

Sustainability Report

RAUMEDIC AG 2022

Our purpose

We develop solutions for life together with people who care.

Dear Readers,

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

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

In the development and manufacturing of our products, as well as in our entire business operations, we continuously strive to minimize the impact on people, nature and the environment. We look at alternative raw materials and pursue approaches to bring our products into a recycling cycle after use. Extensive technological and process expertise support us in implementing these environmental sustainability efforts as a second perspective.

We aim to provide our employees with consistently appealing jobs in a healthy environment that fosters personal development and upholds equality as a fundamental principle.

However, we also want to achieve sustainable results in the commercial sector in order to be a long-term and reliable partner for our customers who can drive innovations on their own, and manufacture successfully at a high economic level.

All of these perspectives can be summarized under the umbrella term "Creating Sustainable Value", and be formulated as a guideline for our sustainability management in the company.

By joining the UN Global Compact, we are expressly committed to its ten principles in the areas of human rights, labor standards, environmental protection, and anti-corruption.

In this report, we show our progress in this regard and how we will meet existing challenges in the future.

Thank you for submitting your request.

Yours sincerely,

Stefan Seuferling





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Organization

In 1948, the founder of RAUMEDIC, Mr. Helmut Wagner, began manufacturing piping and water hoses in Rehau. The production underwent rapid development, which is why the company REHAU, named after the place of its foundation, was able to establish a broad base of success with thousands of different products and systems.

REHAU and RAUMEDIC have grown through the development and production of sophisticated technical parts and systems that require a great deal of in-house know-how. RAUMEDIC AG was spun off in 2004 and has established itself as a solid medium-sized medical technology company and has been growing continuously ever since. RAUMEDIC's headquarters are in Muenchberg. The main location for administration and production is Helmbrechts, Germany. Both locations are located in Germany - in the State of Bavaria, more specifically in the District of Upper Franconia.

RAUMEDIC is part of the internationally oriented REHAU Group. REHAU Verwaltungszentrale AG in Muri near Bern, Switzerland, is the sole shareholder of RAUMEDIC AG. In relation to each other, RAUMEDIC AG is therefore regarded as a dependent company and REHAU Verwaltungszentrale AG as the controlling company according to Section 17 AktG.

The vision is that RAUMEDIC is the best and most professional company in the industry - worldwide. The guiding principle "Creating Sustainable Value" describes the mission. In this way, the company wants to achieve this overarching goal.

Business activities of the OEM and Clinical Product divisions

Since January 2021, RAUMEDIC AG has adopted a new organizational structure and a customer-oriented strategic orientation. The business activities are generally divided into the OEM and Clinical Products divisions.

The OEM (Original Equipment Manufacturer) division manufactures tubing and injection moulded parts for the medical technology and pharmaceutical industry from all common thermoplastic materials and silicone rubber.

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

In 2016, RAUMEDIC Inc., a sister company in the USA, began manufacturing and selling its own products in addition to selling products manufactured by RAUMEDIC AG. Another production site of the RAUMEDIC Group was added in August 2021: By acquiring AS (aktiselts) A&G in Tallinn, Estonia, this new sister company of RAUMEDIC AG, now named AS RAUMEDIC ESTONIA, has since significantly expanded its assembly capacities. The Estonian location is to be gradually expanded.

Sales organization

In 2022, **RAUMEDIC AG's sales department** was divided into the following sales regions: Germany, Western Europe, Northern Europe, Southern Europe, Central/Eastern Europe, North America and Asia/Australia.

The Western Europe region is owned by RAUMEDIC SA in Switzerland (Villars-sur-Glâne) and RAUMEDIC S.A.R.L. in France (Voiron), the Northern Europe region 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 American region by RAUMEDIC Inc. in the USA (Mills River) and the Asian/Australian region by RAUMEDIC PTE. LTD in Singapore. In September 2022, another sales company was founded in China: RAUMEDIC Medical Technology (Shanghai) Co., Ltd. is to complement sales activities in Asia, starting 2022. In some cases, companies of the REHAU Group also act as intermediaries of RAUMEDIC products. This mainly affects the countries of Austria, Russia and Denmark. The sales companies are sister companies of RAUMEDIC AG.

Reporting practice

This sustainability report by RAUMEDIC AG includes, for the first time, all German production sites. In addition to the Helmbrechts site, the headquarters of the administration and RAUMEDIC's largest production site, the Feuchtwangen and Zwönitz sites were included for the first time (Figure 1). This corresponds to the consolidation boundaries of the annual financial statements 2022 of RAUMEDIC AG from November, 26, 2021. This also applies to the ten principles of the United Nations Global Compact, which the company joined in August 2021. RAUMEDIC Inc., USA, RAUMEDIC Estonia AS, Estonia, and the above-mentioned sales organizations outside Germany are not taken into account. Our sustainability report was prepared on the basis of the Sustainability Reporting Standard of the Global Reporting Initiative (GRI standard). RAUMEDIC reports in accordance with the GRI 2021 Universal Standards. Further information can be found in the chapter "About this report" (p. 49).

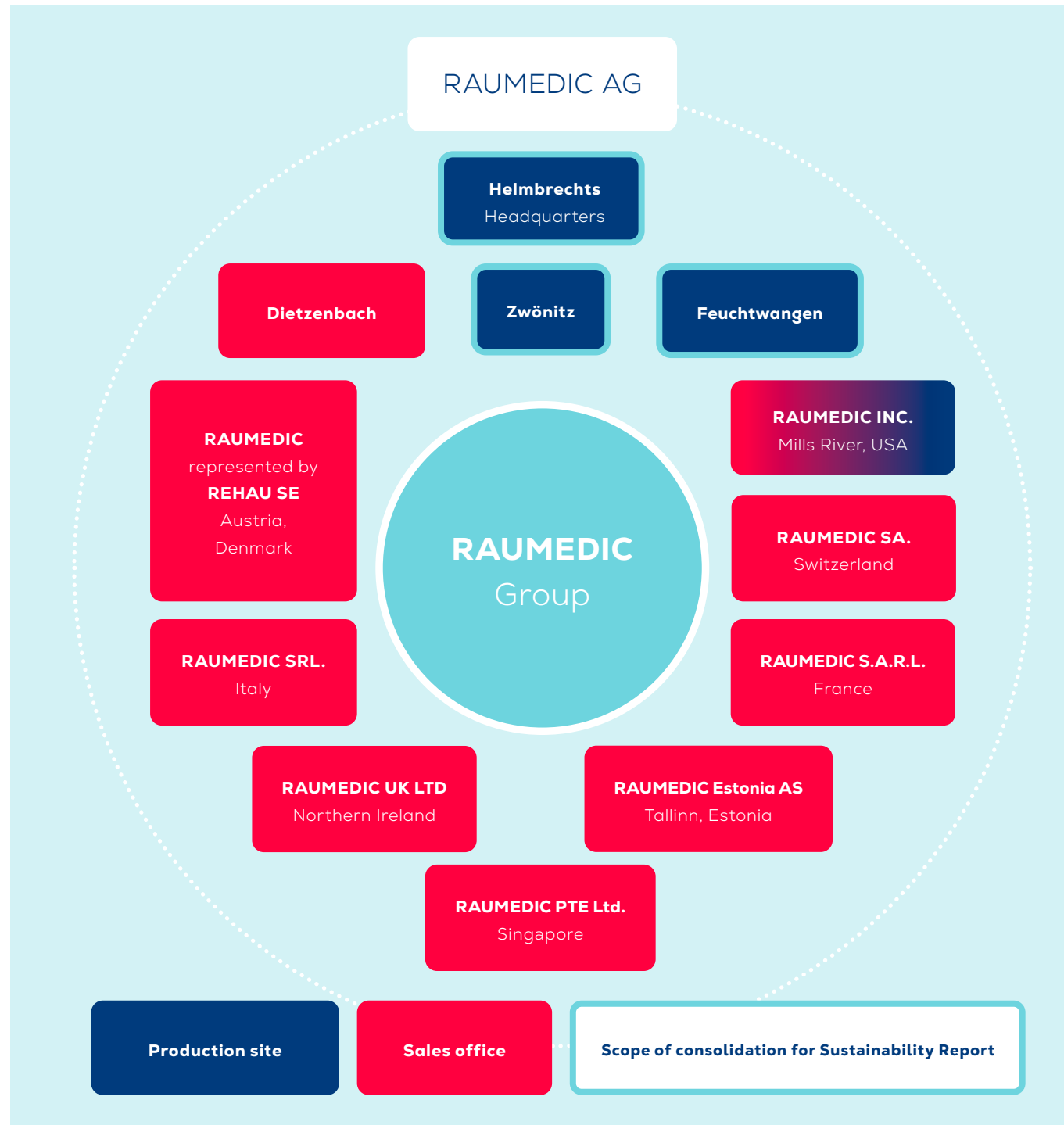


Figure 1

In analogy to the annual management report, this second report relates to the management report to the reporting period from January 1, 2022 to December 31, 2022. The editorial deadline for this report was March 31, 2023; the contact person for questions regarding the report or the information contained therein is Mr. Maximilian Hofmann, Sustainability Manager of RAUMEDIC AG. Inquiries should be sent to sustainability@raumedic.com. The Sustainable Development Goals (SDGs) of the United Nations serve as an additional frame of reference. When we show how RAUMEDIC AG contributes to these global sustainable development goals, we have marked this in accordance with the guideline "Business Reporting on the SDGs".

External auditor's report

The information presented in this report was submitted to the Executive Board of RAUMEDIC AG for information and review on February 08, 2024.

The financial key figures from the audited 2022 annual financial statements of RAUMEDIC AG were used in this report. The audit was carried out by the independent auditor Deloitte for its accuracy. In addition, raw data in the environmental section (GRI300) is regularly reviewed as part of the ISO 50001 energy audit and the ISO 14001 environmental audit.

Business activities, value chain and other business relationships

The product range in the **OEM** sector includes various dimensions of extrudates. These include tubing with narrow tolerances, profiles for pump applications, microtubes for catheters as well as standard lines for infusions, dialysis, heart-lung machines and gas supply. Furthermore, based on a broad assembly repertoire, the further processing of tubing and moulded parts can be made available for common production technologies: from the "simple" tube length to tube sets and catheters to the sterile and certified medical device. In addition, the OEM division develops and manufactures customer-specific moulded parts and systems for the medical technology and pharmaceutical industry, in particular drug delivery systems, injection systems, assemblies and devices.

The manufacturing expertise of the **Clinical Products** division extends from the fully automatically produced assembly to the electronic measuring instrument. The products are mainly used in neurosurgery.

The employees of RAUMEDIC also gave their best in 2022 to live up to our social responsibility as a medically minded company. Millions of people were infected with the SARS-COV-2 virus and we contributed with silicone breathing tubes and extracorporeal life support (ECLS) tubes. Especially with regard to our customers and patients, "Creating Sustainable Value" is of utmost importance to us.

As part of contemporary events in Europe in 2022, the REHAU Group launched the social initiative "Family for Families". As part of this initiative, six aid shipments (winter clothing, food, etc.) were sent to Ukraine last year. Our employees made a valuable contribution to this. In the current 2023 reporting year, various concepts are being examined as to how this social commitment can be further expanded. The idea is to pool the company's efforts through this initiative to more effectively aid additional vulnerable groups, such as earthquake victims, in the future.

RAUMEDIC processes all medical grade thermoplastic polymers and silicones. Customer satisfaction and compliance with all relevant legal,

normative and regulatory requirements are at the heart of our understanding of quality. RAUMEDIC has established a comprehensive, certified quality management system. This includes

- Certified QM system in accordance with DIN EN ISO 13485
- Certification according to ISO 15378 (primary packaging for pharmaceuticals)
- Cleanroom production in accordance with DIN EN ISO 14644, class 7
- Good Manufacturing Practice (GMP) Standards
- CE approvals for RAUMEDIC medical devices.
- Certified energy management according to ISO 50001
- Certified energy management according to ISO 14001

Polymer materials offer almost endless possibilities in the medical and pharmaceutical sectors to realize a product according to customer wishes. For this reason, the variety of materials and the associated technical expertise play a special role for us. RAUMEDIC's material portfolio ranges from standard thermoplastics such as polyolefins to technical thermoplastics such as polyamides and high-temperature thermoplastics such as PEEK. Silicone is also an excellent material for medical technology applications. Due to its elastomeric, i.e. dimensionally stable but elastically deformable character, it has unique properties that cannot be achieved with thermoplastic materials in this form (Figure 2).

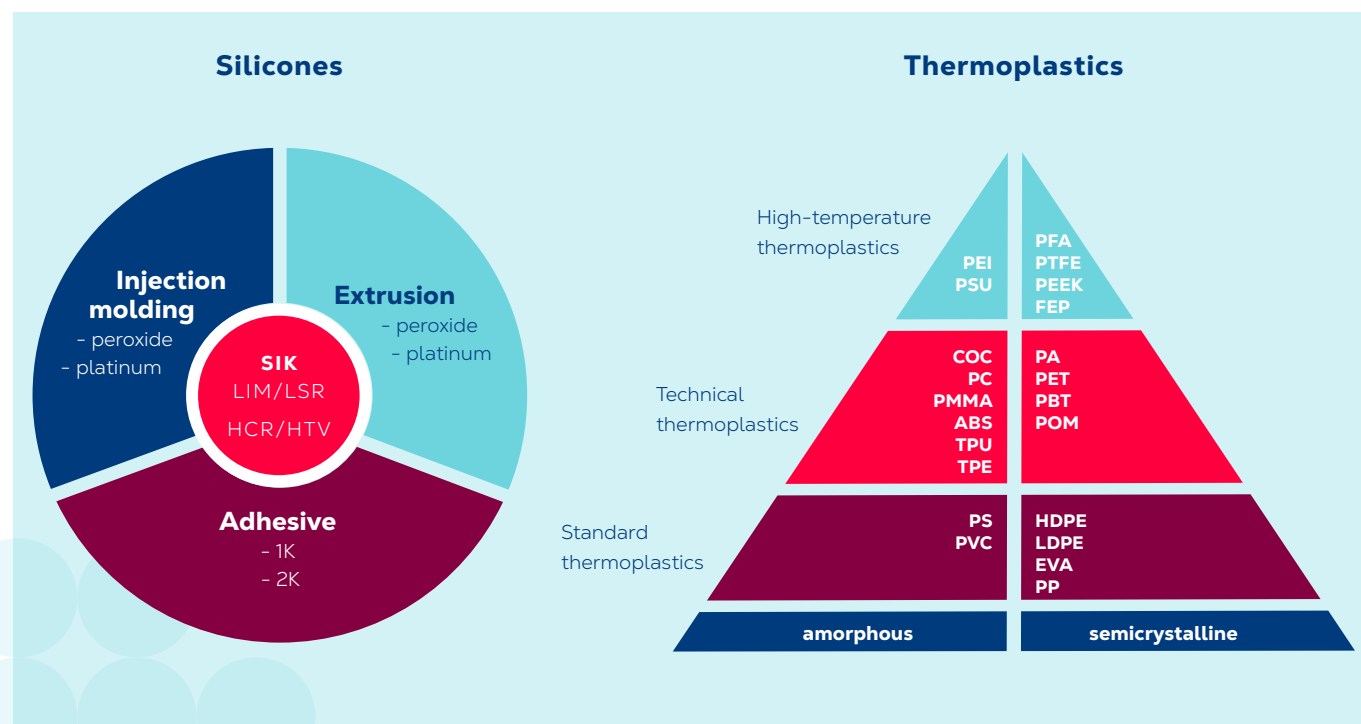


Figure 2

Thermoplastics can be plastically deformed under the influence of heat. Typically, thermoplastics consist of polymers, linear or low-branched chain molecules. They can be melted and reshaped indefinitely. The various thermoplastics produced by RAUMEDIC currently have a petrochemical base.



Figure 3

RAUMEDIC procures raw materials and services primarily for the production of semi-finished products. Raw material production takes place in energy-intensive processes and was primarily based on fossil raw materials during the reporting period.

In close coordination with our customers, a dedicated team, specifically assigned to oversee our materials, ensures that the optimal material selection is made across all material areas. This concerns, for example, questions of biocompatibility, up to interactions with contact media such as infusion solutions. Aspects of further processing and assembly are also included in the material selection. This allows us to find the material that best suits the customer's requirements and area of application.



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



10.3 "Equal opportunity"
UN GC PRINCIPLES 3 6

General information about employees

RAUMEDIC is an international company that is constantly growing. The skills and commitment of employees are a crucial factor for the success of the company. Our German sites employed an average of 1,064 employees during the reporting period (Figure 4). Of these, 1005 employees were employed full-time (63.8% men, 36.2% women). During the same period, 62 employees were employed part-time (93.5% women, 6.5% men). No employees from temporary employment agencies were employed.

Compensation is based on the internal RAUMEDIC payment model, which is company-specific and not based on collective agreements. The number of employees is reported in terms of headcount on an average basis over the entire reporting period.

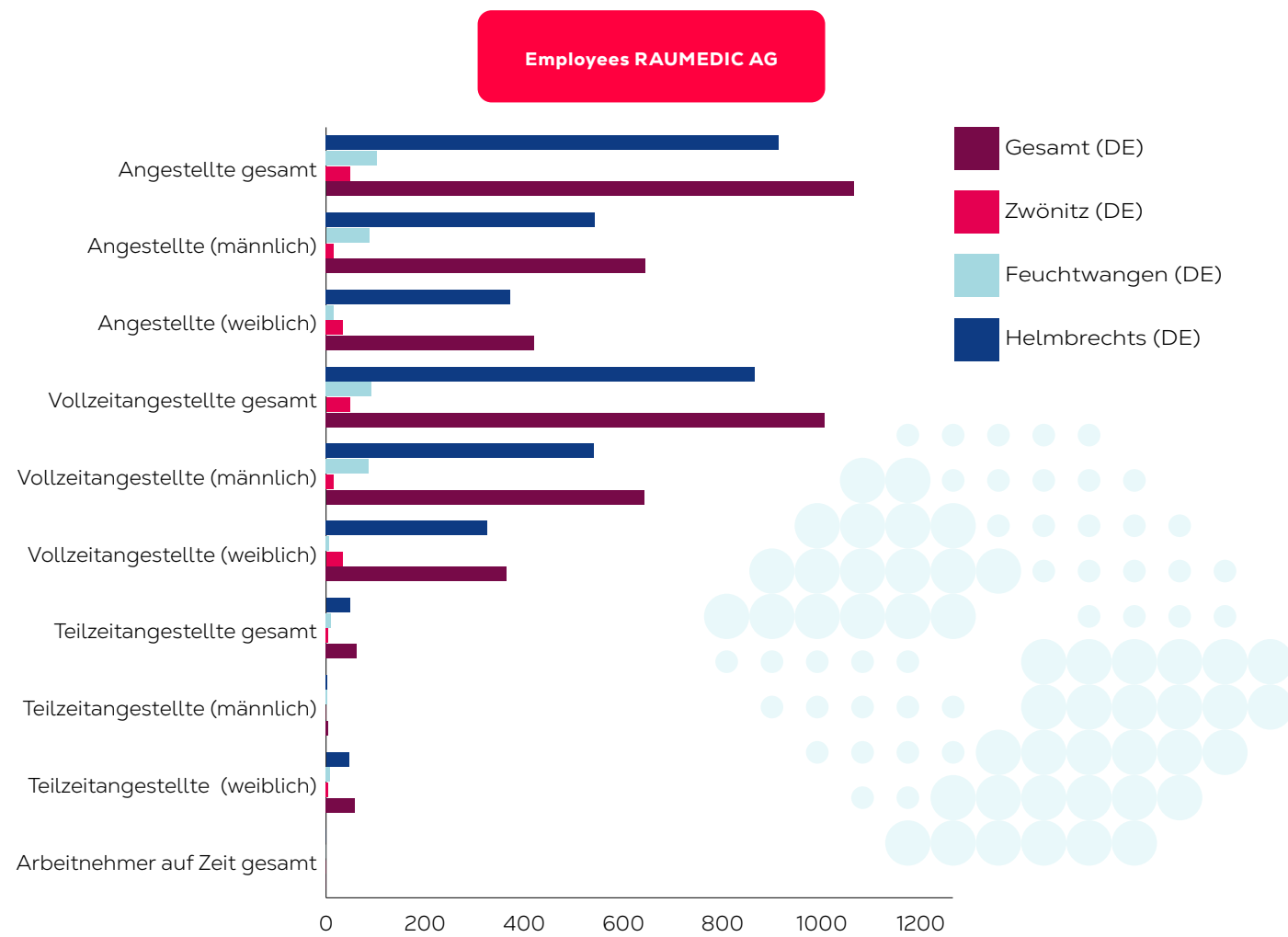


Abbildung 4

Information on company bodies

During the reporting period, the Executive Board consisted of

- Mr. Stefan Seuferling, Chairman of the Executive Board and Chief Executive Officer (CEO)
- Mr. Thomas Knechtel, Member of the Executive Board and Chief Technology Officer (CTO),
- Mr. Martin Schenkel, Member of the Executive Board and Chief Operating Officer (COO), and
- Mr Daniel Seibert, Member of the Executive Board and Chief Financial Officer (CFO).

The Supervisory Board was composed of

- Dipl. Kfm. Jürgen Werner, Head of Furniture & Industrial Solutions, Fa. REHAU AG & Co. (Chair of the Board of Directors)
- Dr. Ulrich Günther, Engineer
- Dipl. Wirtschaftsprüfer Thomas Wälti, REHAU Verwaltungszentrale AG, Muri, Switzerland
- Dr. Katharina Gasser, Managing Director at Biogen Switzerland AG, Baar, Switzerland (from March 1, 2021)

The Executive Board of RAUMEDIC AG is therefore 100% male. The Supervisory Board has a female representation of 20%. The respective term of office on the Supervisory Board is three years. The selection and appointment of the Supervisory Board of RAUMEDIC AG is carried out by the owner REHAU Verwaltungszentrale AG. In the selection process, particular consideration is given to the trust and interests of the owner, and competences in management, finance, technology, and leadership are expected. Diversity is explicitly welcomed and also represented; 60% of the Supervisory Board members are not employed by the REHAU Group and are therefore completely independent.



5.5 "Women in leadership"
16.6 "Effective, accountable and transparent governance"



16.7 "Inclusive decision making"
UN GC PRINCIPLES 6 10



16.6 "Effective, accountable and transparent governance"



16.7 "Inclusive decision making"
UN GC PRINCIPLES 6 10

Governance of sustainability management and reporting

The Supervisory Board of RAUMEDIC AG regularly deals with issues of sustainable corporate governance. Internal and external audits review and independently confirm the effectiveness of processes and process organisation, including environmental and social aspects. The Supervisory Board has delegated overall responsibility for operational sustainability management to Stefan Seuferling, Chief Executive Officer of the Management Board. During the reporting period, Dr. Stefan Wagner, Head of the Project Office, was appointed by the Board as the person in charge of sustainability management (Figure 5), who regularly provides updates during board meetings. The Board of Directors informs the members of the Supervisory Board about the company's sustainability activities and reporting (Figure 5).

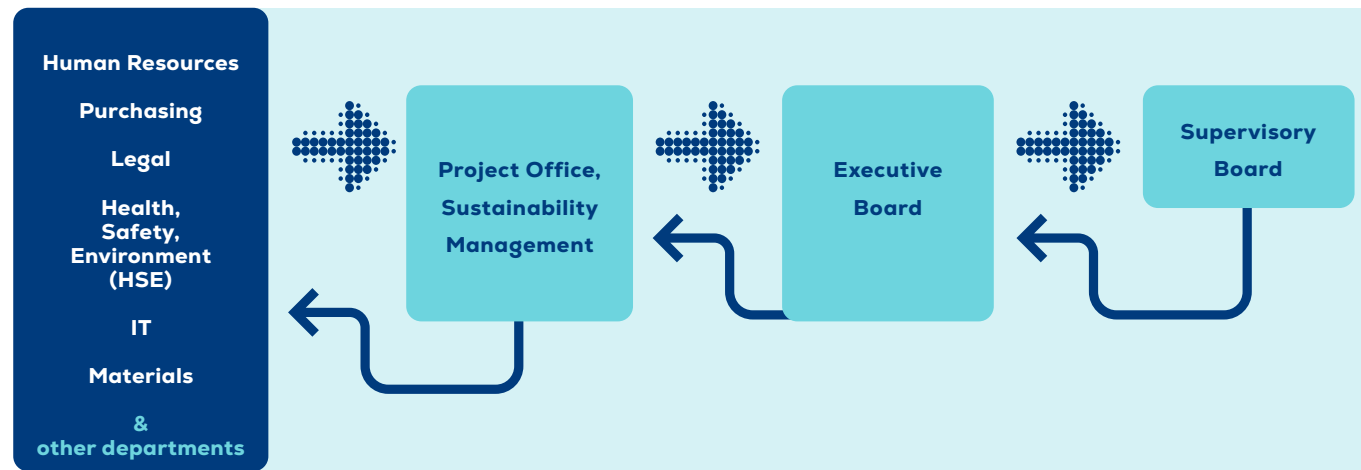


Figure 5

Avoiding conflicts of interest

The Supervisory Board of RAUMEDIC AG ensures that conflicts of interest are prevented when filling its positions. This is achieved, among other things, by its members holding positions both within the REHAU Group as well as leadership roles outside of the REHAU Group. The company's management report discloses the names of the individual members of the Supervisory Board, their expertise and their respective functions. The detailed risk and opportunity report in the management report of RAUMEDIC AG also provides an overview of all significant critical and forward-looking concerns of the company.

In conjunction with the Supervisory Board meetings, a Supervisory Board member is always available on site for half a day for an open dialogue with all employees (see p. 41, "Employee-employer relationship"). This information is confidential and only accessible to the Supervisory Board. In this way, critical concerns can be communicated to the highest management body directly and in person.

Between the Supervisory Board and the Management Board of RAUMEDIC, there is a continuous dialogue on the topic of sustainability (see p. 14, "Governance"). During the reporting period, it had not yet been formalized in such a way that information about a systematic expansion of the Supervisory Board's knowledge regarding sustainability and a corresponding evaluation process could be presented. However, the establishment of a governance process is planned.

Compensation policy

In addition to personnel expenses, the management report publishes the total compensation of both the members of the Supervisory Board and the Executive Board on an annual basis.

Like all employees of RAUMEDIC AG, the board members and senior executives are compensated in accordance with their prominent roles or their classification within the corresponding RAUMEDIC salary group, as agreed upon with the Supervisory Board.

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

Due to the reduction in the level and scope of state social benefits in the statutory pension insurance in recent years, employees have an increased need for provisions to secure their standard of living in old age.

RAUMEDIC assumes social responsibility and therefore enables all employees to receive company pension benefits.



16.7 "Inclusive decision making"

UN GC PRINCIPLES 6 10



16.3 "Ethical and lawful behavior", "Compliance with laws and regulations"

UN GC PRINCIPLES 1 2 3 4 5 6 10

Code of Conduct

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

The Code of Conduct of RAUMEDIC AG was adopted by the Executive Board and applies to all employees at all hierarchical levels in all forms of employment and is an integral part of the employment contract. All employees must, without exception, countersign the Code of Conduct and thereby confirm their knowledge and consent to its application in any business relationship in writing. Violations of the rules set out therein will result in disciplinary action up to and including termination of employment.

RAUMEDIC has been a member of the UN Global Compact since August, 2021. Its ten principles are therefore also fundamental to the company's Code of Conduct. RAUMEDIC is thus committed to complying with internationally recognized human rights and to complying with the corresponding duties of care and diligence.

The Company recognizes the right to freedom of association. The company's "Employee Handbook", which is also an integral part of every employment contract, provides detailed information and assistance – even far beyond compliance with the RAUMEDIC Code of Conduct.

In addition to training courses, some of which are mandatory, the Legal and Compliance department, Human Resources, and the respective supervisors are available as contact persons.

Whistleblowing system

Preventing rule violations and detecting any violations at an early stage is fundamental to RAUMEDIC. To ensure this, the company has implemented an efficient, electronic whistleblowing system (Compliance Communication System; CoCoS). Every person worldwide can access the system via the following link: <https://www.bkms-system.ch/RAUMEDIC>.

When submitting a report, it is necessary to assign it to one of the following categories: corruption, competition law, environmental law, money laundering/foreign trade law, property offences, violations of the RAUMEDIC Code of Conduct, or other legal violations. The individual topics are explained in more detail in the respective area of the system.

The whistleblower is particularly protected under the aspects of confidentiality and data protection ("non-retaliation"). CoCoS can also be used to communicate anonymously if necessary. As soon as a notification is available in this system, it automatically sends an e-mail to the responsible parties. They process the incoming information independently.

Neither violations of laws and regulations were reported, nor were fines paid for violations of laws and regulations during the reporting period.

Association memberships

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

- Bundesverband Medizintechnologie e.V. (German Medical Technology Association),
- PVC und UMWELT e.V. (PVC and Environment Association)
- Forum MedTech Pharma e.V.
- Entrepreneurship initiative High Franconia
- Hochfranken Wirtschaftsregion (High Franconia Economic Region)
- Medical Valley EMN
- Kunststoff-Netzwerk Franken e.V. (Franken plastics network)
- Spina Bifida and Hydrocephalus e.V. Working Group
- TechnologyMountains
- Interessenverbund Kunststoffverarbeiter in der Medizintechnik e.V. (Interest Association for Plastics Processors in Medical Technology)
- German Society for Project Management e. V.
- German-Baltic Chamber of Commerce in Estonia, Latvia and Lithuania
- Sustainability Circle, Zühlke



16.3 "Grievance mechanisms"

UN GC PRINCIPLES



In dialogue with stakeholders and experts

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

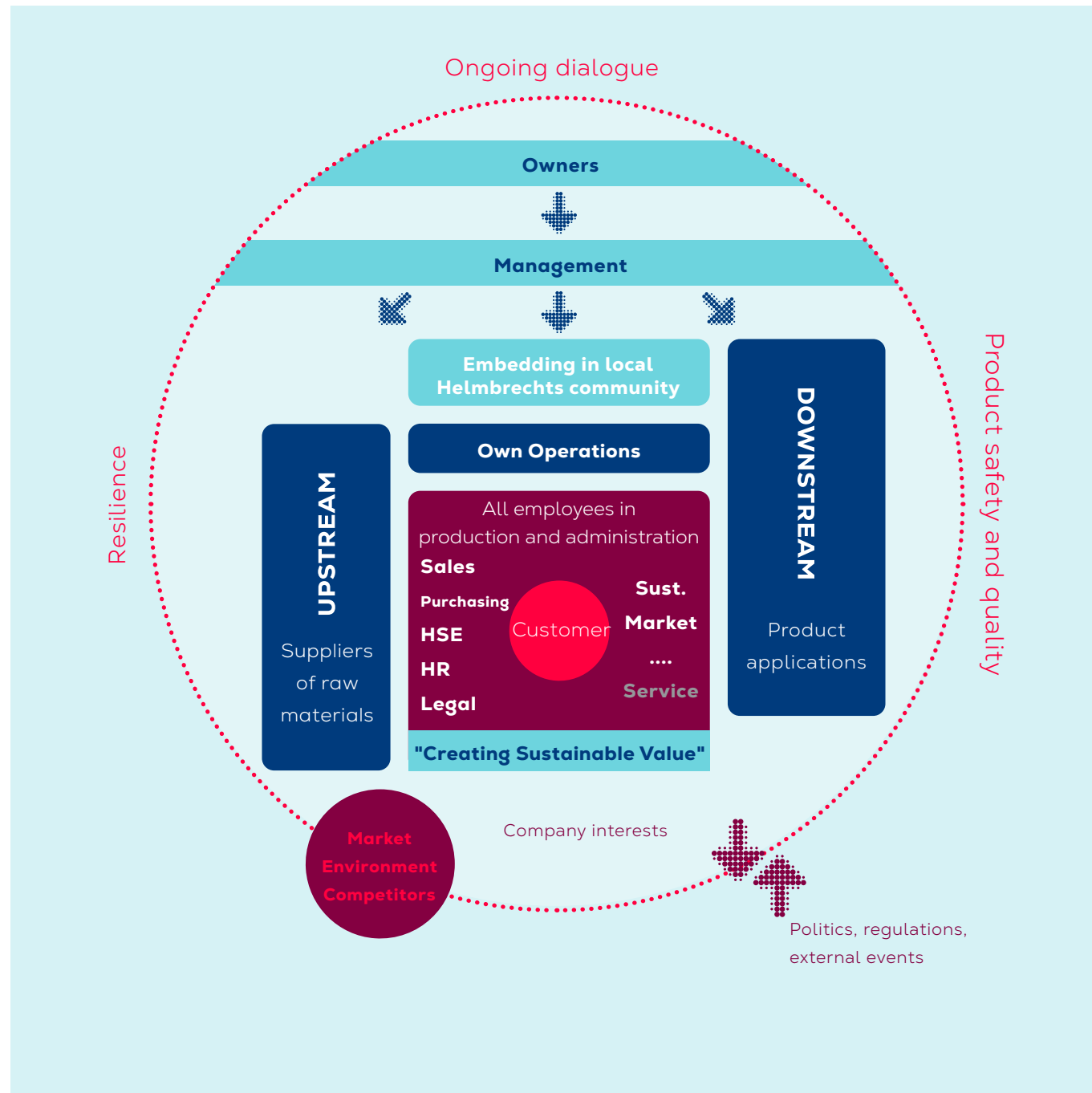


Figure 6

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

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

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

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

Determination of material issues (GRI 3)

"Creating Sustainable Value"

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

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

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

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

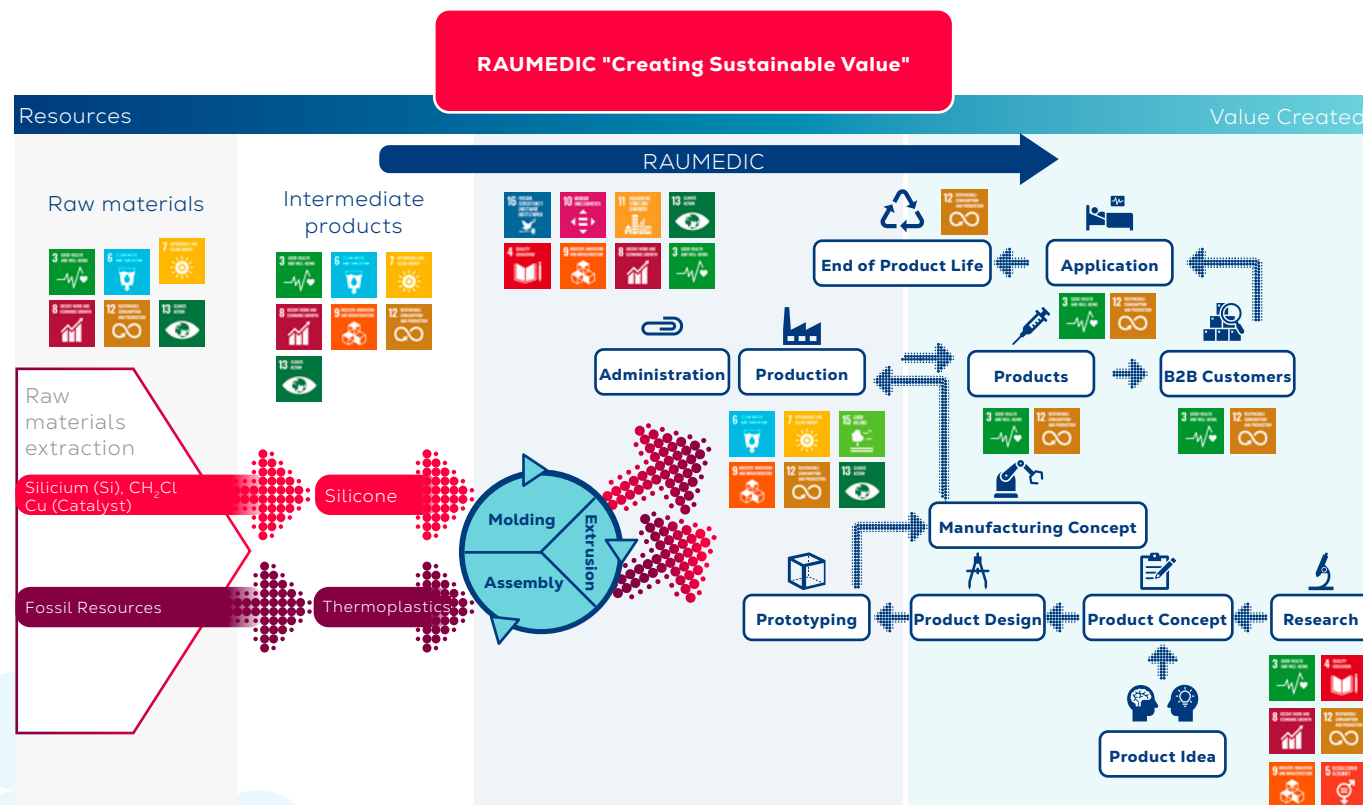


Figure 7

Prioritisation of impacts

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

We considered the entirety of the issues that RAUMEDIC considers to be essential (Figure 8) from the perspective of natural resource consumption, i.e. the extraction of natural resources such as water, energy resources, raw materials for our materials, but also air emissions ("resource use"). The raw materials required for the manufacturing of medical devices are predominantly of fossil origin and are not easy to substitute. The manufacturing process, including the precursor materials, is energy-intensive. (see p. 29, "Energy"). Material recycling of the used end products with subsequent reintegration into material cycles is, not least due to hygiene requirements, very challenging and nearly impossible (see p. 28).

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

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

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

Our experts and products serve the health of many people around the world. This perspective is also a contribution to "Creating Sustainable Value".

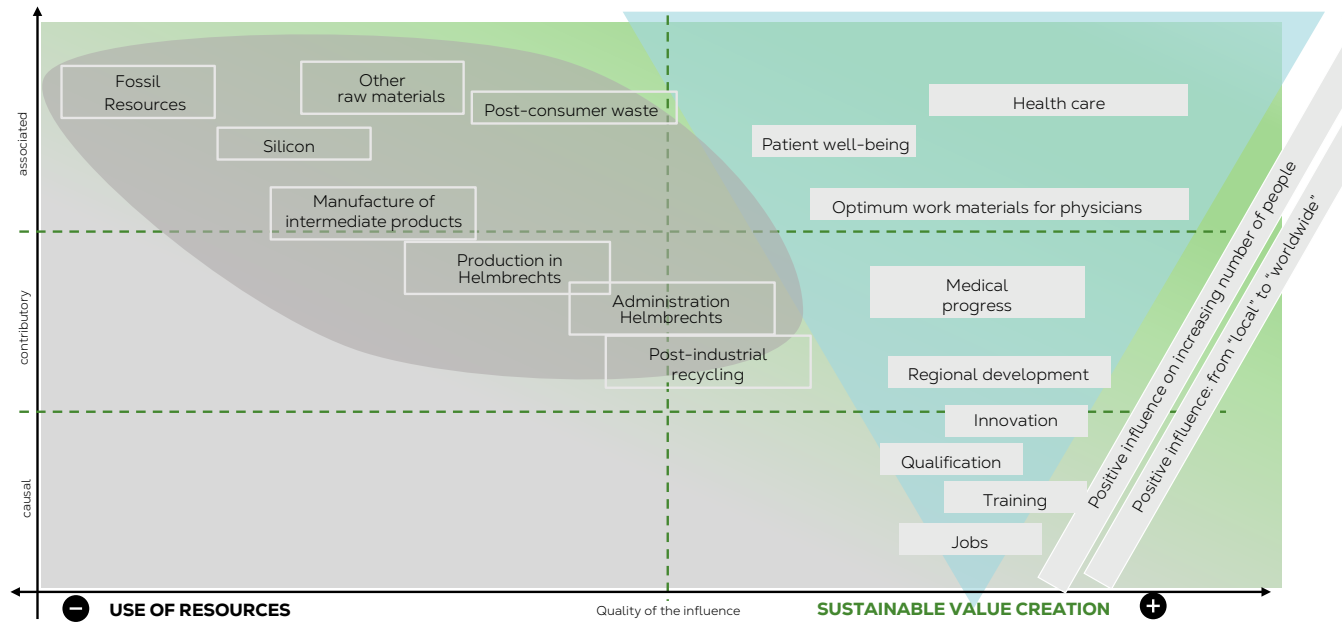


Figure 8

Management of key topics

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

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

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



Economic responsibility (GRI 200)

Economic performance: Management of key topics

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

Sales revenue of RAUMEDIC AG

In 2021, RAUMEDIC AG generated sales of 173.3 million EUR (previous year: EUR 135.4 million). The financial position, financial performance, and key financial indicators are included in the annual financial statements for the fiscal year from January 1, 2022, to December 31, 2022. This information is publicly accessible in the Bundesanzeiger ("Federal Gazette"), the central platform for official announcements and notices, as well as legally relevant corporate news from the Federal Ministry of Justice (www.bundesanzeiger.de).

Financial consequences of climate change: General Terms of Business

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

Furthermore, the European CO₂ price maintained its high level from the previous year in 2022. The reason for the price is the increased demand for certificates linked to the European Union's 2030 climate protection targets. As part of the energy transition, the European Union's objective is to be able to reduce its dependence on fossil fuels and thereby reduce its energy dependence in general. These measures require time and investment, making their impact on the energy price continuously noticeable.



Future energy policy at RAUMEDIC

RAUMEDIC procures the necessary energy in the form of natural gas and electricity. The electricity mix contains around 35 % renewable energy sources. The long-term increase in energy prices, although not directly attributable to climate change, sees RAUMEDIC as an opportunity to focus more than ever on CO₂-neutral energy from renewable sources and independence from the energy market. The price increase also had an impact on both the energy costs of production and raw material prices in 2022.

Expenses for pensions

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

Financial support from the public sector

During the previous reporting period 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 "Silicium" at the Helmbrecht site as part of a GRW funding project to strengthen the regional economic structure. At EUR 1.57 million and EUR 2.76 million, the allocation of grant funds is divided between 2023 and 2024.

Approximately EUR 22,000 in subsidies for energy efficiency measures were paid out at the Feuchtwangen site. In addition, approximately EUR 8,000 was paid to RAUMEDIC for R&D projects.

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

Attractiveness as an employer

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

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

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

Indirect economic impacts: Investments

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

The budget for measures to expand production in the 2022 financial year amounted to 25.0 million EUR (previous year: EUR 14.0 million)

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

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



5.4 "Infrastructure investment"

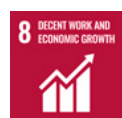


9.1, "Infrastructure investment"
9.4 "Expenditure and investment"

UN GC PRINCIPLES 3 4 5 6 10



11.2 "Infrastructure investment"



8.2, 8.3, 8.5, "Indirect economic impact", "Local procurement"

UN GC PRINCIPLES 9



16.5 "Anti-corruption"

UN GC PRINCIPLES 10

The supply chain

Every kilometer saved in transporting production equipment to our locations holds value. It not only reduces energy consumption for transportation but also lowers associated costs.

Most of the goods, raw materials and energy sources purchased through RAUMEDIC originate in Germany. The percentage of goods that RAUMEDIC purchases from Germany is approximately 88 %.

Anti-corruption policy

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

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

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

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

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



16.3 "Compliance with laws and regulations"

UN GC PRINCIPLES 10



10.4 "Fiscal policies"

UN GC PRINCIPLES 10

Communication and training on anti-corruption policies and procedures

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

Anti-competitive behaviour

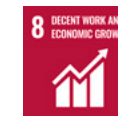
RAUMEDIC is committed to fair and undistorted competition and rejects any anti-competitive conduct. The agreement – even silently – of

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

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

Taxes: Management of key topics

RAUMEDIC AG has its registered office in Münchberg, Germany, is registered in the commercial register at the District Court of Hof and is subject to trade tax as a large corporation within the meaning of Section 267 HGB. The legal representatives of the corporation are responsible for the legally compliant payment of taxes; The Supervisory Board is responsible for monitoring the company's accounting process for preparing the management report and the annual financial statements, which must contain information on taxes on income and earnings (see the income statement for the period 01/01/2022 to 31/12/2022 in the annual financial statements of RAUMEDIC AG). The financial statements also contain the opinion of an independent auditor.



8.4 "Material efficiency"



12.2 "Material efficiency",
12.5 "Materials recycling"

UN GC PRINCIPLES 7 8 9

Environmental protection (GRI 300)

Materials used: Management of key topics

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

Despite this, within our scope, we contribute to a circular economy by predominantly outsourcing post-industrial production waste to external recycling service providers, allowing for reuse in non-medical contexts. As approx. 79 % of our German waste is generated at the Helmbrecht site, the focus of our activities is on this plant.

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

Materials used by weight or volume

The company exclusively used plastics and silicones in the 2022 reporting year. The raw materials used for this came from non-renewable sources. No materials made from renewable raw materials or recyclates were used in order to guarantee the high product attribute requirements made of medical devices. The chart below (Figure 9) shows the materials used across all German locations in 2022 by weight and type

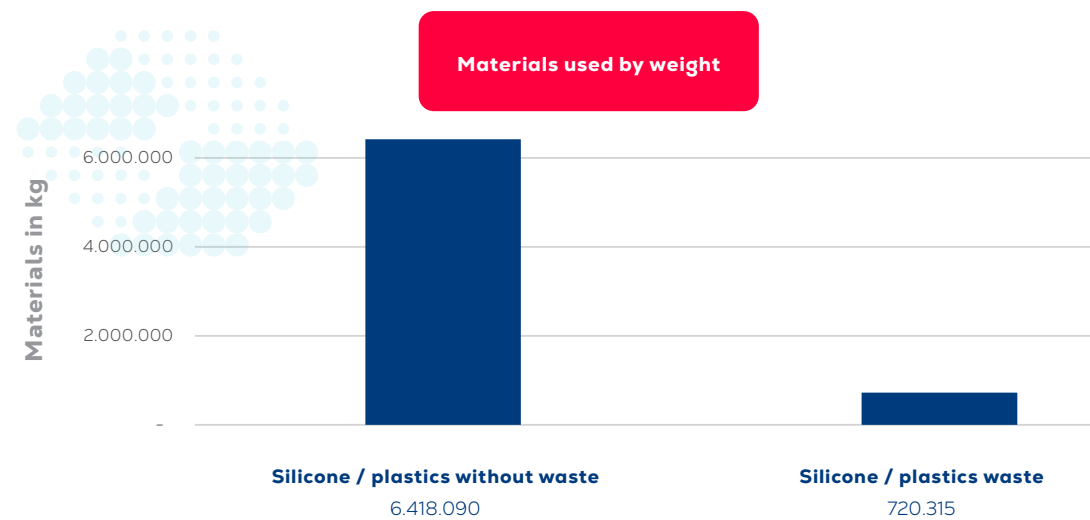


Figure 9



12.2 "Energy efficiency",
12.5 "Extended Producer
Responsibility"



7.2, 7.3 "Energy consumption"

UN GC PRINCIPLES 7 8 9

Recycled raw materials used

Although we do not use secondary raw materials for our products, we highly value keeping materials in cycles as much as possible. In the 2021 reporting period, the recycling rate at the Helmbrecht site was approx. 55.04%. This rate was increased to approx. 61.67%. The combined rate for all German locations is approx. 78.14%.

We use our internal waste data and the specified recycling procedures in accordance with Section 3 GewAbfV by the disposal company as the basis for calculation.

Recycled products and their packaging materials

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

Energy: Management of key topics

Due to energy-intensive production cleanrooms, RAUMEDIC has a high demand for electricity and gas (see "Financial consequences of climate change", p. 23). We are aware that this consumption also leads to emissions (see "Emissions", p. 34), which contribute to warming our climate.

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

All German production sites have an energy monitoring system certified in accordance with DIN EN ISO 50001 and an energy and environmental manager. Since 2014, we have been optimising our consumption and saving resources as well as CO₂ emissions.

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



8.4 "Energy efficiency"



13.1 "Energy efficiency"

UN GC PRINCIPLES 7 8 9

Energy consumption within the organization

The energy required for our production and administrative sites was purchased in the form of electricity and natural gas during the reporting period. Natural gas is a purely fossil-based energy source. In the purchased electricity mix, the share of renewable energies is around 35%. No further energy is procured externally; no energy is sold to third parties. The annual bills of the energy suppliers and the internal, certified energy monitoring system serve as the data basis.

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

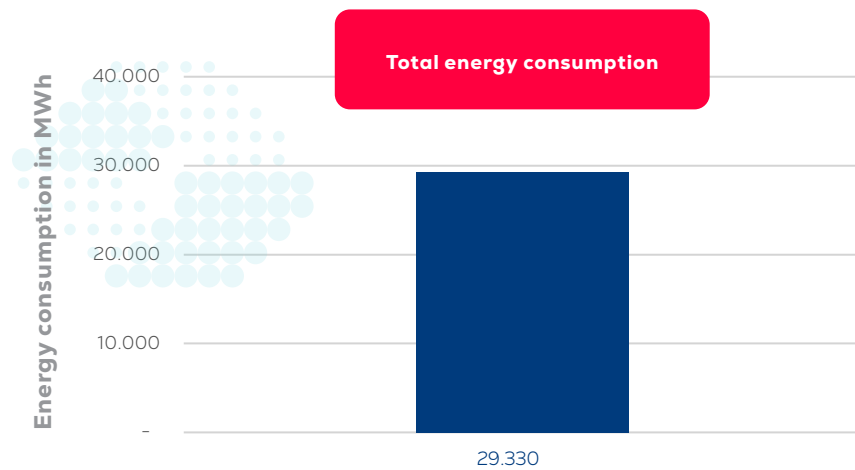


Figure 10

Energy consumption outside of the organization

RAUMEDIC does not have any energy consumption outside the organization at the German sites. Details regarding our Scope 3 emissions according to the Greenhouse Gas Protocol (GHGP) can be found on page 34, "Emissions".

Energy intensity

RAUMEDIC's energy intensity quotient in Germany is €5.908/kWh and is calculated from the revenue generated in euros ("€") and the total energy consumption in the form of gas and electricity in kilowatt hours ("kWh").

Reduction of energy consumption

In the past, energy monitoring at RAUMEDIC has saved a total of approx. 5.80 million kWh of energy. This corresponds to the annual consumption

6.3 "Recycle and reuse"
6.4 "Water withdrawal"

15.1 "Impact on biodiversity and ecosystems"
 UN GC PRINCIPLES 7 8 9

of approximately 1450 four-person households in Germany. In the 2022 reporting period, considerable energy savings were achieved through plant optimization. After implementing the energy improvement, around 2,500 kWh per week were saved compared to the base year 2020. The savings correspond to the weekly demand of around 32 four-person households in Germany. The internal energy monitoring software made it possible to evaluate these savings.

There was no product-specific calculation of the energy savings for the over 1,000 products or per produced product unit.

Water and wastewater: Management of key topics

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

Water as a shared resource

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

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

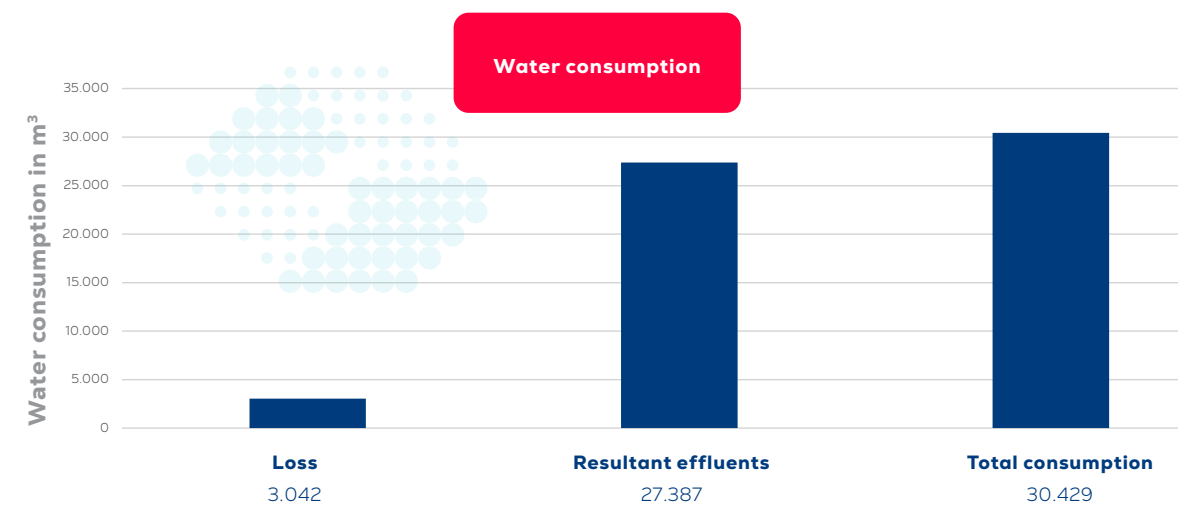


Figure 11

6.4 "Water withdrawal"
6.6 "Impact on biodiversity and ecosystems"

14.2, 15.1, 15.5 "Impact on biodiversity and ecosystems"
 UN GC PRINCIPLES 7 8 9

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

The wastewater is fed into the drainage network of the respective city, which is then fed into the associated wastewater association.

RAUMEDIC complies with the requirements of the respective wastewater statutes of the cities.

Dealing with the effects of water recirculation

The wastewater recycling regulations of the respective wastewater association apply to our sites in accordance with the statutes approved by the respective district administration office. This defines the treatment of the wastewater by means of a wastewater treatment plant with mechanical, biological and chemical treatment stages. According to these statutes, no additional wastewater treatment measures are necessary. In the 2022 reporting year, 27,387 m³ of wastewater resulting from the company's activities were returned by third parties in Germany.

Water outlets

In 2022, RAUMEDIC consumed a total of 30,429 m³ of water. Around 164 four-person households consume this amount in Germany each year. The water was taken exclusively from third parties (public water network); Water storage is not applied. There is no data on water stress at the site. Similarly, there is no data on the breakdown of water consumption by water qualities (fresh water and other).

Biodiversity: Management of key topics

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



3.9 "Air quality"



12.4 "GHG emissions"

UN GC PRINCIPLES 7 8 9

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

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

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

Significant impact of activities, products and services on biodiversity

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

No substances are released into the environment at any German site that would contaminate them or have to be disposed of separately. Animals are not imported by RAUMEDIC AG and are not part of our value chain. In addition, no interventions were made in the ecological processes at the site during the reporting period, nor were any species destroyed or combated. The flowering meadow, which is not mowed, was used to create a habitat for animals on the Helmbrechts premises. This area was permanently available to insects and birds during the reporting period.

Protected or restored habitats

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



13.1 "GHG emissions"



14.3 "GHG emissions", "Air pollution"



15.2 "GHG emissions", "Air pollution"

UN GC PRINCIPLES 7 8 9

World Conservation Union (IUCN) Red List and National Lists of Protected Species that have habitats in areas affected by business activities

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

Emission: Management of key topics

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

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

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

Direct GHG emissions (Scope 1)

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

Approximately 2,329 tonnes of CO₂ were directly emitted at all German sites in the 2022 reporting year. The emissions were generated by the use of natural gas. No biogenic CO₂ emissions were caused.

2022 is regarded as the base year for current and future reporting, as not all plants could be taken into account in the previous 2021 report and scope 3 emissions were not yet available.

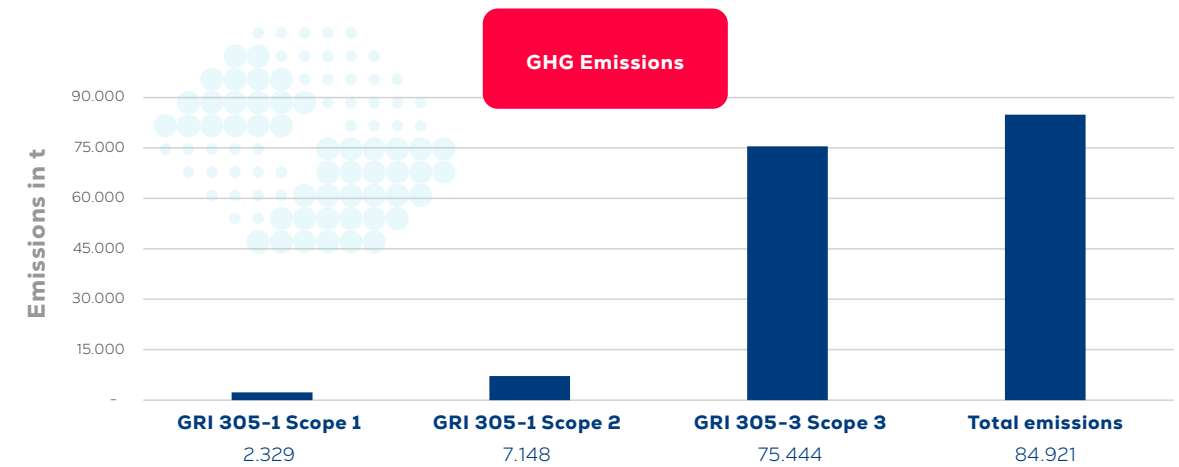


Figure 12

Indirect energy-related GHG emissions (Scope 2)

In indirect emissions, the purchase of electricity released a total of approx. 7,148 tonnes of CO₂. The sum of RAUMEDIC's direct and indirect CO₂ emissions was approximately 9,477 tonnes; This is roughly equivalent to the annual average amount of CO₂ caused by around 878 people in Germany.

For both direct (Scope 1) and indirect emissions (Scope 2), 2021 is considered the base year for current and future reporting. Therefore, only changes compared to the base year at the Helmbrecht site can be presented in the current report. The emission factors for both natural gas and electricity are provided by the energy supplier and the energy consumption is monitored by energy monitoring.

	13.1 "GHG reduction/renewable energy target"		14.3 "GHG emissions", "Air pollution"		15.2 "GHG emissions", "Air pollution"
	3.9 "Air quality"		12.4 "ODS emissions"		

UN GC PRINCIPLES 7 8 9

	3.9 "Waste"		6.3 "Recycle and reuse", "Waste and wastewater", 6.6 "Spills"
	12.4, 12.5 "Waste management"		

UN GC PRINCIPLES 7 8 9

Other indirect GHG emissions (Scope 3)

In the 2022 reporting year, approximately 75,444 tonnes of CO₂ were indirectly; upstream and/or downstream by RAUMEDIC. This roughly corresponds to the annual average amount of CO₂ caused by around 6,986 people in Germany.

2021 is considered as the base year for reporting Scope 3 emissions. To calculate our emissions along the value chain, we partially collect the data ourselves or utilize external databases that are certified according to GHG.

Intensity of GHG emissions

In the reporting period, RAUMEDIC AG's intensity quotient was 1.48 kg CO₂ e/kg product. The quotient is made up of the annual emissions (Scope 1 and Scope 2) and the annual production volume of our German sites. In the 2021 report, only the data from our main plant in Helmbrechts was used. As RAUMEDIC is mapping all locations in Germany for the first time in this report, we have changed the base year to 2022. In the future, we will be measuring the intensity quotient at national level. Due to the chosen base year of 2022, no changes from the selected base year can be presented in this report.

Reducing GHG emissions

We will continue to measure the CO₂ footprint of our business activities, reduce it as far as possible, and, for the 2023 reporting period, we have also started raising awareness of our emissions outside Germany in order to set ambitious reduction targets based on 2021 and to be able to meet our climate responsibility. For us, "Creating Sustainable Value" means demonstrably creating sustainable value from the point of view of emission reduction. For this reason, building up our own energy production from renewable sources as far as possible at the Helmbrecht site is a priority over participating in third-party CO₂ compensation projects.

Emissions of ozone depleting substances (ODS)

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

Nitrogen oxides (NOx), sulphur oxides (SOx) and other significant air emissions

In the 2022 reporting year, emissions of nitrogen oxides (NOx), sulphur oxides (SOx) and other significant air emissions were not measured at our sites, as there is no legal requirement for this according to the current regulations of the Federal Immission Control Act (BImSchV).

Waste disposal: Management of key topics

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

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

Waste generation and significant waste-related effects

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

Management of significant waste-related impacts

The "LEAN management" described above serves to reduce waste and uses so-called "waste cards" in production to control and comply with our own standards. We place great emphasis on recycling our waste to drive the transformation of our material streams towards a circular economy. No investigations were carried out in this regard along the value chain in the reporting year. The recycling and disposal companies commissioned by us must possess an official certificate that recognizes them as waste management companies. The legally compliant conduct of the disposal specialist companies working for RAUMEDIC is ensured every two years by an external audit.



15.1 "Spills"



6.6 "Impact on biodiversity and ecosystems"

UN GC PRINCIPLES 7 8 9

Waste generated and waste not sent for disposal

Figure 13 shows all relevant waste from RAUMEDIC at the German sites. This waste is generated during production, for example by scrap ("Water and wastewater" see p. 31). There is no reuse or recycling of waste within production.

For more information on waste not sent for disposal, see p. 37.

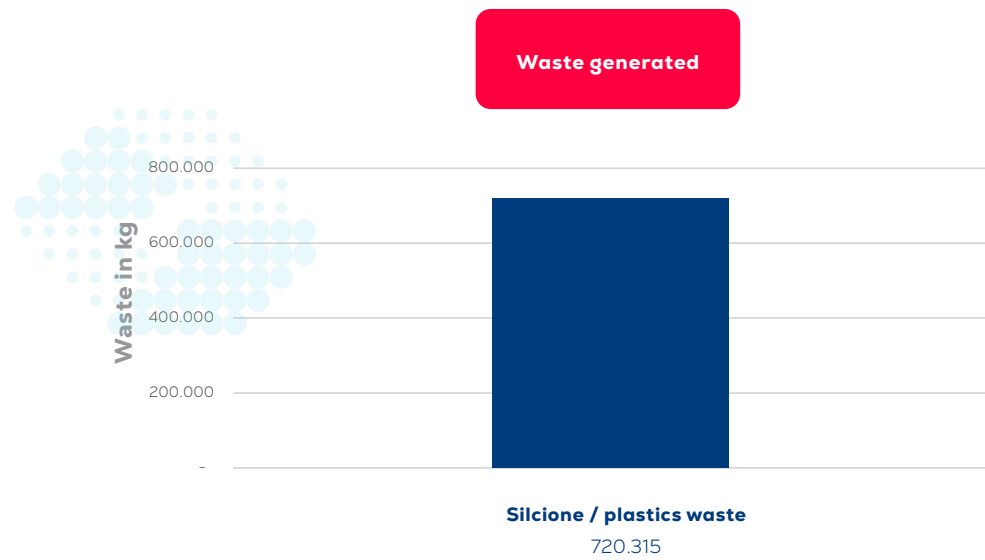


Figure 13

Waste for disposal

Figure 14 below shows the quantities of all types of waste sent for disposal in 2022; divided into mixed plastics and hazardous waste.

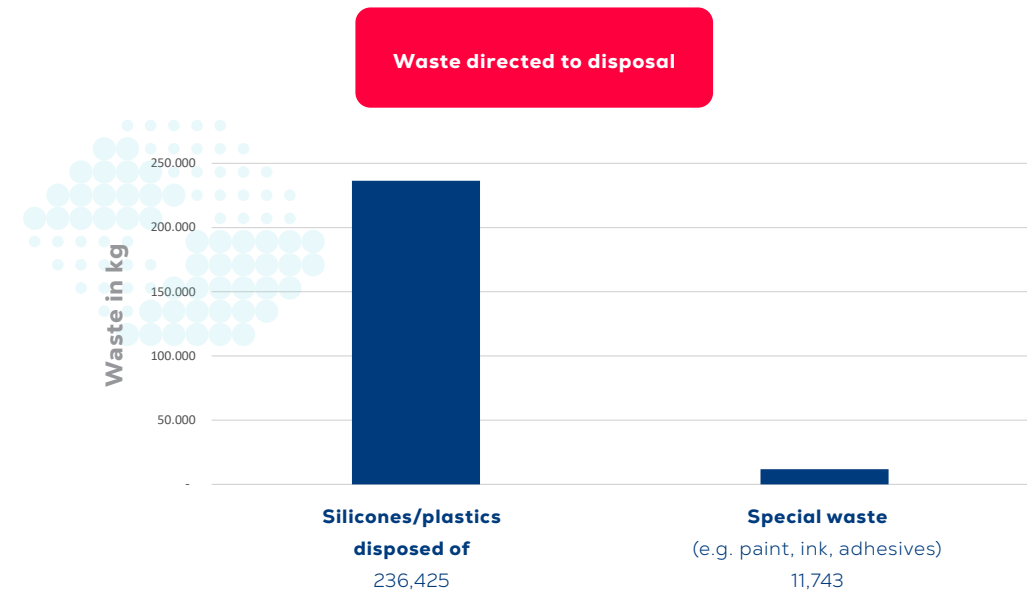


Figure 14

Review of suppliers according to environmental criteria: Management of key topics

In 2022, RAUMEDIC published its Supplier Code of Conduct. It describes the minimum standards and expectations of our suppliers in terms of environmental, social and ethical performance. All suppliers must agree to this in order to enter into a business relationship with RAUMEDIC. Even before publication, our suppliers assured us in our purchasing conditions that human rights will be respected, child labor will be prohibited, conflict-free raw materials will be used and environmental standards will be observed in production. Our Supplier Code of Conduct is freely available on our website. See: Our Terms and Conditions of Purchase – RAUMEDIC

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

<p>3 GOOD HEALTH AND WELL-BEING</p>	<p>3.2 "Insurance"</p>	<p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<p>8.5 "Employment and workforce, "Remuneration and benefit", "Parental leave", Training and education" 8.6 "Employment condition"</p>
<p>10 REDUCED INEQUALITIES</p>	<p>10.3 "Ensure and opportunity"</p>	<p>5 GENDER EQUALITY</p>	<p>5.1 "Gender equality", "non-discrimination", "Parental leave", "Equal remuneration and benefits"</p>

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

<p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<p>8.8 "Labor relations/management"</p>
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Social responsibility

(GRI 400)

Employment: Management of key topics

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

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

However, as data collection for sustainability reporting is still under construction for some locations, no final quantitative information on newly hired employees and staff turnover for 2022 can yet be provided.

Company benefits offered only to full-time employees, but not to temporary or part-time employees

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

- 30 days of vacation and, if applicable, discretionary leave in the administrative department
- Company-specific special payments and holiday pay
- Canteen
- Employer-financed occupational disability/pension insurance
- Working time account
- Free coronavirus tests
- JobRad ("JobBike") bike leasing

- Laptop and cell phone leasing
- Employee discounts
- Company activities (e.g. summer party, anniversaries)
- Flexible working hours, possibly teleworking and home office arrangements as well as
- Medical care, including psychological emergency services.

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

Parental leave

If employees take parental leave, the employment relationship will of course continue. A total of 56 employees at our German locations took parental leave in the past reporting period and 44 returned from parental leave. The return rate in the previous reporting period was 100 % at all locations. The data used is collected internally.

Employee-employer relationship: Management of key topics

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

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

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



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"



8.8 "Occupational health and safety"



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

Occupational health and safety: Management of key topics

The management of the health and safety of our employees as well as environmental protection (in the following referred to as HSE) is an essential topic of our sustainability management. The basic principle is "Safety first!". The procedural instructions of the comprehensive HSE management system must be followed without exception by all employees, including employees of external companies, with the aim of not endangering themselves or others. This means that 100 percent of all employees and all workplaces are covered by this system.

Management system for occupational health and safety

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

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

Hazard identification, risk assessment and investigation of incidents as well as employee involvement, consultation and communication

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

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

Occupational health services

As part of the Occupational Health Care Ordinance, RAUMEDIC is obliged as an employer to provide its employees with appropriate occupational health care. The aim of occupational health care is to record work-related stresses and to detect and prevent work-related illnesses, including occupational diseases, at an early stage. Occupational health care should also contribute to maintaining employability and further developing occupational health protection. Suitability tests will be carried out prior to hiring or during the ongoing employment relationship. The legal basis is Section 7 of the Safety and Health at Work Act.

In this, the employer is obliged to ensure that it does not endanger the health of the employee or third parties as a result of the assigned tasks.

Some employees may be offered further occupational medical examinations or interviews for other reasons, for example for night workers in accordance with Section 6 of the German Working Hours Act or as part of company integration management after prolonged illness.

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

In the 2022 reporting year, RAUMEDIC again had no work-related illnesses that led to a death.



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"

Promoting employee health

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

In 2021, the Executive Board appointed a pandemic manager who, in coordination with the Executive Board, defined concrete measures for the various locations of RAUMEDIC AG. It was stipulated that FFP2 masks are mandatory in our buildings and visitors had to present a test or vaccination certificate. Our employees were offered free quick tests and there was a specially organised vaccination campaign. The internal testing requirement particularly applied to employees in cleanrooms and those who came into contact with our products. In this way, we have fulfilled our responsibility towards the subsequent user of our products. The measures were continuously adapted in accordance with existing guidelines or the published recommendations by the Robert Koch-Institute.

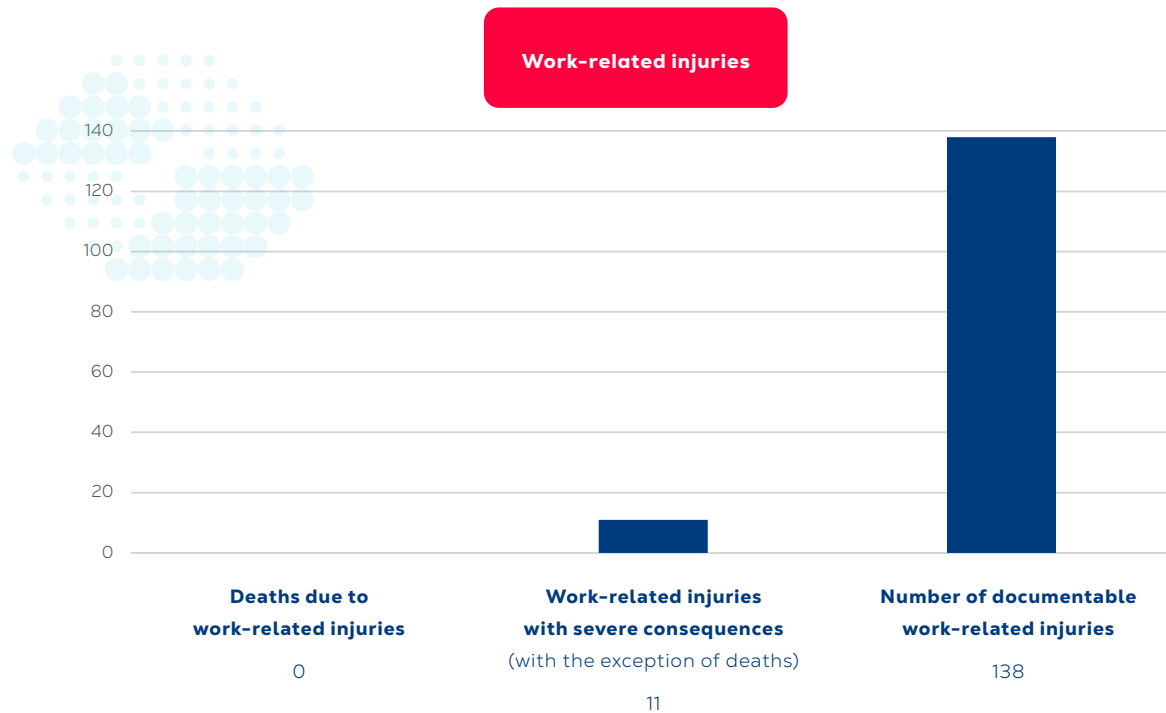


Figure 15

Prevention and mitigation of impacts on occupational health and safety directly related to business relationships

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

Work-related injuries

In the 2022 reporting year, a total of 1,527,426 working hours were spent at all German locations. During the reporting period, the majority of work-related injuries were cuts and impact injuries. Work-related hazards that involve the risk of serious injuries are identified by the annual safety walk and eliminated in the following (see above, "Hazard identification"). No employees or jobs are excluded here. An example of a preventive improvement measure at the Helmbrechts site is the implementation of the traffic safety obligation on a stair attachment. Figure 15 shows all work-related injuries at the Helmbrechts site in absolute figures.

Training and further education: Management of key topics

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



5.1 "Non-discrimination",
5.2 "Eliminate all forms of violence against women and girls"
5.5 "Women in leadership",
"Gender equality"



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



10.3 "Ensure equal opportunity"



16.1 "Workplace violence and harrassment"
16.2 "Abolition of child labor"

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

Average number of hours of training per year per employee

RAUMEDIC places a special focus on training in its own company and has set itself the goal of taking on young junior employees in permanent employment after completing their vocational training. The trainees go through all training-relevant departments as well as additional areas. This gives them a very broad insight into all departments and processes even during their apprenticeship. RAUMEDIC also cooperates closely with schools and external partners. Apprenticeships include electronics technicians for industrial technology, IT specialists for system integration/IT system management specialist, industrial mechanics, technical product designers or process mechanics for plastic and rubber technology (molded parts/semi-finished products).

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

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

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

RAUMEDIC offers every employee personal, future-oriented and diverse development perspectives. Employees have the opportunity to contact their respective supervisors at any time with further development requests. At the recommendation of the supervisor who initiates the personnel development process, a potential survey, selection of courses and further steps are then carried out in coordination with personnel development. The company supports its employees in their professional further qualification as well as their development into a leadership role with functional or disciplinary management responsibility. RAUMEDIC uses a document

management system (DMS) as its training system, which includes employee qualification management (MQM). This is used to check the qualification level of the individual employees and to document it in a comprehensible manner. There are currently no programs to support the transition to career exit.

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

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

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

In order to challenge and promote specialist talent and potential junior managers as well as to offer long-term prospects at RAUMEDIC, the respective supervisor has the opportunity to propose suitable candidates for the two-year talent programme "JUMP".

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

Diversity and equal opportunities: Management of the key topics

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

Similarly, no incidents of discrimination were reported during the reporting period.

The right to freedom of association and collective bargaining is not violated at the German locations of RAUMEDIC AG. According to the company regulations, holding off-site meetings of any kind, as well as putting up posters or distributing written materials, requires written permission.

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



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



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

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

Political influence: Management of the key topic

Information on association memberships of RAUMEDIC AG can be found on page 17. RAUMEDIC did not make any party donations in the 2022 reporting year and does not exercise any other party political influence.

Customer health and safety, marketing and labelling, customer data protection: Management of key topics

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

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

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

Our instructions for use describe the safe handling of our respective products and their proper disposal. In the 2022 reporting period, RAUMEDIC did violate statutory regulations and/or regulations that go beyond these, to which we have undertaken to comply. Likewise, there were no violations with regard to our product marketing and product communication. There are therefore no changes to the 2021 reporting period.

There were also no complaints from supervisory authorities, data theft or loss of customer data in this reporting year.

About this report

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

In 2015, the United Nations adopted a comprehensive social and environmental reform program. The aim is to take decisive steps towards sustainable development within 15 years. Agenda 2030 contains 17 Sustainable Development Goals, also known as Sustainable Development Goals (SDGs). These objectives comprise a total of 169 sub-objectives.

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

Glossary of Terms

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

GRI content index

Evidence of application

RAUMEDIC AG G reported on the period from January 1 to December 31, 2021, in accordance with the GRI Universal Standards

GRI 1 application:
GRI 1: Foundation
2021

Applicable GRI Sector Standard(s)

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

General disclosures

GRI Standard	Disclosure	Page	Exclusion		
			Missed Requirements	Reason	Explanation
GRI 2: General Disclosures 2021	2-1 Organizational details	6			
	2-2 Companies involved in the organisation's sustainability reporting	7			
GRI 2, Section 1: organization, reporting practices	2-3 Reporting period, frequency and contact point	8			
	2-4 Adjustments to the information	8			
	2-5 External audit opinion	9			
GRI 2, Section 2: Activities and workers	2-6 Activities, value chain and other business relationships	9			
	2-7 Employees	12			
	2-8 Non-employee workers	12			
GRI 2, Section 3: Governance	2-9 Governance structure and composition	13			
	2-10 Appointment and selection of the highest management body	13			
	2-11 Chair of the highest management body	13			
	2-12 The role of the highest management body in Supervision of impact management	14			
	2-13 Delegation of responsibility for impact management	13			
	2-14 The role of the highest management body in sustainability reporting	13			
	2-15 Conflicts of interest	14			
	2-16 Publication of critical aspects	14			
	2-17 Joint knowledge of the highest management body	14			
	2-18 Evaluation of the performance of the highest management body	15			
	2-19 Remuneration Policy	15			
2-20 Procedure for determining remuneration	15				
2-21 Annual Total Compensation Rate	15				

GRI Standard	Disclosure	Page	Exclusion		
			Missed Requirements	Reason	Explanation
GRI 2, Section 4: Strategy, policies and practices	2-22 Statement on sustainable development strategy	19			
	2-23 Policy commitments	16			
	2-24 Embedding policy commitments	16			
	2-25 Processes to remediate negative impacts	16			
	2-26 Mechanisms for seeking advice and raising concerns	16			
	2-27 Compliance with laws and regulations	16			
	2-28 Membership associations	17			
GRI 2, Section 5: Stakeholder engagement	2-29 Approach to stakeholder engagement	18			
	2-30 Collective bargaining agreements	12			

Material topics

GRI Standard	Disclosure	Page	Exclusion		
			Missed Requirements	Reason	Explanation
GRI 3, Section 2: Disclosures on material topics 2021	3-1 Process to determine material topics	21			
	3-2 List of material topics	21			

Disclosure of individual topics

Economic performance					
GRI Standard	Disclosure	Page	Exclusion		
			Missed Requirements	Reason	Explanation
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	22			
	201-2 Financial implications and other risks and opportunities due to climate change	22			
	201-3 Defined benefit plan obligations and other retirement plans	23			
	201-4 Financial assistance received from government	23			

Market presence					
GRI Standard	Disclosure	Page	Exclusion		
			Missed Requirements	Reason	Explanation
GRI 3, Material Topics 2021	3-3 Management of key topics	24			
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	24			
	202-2 Proportion of senior management hired from the local community	24			

Anti-competitive behavior					
GRI Standard	Disclosure	Page	Exclusion		
			Missed Requirements	Reasons	Explanation
GRI 3, Material Topics 2021	3-3 Management of key topics	26			
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	26			

Indirect economic impacts					
GRI Standard	Disclosure	Page	Exclusion		
			Missed Requirements	Reason	Explanation
GRI 3, Material Topics 2021	3-3 Management of key topics	24			
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	24			
	203-2 Significant indirect economic impacts	24			

Taxes					
GRI Standard	Disclosure	Page	Exclusion		
			Missed Requirements	Reason	Explanation
GRI 3, Material Topics 2021	3-3 Management of key topics	26			
GRI 207: Tax 2019	207-1 Approach to tax	26			
	207-2 Tax governance, control, and risk management	26			
	207-3 Stakeholder engagement and management of concerns related to tax	26			
	207-4 Country-by-country reporting	26			

Procurement practices					
GRI Standard	Disclosure	Page	Exclusion		
			Missed Requirements	Reason	Explanation
GRI 3, Material Topics 2021	3-3 Management of key topics	25			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	25			

Materials					
GRI Standard	Disclosure	Page	Exclusion		
			Missed Requirements	Reason	Explanation
GRI 3, Material Topics 2021	3-3 Management of key topics	27			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	27			
	301-2 Recycled input materials used	28			
	301-3 Reclaimed products and their packaging materials	28			

Anti-corruption					
GRI Standard	Disclosure	Page	Exclusion		
			Missed Requirements	Reason	Explanation
GRI 3, Material Topics 2021	3-3 Management of key topics	25			
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption	25			
	205-2 Communication and training about anti-corruption policies and procedures	25			
	205-3 Confirmed incidents of corruption and actions taken	25			

Energy					
GRI Standard	Disclosure	Page	Exclusion		
			Missed Requirements	Reason	Explanation
GRI 3, Material Topics 2021	3-3 Management of key topics	28			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	28			
	302-2 Energy consumption outside of the organization	29			
	302-3 Energy intensity	29			
	302-4 Reduction of energy consumption	29			
	302-5 Reduction in energy requirements of products and services	29			

Water and effluents					
GRI Standard	Disclosure	Page	Exclusion		
			Missed Requirements	Reason	Explanation
GRI 3, Material Topics 2021	3-3 Management of key topics	29			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	30			
	303-2 Management of water discharge-related impacts	30			
	303-3 Water withdrawal	30			
	303-4 Water discharge	30			
	303-5 Water consumption	30			

Waste					
GRI Standard	Disclosure	Page	Exclusion		
			Missed Requirements	Reason	Explanation
GRI 3, Material Topics 2021	3-3 Management of key topics	35			
GRI 306: Waste	306-1 Waste generation and significant waste-related impacts	35			
	306-2 Management of significant waste-related impacts	36			
	306-3 Waste generated	36			
	306-4 Waste diverted from disposal	36			
	306-5 Waste directed to disposal	36			

Biodiversity					
GRI Standard	Disclosure	Page	Exclusion		
			Missed Requirements	Reason	Explanation
GRI 3, Material Topics 2021	3-3 Management of key topics	31			
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in or adjacent to protected areas and areas of high biodiversity value outside protected areas	31			
	304-2 Significant impacts of activities, products and services on biodiversity	31			
	304-3 Habitats protected or restored	32			
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	32			

Environmental assessment of suppliers					
GRI Standard	Disclosure	Page	Exclusion		
			Missed Requirements	Reason	Explanation
GRI 3, Material Topics 2021	3-3 Management of key topics	37			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that are Environmental criteria have been reviewed	37			
	308-2 Negative environmental impacts in supply chain and actions taken	37			

Employment					
GRI Standard	Disclosure	Page	Exclusion		
			Missed Requirements	Reason	Explanation
GRI 3, Material Topics 2021	3-3 Management of key topics	37			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	37			
	401-2 Company benefits offered only to full-time employees, not to temporary or part-time employees	38			
	401-3 Parental leave	38			

Emissions					
GRI Standard	Disclosure	Page	Exclusion		
			Missed Requirements	Reasons	Explanation
GRI 305: Emissions 2016	3-3 Management of key topics	32			
	305-1 Direct (Scope 1) GHG emissions	33			
	305-2 Energy indirect (Scope 2) GHG emissions	33			
	305-3 Other indirect (Scope 3) GHG emissions	34			
	305-6 Emissions of ozone-depleting substances (ODS)	34			
	305-7 Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	35			

Labor/management relations					
GRI Standard	Disclosure	Page	Exclusion		
			Missed Requirements	Reason	Explanation
GRI 3, Material Topics 2021	3-3 Management of key topics	39			
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods for operational changes	39			

Occupational health and safety

GRI Standard	Disclosure	Page	Exclusion		
			Missed Requirements	Reason	Explanation
GRI 3, Material Topics 2021	3-3 Management of key topics	39			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	39			
	403-2 Hazard identification, risk assessment, and incident investigation	40			
	403-3 Occupational health services	40			
	403-4 Worker participation, consultation, and communication on occupational health and safety	40			
	403-5 Worker training on occupational health and safety	40			
	403-6 Promotion of worker health	41			
	403-7 Prevention and mitigation of impacts directly linked with business relationships on occupational health and safety	42			
	403-8 Employees covered by an occupational health and safety management system	39			
	403-9 Work-related injuries	42			
	403-10 Work-related illness	40			

Training and education

GRI Standard	Disclosure	Page	Exclusion		
			Missed Requirements	Reason	Explanation
GRI 3, Material Topics 2021	3-3 Management of key topics	43			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee		404-1	Information not available/incomplete	No information is currently collected in this regard. RAUMEDIC is working towards being able to collect this information in the future.
	404-2 Programs for upgrading employee skills and transition assistance programs	44			
	404-3 Percentage of employees receiving regular performance and career development reviews	44			

Diversity and equal opportunity

GRI Standard	Disclosure	Page	Exclusion		
			Missed Requirements	Reason	Explanation
GRI 3, Material Topics 2021	3-3 Management of key topics	45			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	45			
	405-2 Ratio of basic salary and remuneration of women to men	45			

Non-discrimination

GRI Standard	Disclosure	Page	Exclusion		
			Missed Requirements	Reason	Explanation
GRI 3, Material Topics 2021	3-3 Management of key topics	44			
GRI 406: Non-discrimination 2016	406-Incidents of discrimination and corrective actions taken	44			

Freedom of association and collective bargaining

GRI Standard	Disclosure	Page	Exclusion		
			Missed Requirements	Reason	Explanation
GRI 3, Material Topics 2021	3-3 Management of key topics	45			
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	45			

Child labor

GRI Standard	Disclosure	Page	Exclusion		
			Missed Requirements	Reason	Explanation
GRI 3, Material Topics 2021	3-3 Management of key topics	25, 45			
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor		408-1	Information not available/incomplete	No information is currently collected in this regard. RAUMEDIC is working toward being able to collect this information in the future.

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

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

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

Local communities					
GRI Standard	Disclosure	Page	Exclusion		
			Missed Re-requirements	Reason	Explanation
GRI 3, Material Topics 2021	3-3 Management of key topics	8			
	413-1 Operations with local community engagement, impact assessments, and development programs	44			
GRI 413: Local Communities 2016	413-2 Operations with significant actual and potential negative impacts on local communities		413-2	Information not available/incomplete	RAUMEDIC ensures that it does not jeopardize local communities with its business activities. It does so by complying with regional regulations. Precise data on the requested issues is not yet collected.

Supplier social assessment					
GRI Standard	Disclosure	Page	Exclusion		
			Missed Re-requirements	Reason	Explanation
GRI 3, Material Topics 2021	3-3 Management of key topics	45			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	45			
	414-2 Negative social impacts in the supply chain and actions taken	45			

Public policy					
GRI Standard	Disclosure	Page	Exclusion		
			Missed Re-requirements	Reason	Explanation
GRI 3, Material Topics 2021	3-3 Management of key topics	45			
GRI 415: Public Policy 2016	415-1 Political contributions	45			

Customer health and safety

GRI Standard	Disclosure	Page	Exclusion		
			Missed Requirements	Reason	Explanation
GRI 3, Material Topics 2021	3-3 Management of key topics	45			
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	46			
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	46			

Marketing and labeling

GRI Standard	Disclosure	Page	Exclusion		
			Missed Requirements	Reason	Explanation
GRI 3, Material Topics 2021	3-3 Management of key topics	46			
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	46			
	417-2 Incidents of non-compliance concerning product and service information and labeling	46			
	417-3 Incidents of non-compliance concerning marketing communications	46			

Customer privacy

GRI Standard	Disclosure	Page	Exclusion		
			Missed Requirements	Reason	Explanation
GRI 3, Material Topics 2021	3-3 Management of key topics	46			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	46			
	417-3 Incidents of non-compliance concerning marketing communications	46			



Global service

What can we do for you?

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