

Sustainability report

2024

ewimed



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Foreword and basic principles

This brief summary of the individual sustainability reports for 2024 from the ewimed Group provides an overview of our most important sustainability achievements and developments*. As in the previous year, 2019 remains our base year, and the reporting year is 2024.

To reflect the increasing depth and regional focus of our sustainability management, three independent Sustainability Reports according to the Voluntary Sustainability Reporting Standard for SME (VSME) have been prepared for Germany, Sweden, and Switzerland. These reports include detailed data and additional background information that complement this summary. The KPIs are taken from the three corresponding VSME reports; all other statements about the ewimed Group apply to all ewimed companies.

ewimed GmbH, ewimed Switzerland AG, ewimed Sweden AB, ewimed Austria GmbH, ewimed Denmark A/S, ewimed Netherlands B.V, ewimed Belgium BV, ewimed Norway AS

Sustainable development as part of our DNA

For the ewimed Group, sustainability is a central pillar of our corporate identity and long-term strategy. In a rapidly changing global environment, we continue to align our actions with the

United Nations' Sustainable Development Goals (SDGs), which serve as our guiding framework for responsible growth and innovation.

As a medical technology company, our primary focus remains on “Good health and well-being” — for the patients who rely on our products, for our employees, and for our partners across the entire value chain. Furthermore, “Responsible consumption and production” and “Climate action” are key elements of our sustainability agenda.

With our clear commitment to achieving Net-Zero in direct operations (Scope 1) and purchased energy (Scope 2) by 2030, we continue to strengthen our responsibility for climate protection and resource efficiency. Our aim is to drive sustainable innovation along the value chain and set new standards in medical technology.

All sustainability objectives are firmly supported by the ewimed Group Board and the management teams of all subsidiaries. Together, we are working to ensure that economic success goes hand in hand with social responsibility and environmental stewardship.



Egon Wiest
CEO



Lotta and Egon Wiest, managing directors
and founders of ewimed GmbH

3 GOOD HEALTH
AND WELL-BEING



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



13 CLIMATE
ACTION



*<https://ewimed.com/sustainability-at-ewimed/>



General information

In this chapter, ewimed's corporate responsibility to exercise due diligence and the corporate development of the Group as an indicator of sustainable growth are described.

Due diligence and compliance

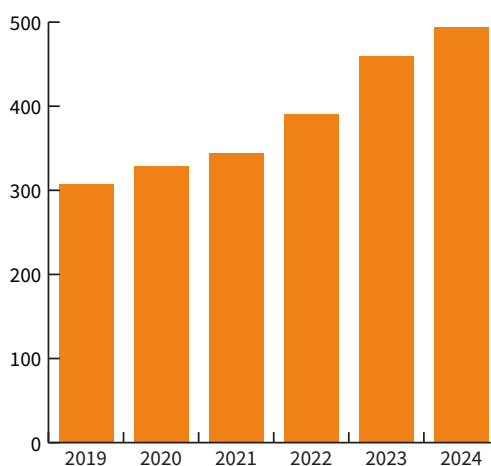
Due diligence remains a key priority for the ewimed Group. Building on previous years, ewimed has established both a **Code of Conduct** and a **Supplier Code of Conduct**, which together form the foundation for responsible business practices within our supply chain.

These instruments ensure that direct suppliers commit to our ethical, social, and environmental standards. By the end of the reporting year 2024, **84 %** of ewimed GmbH's direct suppliers — measured by total purchasing volume in euros — had **signed our Supplier Code of Conduct** or provided an equivalent document demonstrating compliance with comparable principles.

Although ewimed is not directly subject to the legal obligations under the **German Supply Chain Due Diligence Act (LkSG)** or the **European Corporate Sustainability Due Diligence Directive (CS3D)** due to company size, the Group voluntarily fulfils the passive due **diligence obligations** set out in these frameworks. This proactive approach underlines ewimed's commitment to transparency, ethical sourcing, and responsible corporate governance throughout the supply chain.

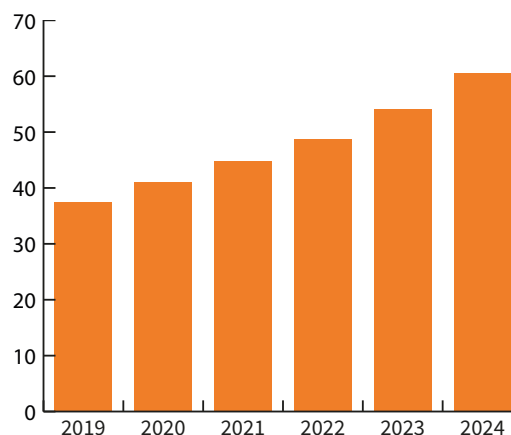
Corporate development in the ewimed Group

Number of employees



From the base year 2019 to the reporting year 2024, ewimed has continued to grow steadily — both in personnel and in revenue. In 2019, the ewimed Group employed 307 people; by 2024, this number increased to around 489, representing a total growth of 59.3 % (average annual growth rate: +9.9 %). Sales rose from €37.5 million in 2019 to €60.6 million in 2024 — an increase of 61.6 % (average annual growth rate: +10.1 %).

Sales in Mio. €



This consistent upward trend reflects ewimed's strong and sustainable development, driven by strategic investments, continuous innovation, and the commitment of our employees across all regions.



Information on the environment

This chapter outlines ewimed's climate protection strategy and explains key environmental terms used in the report. It also provides an overview of ewimed's transition plan to reduce greenhouse gas emissions and move toward climate neutrality.

Explanations of environmental terms



Greenhouse gas emissions:

All gases that contribute to climate change are measured in carbon dioxide equivalents (CO₂e). This allows different greenhouse gases to be compared and reported together.



Scope 1 — Direct emission:

Emissions from sources that ewimed controls directly, such as heating (gas) and company vehicles (diesel/petrol).



Scope 2 — Indirect emissions from energy use:

Emissions that occur along the entire value chain, both upstream and downstream, for example from suppliers, product transport, or product use.



Scope 3 — Other indirect emissions:

Emissions that occur along the entire value chain, both upstream and downstream, for example from suppliers, product transport, or product use.

By analysing and reducing these emissions, ewimed aims to make continuous progress toward its 2030 Net-Zero goal for Scope 1&2 and contribute actively to global climate protection.



Transition Plan for Climate Protection

To reach Net-Zero in Scope 1 and Scope 2 emissions by 2030, ewimed has set clear, measurable goals as part of its transition plan for climate protection.

- + Reduce natural gas consumption for heating by 90 % by 2026
- + Reduce Scope 2 emissions (electricity consumption) by 90 % by 2026
- + Determine material Scope 3 emissions by 2025
- + Expand the product portfolio with more climate-friendly product alternatives by 2028

2-5 years

6-20 years

- + Achieve Net-Zero in Scope 1&2 (reduce emissions by at least 90 % and offset remaining emissions) by 2030
- + By 2030: Determine Product Carbon Footprints (PCF) for all products contributing more than 90 % to total sales

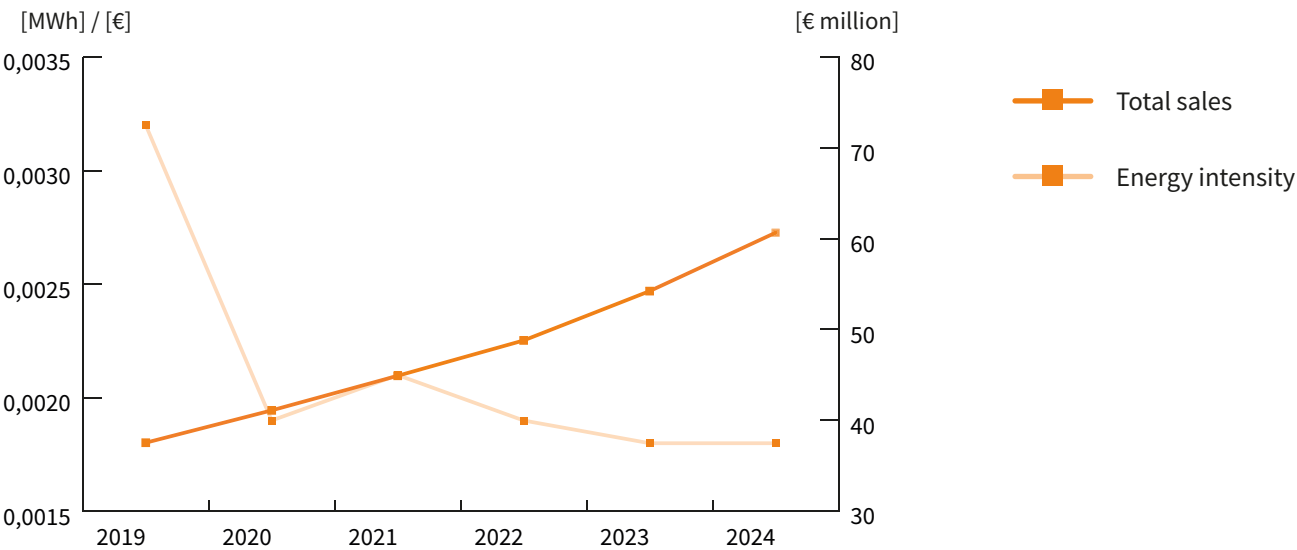
Progress towards goals

- + **Natural gas reduction:** 10 % increase in natural gas consumption compared to the base year
- + **Scope 2 emissions:** 11 % reduction in Scope 2 emissions compared to the base year
- + **Scope 3 emissions:** Data collection initiated in 2025; completion planned for 2026
- + **Product portfolio:** Recording the share of total sales with climate-friendly product alternatives from 2027 onwards
- + **Product Carbon Footprints:** Initial PCF calculations have already been recorded for the products with the highest sales figures.

The 10% increase in gas consumption compared to the base year is due to the additional construction of a new warehouse. We will continue to reduce our use of natural gas in the coming years, as the new building will be heated mainly by geothermal energy. To achieve this, we need to fine-tune the software and plan accordingly so that we are back on track with our reduction target in the coming years.



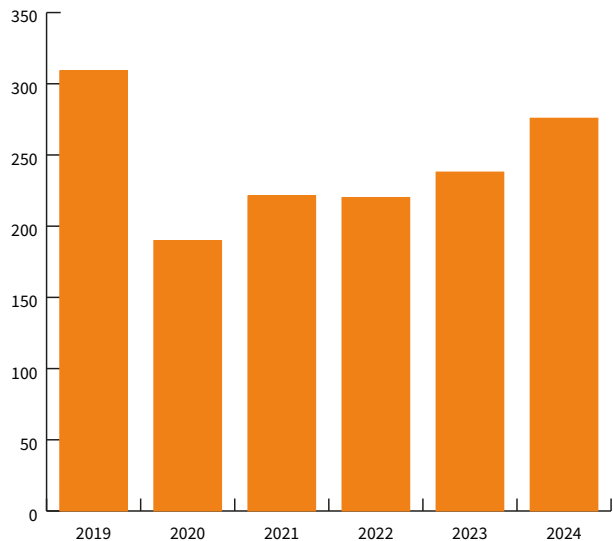
Energy intensity vs. total sales



The reduction in energy intensity by 44.40% from 2024 to 2019 shows that total revenue is increasing faster than the ewimed Group's total energy consumption. But compared to 2023 the energy intensity increased by 1 %.

Greenhouse gas emissions (Scope 1 and 2)

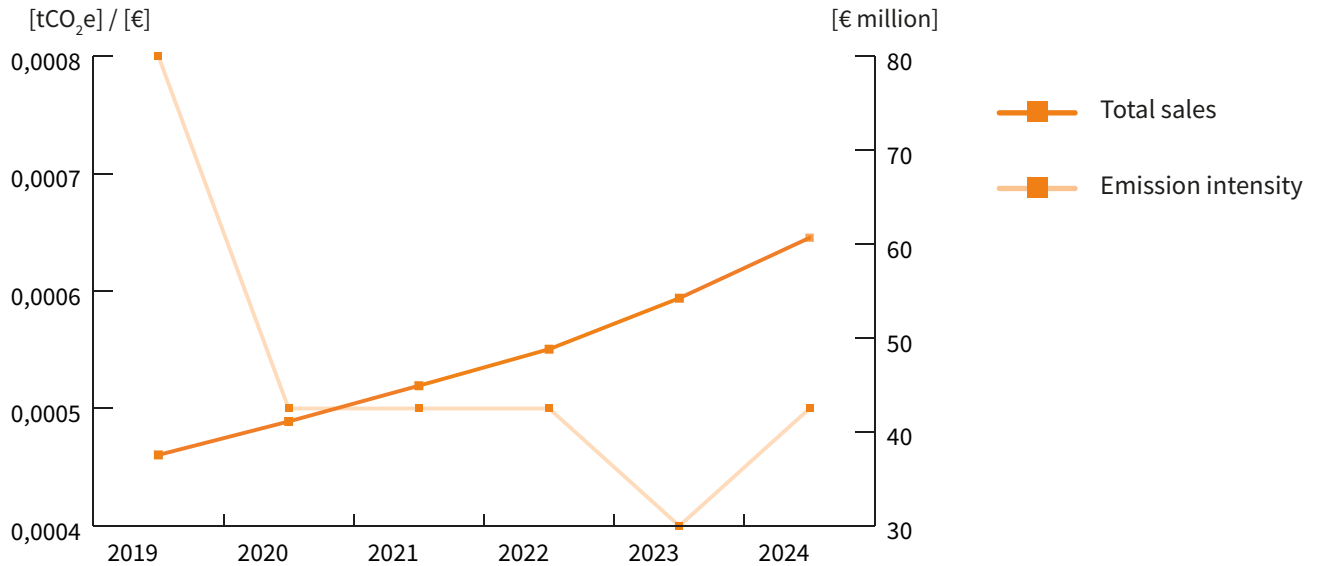
Scope 1&2 Total emissions| marked-based
in tonnes of t CO₂e



Scope 1 and 2 emissions are still below the value of the base year, but with the current company growth, there is no recognisable trend towards Net-Zero emissions. We are currently implementing strickt goals to reach Net-Zero for Scope 1 and 2 in 2030.



Emission intensity vs. total sales



The reduction in emissions intensity by 44.78 % from 2024 to 2019 shows that total revenue is increasing faster than the total emissions (Scope 1 & 2) of the ewimed Group. But similar to the energy intensity, compared to 2023 the emission intensity reduction is reduced by 3 %.





Social information

This chapter highlights our commitment to diversity, inclusion and equal opportunities in order to create a respectful and supportive working environment. It also emphasises the importance of a diverse workforce that brings together different perspectives and strengths.

Promoting diversity, inclusion and equal opportunities

The company is actively committed to diversity, inclusion and equal opportunities. Through clear guidelines and programmes to combat discrimination and support disadvantaged groups, the company is committed to creating an inclusive working environment. Working environment. Training programmes, flexible working hours and continuous feedback ensure that the strategies for promoting diversity are constantly being developed.

Targets for the quality of working conditions

Our aim is to recognise any negative effects on employees at an early stage and to counteract them while at least maintaining the existing quality of working conditions. From the base year 2019, we will ensure the following minimum standard:

- + Every employee receives a salary above the local living wage
- + Flexible working hours
- + Home office option
- + Healthy food options such as fresh vegetables, drinks, etc.
- + No reduction in the proportion of women below 50 %



Composition of employees in figures

489

Employees

appr. **74%**
Proportion of women*

appr. **6%**
Increase in personnel*

10%
Fluctuation rate*

appr. **45%**
between 30 - 50 years*

appr. **25%**
under 30 years*

appr. **30%**
over 50 years*

* All figures refer to the VSME-report-data including Germany, Switzerland and Sweden.



Reportable incidents and health data

In the reporting year 2024, ewimed GmbH recorded a sickness rate of 4.38 %, which continues to be below the German national average (5.5 % in 2024). The rate is calculated as the ratio of sickness-related absences to the total target working hours.

In the base year 2019, the sickness rate was 4.12 % (German average: 4.34 %). This development reflects our ongoing commitment to employee health and workplace well-being. Continuous improvements in occupational health management and the implementation of preventive measures remain key priorities for the ewimed Group.

Gender pay gap

As a company with a strong representation of women — including in management positions — ewimed is committed to ensuring equal opportunities and fair remuneration across all entities of the Group.

In 2024, the gender pay gap was analysed for the three largest ewimed companies:

- + **In Germany**, the gender pay gap among permanent employees was 16 %.
- + **In Switzerland**, it amounted to 21 %.
- + **In Sweden**, no gender pay gap was calculated, as only women are employed full-time in the reporting year.

These figures reflect differences in structural composition and role distribution rather than remuneration philosophy. The figure for Germany corresponds exactly to the average in Germany for 2024, according to the Federal Statistical Office. In Switzerland, the gender pay gap is significantly above the Swiss average of 12%, according to the Federal Statistical Office (FSO). It should be noted that the number of employees in the Swiss company is very small, at only 42. Nevertheless, achieving gender-neutral remuneration remains an important strategic goal for the Group.

Our next step will be to deepen this analysis based on the principle of “equal pay for equal work”. The categorisation and evaluation of positions with comparable value will be carried out in 2025, forming the basis for a defined tolerance band that we aim to reach from a future reporting year onward.

We keep our promise!

Our collaboration with EcoVadis ensures a transparent assessment of our sustainability performance. Our support for the Women's Empowerment Principles (WEPs) underlines our commitment to equality and social responsibility. We are also a proud signatory of the UN Global Compact (UNGC) and align our strategies with its Ten Principles.



*www.ewimed.de/ecovadis

**www.globalcompact.de

ewimed



