions in some regions	Low	• Frequent disruptions to manufacturing facilities • Potential long-term closures in high-risk areas	High	Medium/ long-term	• Enhance business continuity plans • Invest in resilient infrastructure • Relocate high-risk facilities
Water scarcity	• Moderate water stress in some regions • Need for water efficiency measures	Medium	• Severe water shortages in multiple regions • Significant impact on production processes	High	Medium/ long-term	• Implement water-efficient technologies • Develop alternative production methods • Engage in water stewardship initiatives
Temperature changes	• Slight increase in cooling costs • Minor impact on worker productivity	Low	• Substantial increase in cooling costs • Significant decrease in worker productivity due to heat stress	Medium	Long-term	• Improve building insulation • Implement flexible working arrangements • Invest in heat-resistant equipment
Transition						
Regulatory risks	• Stringent carbon pricing mechanisms • Strict product sustainability standards	High	• Less stringent regulations • Focus on adaptation rather than mitigation	Medium	Short/ medium-term	• Monitor regulatory developments • Proactively adopt sustainable practices • Engage in policy discussions
Technology shifts	• Rapid adoption of low-carbon technologies • High investment needs for R&D	High	• Gradual adoption of adaptive technologies • Moderate investment in resilience measures	Medium	Short/ medium-term	• Increase R&D budget for sustainable technologies • Form partnerships for innovation • Implement flexible manufacturing processes
Market changes	• Strong shift towards sustainable products • New markets for low-carbon solutions	High	• Moderate shift towards climate-resilient products • Increased demand for adaptation solutions	Medium	Medium-term	• Develop sustainable product lines • Conduct market research on climate-resilient products • Diversify product portfolio
Reputational risks	• High scrutiny on climate action • Pressure to lead in sustainability	Medium	• Focus on climate resilience • Pressure to support adaptation efforts	Medium	Short/ medium-term	• Enhance sustainability communications • Set and achieve ambitious climate targets • Engage in industry collaboration for climate action

In addition to these risks, we identified several climate-related opportunities:

- More efficient production processes and transitioning to lower-emission energy sources.
- Participation in carbon markets, developing new products and services through innovation and diversifying business activities.
- Accessing new markets and improving ratings by sustainability and ESG indices, providing significant competitive advantages.

The climate scenario analysis was completed to address the climate change material issue.

Due diligence in relation to child labor and minerals and metals

In line with the requirement of the Swiss Code of Obligations to undertake due diligence into any reasonable suspicion of child labor within medmix and the supply chain, and in relation to the importation and use of conflict minerals and metals, medmix established internal investigative and assessment processes and performed thorough reviews into these topics.

Having completed the required assessments, no cases of suspected child labor were identified, and medmix does not use any of the listed conflict minerals or metals.

Therefore, medmix is not required to report on due diligence, and any information in this report is provided in anticipation of interest from external parties.

The due diligence processes were established to address the compliance & integrity and human rights material issues.

Eco-design principles

medmix is committed to environmentally sound business practices in our product development. A key component of our strategy is our eco-design approach, enabling the development and launch of sustainable products. The principles are applied consistently across the five business units, and they are the defined reference to create products marketed as eco-designed or sustainable.

These principles are aligned with relevant legislation, ensure greenwashing does not occur and address the climate change and sourcing & circularity material issues.

Information Security

At medmix, data confidentiality, data integrity and system availability are cornerstones of our business. The protection of information and systems is paramount, and therefore we continually monitor adherence to industry standards relating to people, processes, data and technology. Ensuring the security of our customer information is a top priority.

Consistent with industry standards such as the National Institute of Standards and Technology (NIST 2.0) Cybersecurity Framework, the International Organization for Standardization ("ISO/IEC") 27002 and the Control Objectives for Information and Related Technologies ("COBIT"), medmix' Information Security Program leverages administrative, technical and physical safeguards to protect the confidentiality, integrity and availability of information.

Such safeguards are designed to:

- Provide for the security and confidentiality of customer, business proprietary and personal information.
- Protect against anticipated threats to the security or integrity of such information.
- Protect against unauthorized access or use of information that could result in material harm to any party.

medmix' Information Security is aligned to the six NIST 2.0 Cybersecurity Framework Functions: Govern, Identify, Protect, Detect, Respond and Recover. When considered together, these functions provide a high-level, strategic view of the lifecycle of medmix' management of cybersecurity risk.

medmix employs an in-depth defense strategy with a number of technical controls supported by comprehensive processes designed to detect and prevent unauthorized activity, addressing the compliance & integrity material issue.

Personal Data Protection

At medmix, we prioritize the protection of personal data. Our comprehensive data protection framework is aligned with global data privacy regulations, including the European Union General Data Protection Regulation (EU GDPR).

Our Data Privacy Management System (DMS) contains an appointed Group Data Protection Officer (GDPO) and a network of local Data Protection Officers and deputies across our global sites. These officers and deputies monitor our data protection practices and the compliance with our internal policies and relevant laws and regulations.

We have implemented effective policies and procedures to safeguard personal data. Our Data Privacy Policy stipulates our principles for processing personal data, ensuring personal data protection globally on the same standards for our employees, customers, suppliers and other data subjects.

We seek to process personal data equally across all our group companies. To facilitate this, we have established an Intra-Group Data Transfer Agreement (IGDTA). This agreement ensures that personal data is consistently protected and managed according to our standards, regardless of where it is processed within our organization.

In January 2025, medmix was informed of a data breach at an external service provider, which handles certain employee social insurance data as required by law. Personal data of Swiss-based medmix employees stored at the provider was compromised. No medmix IT systems were affected. medmix promptly notified all impacted employees and provided guidance on protective measures. Together with the provider, medmix has reviewed and reinforced data security arrangements. This incident had no material operational or financial impact on medmix.

Our Personal Data Protection addresses the compliance & integrity material issue.

Procurement Directive

The Procurement Directive describes clear criteria for supplier acceptance: acceptance of our Business Partner Code of Conduct, compliance with the General Data Protection Regulation (GDPR) and with environmental requirements, and no compliance risks (money laundering, bribery and corruption, anti-competitive practices, etc.). After their acceptance, suppliers are included in the Accepted Supplier List and regularly reviewed against these criteria throughout our relationship with them.

Violations of these criteria lead, depending on their severity, to temporary or permanent termination of the relationship with the supplier.

Our Procurement Directive addresses the climate change, compliance & integrity and sourcing & circularity material issues.

Quality Focus

medmix is active in the design, development and manufacturing of sophisticated components and finished products for the Healthcare and Consumer & Industrial segments, mostly within the business-to-business (B2B) framework but also as the legal manufacturer of selected products (applicator systems as medical devices and dispensers as machinery) in selected countries. For the Healthcare segment, medmix is also active as a service provider of specific services such as the filling of dental material and contract manufacturing of combination products.

Product safety and usability, customer satisfaction, superior product quality and a modern, resilient infrastructure – underpinned by well-defined processes – are the core drivers and objectives of our certified medmix Quality Management Systems. These principles are enshrined in the medmix Quality Policy, established as organizational targets and systematically monitored through KPIs across all levels of the organization.

This focus addresses the product safety material issue.

Sustainability Policy

Sustainability is engrained in our corporate strategy and embedded in daily business – with the necessary management frameworks, systems and processes.

Our policy defines the three-tiered approach of People, Planet and Profit, and outlines our commitment to environmentally and socially responsible practices to reduce environmental impacts, enhance the company's reputation, ensure regulatory compliance, foster innovation and efficiency, and mitigate risk.

The medmix Sustainability Policy considers the material issues of climate change, human rights, safety, health & wellbeing and sourcing & circularity.

Measures adopted

Aligned with the medmix sustainability strategy, the climate-related transition plan (a summary can be found in the Annex) and the identified material issues, our approach includes the following measures and *commitments*, demonstrating how we act to achieve the Sustainable Development Goals (SDGs).

The main milestones are being satisfactorily met, and the assessment of effectiveness and performance can be found in the Key activities and Main performance indicators sections of this report.

People

- We perform due diligence throughout medmix and our immediate supply chain to identify any cases of reasonable suspicion of child labor and maintain systems to address the risks of forced labor and modern slavery.

  Any case of reasonable suspicion of child labor will be investigated and acted upon.

- The health and safety of our employees is paramount, and so we identify and address the risks that could cause harm. Our site management teams engage with their teams to continually improve working conditions.

  All manufacturing sites are to be ISO 45001-certified by 2025.

  Continually improve the employee Lost Time Injury Frequency rate by eliminating hazards and mitigating risks.

- We celebrate our diverse global teams and promote their empowerment and inclusion to take advantage of the range of experiences and spirit that sets our company apart. We are signatories to the United Nations Women's Empowerment Principles and ensure that all employees are treated fairly, respectfully and equally.

  Promote inclusion, with an initial focus on diversity.

  Virtual learning and training opportunities will be offered to all employees.

  medmix benchmarks to living wages[1] and will ensure any gaps from evolving standards of living are closed by 2030.

1) The wage level necessary to afford a decent standard of living for workers and their families, taking into account country circumstances and calculated for work performed during normal hours (International Labour Organization (ILO) definition).

Planet

- Our science-based approach to net zero is intended to mitigate the emissions from our own operations and the most impactful and actionable sections of our value chain. We consider the various scenarios when determining our impacts, risks and opportunities across the natural environment and the surrounding communities.

  During 2025, medmix' GHG emission reduction targets were validated by Science Based Targets initiative (SBTi) Services, as meeting the goal of the Paris Agreement to limit global warming to 1.5°C above preindustrial levels.

  30% reduction in medmix-own absolute GHG emissions by 2025 from a 2019 base year.

  Reduce absolute Scope 1 and 2 GHG emissions 80% by 2029 from a 2019 base year, and reduce absolute Scope 3 GHG emissions from purchased goods and services, capital goods, fuel and energy-related activities, upstream transportation and distribution, waste generated in operations, business travel and employee commuting by 42% within the same time frame (near-term target).

  Reduce absolute Scope 1, 2 and 3 GHG emissions 90% by 2050 from a 2019 base year (long-term target).

  Reach net-zero GHG emissions across the value chain by 2050.

  All sites to use electricity from low-carbon sources by 2025.

- Environmental management systems (EMS) provide a structured framework to manage our environmental responsibilities systematically, ensure compliance with regulations, reduce waste and minimize environmental impacts. Additionally, implementing an EMS leads to cost savings through efficient resource use and waste reduction, while also improving the organization's reputation and stakeholder trust.

  All manufacturing sites are to be ISO 14001-certified by 2025.

  Manufacturing sites consuming >10'000 GJ of energy per year, representing more than 80% of the total annual medmix energy consumption, are to be ISO 50001-certified by 2025.

- We respect and follow the hierarchy of waste management, where we first act to prevent waste being created and then look to reduce, reuse and recycle what remains, always seeking to obtain value from what we process.

  Zero waste will be sent to landfill, aligned with UL Environmental Claim Validation Procedure 2799 Silver threshold, by 2025.

Profit

- For transparency and accountability, as well as to identify areas of opportunity for improvement, better manage risks and opportunities, and facilitate alignment with regulations, medmix discloses information publicly to obtain impartial feedback on our performance.

medmix CDP Climate Change "C" rating by 2025.

medmix performance assessed through EcoVadis, with a commitment to continual improvement.

- To increase the sales volumes of sustainable, bio-circular and recycled products, medmix develops innovative solutions for our customers that meet their needs while respecting the environment and people.

Increase sales of sustainable products, making 15 available during 2025.

Key activities

In a reflection of the effectiveness of our activities and the results achieved, TIME Magazine and Statista, a data and research firm, included medmix in their second annual ranking of the *World's Best Companies in Sustainable Growth*. Our company was described as an industry leader for demonstrating both outstanding financial and environmental performance, characterized by a small carbon footprint, low water consumption and waste production rates, and high usage of low-carbon and renewable energy.

To achieve progress through the established measures, the following key activities were undertaken during 2025, and their effectiveness was determined against the key performance indicators set out in the Main performance indicators section.

Material issues	Pillars	Key activities	Effectiveness
People			
Human rights	• Child & forced labor • Modern slavery & human trafficking	• Simplification of due diligence process and review performed for medmix and the supply chain • Human rights risks integrated into risk management • Signed the UK Modern Slavery Act statement • Benchmarked to living wage and confirmed commitment to close any gaps due to evolving standards by 2030	• In line with the requirement under the Swiss Code of Obligations to undertake due diligence into any reasonable suspicion of child labor within medmix and the supply chain and into the importation and use of conflict minerals, medmix simplified the established internal investigative and assessment processes, and performed thorough reviews into these topics. No cases of suspected child labor were identified, and no conflict minerals or metals were purchased. • Human rights assessed through Enterprise Risk Management, and mitigation actions established. • UK Modern Slavery Act statement published on medmix website. • medmix employee salaries benchmarked to WageIndicator. On track for 2030, having closed one gap during 2025.
	• Support local communities	• Development of social initiatives in the group's main markets • Volunteering by employees in local initiatives with social impact	• 59 site-led projects, benefiting biodiversity, homeless and underprivileged people, diversity and inclusion projects, and youth and other local and worthy causes.
Safety, health & wellbeing	• Enable learning & employee engagement	• Host Learning Lab sessions • Provide virtual learning platform	• 1'998 employees invited on average to join Learning Lab sessions, an 11% increase compared with 2024 (1'800 employees). • 100 employees onboarded to virtual learning platform, consistent with the previous year.
	• Promote a safe and inclusive workplace	• Signatory to the UN Women's Empowerment Principles • ISO 45001 certification of manufacturing sites • Environment, health & safety walks and observations in all sites, with cascading of walks to supervisors and other functions	• Completed UN Global Compact Communication of Progress, making results public to increase credibility and recognition. • All relevant manufacturing sites successfully passed the ISO 45001 audits during 2025 (one site, Elgin, is awaiting its certificate). • 3'227 walks and observations were made, 18.1% more than the previous year (2'733). Regrettably, this did not prevent an increase in the Recordable Injury Frequency, Lost Time Injury Frequency and Severity rates.

Material issues	Pillars	Key activities	Effectiveness
Planet			
Climate change	• Reduce global CO_{2e} footprint	• CDP Climate Change Assessment • ISO 14001 certification • ISO 50001 certification • Use low-carbon electricity in all sites by 2025 • Identify all risks related to climate change through the Enterprise Risk Management process • Review climate scenario analysis to determine the resilience of medmix and the sustainability strategy to climate change impact	medmix exceeded our 2025 commitment of reducing our own[1] CO_{2e} emissions by 30% compared with a 2019 baseline, achieving a reduction of 60%. 12'132 tonnes of CO_{2e} were emitted in 2025, a reduction of 21% compared with the previous year. • 2025 CDP Climate Change assessment was submitted, and medmix received a "B" score, demonstrating our good management and addressing of impacts through implemented action plans. medmix will aim to return to "A" during 2026. • All relevant manufacturing sites successfully passed the ISO 14001 and ISO 50001 audits during 2025 (one site, Elgin, is awaiting its certificates). • All relevant sites used renewable or low-carbon electricity in 2025. • All climate change-related risks were identified during the annual Enterprise Risk Management process. • The climate scenario analysis was reviewed, identifying risks and opportunities across various timeframes and scenarios. It demonstrated resilience to climate issues.
	• Water stewardship	• CDP Water Security Assessment • Equipment upgrades to increase water efficiency • WASH assessment of manufacturing sites • Review water scarcity scenario analysis to determine the resilience of medmix and the sustainability strategy to climate change and usage impact	• 2025 CDP Water Security assessment was submitted, and medmix received a "B" score, demonstrating our good management and addressing of impacts through implemented action plans. medmix will aim to return to "A" during 2026. • 538'590 m^3 of water was withdrawn during 2025, an increase of 1% compared with 2024, mostly due to recharging fire control systems. • All relevant sites were assessed, achieving medmix' commitment. The average WASH result was 99%. • The water scarcity scenario analysis was reviewed, identifying risks and opportunities across various timeframes and scenarios. It demonstrated resilience to climate and usage impact issues.
Sourcing & circularity	• Increase sales of sustainable[1] products	• Use of recycled and bio-based resins • Deployment of medmix Eco-design Principles • Divert waste from landfill	• 15 sustainable[2] products were launched during 2025, achieving the target. Within Beauty, 16.4% of GEKA GmbH sales met the definition, vs. 9.9% in 2024. • Eco-design principles were deployed across business units. Effectiveness will be further improved during 2026 by updating the principles to reflect EU Packaging and Packaging Waste Regulation requirements. • medmix achieved a landfill diversion rate of 93% in 2025. All sites achieved Zero Waste to Landfill according to UL Environmental Claim Validation Procedure 2799 Silver Threshold, with the exception of Bangalore, which achieved a diversion rate of 88% due to limitations in local recycling infrastructure.
Profit			
Compliance & integrity	• Combatting corruption and ethical issues	• eLearning for our Business Code of Conduct, providing training on human rights and how to identify and report human rights abuses • Independent mechanism to enable our employees and external parties to report human rights and corruption abuses, followed by an investigation process	• 1'998 employees were invited to participate in the eLearning, an 11% increase compared with 2024 (1'800 employees). • Following investigations, seven whistleblower reports were substantiated and actions defined.
Product safety	• Ensure quality of products	• Continue product risk management and surveillance mechanism within certified Quality Management Systems in the medmix legal entity • For products where medmix acts as the legal manufacturer, obtain approval for the applicable processes/products from the designated agencies and authorities	• Each manufacturing site certified (ISO 9001 for Consumer and Industrial and ISO 13845 for Healthcare). • All relevant certifications, approvals and declarations obtained to act as legal manufacturer. • Two precautionary reportable safety incidents occurred in 2025, neither resulting in any serious nor lasting deterioration of a patient's health. No product recalls were performed.

1) Scope 1, 2 and partial 3 emissions (upstream categories 3 and 6).
2) Minimum 30% reduction in CO_{2e} cradle-to-gate compared with standard product.

Description of risks

At medmix, environmental, social and governance (ESG) risks, including sustainability, are assessed regularly and managed as part of the company's integrated Enterprise Risk Management (ERM) process. This holistic approach ensures that climate-related and other sustainability risks are integrated into the broader organizational risk framework. The Global Sustainability Lead, who reports to the Chief Human Resources and Sustainability Officer (CHRO), is responsible for managing climate-related and other sustainability risks and opportunities. The Global Sustainability Lead provides regular updates to the CHRO as a member of the Executive Committee and, in collaboration with the Chief Compliance Officer, ensures that sustainability risks are incorporated into the annual ERM review. This governance structure ensures operational oversight and accountability for ESG-related risks and opportunities at medmix. The Executive Committee encourages a strong organizational culture and awareness of risk to ensure that the organization can overcome the factors that inhibit effective risk management.

ESG and sustainability risks have been identified through a structured survey process involving internal and external stakeholders. Based on this, medmix has identified 14 material topics, which address environmental, social, and governance (ESG) risks and opportunities, reinforcing medmix' commitment to responsible and sustainable business practices. The topics are linked to the ERM risk registry, allowing for seamless integration into the broader risk management framework. Risks are assessed based on their potential financial, reputational, operational and social impact on the company and society, and are duly considered in company financial planning.

The annual ERM process provides a platform for identifying, categorizing and prioritizing climate-related risks and opportunities. While mitigation measures are defined during the annual ERM cycle, medmix' existing management framework supports proactive risk mitigation and adaptation efforts. Measures include:

- **Physical risks:** monitoring the potential impacts of extreme weather events on operational facilities and ensuring resilience through business continuity planning.
- **Transition risks:** evaluating changes in regulatory landscapes and market demands, with a focus on maintaining compliance and adapting product portfolios to emerging sustainability trends.

To track progress, medmix monitors specific sustainability key performance indicators (KPIs) associated with its material topics. Progress against these KPIs is regularly reviewed as part of the ERM process. This ensures that climate-related risks and opportunities remain aligned with the company's strategic objectives and operational priorities.

In addition to managing risks, medmix actively identifies opportunities linked to its material topics. These include potential advances in sustainable product development, improvements in operational efficiency through energy reduction initiatives and enhancements of supply chain resilience.

The following chart outlines the company's material issues, along with the significant risks identified through the company's Enterprise Risk Management process, and key activities to mitigate their impact. The significance and relevance of the risks have been determined based on their potential financial, legal, reputational and social impacts:

Material issue	Associated significant risks	Key activities
Climate change	Factory disruptions from extreme weather, impacting operations, finances and reputation	Monitoring climate impacts; implementing business continuity plans; developing site-specific adaptation measures
Sourcing & circularity	Delays or inability to source raw materials or transport goods, impacting growth and operations	Strengthening global procurement systems; regionalizing inventory; monitoring global supply chain risks
Safety, health & wellbeing	Environmental or site hazard, occupational accidents, site safety concerns	Local emergency response & business continuity plans; on-site visits/inspections; incident analysis; monitoring tool
Product safety	Regulations restricting disposable products, requiring portfolio adaptations	Monitoring regulatory changes; adapting product R&D to meet evolving standards
Compliance & business integrity	Non-compliance or unethical behavior leading to reputational damage and liability	Implementing robust compliance measures; conducting regular audits and inspections; providing comprehensive training
Human rights	Risks of labor rights violations, including child labor in the supply chain	Ensuring zero tolerance through supplier agreements; providing training on identifying risks; monitoring via hotline

Main performance indicators

medmix defines and determines its main performance indicators with reference to the Global Reporting Initiative (GRI) Consolidated Set of Standards 2021 and consolidates on an operational control basis.

New acquisitions are integrated into the medmix performance indicator reporting at the start of the subsequent financial year, and are granted a three year period before the defined measures are expected to be achieved. Any site undergoing publicly announced closure activities is excluded from the defined measures while having its performance included in the consolidated results. Consequently, such sites are excluded from the relevant ISO certifications, low-carbon electricity, zero waste to landfill and community engagement commitments.

Measurement of progress and compliance to company commitments are defined in the Applying and Reporting medmix' Sustainability Commitments guideline.

Whistleblower reports of alleged ethical violations

Indicator	2025	2024	2023
Number of substantiated whistleblower reports	7	4	10

Substantiated whistleblower reports by category	Reference	Substantiated reports 2025
Assets		1
Business-related		3
Corruption	GRI 205	0
Employee-related	GRI 401-406	3
Environmental		0
Human rights	GRI 408, 409	0

Personal data protection

Indicator	2025	2024	2023
Number of confirmed personal data breaches[1]	1	0	0

1) A breach of security leading to the accidental or unlawful destruction, loss, alteration or unauthorized disclosure of or access to personal data transmitted, stored or otherwise processed.

Product safety

Indicator	2025	2024	2023*
Number of customer health & safety incidents	2	0	NA
Number of product recalls	0	1	NA

* 2023 not currently included.

People

Indicator	Reference	2025	2024	2023
Management system				
% of manufacturing sites certified to ISO 45001[1]	GRI 403-1	100%	64%	45%
Human rights				
Number of suspected cases of child, forced or compulsory labor	GRI 408, 409	0	0	0
Promote a safe and inclusive workplace				
Number of employee work-related fatalities	GRI 403-9	0	0	0
Employee recordable injury rate[2]	GRI 403-9	4.1	3.4	4.4
Employee lost time injury rate[2]	GRI 403-9	3.1	2.2	3.2
Employee injury severity rate[3]		40.9	21.0	46.2
Environment, health and safety observations		1'529	1'139	933
Safety walks		1'698	1'594	1'348
Number of Board of Directors members		6	NA	NA
Number of Board of Directors members who are women		2	NA	NA
Number of Board of Directors members who are over 50 years old		6	NA	NA
Employees (number of full-time equivalents)		2'574	2'684	2'658
% of employees covered by collective bargaining agreements		55%	NA	NA
% of women within management[4]	GRI 405-1	35%	34%	33%
% of women within workforce	GRI 405-1	50%	46%	46%
% of workforce over 50 years old	GRI 405-1	27%	27%	39%
Enable learning and employee engagement				
Number of employees invited to Learning Lab sessions		1'998	1'800	1'500
Number of employees onboarded to virtual learning platform		100	100	100
Number of training hours[5]		3'637	2'020	NA
% of employees trained to Code of Conduct[6]		93%	NA	NA
% of sites assessed to living wage benchmarks		100%	100%	NA
Support local communities				
Number of community engagement projects	GRI 413-1	59	60	34

1) 1 site waiting for certificate, having successfully passed the Stage 2 audit during 2025.
2) Per million hours worked, employees only.
3) # of lost workdays per million hours worked, employees only.
4) Management level 5 and above, excluding Board of Directors.
5) Learning Hour sessions + LinkedIn Learning Hours.
6) Code of Conduct training includes whistleblower, anti-corruption, anti-bribery and anti-competition training.

Planet

Indicator	Reference	2025	2024*	2023*
Management system				
% of manufacturing sites certified to ISO 14001 [1]		100%	64%	55%
% of relevant manufacturing sites certified to ISO 50001 [1]		100%	50%	25%
Climate change [Δ]				
medmix-own [2] GHG emissions (t CO_{2e})	GRI 305	12'132	15'524	14'673
medmix Scope 1 GHG emissions (t CO_{2e})	GRI 305-1	4'127	4'145	4'432
medmix Scope 2 GHG emissions (t CO_{2e})	GRI 305-2	5'049	5'848	5'525
medmix-own Scope 3 GHG emissions [3] (t CO_{2e})	GRI 305-3	2'956	5'531	4'716
Total Scope 3 GHG emissions [4,5] (t CO_{2e})	GRI 305-3	53'000	57'512	59'473
Total Scope 1, 2 and 3 GHG emissions [4,5] (t CO_{2e})	GRI 305	62'176	67'504	69'429
% reduction in absolute medmix-own [2] GHG emissions compared with base year		60%	NA	NA
% reduction in absolute Scope 1 and 2 GHG emissions compared with base year (near-term)		61%	NA	NA
% reduction in absolute Scope 3 emissions compared with base year (near-term)		32%	NA	NA
% reduction in absolute Scope 1, 2 and 3 emissions compared with base year (long-term)		39%	NA	NA
% of sites using low-carbon electricity		100%	92%	86%
Energy consumption (GJ)	GRI 302-1	240'036	234'685	206'594
Electricity purchased that is renewable or low-carbon (GJ)	GRI 302-1	124'564	89'804	86'373
Energy produced that is renewable electricity (GJ)	GRI 302-1	2'423	1'569	478
Total grid electricity consumed (GJ)	GRI 302-1	161'091	153'284	124'937
Water stewardship				
% of manufacturing sites assessed according to WASH	WRC-WA May 2021	100%	100%	100%
Water withdrawal (m^3)	GRI 303-3	538'590	533'512	570'473
Water consumption (m^3)	GRI 303-5	11'372	20'728	18'887
Water discharge (m^3)	GRI 303-4	527'218	512'783	550'895
Waste for disposal				
% of sites with zero waste to landfill	GRI 306-3	94%	62%	50%
Total waste (t)	GRI 306-3	4'802	3'798	2'464
Total non-hazardous waste (t)	GRI 306-3a	4'749	3'737	2'397
Total hazardous waste (t)	GRI 306-3a	53	61	67
Non-hazardous waste to recycling (t)	GRI 306-4	3'348	2'885	1'694
Hazardous waste to recycling (t)	GRI 306-4	9.7	31	32
Non-hazardous waste to preparation for reuse (t)	GRI 306-4	48	21	0
Hazardous waste to preparation for reuse (t)	GRI 306-4	0.5	0.1	0.2
Non-hazardous waste to incineration with energy recovery (t)	GRI 306-5	1'095	600	605
Hazardous waste to incineration with energy recovery (t)	GRI 306-5	23	21	20
Non-hazardous waste to incineration without energy recovery (t)	GRI 306-5	0	2.3	0
Hazardous waste to incineration without energy recovery (t)	GRI 306-5	19.8	0.4	1.2
Non-hazardous waste to other external treatment (t)	GRI 306-5	0	0	0
Hazardous waste to other external treatment (t)	GRI 306-5	0	7.8	9.0
Total waste to landfill (t)	GRI 306-5	258	230	103
Non-hazardous waste to landfill (t)	GRI 306-5	258	229	98
Hazardous waste to landfill (t)	GRI 306-5	0	0.3	4.5

Δ Emissions reported according to the latest Greenhouse Gas Protocol Corporate Accounting and Reporting Standard. Data is calculated from meter readings, invoices and supplier reports. Where actual data is not available, estimations are made based on, but not limited to, previous trends. Scope 1 includes emissions from stationary combustion sources and medmix-owned or controlled mobile combustion sources, as well as refrigerant leakage and the use of dry ice. Scope 2 emissions for grid electricity are calculated according to the market-based method. Standard conversion factors applied from the latest DEFRA and IEA publications and the EcoInvent database.

* 2024 and 2023 climate change restated according to Greenhouse Gas Protocol requirements concerning acquisitions.

1) 1 site waiting for certificate, having successfully passed the Stage 2 audit during 2025.

2) Scope 1, 2 and partial 3 (upstream categories 3 and 6).

3) Scope 3 upstream categories 3 and 6.

4) Scope 3 upstream categories 1 to 8.

5) Due to the complexity and extensive data collection required for Scope 3 emissions, we are currently in the process of calculating the 2025 figure. An initial estimation based on known changes to revenue is provided, and the final result will be published once it is known.

Profit

Indicator	Reference	2025	2024	2023
Increase sales of sustainable products				
Number of products launched meeting definition of sustainable [1]		15	20	20
Gold standard recognition				
medmix CDP Climate Change score		B	A	B
medmix CDP Water Security score		B	A-	NA

1) Minimum of 30% reduction in CO_{2e} cradle-to-gate compared with standard product or meeting eco-designed definition.

Annex

TCFD index

Summary of medmix' alignment with the Task Force on Climate-related Financial Disclosures (TCFD) and where details can be found within the report:

Section & page	Explanation
Governance	
Governance, page 34	Governance of climate-related issues, risks and opportunities is rooted at the highest level. The Executive Committee with the Board of Directors has oversight of climate-related issues and monitors progress toward related goals. Sustainability and ESG is represented at the Executive Committee through the ownership of the Chief HR and Sustainability Officer (CHRO). A sustainability team led by the Global Sustainability Lead, reporting directly to the CHRO, coordinates all activities – including risk evaluation and management, strategy definition, target setting, project implementation and target evaluation – in direct collaboration with the respective members of the extended Executive Team heading the various businesses and functions.
Corporate governance, page 62	
	The Chief Compliance Officer provides regular updates on significant risks and developments to the Audit Committee. One Audit Committee meeting annually is dedicated to presenting the comprehensive results of the Enterprise Risk Management (ERM) process, which are subsequently also presented to the Board of Directors, ensuring strategic alignment and oversight.
Strategy	
Strategy and business model, page 36	As a company with a long tradition in the world of precision instruments, we strive to have a positive influence by reconciling economic, social and environmental aspects and promoting sustainable practices, as defined by our People, Planet and Profit framework.
Approach and progress – Materiality assessment, page 40	medmix considers climate change to be a material issue.
Approach and progress – Climate Scenario Analysis, page 44	Our climate scenario analysis has enhanced the resilience of medmix' strategy by identifying physical and transition risks and supports future company decision-making across different future scenarios of 1.5°C and 3°C by suggesting mitigation actions that have been reviewed, with the most relevant included in our established activities.
Strategy and business model, page 36	Our climate-related issues, risks and opportunities are assessed through the Enterprise Risk Management (ERM) process and become an input into our financial planning process.
Approach and progress – Measures adopted, page 49	Aligned with the medmix sustainability strategy and the identified material issues, our approach includes measures, commitments and activities with an assessment of effectiveness, demonstrating how we act to achieve the Sustainable Development Goals (SDGs).
Approach and progress – Key activities, page 52	
Risk management	
Approach and progress – Materiality assessment, page 40	During 2025, medmix reviewed the materiality assessment completed during the previous year to include financial impacts, risks and opportunities data from Enterprise Risk Management (ERM).
Approach and progress – Description of risks, page 54	
Approach and progress – Climate Scenario Analysis, page 44	Our climate scenario analysis has identified key climate-related risks that are important to medmix. These include policy and legal risks, technological risks, market risks, reputational risks and physical risks.
Approach and progress – Description of risks, page 54	The annual ERM process provides a platform for identifying, categorizing, and prioritizing climate-related risks and opportunities. While mitigation measures are defined during the annual ERM cycle, medmix' existing management framework supports proactive risk mitigation and adaptation efforts. Measures include: • Physical risks: monitoring the potential impacts of extreme weather events on operational facilities and ensuring resilience through business continuity planning. • Transition risks: evaluating changes in regulatory landscapes and market demands, with a focus on maintaining compliance and adapting product portfolios to emerging sustainability trends.
Metrics and targets	
Approach and progress – Measures adopted, page 49	Our measures, metrics and targets are defined across the People, Planet and Profit framework, ensuring clarity and responsibility to achieve our commitments.
Main performance indicators, page 56	medmix defines and determines its main performance indicators with reference to the Global Reporting Initiative (GRI) Consolidated Set of Standards 2021, and we review our GHG emissions annually to ensure our activities will enable us to achieve our commitments, mitigating and adapting to climate risk across our operations and supply chain.

Δ   Page numbers apply to document version.

Climate-related transition plan

Summary of medmix' transition plan, and where details can be found within the report:

Content	Explanation
GHG emission performance	• Current performance: in 2025, medmix emitted 12'132 tonnes of CO_{2e} across Scope 1, 2 and partial 3 (categories 3 and 6), a reduction of 21% compared with 2024 (Presentation of key activities, page 52). • Target: medmix exceeded the 2025 GHG emissions reduction target[1] of 30% less CO_{2e} compared with the 2019 baseline, achieving a 60% reduction, and is on track to achieve the 2029 targets. Our science-based approach to net zero is intended to mitigate the emissions from our own operations and value chain (Strategy and business model, page 36).
Impact on businesses, strategy and financial planning from a low-carbon transition	• Strategy and business model: our transition plan is integrated into medmix' overall strategy, emphasizing a science-based approach to reducing greenhouse gases in line with the Paris Agreement's goal of limiting global warming to 1.5°C above pre-industrial levels (page 36). • Climate scenario analysis: we evaluate our transition plan and targets using various climate-related scenarios to ensure robustness and adaptability (page 44). • Description of risks: through our ERM process, an input into financial planning, we identify and prioritize risks, establishing actions to mitigate these risks and capitalize on opportunities (page 54).
Measures and activities to support a low-carbon transition, including GHG emissions reduction targets and planned changes to businesses and strategy	• Measures adopted: aligned with the medmix sustainability strategy and the identified material issues, our approach includes tracking progress against our plans and targets, including operational and financial performance metrics, as well as industry-specific measures (page 49). • Key activities: in 2025, we undertook key activities across identified material issues to achieve milestones and progress towards our goals, assessing their effectiveness in our transition to a low-carbon future (page 52).
Governance of transition plan	The Global Sustainability Lead oversees the climate-related transition plan, reporting to the Chief HR and Sustainability Officer, who represents sustainability and ESG through ownership within the Executive Team. The relevant items from the transition plan are shared with the Board of Directors during the standing agenda item (Governance, page 34).

Δ   Page numbers apply to document version.
1) Scope 1, 2 and partial 3 emissions (upstream categories 3 and 6).