

SUSTAINABILITY REPORT 2024



Healthy Patients in a Healthy World

FOREWORD AND METHODOLOGICAL NOTE

This document constitutes the seventh Sustainability Report (hereinafter also the "Report") published by Medacta Group SA (hereinafter the "Group" or "Medacta"). This edition complies with the applicable elements of article 964 of the Swiss Code of Obligations (hereinafter "art. 964"), governing the disclosure/communication of non-financial information, including the Swiss Ordinance on Climate Disclosures.

The Report presents information with respect to human rights, anti-corruption, and bribery, also highlighting a description of due diligence and measures taken to implement the policies related to internal guidelines or strategies of Medacta regarding these topics.

The Report is published by Medacta as a separate document from the 2024 Annual Report.

SCOPE OF THE STATEMENT

The scope of reference of the information contained in the Report coincides with the area of consolidation of the Annual Report as of 31 December 2024 and, therefore, includes the parent company Medacta Group SA and all its consolidated companies on a line-by-line basis. Collected data, unless otherwise indicated, are presented on a consolidated basis.

Data and information presented in the Report refer to the period between 1 January 2024 and 31 December 2024; in some cases, for comparative purposes related to future targets, we provide data and information relating to the year chosen as a reference (baseline).

REPORTING AND APPLICATION OF REPORTING STANDARD PROCESS

The Report was drawn up in accordance with art. 964 (summary table on page 76) and with reference to the Sustainability Reporting Standards published by the Global Reporting Initiative (GRI) currently in force. The GRI Table, with the indication of the standards and the respective indicators applied, can be found on pages 74-75.

The Report was prepared based on a structured reporting process that included:

- the involvement of corporate facilities/departments that contributed to the identification and evaluation of the material topics, as well as of significant projects/initiatives to be described in the document and to the collection, consolidation, and validation of quantitative data, each insofar as its own area of purview;
- the Report has been approved by the Board of Directors ("BoD") of Medacta Group SA, issued at the meeting on 24 March 2025. The Report was published the day after the BoD approval.

The contents of the Report have been supplemented, as warranted, by other information contained in the Annual Report (Management Report, Corporate Governance Report, Remuneration Report, and Financial Report) and on the company website, which can be consulted by following the specific references. The Remuneration Report and the Financial Report are both subject to audit opinion.

The Sustainability Report is available on the company website at: sustainability.medacta.com

The Investor Relations department is the contact point for any question about the report (investor.relations@medacta.ch).

This Report edition has not been subjected to external assurance.

➔ **READ MORE** 2024 Annual Report*

➔ **READ MORE** <http://www.medacta.com>

The data collected in this Report relate to the activities carried out by our Group in 2024. The analysis includes the entire scope of our business: headquarters, subsidiaries, educational institutes, logistics centers and the Foundation, unless otherwise stated.

*<https://www.medacta.com/EN/financial-reports-and-presentations>



ABOUT THIS REPORT

The Report highlights our commitment to sustainability, through our continuous evolution in terms of information related to sustainability. Through this Report we want to keep track of this evolution, which has seen us begin a journey born with the intention of defining a long-term strategy, as well as our way of being and doing business, which has allowed us, together with our ability of innovation and collaboration, to express ourselves at our best and generate sustainable shared value. It has been prepared with reference to the GRI framework— the

world's most widely recognized tool for organizations to communicate and demonstrate accountability for their impacts on the environment, the economy, and people.

We present data of our impacts within the specified material topics, integral to our strategic targets for 2025 (see pages 17-18). These efforts align with our overarching purpose “Healthy patients in a healthy world.”

TRACK-RECORD ON ESG RATINGS AND MAIN INDICES



Since February 2021 Medacta has been included in SPI ESG Index of the SIX Exchange



Since March 2021 Medacta has been rated “AA” by MSCI ESG ratings from “AAA” to “CCC”



Rated as “Medium risk” from “Negligible” to “Severe”



Rated as an overall grade of “B” from “A+” to “D-”

TABLE OF CONTENTS

A year in review	5
Governance	19
Caring for patients	31
Caring for people	39
Caring for the environment	51
Caring for the community	65
Appendix	73

A YEAR IN REVIEW

Letter to stakeholders	6
Medacta at a glance	8
What we do	10
Value creation strategy	11
Our sustainability approach	12



#beMedacta CULTURE A KEY FOR SUSTAINABLE SUCCESS

● TRUST AND
INTEGRITY

● EFFICIENT
EXECUTION

● PATIENT AND
CUSTOMER FOCUSED

● SUSTAINABLE
INNOVATION

● TEAMWORK

LETTER TO STAKEHOLDERS

2024 has been a pivotal year for Medacta as we proudly celebrated 25 years of innovation in the medical industry. This milestone was marked by the 25th Anniversary World Tour, a series of scientific events held across Europe, the United States, Australia, and Japan. We dedicated this tour to exploring the sustainability of personalized medicine and technology in orthopedics and spine surgery, bringing together over 2'000 participants from all over the world. The primary goal was to foster the sharing of experiences and knowledge aimed at enhancing patient care, outcomes, and overall well-being. The 10th M.O.R.E. International Symposium served as both the inaugural event and the highlight of the tour. We were honored to host this significant gathering in Lugano, Ticino, the birthplace of Medacta, where we continue to make substantial investments in our future.

The year also witnessed a remarkable performance, with significant growth of 16.2% in constant currency, resulting in Euro 590.6 million in revenue. This accomplishment is rooted in our strong focus on innovative, sustainable out-of-the-box thinking that drives the development of minimally invasive techniques and personalized solutions, as well as surgeon-specific structured medical education. On September 25, we hosted our inaugural Capital Markets Day at our Swiss headquarters, attracting over 100 participants both in-person and online. The event provided a comprehensive overview of our history,

patient-centric approach, growth strategy, innovative product portfolio, and financial outlook.

Further reinforcing our global presence, we expanded our team, adding 177 new roles, reaching a total of 1'907 employees, to pursue new goals of excellence and continue our growth. Recognizing that our people are essential to Medacta's success, we launched a global initiative in 2024 to refresh our core values, ensuring they remain true and aligned to our founding principles and purpose, as we continuously strive to strengthen our culture.

To reinforce our global operations, we continued our successful expansions in Rancate and Castel San Pietro with a consistent focus on improving energy efficiency and maintaining a low-carbon energy mix. Moreover, we made strategic investments in our supply chain, enhancing logistics and distribution for greater efficiency.

Medacta has a longstanding commitment to sustainability, caringly focusing on areas we believe are most relevant to our patients, our people, the environment, and the community, with continued support from our Foundation, Medacta for Life. While we recognize the importance of continuous improvement, we are proud of the progress we've made to date. Our innovative solutions empower millions of people to regain mobility and return to active lifestyles, enhancing their quality of life.



In line with our commitment to transparency and best practices in climate-related financial reporting, this year, we have adopted the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) in this Report. This framework provides a structured approach to identifying and disclosing the potential financial impacts of climate change on our organization. By aligning with the TCFD recommendations, we aim to provide our stakeholders with clear and consistent information about our climate-related risks and opportunities.

This Report highlights Medacta's commitment to improving patient outcomes and satisfaction while promoting healthcare sustainability and creating value for our stakeholders. We can look back with pride on our achievements and look forward to those yet to come.

Once again, I extend my sincere thanks to every colleague who contributes daily to making Medacta more innovative and sustainable.


Francesco Siccardi
Chief Executive Officer

OUR ESG IMPACT IN 2024

ENVIRONMENT		SOCIAL		ECONOMIC GOVERNANCE	
100%*	Renewable electricity	1'907	Employees	590.6M	Revenues (Euro)
0%*	Oil	177	New employees	68	Countries
-43%**	GHG emissions since 2019	500K	Donations (Euro) to Medacta for Life Foundation	16.2%	Revenue growth in constant currency

* Headquarters and facilities in Castel San Pietro and Rancate
** GHG emissions (Scope 1 Fuel Combustion + Scope 2 Purchased Electricity on Market base) only for headquarters and facilities in Castel San Pietro and Rancate



MEDACTA AT A GLANCE

25TH ANNIVERSARY

In 2024, our company reached and celebrated the significant milestone of 25 years of activity. This anniversary represented a pivotal moment to reaffirm our dedication to sustainable innovation and world-class surgeon education to improve patient outcomes. As we reflected on our journey, we renewed our pledge to environmental stewardship, social responsibility, and robust governance, recognizing that our long-term success is intrinsically linked to the well-being of our stakeholders and the broader global community. This milestone reinforced our strategic vision to continue driving positive change, leveraging our experience to address emerging challenges and contribute to a more sustainable future.

MEDACTA'S UNIQUE HISTORY

Medacta's journey centers around the Siccardi family's unwavering commitment to improving patient outcomes and healthcare sustainability. This dedication spans three generations, with each bringing a unique perspective, experience, and passion. In 1999, Alberto Siccardi, our founder, chairman and former CEO, established Medacta after his own patient experience convinced him of the importance of pioneering an innovation-centered approach to joint replacement. Following his desire to improve care for patients and drawing on his own personal experience with orthopedic procedures, Alberto Siccardi dedicated himself to the pursuit of innovation to improve orthopedic techniques and prostheses.

GLOBAL KEY PLAYER

Medacta is a global key player specializing in the design, production, and distribution of innovative, personalized, and sustainable solutions for joint replacement, sports medicine, and spine surgery. With an unwavering dedication to enhancing patient outcomes and satisfaction, for us, it is essential to embrace sustainable innovation, which is the foundation of all our projects. We drive our innovation by providing minimally invasive techniques and personalized solutions to the unique needs of each individual patient. We believe that education is an indispensable tool for transforming innovation into tangible benefits for patients, surgeons, and healthcare systems. Through the M.O.R.E. (Medacta Orthopaedic Research and Education) Institute, we support our innovative products and surgical techniques with an extensive and tailored program of medical education.

VISION

Our vision is to improve the care and well-being of orthopedic and spine surgery patients around the world through our experience and passion. With our surgical innovations and medical education programs, we strive to enable a healthy and active lifestyle for every patient, strongly focusing on healthcare sustainability.

MISSION

Our mission is to transform the patient experience by developing advanced surgical approaches and medical devices through sustainable and responsible innovation. With this goal in mind, we focus on increasing our collaboration with surgeons and universities worldwide, constantly investing in medical education, innovative technologies, and personalized solutions.

WHERE WE ARE

Headquarters and production facilities are in Castel San Pietro and Rancate, both located in Switzerland, where we have 905 employees in the aggregate, out of 1'907 in total. Sales organization operates in 12 countries through our local subsidiaries and serves 56 additional countries through stocking distributors. This structure allows the Group to pursue its strategy in the attractive markets of Europe, Middle East and Africa (EMEA), North America, Asia Pacific, and Latin America. Entities included in the scope of consolidation are listed in the Appendix (see page 77).

2024 CORPORATE UPDATES

New construction works in Ticino

In 2024, we continued the expansion of the new facility construction in Rancate along with the one that is already underway in Castel San Pietro, doubling our production capability to support our future growth and to meet the high demand for our products. In total, Medacta's plants in Ticino will cover more than 36'800 square meters.

Capital Markets Day

In 2024, we held our first Capital Markets Day on September 25 at our headquarters. The event attracted over 100 participants, both in-person and online, providing a comprehensive overview of the company's history and patient focus, growth strategy, innovative product portfolio, financial outlook, and strong commitment to corporate social responsibility. Attendees had the opportunity to visit our advanced production facilities in Castel San Pietro and Rancate.

2024 has been a very important year for Medacta. We reached the significant milestone of 25 years and celebrated with a World Tour, a series of scientific events in Europe, the United States, Australia, and Japan, highlighting our commitment to improving patient outcomes. We supported our rapid growth making room for our expansion in Ticino, with significant investments in our cutting-edge hubs in Rancate and Castel San Pietro.

In twenty-five years, Medacta has made significant progress in helping to improve the quality of life for patients who, like me, have needed orthopedic care to regain a healthy and active lifestyle. As Medacta celebrates its twenty-fifth anniversary this year, we reflect on the history, accomplishments, and outstanding contributions that have solidified its position as one of the foremost orthopedic companies globally.

Dr. Alberto Siccardi

Founder, President, Patient



25th ANNIVERSARY

SINCE 1950
IN THE MEDICAL FIELD

Dr. Alberto Siccardi

Lugano - 10th M.O.R.E.
International Symposium

WHAT WE DO

We are active in three business lines: joint replacement, sports medicine, and spine surgery. For each business line, our products and surgical procedures are designed to improve patient well-being, facilitate the work of our surgeons, and increase the sustainability of the healthcare system by improving efficiency while reducing surgical costs.

HIP

Since our founding in 1999, we have been driven to advance the care and the satisfaction of our patients, bringing value throughout their entire orthopedic journey through minimally invasive and personalized solutions. We focused on developing new and improved products, techniques, and technologies for the hip segment of the orthopedic market. We created a comprehensive offering based on three complementary assets: a complete implant portfolio that can be used for primary procedures (i.e., first-time hip replacements), as well as revision procedures (i.e., secondary hip replacements), minimally invasive techniques and personalized technologies.

KNEE

Driven by our vision to advance the care and the satisfaction of our patients, bringing value throughout their entire orthopedic journey through personalized solutions, we focused on developing innovative products, techniques, and technologies for the knee segment of the orthopedic market. We designed a comprehensive and effective platform based on three complementary assets: personalized techniques, with a growing focus on Kinematic Alignment, advanced technologies such as the NextAR Knee Augmented Reality surgical application, and a complete implant portfolio that can be used for partial procedures (i.e., first-time knee replacements for only one portion of the knee) primary procedures (i.e., first-time complete knee replacements), as well as revision procedures (i.e., secondary knee replacements).

SHOULDER

The shoulder market represents a significant growing component of our success. With the collaboration of international expert surgeons, we created an innovative, complete, and personalized portfolio of implants and cutting-edge technologies designed to support surgeons in improving patient care and satisfaction.

SPORTSMED

Our Sports Medicine business line started in 2016 and leverages in-depth anatomical analysis to design innovative and personalized solutions replicating the natural anatomy of joint native structures. This approach aims to enhance patient satisfaction by improving natural joint motion and biomechanics.

SPINE

Since our introduction into the spine market in 2009, we have leveraged our expertise in both minimally invasive techniques and personalized solutions to improve patients' care and satisfaction. Our innovative, complete, and effective spine offering provides surgeons with implants, instruments, and enabling technologies to perform a full range of procedures, from cervical to degenerative and deformity. Since inception, we have been providing spine implants pre-sterilized and ready for implantation. We strongly believe that pre-sterile implants can increase the efficiency of healthcare systems, reduce the risk of contamination, save time and costs.

M.O.R.E. INSTITUTE

Our business lines' solutions are supported by the M.O.R.E. Institute (where M.O.R.E. stands for Medacta Orthopaedic Research and Education, see page 36), which provides tailored high-level educational pathways through an international network of surgeons.

For an extensive description of our products and related techniques, please make reference to the Management Report section included in the 2024 Annual Report.

 **READ MORE** 2024 Annual Report*

*<https://www.medacta.com/EN/financial-reports-and-presentations>

VALUE CREATION STRATEGY

A DIFFERENTIATED APPROACH

With patient expectations and technological advancement on the rise, a differentiated approach based on responsible and sustainable innovation can provide significant benefits to surgeons' practice, the healthcare system, and the entire patient journey. We believe our innovation makes a difference by providing minimally invasive techniques and personalized solutions to the unique needs of each individual patient, by enhancing efficiency and reducing surgical costs. Innovative and differentiated approaches often involve a learning curve. With the M.O.R.E. Institute, we provide surgeons with ample educational opportunities to develop and refine their skills with our innovative products, techniques, and technologies.

INTEGRATED STRATEGY

At Medacta, our value creation strategy is basically built on three fundamental and deeply integrated assets: responsible and sustainable innovation, medical education, and healthcare sustainability. By combining these assets with a holistic approach to personalized medicine, we can foster long-lasting relationships with surgeons, hospitals, and healthcare providers, and achieve our vision of improving the care and well-being of orthopedic patients worldwide.

Responsible and sustainable innovation

Responsible and sustainable innovation is the foundation of all our projects and the basis of our growth strategy. We drive our innovation by providing minimally invasive techniques and personalized solutions for every patient, with the aim of improving patient well-being and healthcare sustainability.

Medical Education

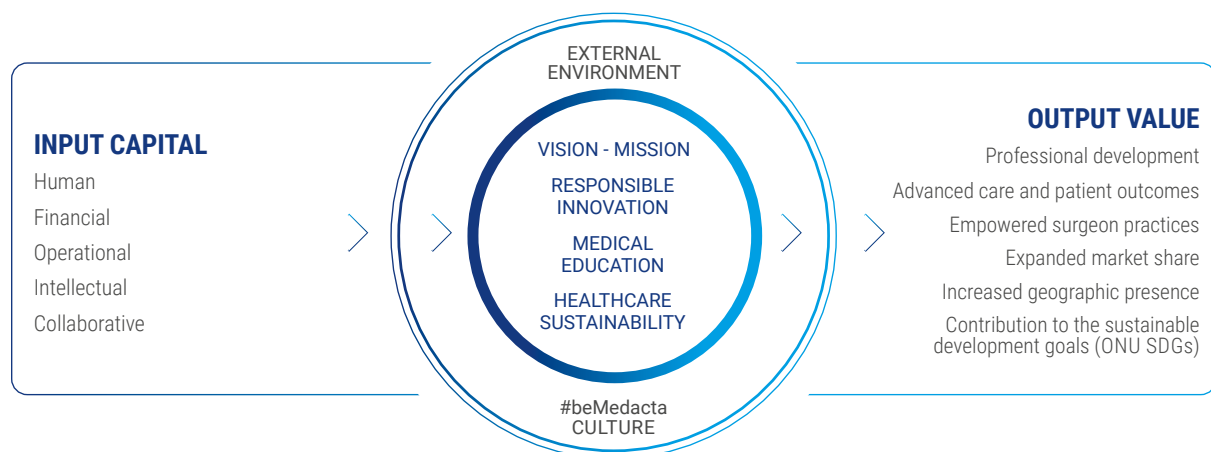
Medical education is an indispensable tool for transforming our innovation into tangible benefits for patient well-being and healthcare system efficiency. We provide our surgeons with personalized, structured, and accessible education programs on our innovative technologies and procedures, to help them expedite the learning curve and become proficient in the use of our products and solutions.

Healthcare sustainability

Healthcare sustainability is a key element in making our innovation and education programs as accessible as possible. It guides the design of our solutions to make them more efficient, reducing time and costs and complementing operative workflow efficiently.

BUSINESS MODEL

Our business model embodies the way we generate value. We leverage our resources, defined as input capital, and transform them through disciplined processes with the aim of having a positive impact and enhancing value for all our stakeholders over the short, medium, and long term. The external environment, including economic conditions, technological change, and societal and environmental challenges, sets the context within which we operate. Furthermore, diligent governance ensures that all our processes respect the principles we have defined, allowing us to operate effectively, efficiently, and ethically.



OUR SUSTAINABILITY APPROACH

At Medacta, we are committed to supporting a model that combines economic sustainability with the generation of social and environmental value: this approach finds its support in ethical and sustainable actions that are described in our Caring for the environment and Caring for the community chapters. Through a strong emphasis on innovation, we look continuously to provide better solutions to improve patients' outcomes and healthcare system sustainability, better highlighted in our Caring for patients chapter. All our results would have not been achievable without the full commitment and engagement of our colleagues: we strive to support their personal and professional well-being without

forgetting their safety, as described in our Caring for people chapter.

In 2023, we established three-year targets, delineating our plans to intensify our dedication to key areas. This commitment is rooted in our steadfast belief that generating value for all stakeholders is not merely an objective but an inherent responsibility. In compliance with current regulations and our commitment to transparency, we began reporting in accordance with the Global Reporting Initiative (GRI) framework in 2023. Furthermore, in 2024, we implemented the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).



“ We are committed to operating with the highest standards of ethics, reliability, transparency, and social responsibility. Our sustainable development choices are rooted in a value system that has been passed down through generations, deeply ingrained in our company's essence. By embracing sustainability, we aim to inspire positive change within our community and beyond. ”

Maria Luisa Siccardi Tonolli

Member of the Board of Directors dedicated to Group Corporate Sustainability, Vice President and Member of Medacta for Life Foundation, Founder of My School Ticino and Head of Family Office

OUR SUSTAINABILITY COMMITMENT

After the Organizational Regulations underwent significant changes in 2021, the Board of Directors was given the responsibility of overseeing corporate sustainability. To manage sustainability-related initiatives more effectively, an inter-functional corporate sustainability team was formed, consisting of executives from various company functions.

The team regularly arranges meetings to share updates and knowledge, draw up Sustainability Reports, monitor target achievements, and promote sustainability awareness and communication within the Group and initiatives in this area. In 2023, corporate sustainability, including the approval of the Sustainability Report, has been a topic included in the agendas of three Board meetings scheduled throughout the year.



SUSTAINABLE DEVELOPMENT GOALS ("SDGs")

Continuous improvement lies at the core of our organizational ethos, where we are dedicated to refining our activities in alignment with corporate responsibility and the globally recognized Sustainable Development Goals ("SDGs") set by the United Nations. These SDGs represent a blueprint for a more sustainable future, embracing topics ranging from health and education to economic growth, environmental sustainability, climate action, and much more.

Our commitment to these goals is manifested in our sustainability approach, with a particular focus on contributing to SDGs 3 (Good Health and Well-Being),

4 (Quality Education), 7 (Affordable and Clean Energy), 8 (Decent Work and Economic Growth), 9 (Industry, Innovation, and Infrastructure), 13 (Climate Action), and 16 (Peace, Justice, and Strong Institutions).

These goals serve as a compass for our initiatives, ensuring that our endeavors have a significant and positive influence on society, the environment, and the economy. Additionally, we regularly review our approach, keeping abreast of any new challenges that may arise and incorporating fresh perspectives to encourage ongoing enhancement.



Goal 3 Good Health and Well-Being

We want to give back to our patients the joy of movement and the ability to return to a healthy and active life. The promotion of health and well-being of people is at the core of our vision.



Goal 9 Industry, Innovation and Infrastructure

Innovation is a fundamental part of our mission and Research & Development is an important asset of our business model.



Goal 4 Quality Education

Since our company's founding we have recognized education as one of our strategic pillars. We're dedicated to advancing knowledge for healthcare professionals, patients, and our employees.



Goal 13 Climate Action

We are fully committed to continuously reducing our environmental impact through the improvement of our operational energy efficiency, favoring the use of renewable energy and continuously improving environmental management systems at our manufacturing plants.



Goal 7 Affordable and Clean Energy

In line with our constant commitment, we promote and make investments in clean energy infrastructure and technology.



Goal 16 Peace, Justice, and Strong Institutions

We operate in compliance with the law through honesty, integrity, and good faith. We develop and respect high standards of conduct and choose business activities in line with our reputation for integrity and quality.

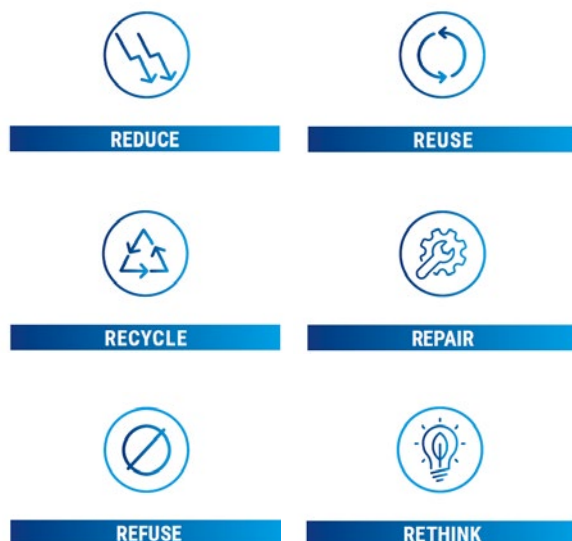


Goal 8 Decent Work and Economic Growth

We promote inclusive and sustainable economic growth, fulfilling employment, and excellent work conditions.

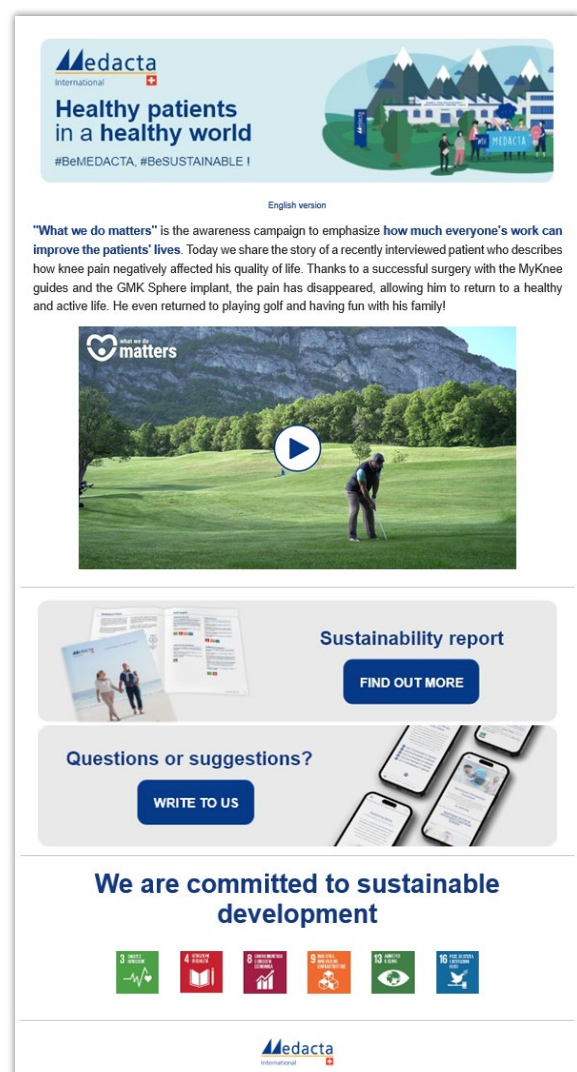
PROMOTING SUSTAINABILITY AWARENESS

As part of our continued dedication to Environmental, Social, and Governance (ESG) efforts, we understand the importance of cultivating and fostering a culture of sustainability within our organization. To effectively engage our global team and raise awareness about environmental sustainability, in 2024, we launched a dedicated course on our Academy “Guidelines for environmental sustainability”. Among the topics presented, the course highlights the six environmental “Rs”: a set of principles that promote sustainability and reduction of environmental impact through conscious practices of resource management and reduction of waste and pollution: Reduce, Reuse, Recycle, Repair, Refuse and Rethink.



Moreover, we distribute a periodic ESG newsletter to disseminating information about our sustainability activities, highlighting our progress and the impact we are making. The newsletter includes a section dedicated to the “What we do matters” campaign, an initiative aimed at sharing our patients’ stories with our employees. The campaign seeks to recognize the significance of our work, the quality of what we do, and the positive impact we can have on the lives of hundreds of thousands of patients every year.

The ESG newsletter has proven to be a valuable tool to promote sustainability throughout our organization. By fostering open dialogue, providing informative content, and encouraging employee involvement, we are cultivating a culture where sustainability is not solely a corporate responsibility, but a shared value that resonates with everyone at the company. We will continue to refine our ESG newsletter and expand its reach to ensure that all our employees are well-informed about our sustainable practices and are empowered to contribute to our collective efforts to create a more responsible and environmentally conscious future.



ESG newsletter

STAKEHOLDER ENGAGEMENT

We believe that open dialogue and meaningful connections are essential for success. That's why we actively engage with our stakeholders worldwide through direct and transparent discussions, which are the foundation of our collaborative endeavors. To achieve comprehensive engagement, we have identified and actively involved nine distinct stakeholder

groups, acknowledging their unique perspectives and contributions to our shared endeavors: patients, healthcare professionals, employees, shareholders and investors, local communities, scientific communities, institutions and industry associations, suppliers, and media. Through this approach, we strive to deepen understanding, promote mutual growth, and achieve sustainable outcomes.

Stakeholder group	Engagement initiatives and channels
▶ PATIENTS	Patient website, patient educational material, sponsoring and educational activities, social media.
▶ HEALTHCARE PROFESSIONALS	Scientific congresses, learning centers, clinical trials, headquarters visits, fellowship programs, surgeon-to-surgeon interactions, meetings with experts, patient-specific platform (MySolutions), social media, streaming platform, support of humanitarian initiatives.
▶ EMPLOYEES	Engagement events, global and country-based meetings, internal communications, ESG newsletters, Sustainability Report, training, annual performance review, social media.
▶ SHAREHOLDERS AND INVESTORS	Annual Report, Sustainability Report, annual shareholders meeting, investor releases, investor conferences, investor meetings, bi-annual earnings publications, roadshows, reverse roadshows, headquarters visits.
▶ LOCAL COMMUNITIES	Bilingual school 0-10, sponsoring various entities and local organizations, philanthropic contributions.
▶ SCIENTIFIC COMMUNITY	Innovative projects, research activities, clinical studies, collaboration with universities, company international symposia.
▶ INSTITUTIONS, INDUSTRY ASSOCIATIONS	Periodical meetings.
▶ SUPPLIERS	Continuous collaboration, meetings, audits.
▶ MEDIA	Information, interviews, press releases, social media, headquarters events.

DOUBLE MATERIALITY

The double materiality matrix serves as a pivotal tool in advancing Environmental, Social, and Governance (ESG) practices by recognizing the reciprocal impacts between a company and its external environment. Our activities have an impact that goes far beyond economic results. To be successful in the long run, we need to align our business performance with the expectations of our stakeholders and with society at large. To determine the most relevant material topics for Medacta, we conducted a materiality analysis applying a double materiality perspective which accounts for both the financial effect of sustainability matters on the company (financial materiality) and the company's impacts on the broader non-financial (impact materiality). By embracing a double-materiality approach, we not only enhance transparency and accountability but also position ourselves to thrive in a rapidly evolving global landscape, where ESG considerations are integral to long-term success fostering a more comprehensive understanding of risk and opportunity and facilitating a proactive and strategic response to emerging sustainability challenges.

In 2023, with the support of a third-party expert, we created an initial list of 68 material topics by reviewing

the practice of peers and the requirements of national regulations. The corporate sustainability team reduced this initial list to 29 topics by assessing their importance and clustering overlapping topics. These were then evaluated with key people of the main organizational functions in a dedicated workshop. The concept of double materiality was used, considering the topics under different perspectives: positive and negative, actual and potential, and short-term and long-term impacts. The workshop participants were asked to rank the significance of the company's impacts on the environment and people on a scale from 1 to 4. Concerning financial materiality, they were asked to rank the significance of the impacts of sustainability matters on the profitability of Medacta, interpreted as the company's ability to produce products and services, and the demand for its products and services on the market.

In 2024, we continued to strengthen our materiality assessment, improving the monitoring process and our approach to stakeholder engagement. Key initiatives included the adoption of the Task Force on Climate-related Financial Disclosures (TCFD) framework (see page 53), and the launch of a global initiative aimed at refreshing our core values (see page 41).



2025 TARGETS

In line with our continuous improvement approach, we defined some key performance indicators (KPIs) to be monitored and targeted up to 2025 for the first time. Most of them are based on GRI standards and cover basic topics related to the environment, as well as people and governance. In alignment with the Swiss Ordinance on Climate Disclosures, we are evaluating a long-term climate transition plan according to goals defined by the Federal Council: Switzerland should achieve balanced greenhouse gas performance by 2050 at the latest (net zero)¹.

Topic	Target description	Metric	Baseline	2024	Target & Expiry	Reference
Climate	Reduce emissions intensity	GHG*/ Revenues	2.08 tCO ₂ eq/€M (2019)	1.17 tCO ₂ eq/€M	< 1.0 tCO ₂ eq/€M FY2025	GRI 305-4
Business ethics	Increase of training courses on Code of Ethics (including bribery and corruption matters)	Trained employees / Total number of employees	51% (2022)	77%	85% - 90% FY2025	GRI 205-2
Responsible supply chain	Increase number of new suppliers evaluated with ESG criteria	New suppliers evaluated with ESG indicators / Total new suppliers qualified	30% (2022)	97%	70% FY2025	GRI 308-1 GRI 414-1
Employee health	Increase number of trained employees on Health & Safety matters	Number of employees trained on H&S matters / Total number of employees	94% (2022)	98%	~ 100% FY2025	GRI 403-5
Professional development	Increase in average hours of training per employees	Total number of training hours provided to employees / Total number of employees	21h (2022)	27h	25h FY2025	GRI 404-1
Corporate culture	Work to achieve the completion of performance review process for eligible employees	% of eligible employees	91% (2022)	94%	95% - 100% FY2025	Internal indicator

* GHG emissions (Scope 1 Fuel Combustion + Scope 2 Purchased Electricity on Market base) only for headquarters and facilities in Castel San Pietro and Rancate

LIST OF MATERIAL TOPICS

Material topic	GRI Topic	2025 Target	Caring for patients	Caring for people	Caring for the environment	Caring for the community	SDGs
Biodiversity	304-1				✓		13
Business ethics and compliance	205-1; 205-2; 205-3; 307-1; 408-1; 412-1	✓		✓	✓	✓	8-16
Corporate culture		✓	✓	✓	✓	✓	3-8-16
Customer satisfaction			✓				3-4-16
Climate change	305-1; 305-2; 305-3; 305-4	✓			✓		13
Data protection & cybersecurity	418-1		✓	✓		✓	3-16
Development of new generations	418-1			✓		✓	4-8
Diversity and equal opportunities	2-7; 401-1			✓			3-8
Economic performance			✓	✓	✓	✓	8-13
Employee engagement, satisfaction and retention	2-19; 2-20; 401-3			✓			4-8
Employee safety	403-1; 403-5	✓		✓			3-4-8
Energy	302-1; 302-3				✓		7-13
Healthcare sustainability			✓		✓		3-9
Humanitarian initiatives						✓	3-8
Intellectual property			✓				9
Land use	304-1				✓		13
Local community engagement						✓	3-4
Medical education			✓				4-9
Mobility				✓	✓		13
Patient well-being			✓				3-4
Philanthropic contributions						✓	3-4-8
Product quality	416-1; 416-2		✓				3-4-9
Professional development	404-1	✓		✓			3-8
Renewable energy	302-1; 302-3				✓		7-13
Responsible innovation			✓				3-9
Responsible supply chain	308-1; 414-1	✓		✓	✓		8-16
Talent acquisition			✓	✓			4-8-9
Waste management	306-3				✓		13
Water use	303-5				✓	✓	13

GOVERNANCE

Corporate governance	20
Human rights	23
Policy commitments	24
Fight against corruption	24
Corporate compliance program	25
Data privacy and cybersecurity	26
Enterprise risk management	27
Responsible supply chain	29
Economic performance	30



#beMedacta CULTURE A KEY FOR SUSTAINABLE SUCCESS

● TRUST AND
INTEGRITY

● EFFICIENT
EXECUTION

● PATIENT AND
CUSTOMER FOCUSED

● SUSTAINABLE
INNOVATION

● TEAMWORK

CORPORATE GOVERNANCE

Medacta Group SA is a stock corporation under the laws of Switzerland and is listed on the SIX Swiss Exchange (ISIN: CH0468525222, SIX ticker symbol: MOVE).

The Group Executive Management, based at our headquarters in Switzerland, is responsible for executing the decisions of the Board of Directors ("Board") and implementing the strategy of the Group.

The Board plays a significant role in the strategic guidance of the Group as well as supervising the overall business activities and management. The internal organizational structure of the Board is set forth in the Organizational Regulations of Medacta Group SA, that determines the executive bodies of the company and the Group, defines their responsibilities and competencies regarding the management of Medacta Group SA and of the Group, and regulates the functioning and cooperation of the various bodies in the Group management. To operate effectively and allow in-depth focus in specific areas, the Board has two standing Board Committees: an Audit and Risk Committee ("ARC") and a "Human Resources & Remuneration Committee" ("HR & RemCo").

The ARC assists the Board in fulfilling its responsibilities defined by law, Articles of Association, Organizational Regulations² with respect to matters involving the financial and risk management aspects of governance of Medacta Group SA and the Group. It consists of at least two Board members appointed by the Board of Directors. At least one member, including the Chairman of the ARC, is independent.

The HR & RemCo is to support the Board of Directors in remuneration matters by exercising the duties assigned under the Articles of Association, the Organization Regulations, and applicable laws and regulations with respect to matters involving the compensation aspects of Medacta Group SA and the Group. The HR & RemCo Committee consists of at least two members of the Board who are elected individually during the shareholders meeting. The Chairman is appointed by the Board of Directors.

The Committees have no decision-making authority of their own and the Board remains responsible for the tasks delegated to the Committees by law, the Articles of Association, the Organizational Regulations or other internal regulations.

For further details regarding ARC and HR & Remco, please make reference to the section "Corporate Governance Report" in the 2024 Annual Report. The composition of the existing Board is the following:



Name	Year of Birth	Gender	Position	Committee Membership	Year of appointment
Alberto Siccardi	1944	Male	Chairman	None	2018
Maria Luisa Siccardi Tonolli	1975	Female	Member	ARC	2018
Victor Balli	1957	Male	Member, Lead Independent Director	ARC (Chairman)	2019
Philippe Weber	1965	Male	Independent Director	HR & RemCo (Chairman)	2019
Riccardo Braglia	1960	Male	Independent Director	HR & RemCo	2020

The term of office for a member of the Board is one year, subject to the possibility of re-election. In this context, a year means the time period between one annual shareholders meeting and the next one or, if a member is elected at an extraordinary shareholders meeting, between such extraordinary shareholders meeting and the next annual shareholders meeting. The Board consists of a minimum of three members. The Chairman of the Board, Mr. Alberto Siccardi, who is the founder and major shareholder of Medacta, chairs the Board with his expertise and in-depth knowledge of orthopedic products. Mr. Alberto Siccardi does not cover any senior executive role within the organization.

Board candidates are carefully selected to ensure that they are qualified and committed members, characterized by a diversity of backgrounds as well as experience and expertise relevant to the specific role they serve on the Board. Experiences vary from extensive knowledge about legal and corporate matters to general management, corporate finance, and a strong track record in the healthcare industry. It is also highly important to have experience in sustainability matters, either from a regulatory or managerial standpoint. In addition, because the current Chairman formerly served as Chief Executive Officer of Medacta International SA until 2018, the Board of Directors also has a Lead Independent Director.

The Board holds the ultimate strategic direction of the company as well as the oversight of management. This includes determining the strategy of the Group as well as the appointment and dismissal of the Members of the Group Executive Management. Its responsibilities, duties, and competencies and the procedural principles by which it is governed are specified by law, the Articles of Association, and Organizational Regulations. The Board may make decisions on all matters that are not expressly reserved to the shareholders meeting

or to another corporate body by law, by the Articles of Association or by these Organizational Regulations. Save to the extent expressly stated otherwise, the responsibility and authority necessary or appropriate to conduct the day-to-day and operational activities of the company and the Group is delegated to the Group Executive Management, under the leadership of the CEO. Subject to mandatory law and the Articles of Association, the Board may delegate further responsibilities to the ARC and the HR & RemCo, single Board Members, or the Group Executive Management from time to time. The Board of Directors has various process flows in place to oversee, monitor, and control the implementation of the Group's strategy as well as the execution of the responsibilities delegated to the Group Executive Management. The Group Executive Management reports regularly to the Board of Directors and its Committees. The CEO regularly informs the Board of Directors on the status of current business matters and financial results and presents relevant strategic initiatives as well as major business transactions.

The Committees keep the Chairman informed at least at the occasion of each Board meeting about all important strategic issues, transactions as well as any business situations and/or developments within their scope of responsibilities and duties. The Chairman reports to the Board on information received from the Committees. The Chairman of each Committee provides the full Board of Directors at their meeting with an overview of key topics discussed at the most recent Committee meeting. Among other activities, the Board of Directors is informed by management about the evolution of regulations specifically related to sustainability reporting and finally approves the annual Sustainability Report. For additional details, please refer to the Corporate Governance Report included in the 2024 Annual Report.

Each Board Member must disclose to the Chairman and the CEO, respectively, any conflict of interest arising or relating to any matter to be discussed at the meeting of the Board as soon as the Board Member becomes aware of its potential existence. The Chairman (or, if applicable, the Lead Independent Director) and the CEO, respectively, may decide upon appropriate measures to avoid any interference of such conflict of interests with the decision-making of the company. This process is also clearly stated in the "Code of Business Conduct and Ethics" and extended to all employees and collaborators. For additional information on this matter, please refer to art. 9.3 of the Organizational Regulations.

For extraordinary matters, including significant unanticipated developments, the CEO is obliged to immediately report to the Chairman according to section 2.1.4 of the Organizational Regulations. In addition, the Chairman immediately informs the other Board Members of any extraordinary situation regarding the company or the Group of which the Chairman may become aware. In 2024, no critical concerns were communicated to the Board of Directors.

At least annually, the Board reviews its own performance, as well as the performance of each of the Committees and the Group Executive Management. Such an assessment seeks to determine whether the Board, the Committees, and the Group Executive Management function effectively and efficiently. This annual review is discussed in a dedicated session during a Board meeting, which is usually held during the first half of the year.

2024 progress

During 2024, the Board was updated by the management about the developing regulations and reporting requirements with reference to Sustainability Reporting, discussing in several meetings the proposed changes to 2024 reporting activities. During these meetings, the Board examined and confirmed the double materiality matrix and targets up to 2025, as shown in this report. As a standard practice, the ARC, in its last meeting of the year, analyzed and discussed all aspects of enterprise risk management, which covers all appropriate aspects of due diligence on human rights and conflict minerals.

The EU Corporate Sustainability Reporting Directive (CSRD) is not currently applicable to Medacta. However, we are continuously monitoring the compliance requirements and all relevant regulations.

Task Force on Climate-related Financial Disclosure (TCFD)

In accordance with art. 3 of the Swiss Ordinance on Climate Disclosures, we disclose on climate issues as outlined by the Task Force on Climate-related Financial Disclosures (TCFD) recommendations for the first time in a dedicated section in this report (see page 53).

In 2017, the TCFD provided a report establishing recommendations for helping businesses disclose climate-related financial information in a clear, comparable, and consistent way.

In its work, the Task Force drew on member expertise, stakeholder engagement, and existing climate-related disclosure regimes to develop a singular, accessible framework for climate-related financial disclosure. By adopting the TCFD approach, we aim to enhance transparency and accountability in our climate-related disclosures.

 **READ MORE** Organizational Regulations*

* <https://www.medacta.com/EN/corporate-governance>

HUMAN RIGHTS

Human rights are universal, inalienable, and indivisible principles that safeguard the inherent dignity and worth of every individual. In the realm of corporate ESG management, the acknowledgment and protection of these rights are vital not only for ethical reasons but also for mitigating risks, enhancing stakeholder relationships, and ensuring long-term business resilience. The focus on human rights is a cornerstone in shaping responsible business practices.

At Medacta, we are strongly dedicated to respecting human rights through appropriate due diligence and the execution of all our business practices. We identify with the principles outlined in the UN Guiding Principles for Business and Human Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.

In our materiality analysis, the protection of human rights is included in the "Business Ethics and Compliance" material topic³, and it is also highlighted in the enterprise risk management paragraph and in the "Caring for people" chapter (health and safety and training matters). These topics are mainly treated in our Code of Business Conduct and Ethics. Through it, we repudiate any discrimination based on sex, gender identity, sexual orientation, geographical origin, race, language, personal and social conditions, religious and political beliefs, membership of minorities, marital status, pregnancy, age, health conditions, or disability. We favor a working environment that nurtures the involvement and empowerment of employees and collaborators with regard to the specific objectives to be achieved and the ways to pursue them. All employees shall comply with the Group's Code of Business Conduct and Ethics. Read more directly

within the Medacta "Code of Business Conduct and Ethics". Our focus on the protection of human rights also extends to the supply chain and third parties. Contractors, subcontractors, and business partners that act on behalf of the Group, shall comply with the principles and indications contained in the Code of Business Conduct and Ethics.

Employees are continuously trained on the principles contained in these documents and promptly informed about any updates that occur, as highlighted in the Caring for people section on page 44.

2024 progress

During 2024, we continued our emphasis on these matters by submitting to all employees worldwide a dedicated course to ensure comprehension and alignment.

Medacta operations are subject to a structured audit process that is conducted by the central Quality Assurance function. A standard and fundamental aspect of this audit process is compliance with the Medacta Quality Manual, which links to the enterprise risk management framework and stipulates the requirement to be in compliance with all local laws and regulations. In 2024, the number of operations that have been subjected to human rights impact assessment were in total 13, covering 92% of the entire Group. Medacta operations outside of Switzerland are primarily established with one operation per country, as the respective operations serve as the central sales distribution hubs for each of the primary countries in which we are active. In the United States there are several operations in place due to the scale and growth factors of the expansive market.

HUMAN RIGHTS

Operations that have been subject to human rights reviews or impact assessment	GRI	UM	2023	2024
Operations that have been subject to human rights reviews or human rights impact assessment	412-1	n. %	13 92	13 92
Operations that have been subject to human rights reviews or impact assessments by region				
EMEA	412-1	n.	8	8
North America	412-1	n.	3	3
APAC	412-1	n.	2	2
EMEA	412-1	%	100	62
North America	412-1	%	75	31
APAC	412-1	%	100	15

3 Business Ethics and Compliance includes also "Policy Commitments", "Fight against corruption" and "Corporate Compliance Program"

POLICY COMMITMENTS

Medacta's policy commitments for responsible business conduct, including the commitment to respecting human rights, are supported by the adoption of the Code of Business Conduct and Ethics, formally approved by the Board of Directors on 15 December 2021. The Group Code of Business Conduct and Ethics (the "Code") reflects the company vision and mission (please refer to page 8 of the Report) and sets out the values and guiding principles that underpin our policies and procedures. The Code defines and formalizes the set of principles and ethical values in which Medacta recognizes itself and which form the basis of the company culture, as well as the standard of behavior required by anyone interacting with Medacta. The extent to which the Code is applied covers the entire activities and business relationship of Medacta, and it's communicated to all employees through training courses on an annual basis.

The Code and the principles set out in it indicate to all our stakeholders the standards for defining appropriate and inappropriate conduct, and it also provides a point of reference whenever guidance may be needed. It is clearly stated that Medacta ensures respect for the individual, promoting equal treatment and combating all forms of discrimination. The company's employees operate worldwide and represent a wide array of experiences and backgrounds. Medacta believes that this diversity supports innovation and strong collaboration with surgeons, stakeholders, and business partners worldwide.

[🔗 READ MORE](#) Code of Business Conduct*

FIGHT AGAINST CORRUPTION

Medacta maintains business integrity as a fundamental value and considers corruption a serious threat to the development of economic and social stability.

Our approach is "zero tolerance" towards all forms of corruption in our relations with both public and private entities. This implies that all actions, operations, negotiations, and behaviors associated with business practices must be based on the utmost fairness, exclude any corruption, and ensure transparency of information, with respect given to all applicable anti-corruption laws and regulations of the countries in which Medacta operates.

In 2024, there were no identified cases of corruption or violation of our code of business conduct and ethics.

The main rules of conduct for the purposes of preventing corruption are contained in our Code of Business

Conduct and Ethics mentioned above: at paragraph 7 (Fairness and Prevention of Corruption) it is clearly stated that "All the actions and operations carried out and the behavior of employees, collaborators and partners in the performance of their duties or functions are inspired by transparency, correctness, and mutual respect, as well as legitimacy in both form and substance, according to the regulations in force and Medacta's internal procedures, also in order to protect the company's assets and image". For a complete reading of the paragraph, please refer to the Code of Business Conduct on Medacta's website.

Medacta provides annual courses about anti-corruption matters and, in 2024, 77% of employees successfully completed the training session.

[🔗 READ MORE](#) Code of Business Conduct*

*<https://www.medacta.com/EN/code-of-business-conduct>

ANTI-CORRUPTION

Operations assessed for risks related to corruption	GRI	UM	2023	2024
Operations assessed for risks related to corruption	205-1	n.	13	13
	205-1	%	92	92
Communication and training about anti-corruption policies and procedures				
Employees that have received training on anticorruption	205-2e	n.	1'416	1'642
	205-2e	%	75	77
Communication and training about anti-corruption policies and procedures - by region				
EMEA	205-2e	n.	1'010	1'192
North America	205-2e	n.	171	202
APAC	205-2e	n.	235	248
EMEA	205-2e	%	73	79
North America	205-2e	%	73	87
APAC	205-2e	%	83	81
Communication and training about anti-corruption policies and procedures - by category				
Managers	205-2e	n.	161	260
Associates	205-2e	n.	1'255	1'382
Communication and training about anti-corruption policies and procedures - by category				
Managers	205-2e	%	69	76
Associates	205-2e	%	75	77
Confirmed incidents of corruption and actions taken				
Confirmed incidents of corruption	205-3a	n.	0	0
Employees who received disciplinary action (including dismissal) for incidents of corruption	205-3a	n.	0	0
Measures taken against business partners following confirmed incidents of corruption	205-3a	n.	0	0
Proceedings against the organisation or employees for incidents of corruption	205-3a	n.	0	0

CORPORATE COMPLIANCE PROGRAM

Medacta complies with a Corporate Compliance Program that is aimed at meeting the global principles of compliance in the countries where Medacta is present. A Group Compliance Officer is responsible for developing and maintaining compliance policies, promoting a culture of responsibility, conducting risk analyses and periodical assessments, identifying remediation needs, providing training, and taking additional steps to assist the Group in meeting its legal, regulatory, and ethical obligations. Any compliance concern, question, or potential violation of our Code can be submitted anonymously through a specific form, available in the compliance section of our company website (i.e. the whistleblowing channel, described in Data Privacy & Cybersecurity paragraph on page 26).

MEMBERSHIP AND INDUSTRY ASSOCIATION

Medacta is a member of some key medical associations in the main markets:



DATA PRIVACY AND CYBERSECURITY

DATA PRIVACY

At Medacta, we recognize that protecting data privacy is fundamental to maintaining the trust of our stakeholders and continuing to support the growth of our business.

More in detail, as a member of MedTech Europe, we are regularly informed about legislative updates, including the General Data Protection Regulation (GDPR) and national privacy laws, to ensure compliance with the most stringent legal requirements and national standards (CNIL for example). In addition, being associated with Federprivacy, the leading trade association in Italy concerning Privacy, we continuously monitor the main activities and decisions of the Italian Data Protection Authority. In the US, we act in compliance with the HIPAA (Health Insurance Portability and Accountability Act) Privacy Rules. A dedicated legal and compliance team makes this possible and always remains connected to the Swiss headquarters, promptly sharing the most up-to-date national standards and guidelines to be followed.

We maintain solid governance of data privacy, reviewing our technical and organizational measures on a standard basis and ensuring adequate employee training through our quality system, which covers all principles of privacy and the practical rules that apply. Data protection is under the governance of the Audit & Risk Committee of the Board of Directors, to which the Data Protection Officer (DPO) maintains direct access to raise issues of concern whenever necessary. At Medacta, we maintain several procedures (privacy manual, data management, data breach management) and dedicated courses on our training platform.

In 2024, we didn't receive any substantiated complaints concerning a breach of customers' privacy, considering all potential sources, including outside parties and regulatory bodies. In addition, we didn't experience any leak, theft, or loss of customer data.

CYBERSECURITY

Malware, viruses, and phishing attempts are continuously more sophisticated and represent a major risk to all corporate systems. The increase in cyber threats motivates Medacta to maintain a fully robust security strategy. In our security operation center, we are equipped with an active 24/7 monitoring system, receiving timely reports on the status of incidents detected. In addition, we have introduced awareness campaigns advising our employees on how to reduce risks, and we monitor effectiveness metrics through our management review process.

For data protection, we have developed controls, including but not limited to the following:

- removal of administrative permission from all PCs, thus denying the writing of data by malicious code executed, for example, by a phishing email or a virus;
- disabling the use of USB ports for mass peripherals (USB sticks) to avoid the automatic execution of viral code.

In 2024, we made significant progress in implementing new policies, procedures, and training courses to steadily fortify our level of security.

ENTERPRISE RISK MANAGEMENT

In 2024, Medacta continued to strengthen the Enterprise Risk Management (ERM) function, adeptly accounting for both short-term security and long-term stability. The Board, and particularly the Audit & Risk Committee, have been consistently engaged in managing the risk profile of the Group, ensuring pragmatic solutions to safeguard the interests of all stakeholders and, above all, the safety of patients treated with Medacta devices. The ERM framework of Medacta is a truly integrated process with tiered sub-systems of monitoring and control that channel relevant and timely information to the enterprise level for comprehensive governance. The cyclical and iterative process comes full circle to review and approval by the full Board of Directors.

Notable risk updates in 2024 have included updated controls for crisis management, strategic project management improvements, optimized product recall readiness for rapid response when needed, corrective and preventive actions relating to fraud prevention and financial safeguards, refreshing and re-deploying our corporate values for a strong cultural foundation.

The ERM process is directly incorporated into the management review process of the quality management system, providing appropriate documentation, audit trails, and management team involvement. This process involves a regimented quarterly review cycle with dashboard metrics to ensure performance goals are achieved in alignment with the strategy, and emerging risks are evaluated and managed proactively to prevent material impact to the organization and associated stakeholders.

ESG risk management has been an area of continued focus in 2024, with initial auditing conducted by TUV Sud in preparation for ISO 14001 Certification. Climate-related risks were deeply analyzed in light of the new Swiss Climate Ordinance with the support of independent specialists from the University of Applied Sciences and Arts of Southern Switzerland (SUPSI).



“Our collaboration with SUPSI drove intellectually rigorous environmental evaluations, enabling pragmatic management plans at the service of patients and all our stakeholders.”

Gregory Bussone
Group Vice President Quality

Medacta ESG Policy

Medacta is committed to supporting social issues in a positive manner, particularly the interrelated issues of safety, respect for human rights, combating corruption, and employee-related issues, which can all impact health and well-being. With a health-focused mission, all social issues are an integral part of our core identity.

Environmental health is foundational for human health, now and in the future. As a multi generational family company, responsible stewardship for preservation of the future is deep within our culture. Flowing from this, Medacta is committed to protecting the environment, compliance to all obligations, and minimizing our impact on all environmental risk factors.

From inception, Medacta has been committed to innovation, safety, respect for the environment, and support for the community. It is part of the ethos firmly set within our Code of Business Conduct and Ethics.

Governance of this policy is ensured by our Board of Directors and Executive Committee for true and effective implementation, with continuous evaluation through our Enterprise Risk Management process.

Medacta Business Continuity Policy

The Business Continuity Policy of Medacta Group is to ensure:

- All our actions are ethical, sustainable, and resilient to disruption, safeguarding our vital mission.
- Objectives are set for the benefit of all stakeholders, a thriving business, and healthy environment.
- Our corporate citizenship is founded on financial stewardship, compliance, and sound governance.
- Risk management leverages the evolving landscape of threats, opportunities, and responsibilities.

HUMAN RIGHTS AND CHILD LABOR RISKS

Human rights and child labor risks have been evaluated for the full supply chain, utilizing the UNICEF Child Rights in the Workplace Index⁴ as a guiding input. The results of the diligence concluded that no areas of concern were present in the Medacta supply chain. This evaluation continues to be clearly set within the supplier qualification process and on an annual basis the global due diligence analysis is conducted to ensure ongoing effectiveness of the controls implemented.

CORRUPTION RISKS

Corruption risks have been evaluated with due diligence conducted for the full distribution network, utilizing the Transparency International Corruption Performance Indicator (CPI) scoring system as a guiding input. The due diligence outputs have been utilized to define our ongoing risk-based audit and on an annual basis the global due diligence analysis is conducted to ensure ongoing effectiveness of the controls implemented.

CONFLICT MINERAL RISKS

Conflict mineral risks were evaluated, and our certificate of analysis has been updated, with the confirmation that Medacta continues to operate below the applicability thresholds with no present risks identified. This certificate of analysis process is systematically integrated into our annual audit plan risk analysis to ensure ongoing vigilance with escalation and reporting completed if/when applicable.

For continuous improvement, a routine internal audit was conducted as per our quality management system with a dedicated checklist for "continuous improvement for anti-corruption and human rights". This audit evaluates the effectiveness of current controls and seeks to identify ways to optimize and strengthen the Medacta program for combating these prevailing risks.

The management review process, conducted quarterly, ensures full vigilance of all relevant KPIs, including those applicable to ESG topics, and performance monitoring, ensuring active management for compliance, effectiveness, and full risk mitigation.

RESPONSIBLE SUPPLY CHAIN

Throughout the history of Medacta, supplier screening has always been a vital aspect of our business and has included ethical and compliance-related considerations. The Medacta supplier evaluation process begins with consideration of all third parties to which Medacta can issue a payment or conduct a business transaction. This list is filtered to identify the suppliers that may impact the Medacta quality system. Suppliers with no impact on the quality system include those with no material impact on environmental or social criteria. Suppliers that are determined to have a potential impact on the quality system, and thus potentially also on environmental or social matters,

are then subject to a more intensive phase of the screening process. The screening process involves a questionnaire to support documented evidence, but the screening further involves a comprehensive evaluation by Quality Assurance to confirm all relevant information to make an informed and responsible decision regarding approval for qualification. The outcome of this process is a determination that the supplier is aligned with Medacta in all relevant respects, particularly including our Code of Business Conduct and Ethics, which delineates our commitments and standards for environmental and social impacts.

New suppliers that were screened using environmental criteria	GRI	UM	2023	2024
New suppliers that were screened using environmental criteria	308-1	%	36	97
New suppliers that were screened using social criteria				
New suppliers that were screened using social criteria	414-1	%	36	97

⁴ The Children's Rights in the Workplace Index measures the extent to which countries eliminate child labour and provide decent work for young workers, parents and caregiver.

ECONOMIC PERFORMANCE

In 2024, Medacta recorded Group revenue of Euro 590.6 million, an increase of 16.2% in constant currency and an increase of 15.6 % in Euro. Medacta delivered outstanding growth in all geographic markets and continued excellent growth across all business lines.

Medacta achieved considerable growth rates across all geographies. The largest contributions of growth came from Europe, Middle East and Africa (EMEA) and North America, both growing 16.5%, followed by Asia Pacific increasing 14.5%, and Latin America advancing 22.5%, all in c.c..

Adjusted EBITDA⁵ grew to Euro 160.2 million compared to Euro 134.2 million in 2023, representing a year-on-year increase of 19.4%. The corresponding adjusted EBITDA margin climbed to 28.0% in constant currency or 27.1% in Euro. This compares to an adjusted EBITDA margin of 26.3% in 2023.

The margin expansion was the result of economies of scale and efficiency gains compared to the previous year.

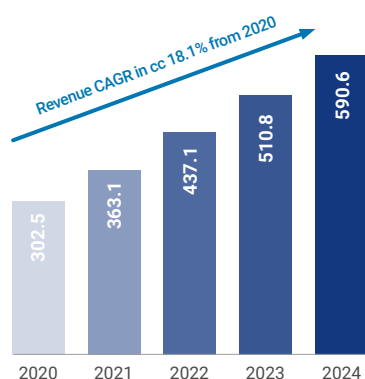
Profit for the year increased to Euro 72.9 million, compared to Euro 47.4 million in 2023 with a net profit margin of 12.3% up 300 basis points compared to 2023. Basic earnings per share were Euro 3.66 compared to Euro 2.37 in 2023.

At the Annual General Meeting on 7 May 2025, the Board of Directors will propose a dividend distribution of CHF 0.69 per share (0.55 CHF in 2023), half of it to be distributed as dividend out of available earnings and half of it to be distributed out of accumulated reserves from capital contribution.

REVENUES

EUR 590.6m

16.2% growth in cc* (15.6% reported)

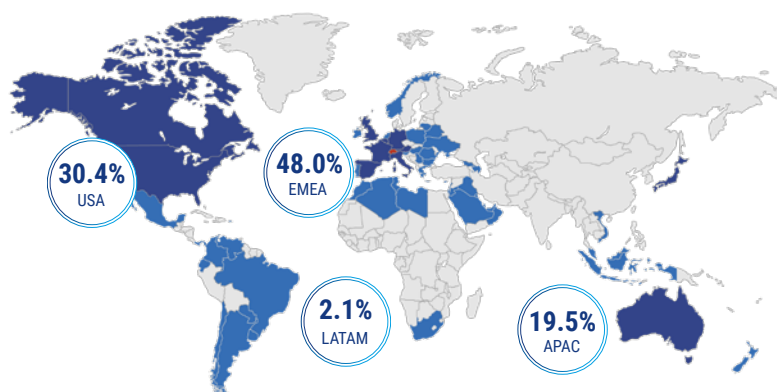


* Is calculated as the difference between the current and historical period results translated using the previous period exchange rates.

COUNTRY PRESENCE

68

12 countries added in 2024



CARING FOR PATIENTS

Patient well-being	32
Medical education	36
Healthcare sustainability	38



Dr. Christoph Müller has successfully used the AMIS technique with his patients for many years. Passionate about sports, he faced a journey as a patient, from struggling with severe hip pain and the diagnosis of dysplasia and osteonecrosis. Thanks to AMIS, he is back doing what he loves most.



#beMedacta CULTURE A KEY FOR SUSTAINABLE SUCCESS

● TRUST AND
INTEGRITY

● EFFICIENT
EXECUTION

● PATIENT AND
CUSTOMER FOCUSED

● SUSTAINABLE
INNOVATION

● TEAMWORK

PATIENT WELL-BEING

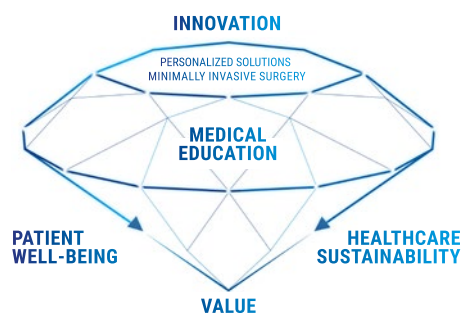
RESPONSIBLE AND SUSTAINABLE INNOVATION

Explanation of the material topic

In today's rapidly evolving technological landscape, the concept of responsible and sustainable innovation has emerged as a crucial principle to navigate the complexities of scientific and technological advancements. It encompasses a holistic approach that integrates stakeholder engagement, research and development, cutting-edge technologies, healthcare sustainability, and ethical principles throughout the innovation process.

Medacta's approach

With an unwavering dedication to enhancing patient outcomes and satisfaction, for us it is essential to embrace innovation. Innovation is the foundation of all our projects and is expressed in the originality of our surgical techniques, products, and solutions. We envision innovation as a valuable asset, much like a diamond, which can address unmet clinical needs and solve challenges, positively impacting patient well-being and healthcare sustainability.



We drive our innovation by providing minimally invasive techniques and personalized solutions to the unique needs of each individual patient. Through personalized high-level medical education programs,

we are committed to transforming our cutting-edge innovation into tangible benefits for patients' well-being and healthcare sustainability. Our approach goes beyond traditional cost-centric measures, embracing a comprehensive patient-centric philosophy that integrates efficiency with quality, safety, and the entire patient experience, ultimately promoting patient satisfaction.

We are staunch advocates of responsible and sustainable innovation. Our dedication to upholding the utmost standards of quality and compliance in the production and distribution of safe, effective products is bolstered by the M.O.R.E. Excellence Clinical Program. It enables us to introduce innovative products responsibly into the market, gradually progressing toward their full release after obtaining regulatory approvals.

Minimally invasive techniques

Since our founding, we have recognized that minimally invasive surgery offers a range of benefits for patients, surgeons, and healthcare systems, including short hospitalization, reduced postoperative pain, immediate muscle tone preservation, and shorter rehabilitation time. Hence, we have developed new offerings based on minimally invasive techniques such as AMIS (Anterior Minimally Invasive Surgery), MIS MySpine MC, and NextAR Spine MIS LT.

Personalized solutions

Each patient is different and has specific needs and expectations. Therefore, it is fundamental for us to improve the entire patient's experience through a personalized journey, designed for their unique anatomy. Personalized techniques such as Kinematic Alignment and cutting-edge technology like those included in the MySolutions Personalized Ecosystem can help surgeons improve patient outcomes and satisfaction.



“Personalized techniques can impact positively clinical outcomes, accelerate recovery times, and ultimately improve patients' quality of life. This patient-centric approach is the bedrock of Medacta's philosophy.”

Gianluca Olgiati
Group Vice President Marketing

Innovation's pillars

At Medacta, innovation is based on three pillars: a strong and continued collaboration with surgeons, continuous investments in long-term and short-term research and development (R&D), and the adoption of cutting-edge technologies.

Strong collaboration with surgeons

Listening to surgeons, identifying patient requirements, and designing new solutions enable us to respond proactively to unmet clinical needs. We regularly collaborate with internationally recognized surgeons, leading universities, and hospital research institutions on innovative surgical techniques and the evolution of our products and methodologies.

Research and Development

Research and Development (R&D) plays a crucial role in sustaining innovation. Through continuous investments, R&D drives the exploration of novel approaches, surgical techniques, technologies, and product optimizations that enhance patient outcomes and satisfaction. At Medacta, we can rely on a dynamic and rapidly evolving team, allowing for high standards of quality, flexibility, continuity, and efficiency.

Cutting-edge technologies

We are enhancing our robust product pipeline by strategically integrating advanced, cutting-edge technologies. This is driven by using big data, harnessing the power of state-of-the-art manufacturing techniques, utilizing smart robotics, embracing Augmented Reality (AR), and incorporating materials technology.

2024 progress

In 2024, we remained dedicated to further advancing our products and solutions to support surgeons in achieving better patient outcomes and satisfaction.

Advances in personalized Total Knee Arthroplasty

With Kinematic Alignment (KA), the surgeon's goal is to restore the native pre-arthritis knee alignment through anatomic resurfacing, minimizing ligament release, and allowing for a more natural knee movement. This can potentially make recovery from surgery easier and faster, compared to traditional total knee replacement surgery.

“ Kinematic Alignment has become one of the most-discussed concepts in TKA. Growing out of the desire to deliver a personalized approach to arthroplasty, KA has shown promising results in published literature with the potential to positively impact patient outcomes. ”

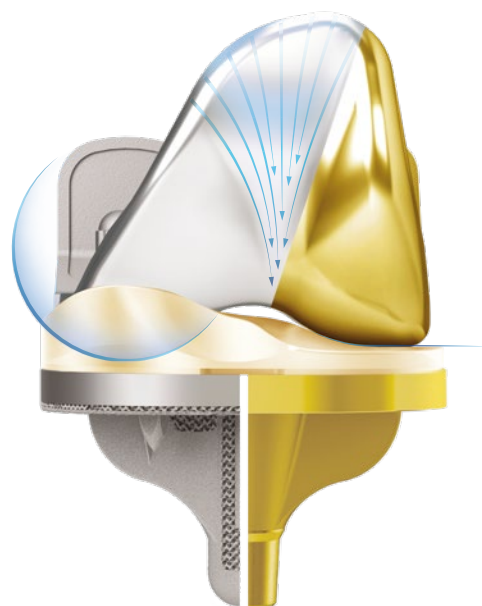
Dr. Keith Berend

United States

After successfully pioneering the Kinematic Alignment technique (KA) in total knee procedures and providing surgeons with the MyKA platform, the most comprehensive solution to safely and reproducibly perform Kinematic Alignment, in 2024, we continued the unveiling of GMK SpheriKA across Europe, the first knee implant optimized for Kinematic Alignment, with the intention to further improve Kinematic Alignment results and, ultimately, patient satisfaction. This innovative implant, showcased at several European conferences, garnered significant attention from the scientific community.

GMK[®] SPHERIKA

THE FIRST KA-OPTIMIZED IMPLANT



Advances in our MySolutions Personalized Ecosystem

The MySolutions Personalized Ecosystem encompasses the innovation's pillars, offering surgeons unique access to a network of advanced digital solutions to improve patient outcomes and healthcare efficiency.

Leveraging the latest technological advances, we are committed to constantly developing innovative solutions to empower the surgeon's practice, enabling data-driven decisions to provide more personalized, accurate, and efficient procedures aiming at better patient satisfaction and outcomes. This led us to design the MySolutions Personalized Ecosystem which features surgeons' advanced 3D planning, highly accurate execution tools such as patient-matched surgical guides, as well as an augmented-reality-based surgical platform and verification software. To improve patients' experience and support them during the continuum of care, we set up an easy-to-use interactive tool enabling them to access educational materials and stay connected with their medical team. To let surgeons record and measure their clinical outcomes we offer a validated web-based archiving and analyzing system.

In 2024, we enhanced our MySolutions Personalized Ecosystem even more. NextAR Rod Optimizer has been awarded the 2024 Spine Technology Award from Orthopedics This Week. This sustainable and personalized solution has been designed to eliminate the need for manual rod-bending, significantly reducing the risk of breakage and subsequent revision surgeries.

NEXTAR ROD OPTIMIZER

THOUSANDS OF SOLUTIONS*
IN YOUR POCKET



*Data on file Medacta

NextAR Shoulder has been further enhanced by means of the anatomic application, providing surgeons with a more comprehensive and advanced tool for shoulder replacement procedures. The NextAR Shoulder accuracy and precision have been demonstrated in a recent study⁵, showing low deviations between planned and postoperative parameters.

" I am very excited to be able to use this innovative technology now for anatomic shoulder replacement surgery as well. It allows me to execute my preoperative plan with precision and confidence. "

John-Erik Bell, MD
United States

Advances in patient communication

As more medical information moves online, patients are increasingly confused about how this abundance of information relates to their own health⁵. In light of this, presenting treatments, procedures, and solutions to patients in a clear and accessible way is becoming more and more relevant to actively support and engage them in their care pathway.

Our patient communication program has been designed to help surgeons support patients in making informed decisions. The program offers a range of tools to educate and engage patients and communicate effectively online and offline. It includes a variety of patient education materials with the aim of addressing patients' questions and providing them with accessible information about the surgery.

In 2024, we collaborated with surgeons worldwide to design new educational materials to help patients better understand their pathologies and how our innovative solutions, such as Kinematic Alignment in combination with GMK SpheriKA, can potentially improve their outcomes and satisfaction.

INTELLECTUAL PROPERTY (IP)

Explanation of the material topic

New techniques and products represent intellectual capital, which we commit to protecting as a differentiating factor. To advance new medical solutions, we have condensed our development efforts on continually pursuing breakthrough advancements in the standard of care.

Medacta's approach

At Medacta, we have a dedicated in-house structure to foster intellectual property (IP), such as patents, trademarks, and copyrights, and this forms part of our strategy to protect and boost innovation and progress in medical science. With hundreds of patents in our portfolio, we have long-standing expertise in bringing new technologies to the market, offering a wide range of benefits for patients, surgeons, and healthcare systems.

To better operate in an international landscape, the IP department collaborates with international firms to prosecute rights, negotiate and manage licenses and agreements, enforce rights, and stay up to date of the latest developments in local and international law and policy. Moreover, we promote and raise awareness of IP among our employees by supporting education and training in the patent and trademark fields.

2024 progress

As part of our constant commitment to professional growth, in 2024, we continued a periodic training course to interactively engage R&D engineers and product managers. Some of the key benefits include:

- increased awareness of IP rights and their importance to the business;
- reduced risk of IP infringement;
- improved ability to identify and exploit new IP opportunities;
- raised understanding of specific compliance requirements.

By reinforcing employee education about IP, we can protect our assets, reduce risk, and gain a competitive advantage.

*resources.medacta.com

PRODUCT QUALITY

Explanation of the material topic

The importance of product quality in orthopedics links to the delicate nature of the musculoskeletal system and the critical role that orthopedic products play in supporting the restoration of function and mobility. Product quality is always a top priority, meticulously assured throughout the product life cycle.

Medacta's approach

Our quality system ensures the safety and satisfaction of medical professionals and the patients who benefit from our products. Handling a variety of products and solutions entails the need to effectively manage diverse risks. As a result, we strictly follow the standards, fulfilling all the applicable requirements, with a commitment to reducing risk to the lowest possible level. We pursue this responsibility every day through proactive risk management, validation, robust quality controls, and the active participation of everyone in our organization. Our operations and procedures are in accordance with the requirements of ISO 13485 and the Medical Device Single Audit Program (MDSAP). For each product, we comply with the requirements of all countries in which we operate, collaborating with competent authorities, such as the Food and Drug Administration (FDA) in the United States, the Ministry of Health, Labour and Welfare (MHLW) in Japan, and the Therapeutic Goods Administration (TGA) in Australia, among many others.

Assessment of the health and safety impacts of product

We employ a cyclical process of clinical data evaluation, which applies throughout the full product life cycle, and is guided by international standards for state-of-the-art practices and full regulatory compliance. We orient all our end user information and guidance toward patient safety and efficacious outcomes, with ongoing vigilance to fuel a virtuous cycle of continuous improvement, learning, and adaptation to the developing needs of all the healthcare professions which we serve.

 **READ MORE** Medacta Instructions for Use*

Incidents of non-compliance concerning the health and safety impacts of products and services

In 2024 we had no incidents of non-compliance concerning the health and safety of our products and services.

MEDICAL EDUCATION

Explanation of the material topic

Recognizing that innovation often comes with a learning curve, we embrace the philosophy that “innovation requires education”. Therefore, we strongly believe that medical education is a fundamental asset of our long-term value-creation strategy and is an indispensable tool for transforming our innovations into tangible benefits for patients’ well-being and enhancing the efficiency of the healthcare system.

Medacta’s approach

Aware of the importance of education, since 2004 we have maintained a global medical education platform, the M.O.R.E. Institute (where M.O.R.E. stands for Medacta Orthopaedic Research and Education) through which we provide our surgeons with personalized and structured education programs and continuous support to facilitate become proficient with our innovative products, techniques, and technologies.

The M.O.R.E. Institute relies on an international network of expert surgeons to create interactive networking opportunities and a variety of educational events, facilitating the learning and sharing of experiences, including one-to-one visits, online webinars and Meet the Experts, cadaveric workshops, scientific evenings, and international symposia. The M.O.R.E. Institute also supports fellowship programs worldwide, with a strong focus on young and promising surgeons.

Our commitment to surgeon satisfaction is foundational to our mission, driving us to continuously evolve our proactive engagement and listening strategies. We prioritize creating robust feedback mechanisms that not only capture surgeons’ perspectives but also translate their insights into meaningful improvements in our educational programs which are constantly refined. Throughout the year, we conduct strategic review sessions (Advisory Board meetings) with our expert panel, systematically analyzing participant feedback, emerging medical technologies, and clinical best practices to ensure our educational programs remain at the forefront of surgical education and innovation. “With the M.O.R.E. Institute, the surgeon is never alone when discovering new technologies” is our educational motto. Moreover, our close partnership with surgeons benefits the development and refinement of our products and techniques.

2024 progress

2024 marked the 20th M.O.R.E. Institute anniversary, a remarkable milestone in our education journey. Over the year, we continued our commitment to medical education, further consolidating our standard education programs and increasing our network of expert surgeons worldwide, allowing us to continuously raise the level of our programs. During the year, more than 2’700 surgeons attended our educational activities worldwide in collaboration with 600 reference centers.

25th Anniversary World Tour

During 2024, we successfully conducted our 25th Anniversary World Tour, marking a quarter-century of innovation in the medical industry. The tour comprised a series of prestigious scientific meetings across the globe, bringing together more than 2’000 participants and professionals in the field of orthopedics and spine surgery, which promoted the sharing of experience and knowledge to improve care, outcomes, and patient well-being.

“ I was honored to join this global initiative, sharing knowledge and discussing the latest innovations to improve patient care, outcomes, and well-being. ”

Dr. Stephen M. Howell
United States

New educational resources

Besides the in-person scientific events, we offer surgeons valuable online resources to deepen their knowledge and discover more about our solutions. As part of our commitment, surgeons can access many hours of on-demand high-level medical education through Medacta TV, our streaming platform, which in 2024 has been further enriched with many new educational resources. Moreover, we have released new improvements to the M.O.R.E. App, which was designed to integrate digital education content and provide access to the most important information regarding the M.O.R.E. Institute and Medacta events (congresses, learning centers, etc.).

10th M.O.R.E. INTERNATIONAL SYMPOSIUM

The 10th M.O.R.E. International Symposium was held in Lugano, Switzerland, April 15-19, 2024. This major scientific event was dedicated to the **sustainability of personalized medicine and technology in orthopedics and spine surgery**, representing a significant milestone in the history of Medacta. Switzerland and Ticino are central to Medacta's identity, and we are immensely proud to have hosted the tenth edition of the M.O.R.E. International Symposium in Lugano this year. This event involved a significant investment of five million francs, about two million of which were directed to the territory, involving in over five days more than twenty hotels with more than 1'200 rooms, numerous local suppliers, and supporting professionals.

TOTAL INVESTMENT

CHF **5** million

CONGRESS DAYS

5

PARTICIPANTS

~1'200

FACULTY

160 speakers

To celebrate Medacta's twenty-fifth anniversary, two wandering dinners were held on Tuesday 16 and Thursday 18 in the city squares, offering their guests the opportunity to discover the beauty of Lugano.



95%

of surgeon attendees surveyed would
recommend this event to their colleagues.



Francesco Siccardi
Chief Executive Officer

HEALTHCARE SUSTAINABILITY

Explanation of the material topic

The increasing demand for healthcare, mainly due to population growth and aging, is putting pressure on healthcare systems around the world to reduce costs while meeting patients' expectations. This is why healthcare sustainability is ever more critical to build efficient solutions that address these demands.

Medacta's approach

We are strongly committed to designing solutions to improve patient well-being, facilitate the work of our surgeons, and increase the sustainability of the healthcare system by improving efficiency while reducing surgical costs. In our constant interactions with hospitals and surgeons, we strive to determine how we might intervene to streamline treatments and provide them with solutions that can positively impact their processes and operations. Furthermore, we are dedicated to continuously improving the R&D process in order to promote integrated sustainability in all of our projects. In fact, the design and development procedure has enhanced emphasis on sustainability in the earliest stages of the process, making environmental considerations an integral aspect of product development from inception. Minimally invasive techniques, single-use instruments, patient-matched solutions, and cutting-edge technology, such as augmented reality, are surely among the most significant topics.

GMK Efficiency is a complete single-use instrument set developed to optimize instrument management, providing significant clinical, logistical, and economic benefits to hospitals and, in particular, outpatient surgical centers. This solution optimizes perioperative logistics and instrument management by shortening the time required for operating room setup and breakdown. Furthermore, the risk of instrument-related concerns, such as missing or damaged items or sterilization-related issues, is greatly decreased because GMK Efficiency arrives brand new and sterile in the operating room. All of these advantages have the ability to minimize stress on hospital staff and optimize the surgical agenda by reducing OR (Operating Room) downtime between surgeries. This holds particular significance, given that the Referral to Treatment (RTT) statistics report (published in 2022 by the NHS in the UK) reveals that over 21'000 surgeries were canceled on short notice due to non-clinical reasons in just three months. Since its market introduction, we have been offsetting the amount of CO₂ related to its lifecycle, supporting

environmental sustainability projects initiated by Swiss Climate (see page 64).

2024 progress

In 2024, we renewed our commitment to improving our products and solutions, making them available in all countries where we are present. The increasing interest and satisfaction of the surgeons who work with us is tangible evidence of the effectiveness of our efforts.

MySolutions Personalized Ecosystem advances

In 2024, we introduced NextAR Rod Optimizer, a sustainable and personalized solution designed to enhance intraoperative planning and provide real-time selection starting from a dozen pre-bent rods that allow thousands of solutions* in both minimally invasive and open approaches. Spine surgeons can now benefit from an advanced solution that eliminates the need for manual rod-bending, potentially reducing the risk of breakage and subsequent revision surgeries. This innovative approach also provides a compelling alternative to systems that are based on custom-made rods, eliminating preoperative imaging, production and waiting time, with significant advantages for surgeons and patients.

Sportsmed simplified technique

Recognizing the growing complexity of knee injuries, we introduced a simplified surgical approach for the M-ARS anterior cruciate ligament (ACL) technique in 2024. This new system offers a complete set of tools to rapidly and accurately create femoral and tibial tunnels for ACL reconstruction. The M-ARS technique has been designed to optimize knee biomechanics and enhance graft healing following ACL reconstruction by mimicking the native footprint, potentially improving patient outcomes in terms of recovery time and return to an active lifestyle.

“Medacta's new simplified approach for M-ARS ACL offers multiple advantages: it makes the surgical procedure more efficient and easier to perform, and it preserves the M-ARS philosophy of natural ACL reconstruction.”

Prof. Dr. Christian Fink
Austria

CARING FOR PEOPLE

Corporate culture	40
Employee safety	42
Professional development	43
Employee engagement, satisfaction and retention	45
Talent acquisition	47
Diversity and equal opportunities	48



#beMedacta CULTURE A KEY FOR SUSTAINABLE SUCCESS

● TRUST AND
INTEGRITY

● EFFICIENT
EXECUTION

● PATIENT AND
CUSTOMER FOCUSED

● SUSTAINABLE
INNOVATION

● TEAMWORK

CORPORATE CULTURE

Explanation of the material topic

The definition of “corporate culture” includes shared values, attitudes, behaviors, and standards that make up a work environment. It is about the experience people have at work and how that experience aligns with the external image and messaging of the company. Culture is what creates day-to-day experience at a company and contributes to strengthening the sense of belonging to an organization.

Medacta's approach

One of our most valuable assets is human capital. To fully harness its potential, we adopted a people-centered strategy and cultivated an engaging, productive, and rewarding work environment. At Medacta, human capital is made up of an ecosystem of talented people who actively collaborate and rely on each other's strengths and contributions to sustain the authenticity and competitiveness of our company.

We are committed to protecting and managing our human capital by maintaining a solid identity, supported by a strong culture. During 2024 we launched a global project to refresh our values so that they better reflect our original core values and our purpose. A key outcome of this project was to engage and re-engage new and existing team members and have ensured these refreshed values are integrated into our talent acquisition process, as well as our onboarding activities, Code of Business Conduct and Ethics, and within our performance and talent management processes. The five updated values are Trust and Integrity, Efficient Execution, Sustainable Innovation, Patient and Customer Focused, and Teamwork. These form the overarching concept we call #beMedacta, which we strive to strengthen as it represents a key to sustainable success, actively contributing to our growth.

As the company expands and hires more people, it is of the utmost importance that these values are kept alive and, above all, transferred to new employees. For this reason, the #beMedacta concept is integrated into our talent acquisition process, as well as our onboarding activities, Code of Business Conduct and Ethics, and our performance review process. This also forms an essential foundation for the effectiveness of our ESG risk management program (see page 27).

The values of #beMedacta are included in the performance review system, enhanced to support the optimal performance of our employees worldwide. This pathway includes a structured process within which we conduct performance appraisals and feedback processes, at least bi-annually, and is supported by routine interaction between management and staff throughout the year.

This process provides the opportunity to gather information about employee engagement as well as discuss and agree on objectives for the year, so as to ensure continued alignment between actual performance and expectations. It also provides the opportunity to assess and provide feedback on how an employee is demonstrating or living up to our culture and values. We are working to complete the performance review process for eligible employees, tracking it through a percentage: we decided to establish a target by 2025 to cover the highest percentage of the workforce. Starting from a baseline in 2022, we achieved 94% in 2024 of the eligible employees and we remain on track to reach our goal of 95% to 100% of the total eligible workforce by the end of 2025.

PERFORMANCE REVIEW PROCESS

	UM	2022	2023	2024
Percentage of eligible employees	%	91	92	94

2024 progress

“What we do matters” campaign

In 2024, we continued to promote the “What we do matters” awareness campaign, with the aim to bring the stories of our patients to the forefront through video testimonials and showcase how our solutions have a positive impact on their lives. If employees see how their daily work can affect people's health and life quality, they remain inspired and feel more committed. The stories of our patients provide us with a sense of purpose and remind us of the value of our daily work.

Employee recognition program: #beMedacta Award

In 2023 we launched our inaugural employee recognition program within our headquarters; the purpose is to acknowledge and recognize employees who have gone above and beyond what was expected of them and demonstrated at least one or more of our five values. Our program involves recognizing up to four employees each quarter with the award personally presented to the employee by our CEO and Chief Supply Chain Officer. In 2024, we expanded our employee recognition program globally, with the first awards planned for the first quarter of 2025.



#beMedacta CULTURE A KEY FOR SUSTAINABLE SUCCESS

During 2024 we launched a global project to refresh our values so that they better reflect our original core values and our purpose. A key outcome of this project was to engage and re-engage new and existing team members and have ensured these refreshed values are integrated into our talent acquisition process, as well as our onboarding activities, Code of Business Conduct and Ethics, and within our performance and talent management processes.

We always strive to strengthen our #beMedacta culture, which is key to sustainable success and actively contributes to our growth. We want to ensure that our people understand and live our culture and values. We believe it is of the utmost importance that our values are kept alive.



TRUST AND INTEGRITY

It's at the core of who we are and is **never negotiable**, all our interactions meet the highest professional & ethical standards.



EFFICIENT EXECUTION

We take ownership and **accountability** in everything we do and **we deliver results** in the most efficient way!



PATIENT AND CUSTOMER FOCUSED

Everything we do is always with our patients and customers in mind and always with the **highest sense of urgency and priority**.



SUSTAINABLE INNOVATION

Our ideation and passion drive us **continuously to improve** our Products, Processes and Technologies in a sustainable way.



TEAMWORK

We work as a TEAM, **always respectfully** and ensure we work together for the greater good of Medacta **#beONE**.

EMPLOYEE SAFETY

Explanation of the material topic

The protection of the physical and psychological well-being of people is a value that distinguishes a corporate culture.

Medacta's approach

The health and safety of our employees, customers, and patients have always been our number one priority. In 2024, we continued our efforts to assess and mitigate any risks in accordance with our safety procedures and training activities.



In line with our commitment, we are among the signatories of Charta, a Safety Charter launched by Suva (the Swiss National Accident Insurance Fund) to ensure that safety rules are observed on working sites. The goal is to preserve the lives and physical integrity of all persons who work in Switzerland.



Additionally, Medacta is a founding member of Forum GSA Ticino, a regional network committed to overseeing well-being and health in the workplace, and Maria Luisa Siccardi Tonolli is a member of the Board of Directors. The Forum's primary objective is to foster the sharing of experiences among companies in Ticino, promoting and spreading best practices that enhance the quality of life for their employees and encouraging a positive, healthy, and proactive work environment.

As a MedTech company compliant with government requirements, our facilities located in Ticino, Switzerland, have always remained operational due

to the implementation of specific business continuity measures. We will continue to adapt and evolve our approach in line with the industry's best practices whenever it relates to the health and safety of our employees, customers, and patients.

For employees and other workers actively involved in Medacta's activities at our facilities, we have implemented an occupational health and safety management system through our quality management system. The system is based on the legal requirements of the countries within which we work and is governed by our ISO 13485 certification. The system has been implemented based on risk management following ISO 31000 and the COSO Enterprise Risk Management framework. The following is a description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system: "There are no Medacta-related workers, activities, or workplaces that are not covered. We are committed to supporting our employees through several safety and well-being measures, including training programs. Beyond offering a package of benefits aimed at reconciling their work-life management, for us, safety is a top priority."

2024 progress

In 2024, employees in Switzerland at our headquarters and manufacturing facilities in Castel San Pietro and Rancate were trained on generic health and safety matters, reaching 98% of the workforce. In 2024, in a continuous improvement process, we developed a global training course including all the branches to be delivered in 2025, with the aim to present a consolidated figure on this topic.

WORKER TRAINING ON OCCUPATIONAL HEALTH AND SAFETY

	GRI	UM	2022	2023	2024
Number of employees trained on H&S matters* / Total number of employees*	403-5	%	94	92	98

*Related to Castel San Pietro and Rancate headquarters and facilities

PROFESSIONAL DEVELOPMENT

Explanation of the material topic

Professional development includes all types of learning opportunities like academic degrees, conferences, and non-formal learning opportunities. There are a number of ways to support professional development, including teaching, sessions, communities of practice, guidance, technical assistance, study lessons, and supervision.

Medacta's approach

Professional development is integral to Medacta's Quality Policy and ESG Policy: we promote the professional growth and motivation of our people through the delivery of training courses on a variety of topics and the creation of opportunities for mutual exchange of knowledge and information on their respective work experiences.

For us, complete and continuous professional training is the basis of a conscious and responsible approach to work. The Medacta Academy, created in 2015 and structured in progressive learning levels, offers the opportunity to consolidate and increase professional and personal skills through tailor-made training programs for each employee.

A dedicated procedure, Training Requirements Definition and Activities Management, is part of our quality management system. The procedure applies to all the employees of our Group and independent agents. We determine the necessary competencies for our personnel and provide education and training activities to ensure that they are trained to adequately perform their responsibilities.

Training needs for new hires are determined at the beginning of their engagement. For established personnel, training needs are defined continuously

based on the evaluation of effectiveness and developing job responsibilities. Our branch employees and independent agents require dedicated training regarding specific Medacta product lines. Product training for our salesforce is organized by Medacta Academy in collaboration with our Human Resources (HR) department.

Language courses are an important asset to success for international businesses in order to favor diversity in Medacta. Medacta Academy promotes courses in English, French, and German to facilitate communication between different countries and to consolidate the professional skills of our employees. Employees can benefit from private lessons with teachers from all over the world.

2024 progress

Create a leading-edge learning & development culture

The development of our learning agenda has led to the creation of a blended learning approach. Including partnering with a world-renowned academic institution with the launch of two distinctive learning pathways. As well as the launch of a personal development plan process, which was deployed globally in 2024.

Increase in average hours of training per employee

In 2024, 59'260 hours of training have been provided to 2'143 employees, including leavers during the year. This indicator increased from 2022, our baseline, primarily thanks to new courses for Leadership and Management held by Politecnico di Milano and an increased number of language courses (MyLanguages). As a practical result, there has been an increase in average training hours per trained employee, from 23 to 27.

AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE

	GRI	UM	2023	2024
Total hours	404-1 a	n.	44'067	59'260
Employees who participated on at least one training course	404-1 a	n.	1'895	2'143
Average hours of training per trained employee	404-1 a	n.	23	27
Average hours of training per employee	404-1 a	n.	25	31

Employee training on human rights policies or procedures

Basic human rights aspects have been consistently covered as part of our Code of Business Conduct and Ethics training, which is mandatory for all our employees worldwide. As stated in our Code of Business Conduct and Ethics, "the supreme value of the human being is recognized by Medacta, which is committed not only to guaranteeing but also to developing his or her inviolable rights. We operate within the general framework of the Universal Declaration of Human Rights of the United Nations and the fundamental Conventions of the International Labour Organisation (ILO)". To promote greater awareness of the main issues related to human rights covered in the Code of Business Conduct and Ethics, we annually carry out online training for all Group employees.

Employees receiving regular performance and career development review

A significant portion of our employees receive annual goals tailored to their areas of growth as part of our performance review process. This has enabled us to establish ongoing conversations through one-on-one meetings between managers and each direct report. These meetings provide an excellent opportunity to gather information about employees' progress toward their goals and their overall engagement.



EMPLOYEE ENGAGEMENT, SATISFACTION AND RETENTION

Explanation of the material topic

Employee engagement refers to the emotional connection, commitment, and involvement an employee has toward their work and the organization. Employee engagement has a significant impact on retention within an organization. When employees are engaged, they develop a strong connection to their work and feel valued and appreciated. Employee retention is influenced by various factors such as job satisfaction, growth opportunities, work-life balance, compensation, and corporate culture.

Medacta's approach

Our corporate HR department is responsible for the centralized control of all global HR policy and process formulation and has developed an HR framework setting out the strategic priorities that will support the business needs today and in the future. Below are some of the key focus areas:

Employee value proposition

Developing our identity and values as an employer and increasing the overall employee experience will enable us to attract and retain our people.

Talent acquisition

Enhancing the hiring processes and systems that will enable us to improve the speed, quality, and effectiveness of attracting and hiring people.

Total rewards

Developing comprehensive and competitive compensation strategies and recognition schemes enabling us to hire and retain.

Talent & performance management

Building meaningful, robust processes and tools that will manage our human capital effectively today and in the future.

Learning & development

Establishing a culture of learning and growth for our people that is aligned with our employees and organizational needs.

Working life management

From the start, we have constantly supported and valued the personal and professional well-being of our employees by offering a package of benefits aimed at reconciling their work-life management. As an effective example, benefits dedicated to our employees in Ticino, Switzerland, are aimed at favoring the management of both personal and work commitments, and supporting their well-being, and include:

- flexible working hours for office employees extending the duration for office-based employees, up to 120 minutes of break, managing the 8 working hours accordingly;
- employees' children have priority access to My School Ticino, a company school 0-10 years managed by Medacta for Life Foundation (see page 68), with special agreements;
- hours of paid leave for medical visits;
- wedding bonus;
- a range of company benefits as well as discounted services with local organizations (including Fitness Centers, Restaurants, etc.);
- 100% pay for both maternity and paternity above the statutory requirements.

Company benefits and discounted services with local organizations:

- regulation and supplementary pension fund;
- insurance coverage in case of disability;
- work permits for foreigners;
- banking packages;
- agreements with medical centers;
- presence of an infirmary, when feasible;
- availability of a company doctor;
- free check-ups for specific health conditions.

2024 progress

In 2024, we introduced the #beMedacta employee survey at our headquarters, a key initiative designed to better understand the needs and feedback of our workforce. This survey provided valuable insights into employee satisfaction, corporate culture, and areas for improvement, helping us refine our strategies to create a more supportive and engaging work environment. Building on this success, we plan to implement similar

surveys in 2025, further strengthening our commitment to continuous improvement and fostering a culture of collaboration and growth within our organization.

MySport

We are committed to promoting a healthy lifestyle among our employees by encouraging physical activity and well-being. We actively support a variety of sports initiatives, offering opportunities for employees to engage in fitness programs, team sports, and wellness challenges. In 2024, we introduced MySport, a new platform dedicated to company-supported sports events. On MySport, employees can register for all available activities, competitive and recreational. Furthermore, the platform allows employees to propose new events or sports disciplines, encouraging direct involvement and greater participation in the corporate wellness culture.

REMUNERATION POLICIES

According to Article 25 of the Articles of Association, the compensation of the Members of the Board of Directors is determined by the Board of Directors based on the proposal of the Human Resources & Remuneration Committee and subject to and within the limits of the aggregate amounts approved by the annual shareholders' meeting. The entire remuneration of the Board in financial year 2023 is fixed and does not include any performance-related component.

The remuneration for the Members of the Board of Directors relates to their term of office, which starts with their election at the Annual General Meeting (AGM) and ends at the subsequent AGM. The remuneration consists of a fixed annual base fee and fixed fees for membership in Board Committees, reflecting the time commitment as well as the obligations and responsibilities of the roles, paid monthly in twelve equal installments. The individual sum of the annual base fee and, where applicable, fixed fees for membership in Board Committees are paid in cash.


With reference to the remuneration of the Group Executive Management and according to article 26 of the Articles of Association, the compensation of the Members of the Group Executive Management is determined by the Board of Directors based on the proposal of the Human Resources & Remuneration Committee and subject to and within the limits of the aggregate amounts approved by the annual shareholders' meeting.

Medacta's remuneration landscape is designed to support the company's strategic plans and to provide a balance between motivating the Members of the Board of Directors and the Group Executive Management to deliver on the near and medium-term objectives of the Group and to strive for future long-term success and prosperity of Medacta at the same time. Medacta's remuneration framework aims to attract, engage, and retain the best talent within the MedTech industry as well as to reward the loyalty of the employees and, thus, to enhance the value of the Group for the benefit of shareholders as extensively described in our Code of Business Conduct and Ethics. The remuneration process is mainly structured by the Remuneration Committee as well as the Board of Directors and approved by the shareholders of Medacta. The Human Resources & Remuneration Committee serves in an advisory capacity for remuneration matters while the Board of Directors retains the ultimate decision authority, all within the limits set by the Annual General Meeting (AGM), which approves the maximum aggregate amounts of remuneration for the Board of Directors and the Group Executive Management at each shareholders' meeting.

As a core responsibility, the Human Resources & Remuneration Committee reviews the compensation packages of the Members of the Group Executive Management and Board of Directors annually (or more often as required) and proposes to the Board of Directors any adjustments to the prior year compensations for proposal to the annual shareholders' meeting. In addition, and with regards to the Group's listing in Switzerland and global scale of business, the Human Resources & Remuneration Committee follows the Swiss governance and compensation landscape while also considering trends across the globe. Conclusively, the aim is to design the remuneration framework taking into account best market practices, alignment with shareholders, and pay-for-performance considerations in order to promote the long-term success of Medacta.

With reference to the results of the votes of shareholders on remuneration policies and proposals please visit the link to the minutes of the last Annual General Meeting: <https://aws-media.medacta.com/media/minutes-of-the-annual-general-meeting-2024.pdf>

 **READ MORE** Articles of association*

 **READ MORE** Remuneration Report**

* <https://aws-media.medacta.com/media/medacta-group-sa-aoa-statuti-new-2023-final-2023-04-27.pdf>

** Remuneration Report: <https://aws-media.medacta.com/media/2024-remuneration-report.pdf>

TALENT ACQUISITION

Explanation of the material topic

Talent acquisition entails the process of identifying, attracting, and onboarding skilled individuals to fulfill organizational needs. This process plays a pivotal role in shaping the trajectory of a growing company like ours.

Medacta's approach

Talent acquisition is essential to pursue our growth strategy. Our process focuses on identifying individuals who align with Medacta's culture and risk management approach, ensuring that all employees serve as influential participants in the fulfillment of our mission, vision, values, and policies.

We are continually evolving our processes, tools, and partnerships to ensure we are optimizing all opportunities to strengthen our talent pipeline. We do this in many ways, including but not limited to:

- expanding our third-party collaborations and leveraging our scale;
- working with schools and universities to develop long-term relationships;
- offering tools and technology enabling an effective candidate experience;
- a dedicated internal talent acquisition team;
- evolving our processes to ensure they remain relevant and effective.

2024 progress

Partnering with POLIMI Graduate School of Management of Politecnico di Milano.

In 2024, we continued our partnership with the Politecnico di Milano in Italy, taking advantage of the network with their professional graduating members to present our company's job opportunities.

"Harness the power of your network" campaign

In 2022, we launched an internal campaign to encourage our employees to play a proactive role in referring potential candidates in line with our values and culture, which are vital to our success. This campaign is now well established globally and provides an effective channel as part of our talent acquisition approach.

Social media campaign

Throughout 2024, we have maintained a strong presence across social media platforms, especially on LinkedIn, to promote and highlight the many opportunities that exist within Medacta at a global level, with a particular focus on our #beMedacta values. This concise content has the potential to foster heightened interest and understanding of our organization's strategic path in the medium and long term.



"At Medacta, our talent acquisition process is not just about hiring people, it's about hiring people who align with our #beMedacta culture, we understand the importance that people aligned to our culture will grow and thrive. In 2024 as part of our global #beMedacta project, we further integrated culture into key areas of our talent acquisition processes which will further support our people and growth in a sustainable way."

Asif Hussain
Chief People Officer

DIVERSITY AND EQUAL OPPORTUNITIES

Explanation of the material topic

Eliminating discrimination and providing equal opportunities to people from all backgrounds and genders empower them to seize the opportunities they deserve, boosting morale and cultivating loyalty.

Medacta's approach

We continue to pursue the objective of placing the individual at the center of the organization to create a sustainable and stimulating environment that respects diversity and is geared toward inclusion. Our employees operate worldwide and represent a mix of experience and backgrounds. We believe this diversity supports our innovation and continuous collaboration

with our customers and all stakeholders. We offer all employees the same opportunities to develop their own skills and capabilities, avoiding any form of discrimination based on race, sex, age, nationality, religion, disability, or personal beliefs.

Parental leave

Special attention is given to supporting motherhood and the return to work after maternity leave. For this reason, we offer various services to our employees at the headquarters and manufacturing plants to support parenthood and accompany every woman before, during, and after her maternity leave. In 2024, we register a 100% rate of return after maternity leave.

PARENTAL LEAVE

	GRI	UM	2023	2024
Return to work rate	401-3 c	%	100	100
of which male	401-3 c	%	100	100
of which female	401-3 c	%	100	100

My School Ticino

In 2011, the Medacta for Life Foundation was founded and, the following year, the My Baby 0-3 Nursery school was opened. Its aim was to support the company's employees in balancing their family and professional lives by welcoming their children. Also accessible to the local community, over the years the educational offer expanded. Currently, it includes: My Child 3-6 Pre-school, My Kid 6-10 Primary School, together with additional services such as extra-school service (including pre- and after-school, canteen service, summer camp, and My Week during school holidays) and language courses (see page 68). Employees' children have priority access and special discounts.

2024 progress

Future-proof key HRIS (Human Resource Information Systems) platforms, to support our growth

In 2024 a new headquarter payroll and time and attendance software, including the introduction of an employee & manager self-service portal, was launched. The software application is one of Switzerland's leading providers.

Information on employees

We assess and review the statistics of our workforce, tracking progress, particularly in relation to gender and nationality, including the percentage of women and high-growth market nationalities in leadership positions. Turnover is also monitored at Medacta to help us manage the turnover rate, reduce regretted losses, and develop a better understanding of how to retain our people.

Medacta employment has grown sharply following the dynamics of our business expansion. As of the end of December 2024, the Group has 1'907 employees, 73% of whom are employed in the EMEA region, 14% in the APAC region, and 13% in North America. During 2024 there were 375 new hires, of which 177 incremental positions. The new hires met the needs of the business expansion in those countries where we are present. The female population is 32% of the total workforce, and the vast majority is hired on a full-time permanent contract basis.

EMPLOYEES

Information on employees	GRI	UM	2023	2024
Total new hires	2-7 a	n.	358	375
Total number of employees as at 12/31	2-7 a	n.	1'730	1'907
Employees breakdown by gender				
Men	2-7 a	n.	1'196	1'304
	2-7 a	%	69	68
Women	2-7 a	n.	534	603
	2-7 a	%	31	32
Employees breakdown by age group				
Under 30 years old		n.	360	375
30 - 50 years old		n.	1'039	1'148
Over 50 years old		n.	331	384

EMPLOYEES

Breakdown of employees by length of employment contract and gender	GRI	UM	2023	2024
Permanent contract	2-7 b	n.	1'707	1'876
<i>of which women</i>	2-7 b	n.	528	594
Temporary contract	2-7 b	n.	23	31
<i>of which women</i>	2-7 b	n.	6	9
Breakdown of employees by length of employment contract and region				
Permanent contract	2-7 b	n.	1'707	1'876
<i>of which EMEA</i>	2-7 b	n.	1'252	1'367
<i>of which North America</i>	2-7 b	n.	203	239
<i>of which APAC</i>	2-7 b	n.	252	270
Temporary contract	2-7 b	n.	23	31
<i>of which in EMEA</i>	2-7 b	n.	19	28
<i>of which North America</i>	2-7 b	n.	0	0
<i>of which APAC</i>	2-7 b	n.	4	3

EMPLOYEES

Breakdown of employees by employment type and gender	GRI	UM	2023	2024
Full time	2-7 b	n.	1'662	1'825
<i>of which women</i>	2-7 b	n.	475	533
Part time	2-7 b	n.	68	82
<i>of which women</i>	2-7 b	n.	59	70
Breakdown of employees by employment type and region				
Full time	2-7 b	n.	1'662	1'825
<i>of which EMEA</i>	2-7 b	n.	1'210	1'323
<i>of which North America</i>	2-7 b	n.	202	237
<i>of which APAC</i>	2-7 b	n.	250	265
Part time	2-7 b	n.	68	82
<i>of which EMEA</i>	2-7 b	n.	61	72
<i>of which North America</i>	2-7 b	n.	1	2
<i>of which APAC</i>	2-7 b	n.	6	8

NEW EMPLOYEE HIRES

Total number and rate of new employee hires	GRI	UM	2023	2024
New employee hires	401-1 a	n.	358	375
Rate of new hires	401-1 a	%	21	20
Total number and rate of new employee hires by gender				
Men	401-1 a	n.	227	237
Women	401-1 a	n.	131	138
Rate of men's hires	401-1 a	%	63	63
Rate of women's hires	401-1 a	%	37	37
New employee hires by age group				
Under 30 years old	401-1 a	n.	140	133
30 - 50 years old	401-1 a	n.	170	184
Over 50 years old	401-1 a	n.	48	58
Under 30 years old - rate	401-1 a	%	39	35
30 - 50 years old - rate	401-1 a	%	47	49
Over 50 years old - rate	401-1 a	%	13	15
New employee hires by region				
EMEA	401-1 a	n.	260	263
North America	401-1 a	n.	52	66
APAC	401-1 a	n.	46	46
Rate of new hires in EMEA	401-1 a	%.	20	19
Rate of new hires in North America	401-1 a	%.	26	28
Rate of new hires in APAC	401-1 a	%.	18	17

CARING FOR THE ENVIRONMENT

Climate change and energy	52
Task Force on Climate-related Financial Disclosure (TCFD)	53
Mobility	61
Waste management	62
Water use	63
Biodiversity and land use	64



#beMedacta CULTURE A KEY FOR SUSTAINABLE SUCCESS

● TRUST AND
INTEGRITY

● EFFICIENT
EXECUTION

● PATIENT AND
CUSTOMER FOCUSED

● SUSTAINABLE
INNOVATION

● TEAMWORK

CLIMATE CHANGE AND ENERGY

Explanation of the material topic

Under the United Nations Framework Convention on Climate Change (UNFCCC), climate change refers to long-term shifts in temperature, weather patterns, and environmental conditions, influenced by natural factors and human activities. While it presents challenges, it also serves as a powerful catalyst for innovation, efficiency, and sustainability. By embracing cleaner technologies, optimizing resource use, and reducing waste, societies and businesses can create a more resilient and prosperous future, fostering economic growth while protecting natural ecosystems.

Medacta's approach to the environment

We are committed to sustainable and responsible environmental management practices, emphasizing alignment with local and international standards and continual minimization of our collective environmental impact. As a multi-generational family company, responsible stewardship for the preservation of future generations is deep within our culture. We are committed to protecting the environment, in compliance with all obligations, and minimizing our impact on all environmental risk factors. In line with this approach, we set related targets for the benefit of all stakeholders, a thriving business, and a healthy environment. Risk management is applied to leverage the evolving landscape of threats, opportunities, and responsibilities. Our commitment is embodied in our ESG Policy, as shown in our risk management section (see page 28). The guidance of ISO 14001 is referenced as a framework to protect the environment and respond to changing environmental conditions in balance with socio-economic needs. This applies throughout our quality management system, with performance metrics integrated into our official quality objectives for routine monitoring and responsive action when needed.

For the first time in this report, we disclosed climate issues as outlined by the Task Force on Climate-related Financial Disclosures (TCFD) recommendations in accordance with art. 3 of the Swiss Ordinance on Climate Disclosures, encompassing the four thematic areas of governance, strategic planning, risk management, and metrics and targets (see page 53). Additionally, in 2024, we introduced a Guidelines for Environmental Sustainability course for both the headquarters and subsidiaries. This course became part of our mandatory corporate training program, aiming to raise awareness and equip employees with the knowledge necessary to implement some sustainable practices in their daily activities. Through this training, we are reinforcing our commitment to environmental responsibility across all levels of the organization, ensuring that sustainability becomes a key aspect of our operational culture.

Compliance with environmental laws and regulations

In all the contests in which we operate, we undertake to act in full respect of laws and regulations in force and aim at the continuous improvement of our environmental performance, through the application of advanced quality systems, risk assessment and management, training, awareness, and involvement of employees, and the application of environmental sustainability criteria in the selection of new suppliers. In 2022, we introduced the environmental criteria for screening new suppliers. In 2024, we reached 97% of suppliers assessed according to these criteria, and we are committed to maintain this percentage above 70% as established in our 2025 targets (see page 17).

In 2024, there were no fines or non-monetary sanctions for non-compliance with environmental laws and/or regulations. In addition, no cases were brought through dispute resolution mechanisms for non-compliance with environmental laws and/or regulations.



“ We have always prioritized responsible development in our operations and expansions. This commitment reflects our long-term vision: sustainable growth with minimal impact on our planet. ”

Alessandro Siccardi
Chief Supply Chain Officer

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURE (TCFD)

In 2017, the Task Force on Climate-related Financial Disclosures (TCFD) provides a report establishing recommendations for helping businesses disclose climate-related financial information in a clear, comparable, and consistent way.

In its work, the Task Force drew on member expertise, stakeholder engagement, and existing climate-related disclosure regimes to develop a singular, accessible framework for climate-related financial disclosure⁶. By adopting the TCFD approach, we aim to enhance transparency and accountability in our climate-related disclosures.

Medacta's approach

In accordance with art. 3 of the Swiss Ordinance on Climate Disclosures⁷, we disclose herein on climate issues as outlined by the TCFD recommendations. This section encompasses the four thematic areas of governance, strategic planning, risk management, and metrics and targets.

GOVERNANCE

Since 2021, Medacta's Board of Directors has been responsible for overseeing corporate sustainability, including issues related to climate change. This oversight is supported by an inter-functional corporate sustainability team, which regularly engages all relevant internal stakeholders as needed (see page 12). The members of this team form the working group that has conducted the activities for adopting and implementing the TCFD framework within the company, under the guidance of the Board. The Board reviews overall progress and direction regarding strategies, policies, and programs related to ESG topics on a regular basis.

The standing Audit and Risk Committee ("ARC") plays a prominent role in assessing climate-related risks. The ARC elevates risk analysis through our enterprise risk management process (see page 27). During its periodic meetings, the ARC reviews all topics related to risk, consistently addressing environmental concerns as a cross-cutting issue. Since 2024, the ARC has intensified its focus on climate-related matters by incorporating a dedicated section into its risk analysis. The ARC Chair provides regular updates to the Board.

The company also addresses environment-related issues in the Medacta ESG Policy (see page 28), setting out its commitment to "protecting the environment, compliance to all obligations, and minimizing our impact on all overall environmental risk factors".

STRATEGY

Our sustainability strategy integrates economic sustainability with social and environmental value generation. We have structured this model into four key areas, one of which specifically addresses environmental concerns (see page 51). Furthermore, we have adopted the United Nations' Sustainable Development Goals (SDGs) as a guiding framework for our initiative and have identified Goal 13, Climate Action, as one of our primary commitments, among others (see page 13).

Climate change poses one of the most significant challenges of our time, and its impacts require a comprehensive understanding of climate-related risks to inform proactive measures. For this purpose, in 2024, we initiated a project to assess climate-related risks, conducting a detailed evaluation of the potential impacts of climate change on the organization by systematically identifying and analyzing climate hazards, vulnerabilities and adaptive capacities.

The project consists of two phases. The first phase analyzes Medacta's production sites in Rancate and Castel San Pietro (both located in Ticino, Switzerland) and the supply of electricity to these sites via the public network. The analysis differentiates the impacts on the two sites when exposure, vulnerability and preparedness levels between the two sites differ significantly. The global branches, as well as the suppliers and customers, are not covered by the assessment yet. Beginning in 2025, we plan to gradually include the impacts of the branches.

The assessment carried out in 2024 identifies and quantifies physical and transitional risks in accordance with the 2017 Guidelines of the Task Force on Climate-related Financial Disclosures (TCFD) and supports reporting under art. 964 of the Swiss Code of Obligations. It also conducts a scenario analysis of current and projected climate futures to understand potential future impacts and inform strategic decision-making and risk management practices.

6 <https://assets.bbhub.io/company/sites/60/2021/10/FINAL-2017-TCFD-Report.pdf>
7 <https://www.newsd.admin.ch/newsd/message/attachments/74006.pdf>

Methodology

The risk assessment conducted for the 2024 report employs the method of Event Tree Analysis (ETA) to systematically evaluate potential events, their associated probabilities and impacts. This method allows for a detailed breakdown of the outcomes of events leading to specific consequences, providing a comprehensive risk profile (IEC 2010).

The ETA was conducted by a working group consisting of key staff members of Medacta belonging to different departments (Human Resources, Quality, Marketing etc.) and with the support of two facilitators from the University of Applied Sciences and Arts of Southern Switzerland (SUPSI). The participants represent a multidisciplinary team with expertise relevant to the systems and processes being analyzed in the assessment.

In order to improve the robustness of the ETA, a scenario analysis was performed in accordance with the TCFD Guidelines. The inclusion of scenarios allowed us to develop a risk inventory of Medacta under different climate-related futures. Details of the climate scenarios employed for the analysis are provided in the following section.

Finally, the ETA results were used to develop suggestions for mitigating the identified risks and improving the organization's risk mitigation strategy.

Climate Scenarios

In this risk assessment, the financial impacts of climate-related risks are evaluated under current conditions and considering three long-term (up to 2060) climate scenarios developed for the analysis: (i) Business as Usual (BAU), (ii) Paris Agreement (PARIS), and (iii) No Action (NO ACTION).

Each scenario corresponds in principal to one of the Representative Concentration Pathways (RCP) defined by the Intergovernmental Panel of Climate Change (IPCC 2023).

In the assessment, the impact of different scenarios on the level of risk for different hazards was simulated modifying the probability of the initiating event in line with the results of the Climate Scenarios for Switzerland provided by the National Centre for Climate Services (NCCS 2018).

The risk assessment was conducted in two steps – hazard identification and risk quantification. The first step of the risk assessment was to identify climate-related hazards potentially relevant to the organization. We considered the list of climate hazards provided by the TCFD Guidelines to identify hazards potentially relevant to the organization, including both physical and transitional hazards.

The exposure of the organization to each category of hazards was evaluated based on the scientific literature, official reports, and GIS data from the Canton and the Confederation, complemented with the judgment of the members of the working group.

The analysis shows that Medacta's production sites in Rancate and Castel San Pietro (both located in Ticino, Switzerland) are exposed to a limited range of physical hazards including storms, droughts, heat waves, hailstorms and surface runoff. For all other potential hazards, the organization shows low levels of exposure in consideration of the geographical locations and the type of activities conducted. At the same time, the organization appears exposed to the transitional risk of changes in the policy landscape concerning in particular the increased pricing of GHG emissions.

Finally, the working group recommends that organization's exposure to the hazard of increased cost of raw materials (including steel, titanium, cobalt, PA, POL) should be further investigated in the future.

The hazards identified in the previous step were analyzed with the ETA to quantify the risk level. Under current conditions, the most significant risks are from hailstorms and the introduction of a carbon tax in Switzerland. The third most important risk is from droughts, but this risk is an order of magnitude smaller than the previous two.

The two primary risks (hailstorms and carbon tax) remain significant also in the future considering alternative climate scenarios. The risk of hail increases under all simulated scenarios due to a general worsening of climate conditions, while the risk of a carbon tax decreases substantially in the "NO ACTION" scenario and increases four folds in the "PARIS" scenario.

The hazards related to surface-run-off and higher mean temperatures are not presented in the below table because the working group considered their risk not material for the organization. The case of droughts affecting the production of hydropower in the region and reducing the supply of electricity to the organization is considered very unlikely by the working group and thus not included in the ETA.

RISK MANAGEMENT

Medacta has developed a customized enterprise risk management (ERM) approach for identifying, assessing, managing, and monitoring the risks that the organization faces (see page 27).

The risk assessment illustrated in this report can support the inclusion of climate-related risks in the ERM of the company and the development of a mitigation strategy for climate-related risks.

The results of the assessment show that the overall level of exposure and vulnerability of Medacta's production sites in Rancate and Castel San Pietro (both located in Ticino, Switzerland) is rather low and that the organization appears well-prepared to manage such risks.

METRICS AND TARGETS

Since 2022, we have tracked our progress towards our global sustainability goals, as outlined on page 17. Our key climate metrics are focused on reducing greenhouse gas emissions, with a target of achieving < 1.0 tCO₂eq/€M (GHG / Revenues, including only Scope 1 and Scope 2 for our facilities in Ticino) in 2025. Additionally, we will continue to monitor the areas identified in our TCFD analysis throughout 2025.

RISKS

	Potential impact (current conditions)	Mitigation (actions taken by the management)	Potential severity with mitigation	Potential severity without mitigation
Transition				
Carbon tax	Financial impact	Emissions reduction for scope 1 and 2	Low	Moderate
Physical				
Hail	Damages to the roofing in the production area, to the photovoltaic system (PV), and to the company vehicles. In this event, we expect a temporary suspension of the production process.	Two layers of roofing to provide enhanced protection and enhanced drainage systems. 24/7 quick service intervention available around the clock to respond quickly to any damage or operational disruptions. Insurance against natural hazards.	Low	Moderate
Droughts	Lack of water necessary for the production process. We expect detrimental impacts on the production process and office work. Possible temporary suspension of some production process.	Insurance against natural hazards. Consolidated plans for the construction of a public water network to the nearby Lake of Lugano operational in 2026.	Low	Moderate
Storms (electricity supply)	Lack of electricity. In this event, we expect a temporary suspension of the production process.	In-house power generator to ensure the continuity of critical operations during power outages. A dedicated team to address immediate issues concerning the power generator. External 24/7 quick response service to address any additional issue with the power generator.	Very low	Low
Storms	Damages to the roofing in the production area. In this event, we expect a temporary suspension of the production process.	Two layers of roofing to provide enhanced protection. 24/7 quick service intervention available around the clock to respond quickly to any damage or operational disruptions. Insurance against natural hazards.	Low	Moderate
Heat waves	Consumption of additional electricity to supply the chillers, with consequent costs.	Insurance against natural hazards.	Very low	Low

OUR OPERATIONS

Our manufacturing capacity is fully based in Switzerland, namely in Castel San Pietro and Rancate, Canton Ticino, two hubs of cutting-edge technology.

In 2024 Medacta as a Group consumed overall 17'311 MWh of energy, of which 66% was from renewable resources. Energy consumption is mainly concentrated in our production activities in Switzerland, while our branches show a limited impact, mostly related to operating offices. In Switzerland, 100% of electricity comes from renewable sources.

2024 progress

In 2024 we continued working to reduce the environmental impact in our production plants following the "Voluntary commitment to climate protection and energy efficiency", signed in 2019 with the Energy Agency of the Swiss Private Sector (AEnEC), commissioned by the Swiss Federal Office of Energy and Federal Office for the Environment (FOEN).

ENERGY CONSUMPTION

	GRI	UM	2023	2024
Total energy consumption (B+C+E)	302-1 e	MWh	14'300	17'311
of which from renewable energy sources (A1+D)	302-1 e	MWh	9'665	11'493
Breakdown of direct primary energy consumption by source and type				
Direct consumption of primary energy from renewable sources (A1)	302-1 b	MWh		
Direct consumption of primary energy from non-renewable sources (A2)	302-1 a	MWh	4'220	5'533
of which natural gas for production sites and warehouses	302-1 a	MWh	1'226	1'228
of which gas for heating offices	302-1 a	MWh	768	769
of which diesel fuel for automotive	302-1 a	MWh	2'226	3'537
Total direct energy consumption (B=A1 + A2)	302-1	MWh	4'220	5'533
Electricity consumption				
Purchase of electricity (C)	302-1 c	MWh	9'853	11'605
for powering production sites and warehouses	302-1 c	MWh	8'690	10'236
for operating the offices	302-1 c	MWh	1'163	1'369
Share purchased from renewable (D)	302-1 c	MWh	9'438	11'320
Self-produced energy consumption (E)	302-1	MWh	227	173
of which from renewable energy sources (F)	302-1	MWh	227	173

ENERGY INTENSITY

	GRI	UM	2023	2024
Total energy consumption	302-3	MWh	14'300	17'311
Total Revenues	302-3	k€	510'778	590'580
Energy consumption per revenue	302-3	MWh/ k€	0.0280	0.0293

Additionally, we initiated a study focused on the efficient and economical use of resources, including energy and materials, in collaboration with an external partner certified by the Federal Energy Office and the Federal Environment Office. This partnership also includes the reporting of GHG emissions across our entire supply chain, in line with the GRI standards. As part of this effort, we have mapped our carbon footprint (see infographic on pages 58 and 59) to better understand the environmental impact of our operations, providing a clear foundation for identifying improvement areas and reducing emissions.

As an internal practice, the R&D process is set to facilitate sustainable development with the Quality Assurance Department reviewing each product under development, including the environmental sustainability requirements.

Moreover, we put in place some initiatives to reduce the environmental impact of our production process in the medium term:

- our product packaging underwent a comprehensive analysis to progressively optimize production, shipping, and handling processes in a sustainable way;
- we launched a project to extend the shelf life of implantable devices and reduce reprocessing and plastic waste;
- we are reducing the use of polishing materials in production to reduce industrial waste;
- for some products used in hip replacement, we optimized the initial forged raw material, saving around 5% per unit compared to the previous process;
- for some products used in knee replacement, we optimized the format of the polyethylene raw material, reducing the amount of shavings during production.

GHG direct emissions (Scope 1)

Scope 1 emissions are direct emissions from sources we own and control, mainly related to our production facilities.

Scope 1 emissions include:

- direct emissions from stationary combustion only related to gas combustion for heating;
- direct fugitive emissions from refrigeration and air conditioning;
- direct emissions from mobile combustion are limited to vehicles owned by Group companies.

Our commitment to reducing our Scope 1 emissions focuses on increasing the efficiency of our equipment and favoring the use of renewable energy. In recent years, we have taken actions to reduce emissions, mostly concentrated on our production facilities. We started with the important decision to abandon fuel oil for heating in favor of efficient gas boilers and introduced continuous monitoring of temperature settings in new offices.

Since 2015, all new construction buildings in Switzerland have been heated and cooled by electrically powered multi-purpose heat pumps.

2024 progress

In 2024, total Scope 1 emissions were 1'296 tCO₂ equivalent, 35% of which were from production facilities in Switzerland.

In the past year, we implemented four initiatives to reduce Scope 1 emissions:

- compressor "waste heat" recovery system connected with climate HVAC system;
- chiller "waste heat" recovery system connected with climate HVAC system;
- reduction of natural gas consumption through technical solutions as above and continuous temperature optimization and the management of our operating system in Rancate and Castel San Pietro facilities;
- increased efficiency of our compressed air system and distribution in production.

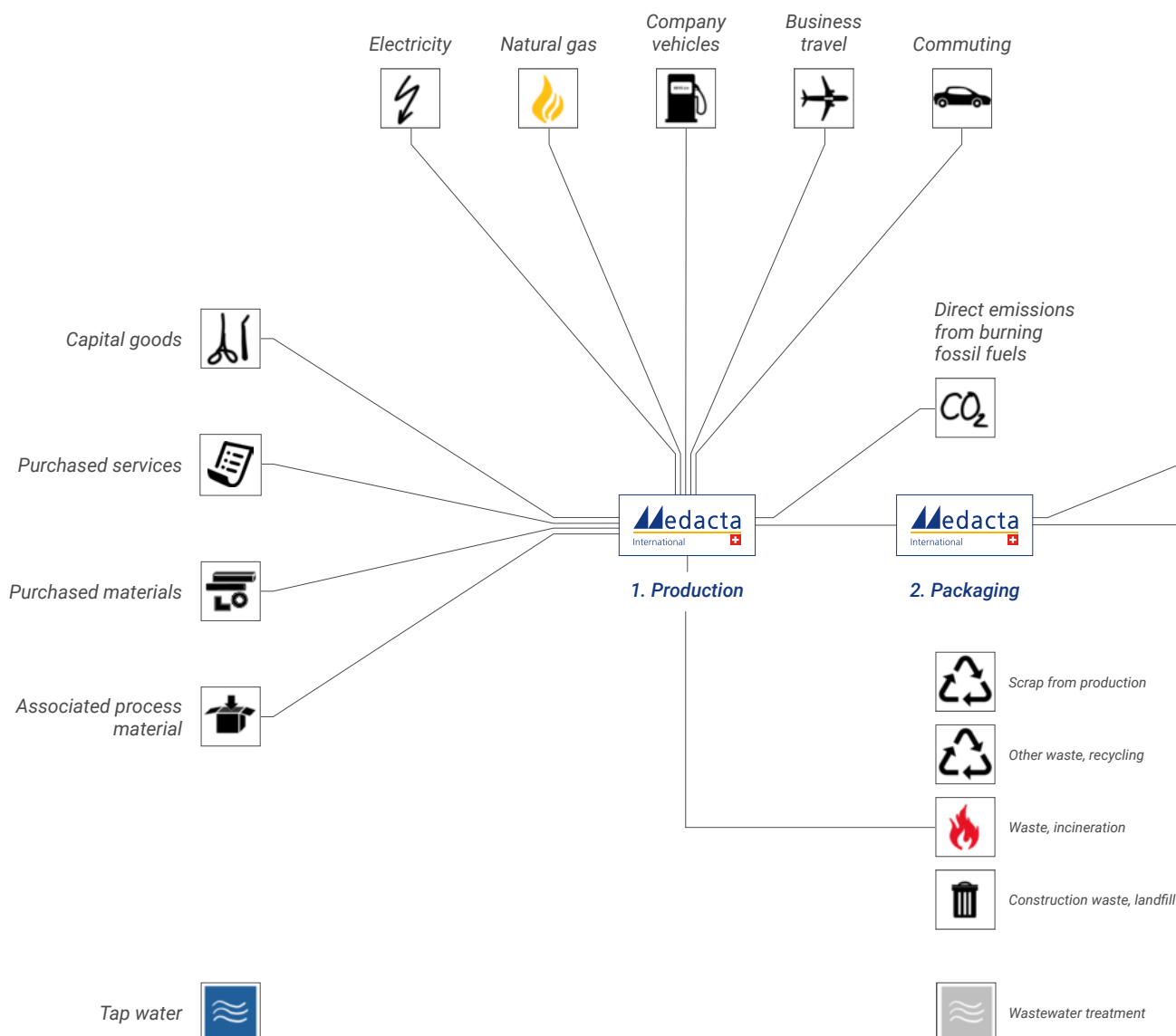
GHG indirect emissions (Scope 2)

Scope 2 emissions are indirect emissions related to the use of purchased energy as electricity. Indirect emissions due to purchased electricity have been historically calculated for our production sites in Switzerland, and, beginning from 2023, we included our branches worldwide, providing an overall picture at the Group level.

In 2024, we purchased a total of 11'605 MWh, approximately 96% of which from renewable energy sources. Since 2021, we have purchased 100% renewable electricity in our manufacturing facilities in Switzerland, leveraging the availability of renewable energy through European Guarantees of Origin (GoO).

Following the installation of photovoltaic panels in our Castel San Pietro facility, our internal production of electricity from renewables reached 173 MWh, covering 3% of the site needs for the year 2024. In the coming years, as a continuous improvement and according to our expansion plans, we intend to double our electricity production from photovoltaic panels at our production facilities in Switzerland.

In 2024, in line with the company's growth and recent expansions, electricity consumption grew in absolute value due to increased activities. Total indirect emissions related to electricity consumption were 620 tCO₂ equivalent, principally attributable to Switzerland (55%).



An important initiative to reduce electricity consumption was the continued replacement of incandescent light bulbs with new LED versions now present in 70% of the illuminated areas. We expect further improvement in 2025.

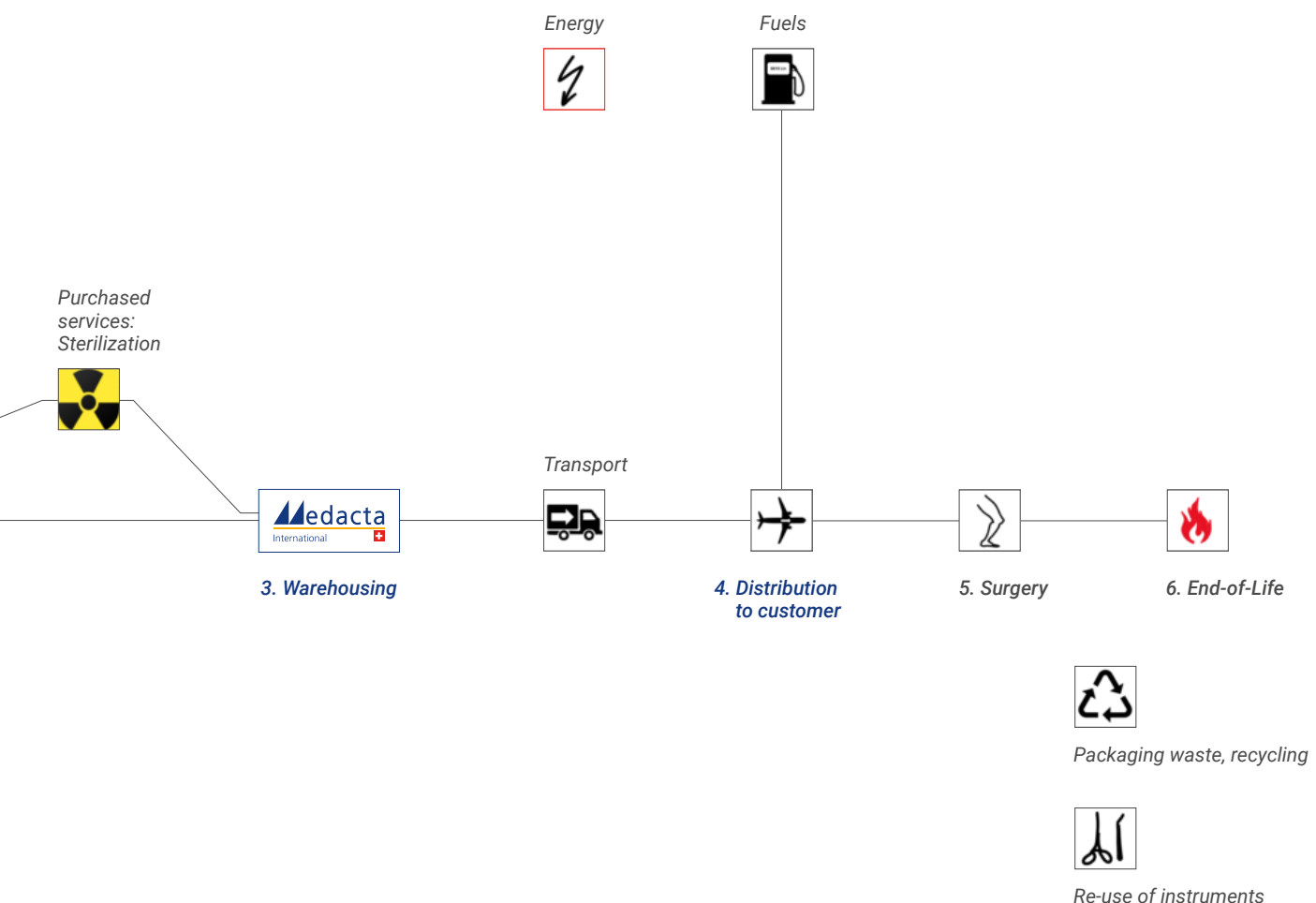
Intensity ratio (Scope 1+2)

Starting in 2023, we introduced the GHG emissions intensity indicator related to our facilities in Switzerland. We calculated the indicator by dividing the amount of Scope 1+2 emissions by group revenues at the end of the year. We defined also, as a target by 2025, a ratio calculated with the same process considering a baseline from 2019 (see page 17). This target is focused on a sharp reduction of the ratio to underline the effectiveness of the actions under implementation.

Our supply chain (Scope 3)

As we proceed forward to fully capture the composition of our environmental footprint, we are actively assessing the calculation methods for Scope 3 indirect emissions. Within this analysis, we have identified Scope 3 emissions related to our main upstream and downstream activities across the entire value chain, including, but not limited to, the following sources:

- upstream: purchased goods and services, capital goods, fuel and energy-related activities (not included in Scope 1 and 2), upstream transportation and distribution, business travel, and employees commuting;
- downstream: downstream transportation and distribution.



Emissions	GRI	UM	2023	2024
Direct CO ₂ emission - Scope I	305-1 a	tCO ₂ -eq	949	1'296
Indirect CO ₂ emissions - Scope II (location based)	305-2 a	tCO ₂ -eq	509	620
Total CO ₂ emissions (Scope I+II)		tCO ₂ -eq	1'458	1'916
Total revenues		M€	511	591
GHG emission intensity per revenue	305-4	tCO ₂ -eq /M€	2.9	3.2
Total CO ₂ emissions (Scope I+II) for CSP + RCT*		tCO ₂ -eq	641	691
GHG emission intensity per revenue (CSP + RCT*)	305-4	tCO ₂ -eq /M€	1.25	1.17

*Related to Castel San Pietro and Rancate headquarters and facilities

INDIRECT CO₂ EMISSIONS - SCOPE II- BREAKDOWN OF INDIRECT CO₂ EMISSIONS SCOPE II BY COUNTRY

	GRI	UM	2023 market based**	2023 location based	2024 market based**	2024 location based
Switzerland	305-2	tCO ₂ -eq	35	289	41	340
Australia	305-2	tCO ₂ -eq	137	137	150	150
Austria	305-2	tCO ₂ -eq				
Belgium	305-2	tCO ₂ -eq				
Canada	305-2	tCO ₂ -eq				
France	305-2	tCO ₂ -eq	4	4	3	3
Germany	305-2	tCO ₂ -eq				
Italy	305-2	tCO ₂ -eq	13	13	14	14
Japan	305-2	tCO ₂ -eq				
Spain	305-2	tCO ₂ -eq				
UK	305-2	tCO ₂ -eq				
USA	305-2	tCO ₂ -eq	65	65	113	113
Total		tCO ₂ -eq	254	509	321	620

** For 2023, the purchased electricity mix is only known for the Swiss sites Castel San Pietro and Rancate, where 100% hydropower was purchased with a certificate of European origin. For the other locations, the respective national emission factor was also used for the market-based report. It is planned, under a continuous improvement, to add market-based data in the next period.

MOBILITY

Explanation of the material topic

The mobility of people and goods is critical for business operations. However, transportation activities can have negative environmental impacts. In particular, employee commuting generates GHG emissions.

Medacta's approach

To us, mobility represents a commitment to reducing our impact on the local environment in line with the general approach of Canton Ticino, where our headquarters are located. We are actively collaborating with the public authorities to reduce gas emissions, finding also common ground with other companies based in the same area to optimize the general impact on the environment. Considering this, we have consistently promoted the importance of sustainable mobility by developing projects and initiatives designed to raise the awareness of our employees and to provide tangible benefits, such as carpooling and incentives to public transportation.



2024 progress

In 2024, we remained committed to continuously seeking new ways to improve and encourage carpooling and the use of public transportation, with a focus on making these options more convenient and accessible.

Carpooling

Since 2014 we have successfully promoted carpooling after analyzing a series of data to assess its feasibility and potential benefits. Since then, our carpooling has allowed for a progressive reduction in the number of commuting cars, respecting the environment and the needs of the company and employees. In 2024 approximately 70% of our workforce in Rancate and Castel San Pietro adopted carpooling. To monitor carpooling activities, we considered the average daily commuting distances, the average modes of transport, and the average number of commuting days. In 2024, thanks to the adoption of carpooling, we reduced our emissions by 49%, saving more than 738 tons of CO₂⁸.

Public transportation and other initiatives

To promote the use of public transportation, we cover 50% of the subscription costs for employees working at our headquarters and manufacturing plants in Ticino (Switzerland). Additionally, we support 50% of the hourly rental cost for electric bicycles on routes between home and work. Furthermore, we have installed four charging stations for electric vehicles at our headquarters in Castel San Pietro and at our Rancate site, encouraging employees to consider electric vehicles as a viable transportation alternative.

⁸ Calculation based on kilometers without and with the adoption of carpooling considering 220 working days

WASTE MANAGEMENT

Explanation of the material topic

Managing the waste generated by business activities is becoming an important strategic priority. A responsible approach to sustainable waste management must focus on the entire lifecycle of a product to enable us to help reduce the negative environmental, social, and financial impacts of consumption.

Medacta's approach

Our effort is to minimize all our waste streams. As mentioned above, starting from the design of our product through our production process, we follow the scope to maximize productivity while simultaneously reducing the use of raw materials and waste within our manufacturing operation. The waste is mostly generated in our production facilities in Switzerland, at both sites, Castel San Pietro and Rancate.

2024 progress

In 2024 we produced 728 tons of waste, 80% of which was non-hazardous waste. The waste produced is managed by a local company to optimize the recycling of our waste respective to our production processes.

Summarizing, in 2024 the destination of the waste generated is the following:

- Recycling: 49%
- Burned for energy generation: 34%
- Sent to landfill: 16%

As shown above, our waste is either incinerated, producing heat to generate energy and reducing the burning of fossil fuels, or recycled by third parties. In 2024, 84% of the waste was converted into energy or recycled.

Concerning hazardous waste, following the successful initiative to recycle the polyamide powder (avoiding the disposal to landfill as hazardous waste), we started a new project to recycle up to 100% of titanium powder scraps generated in the production process. This project will also allow us to avoid the disposal of powder as hazardous waste to the landfill.

WASTE GENERATED

	GRI	UM	2023	2024
Hazardous waste	306-3 a	t	66	119
Non-hazardous waste	306-3 a	t	566	608
Total waste produced	306-3 a	t	632	727

WATER USE

Explanation of the material topic

Water use is fundamental for manufacturing and production processes around the world. Manufacturing and other industries use water during the production process either for creating their products or cooling equipment used in the production process.

Medacta's approach

Water is mainly used throughout the manufacturing and preparation of our products, representing the core of our water consumption. The source of all water usage is municipal water supplies. Approximately 50% of the water withdrawn is used for washing semi-finished and finished products within the entire production cycle. The residual 50% is used by headquarters and offices. In Switzerland, the industrial water, after use, is directly sent to neutralization tanks regulating the pH before being released. The control and certification of the water released is carried out every quarter by SPAAS, the Cantonal Section of air and soil protection.

2024 progress

In 2024, our annual consumption, equal to the difference of water withdrawal and water discharge, is null, due to the characteristics of our industrial processes, essentially focused on washing products' components.

Even if data are shown on a consolidated basis⁹, most of the water withdrawn and discharged is obviously related to our production facilities in Rancate and Castel San Pietro, representing approximately 78% of the overall amounts.

TOTAL WATER CONSUMPTION

	GRI	UM	2023	2024
Total water withdrawn		m ³	31'252	36'123
in areas with water stress		m ³	0	0
Total water discharge		m ³	31'252	36'123
in areas with water stress		m ³	0	0
Total water consumption	303-5	m ³	0	0
in areas with water stress	303-5	m ³	0	0

⁹ Data related to branches are estimated assuming a consumption per capita for employees of each branch

BIODIVERSITY AND LAND USE

Explanation of the material topic

Biodiversity has become an emerging ESG topic due to the unprecedented rate of decline. The Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services (IPBES) has found that one in eight million plant and animal species is threatened with extinction.

Land use change has been recognized as a key driver of biodiversity loss. For this reason and for its overall impact on the environment, society and the economy, land use change requires careful consideration.

Medacta's approach

We recognize the need to protect the range of habitats and species on Earth and to safeguard the natural ecological processes and the livelihoods they support.

Medacta owns two operational sites adjacent to or within protected areas in Switzerland. The site of Rancate, with an area of 12'000 m², is included in an industrial area and is adjacent to an area designated for protection of the natural landscape, the lowest level of protection in the region. The site of Castel San Pietro, covering an area of 10'000 m² in a wider industrial area, is located within an area of landscape protection and in proximity (less than 500m) to the natural park of Gole della Breggia. Due to the locations of these sites, we apply careful consideration to the potential impacts of our activities especially with regards to noise levels and emissions caused by commuting: please make reference to the action put in place related to carpooling (see page 61).



2024 progress

In 2024 we continued our collaboration with Swiss Climate, a consultancy involved in sustainability and climate protection projects, to sponsor some initiatives that can improve the overall environmental sustainability in different countries. A summary of the main projects we sponsored:

Sustainable forest management in Borneo

The Rimba Raya Biodiversity Reserve protects 64'500 hectares of peat swamp forest in southern Borneo, preventing deforestation caused by the palm oil industry and sequestering over 4.5 million tons of CO₂ annually. Recognized in September 2020 as the first REDD+ project which contributes to all 17 UN Sustainable Development Goals (SDGs), it also focuses on health and water initiatives for local communities.

Rimba Raya provides access to clean water through filtration systems and wells while offering free medical services and health education. Additionally, it promotes proper sanitation and hygiene practices to enhance community health. Through these efforts, Rimba Raya supports both environmental conservation and the well-being of local populations.

Climate protection and sustainable management of Swiss forest

The project guarantees CO₂ storage and sustainable management of 7'279 hectares of forest in the Canton of Schwyz. This protects the climate, preserves Swiss forest biodiversity, and allows for generation of fuel wood for renewable energy production. As a Swiss quality standard for forest projects, it accounts for processes and modalities of the international CCBA standards by the Climate, Community & Biodiversity Alliance. Besides, this forest is FSC and PEFC certified.

CARING FOR THE COMMUNITY

Medacta's social approach	66
Medacta for Life Foundation	66
My School Ticino: development of new generations	68
My Giving: philanthropic contributions	70
My Mission: humanitarian initiatives	72



#beMedacta CULTURE A KEY FOR SUSTAINABLE SUCCESS

● TRUST AND
INTEGRITY

● EFFICIENT
EXECUTION

● PATIENT AND
CUSTOMER FOCUSED

● SUSTAINABLE
INNOVATION

● TEAMWORK

MEDACTA'S SOCIAL APPROACH

Social commitment to local areas and communities is rooted in Medacta's DNA around the world, and this vocation is demonstrated through Medacta for Life Foundation (herein "the Foundation"), which embodies the company's desire to play an active role in the community. The Foundation is dedicated to various activities mainly related to childhood (development, assistance, protection), to supporting and collaborating with domestic organizations on charitable and socially proactive projects, and to aiding humanitarian missions around the world. In addition to these activities, we encourage our branches to develop social programs to benefit local communities.

In 2024, Medacta supported the Foundation's activities through a donation of 500'000 Euros. This was partly allocated to the support of associations and sponsorships (see below "Medacta for Life Foundation"), and partly (together with donations from members of the Siccardi family and from other private donors) to the support of My School Ticino – the Foundation's main project – and related projects (see below).

MEDACTA DONATION

	UM	2022	2023	2024
Amount	Euro (k)	498	500	500

MEDACTA FOR LIFE FOUNDATION

Established in 2011, the Foundation coordinates and contributes to implementing projects with social utility at local, national, and international levels through financial support and the transfer of knowledge and skills. Historically, its main purpose has been related to the management of the corporate nursery called My Baby 0-3. This was conceived to reconcile professional and private life: a corporate daycare center, also open to local families needing care. The goal is to support parenthood, promote women's re-entry into professional life after maternity leave, and foster work/education/family balance. From here, the statutory purpose of the Foundation expanded naturally

toward wider school services and the realization of socially beneficial projects for the surrounding area in Switzerland and worldwide. The interventions revolve around three major areas:

- new generation development: My School Ticino
- participation in social projects: My Giving
- medical mission support: My Mission

In 2024, the Foundation supported 19 associations through donations and allocated 22 sponsorships, with a total contribution of more than Euro 190'000.

MEDACTA FOR LIFE FOUNDATION EMPLOYEES

Breakdown of employees by gender	UM	2022	2023	2024
Employees	n.	85	84	89
of which women	n.	77	73	76

**Fondazione Medacta For Life**www.medactaforlife.com**MY SCHOOL TICINO**

Support for parenting and education

**MY GIVING**

Philanthropic contributions

**MY MYSSION**

Humanitarian initiatives



There is a deep sense of gratitude rooted within all of us. Thanks to the Foundation we structured all the philanthropic activities that have always been carried out by my family and the company. The actions that we take today through Medacta for Life Foundation are possible thanks to the valuable work that my parents, my brothers Alessandro and Francesco, all the employees of Medacta Group and Medacta for Life Foundation and the support of our friends and benefactors. Day after day, the Foundation strives to build a better world and a better future. We care about the support to humanitarian missions around the world and collaborate with other parties to help in case of humanitarian emergencies through My Mission; we contribute with My Giving to projects for the welfare and support of our community and region, with a focus and deep concern on childhood; and above all, with our main project My School Ticino, we dedicate ourselves to the schooling of new generations. I am very proud of the dedication and passion we put into each of our initiatives. Everyone's contribution is important, together we can really make a difference.

We truly believe that in the new generations lies the future of this planet. At a time of great uncertainty, upheaval and also great innovation, I like to recall the words of a great woman who inspires and guides our commitment to the education and support of children and youth:

"The purpose of education is to develop the child's innate talents so that he can realize his full potential." Maria Montessori

Maria Luisa Siccardi Tonolli

Member of the Board of Directors dedicated to Group Corporate Sustainability, Vice President and Member of Medacta for Life Foundation, Founder of My School Ticino and Head of Family Office



MY SCHOOL TICINO: DEVELOPMENT OF NEW GENERATIONS

Explanation of the material topic

Prioritizing responsible practices for the benefit of current and future generations is a fundamental aspect of social responsibility initiatives. Nurturing new generations can help foster a society equipped with conscious individuals and leaders ready to face the challenges of tomorrow.

Foundation's approach

One of the first initiatives of the Foundation has been the creation of a company nursery school that has evolved during the years into My School Ticino, a bilingual school (Italian/English) for children aged 0-10. My School Ticino is the only bilingual Montessori-inspired school in Ticino and is aimed at encouraging the development of individuals in a context that promotes their well-being and involvement according to the principles of active pedagogy. Educators and pedagogists who inspired the school philosophy are Maria Montessori, Loris Malaguzzi, John Dewey, Baden Powell, Thomas Gordon, Emmi Pikler, and others. From its beginning, the project has expanded year after year: today, My School Ticino includes a nursery school, a preschool, an elementary school, an extracurricular service, and a language school.

In 2024, 201 children, including children of company employees and local families, were enrolled, grouped into three areas: My Baby 0-3, My Child 3-6, and My Kid 6-10. Moreover, 258 language students enrolled at My Languages—Language School, taking advantage of summer courses as well as language courses throughout the school year. 72 adults attended My Languages' company language courses in 2024.

My Baby (nursery school)

The Foundation's first project was My Baby 0-3, a company nursery school adjacent to Medacta's headquarters in Castel San Pietro. The structure, initially designed to accommodate the children of the employees, was then opened to local families, to provide support for parenting and promoting the return of women to their professional lives after motherhood. In December 2024, My Baby hosted a total of 71 children in different hour shifts, divided into four Groups: Baby (8 children, 3-12 months old), Tots (28 children, 12-24 months old), Toddler (18 children, 24-30 months old), and Spring (17 children, 30+ months old).

The educational program is based on a series of pedagogical pillars that influence the daily activities offered to children, according to the approach known as "pedagogical activism" and the "child-centered approach". The Montessori method, the creative approach of Reggio Children, and outdoor learning are all experienced in a full-time bilingual environment.



My Child (pre-school)

In pursuit of the pedagogical approach already adopted by the nursery, the educational services include the preschool My Child, where children aged 3-6 years can find an educational environment and project tailored to their needs. As announced in the 2023 report, the third preschool section opened in September 2024, taking advantage of the new premises of the campus. In December 2024, My Child counted a total of 62 children.



My Kid (primary school)

My Kid 6-10, the bilingual primary school, offers full-day schooling with after-hours care, including various extracurricular activities. During Canton Ticino's school holidays and summer holidays, the school's indoor and outdoor facilities are open to children from 3+ (whether attending the school or not) offering a variety of activities. In 2021, we constructed a new wooden playground, and, in 2022, we started the construction site for the expansion of the My Kid facilities. This was completed in 2023 and inaugurated with an Open Day to welcome the local community and all interested families. More than 200 people attended the event. In 2024, 68 pupils from year 1 to year 5 were enrolled in My Kid 6-10.

My Woods (outdoor education)

Outdoor education, a pedagogical orientation that encourages experiences in direct contact with nature, is very much present at My School Ticino. For this purpose, My Woods, a forested area next to the campus, allows for activities in the woods for our young learners. The area is a wide space of woods with a stream, wooden play structures, benches, and natural tables. During the after-school hours, the whole area is open to citizens. In addition to My Woods, outdoor education is provided through field trips, daily walks in green spaces, mountain week for children in years 4 and 5 of My Kid, and outdoor activities included in the weekly plans of all sections.

Extracurricular activities

My School's timetable is organized in such a way as to offer a wide variety of activities that support and enrich the school's educational services for children. My School Ticino Extra School service is open to all children from 3 years, whether attending the school or not. The My After Time program is an afternoon service that proposes activities to involve and interest children engagingly. It offers a variety of labs (Robotics, Closlieu, Cooking Lab, KinderMusik, Theatre, et al.), sports activities, such as Tennis, Swimming, Karate, et al., as well as indoor or outdoor free play areas. Moreover, My School Ticino offers the My Weeks service during school holidays and the My Summer Camp service during summer holidays.

My Languages (school of languages)

My Languages – Language School offers tailor-made courses for children from 3 years old,

teenagers, adults, and companies, using specific age-appropriate teaching methods. Courses are currently offered for French, English, German, and Italian for foreigners. My Languages supports preparation for European Language Certificates and is recognized as a preparation center for the Cambridge English Language exams (the first session was held in May 2023). Following the positive experience of the language school in synergy with the curricular studies of children, in 2021 My Languages opened its second site in Lugano.

2024 progress

We awarded scholarships for six underprivileged students (three families), with a total value of approximately Euro 10'000.

For the first time, in December 2024, an event called Onboarding for all Medacta for Life Foundation staff was held on the school premises. The aim of this important initiative was to share, through presentations and speeches by the members of the Siccardi family, in a collective and participative atmosphere, the philosophy that guides Medacta for Life Foundation and binds the Foundation's leading values to Medacta.

In 2024, My School Ticino implemented a series of initiatives aimed at reducing the environmental impact of its facilities. In November 2024, the school activated a photovoltaic system, contributing to a significant reduction in energy consumption from non-renewable sources. Additionally, My School Ticino is undergoing a transition away from heating oil, adopting heat pumps to cover all areas of the school, further reducing its carbon footprint. On the technical side, a new fire detection system was installed, reinforcing safety and aligning with the broader commitment to improving operational efficiency and sustainability.

The Foundation demonstrated its commitment to sustainability also by participating in the Castello Sostenibile project, anchored in the principles of Agenda 2030 to implement a long-term sustainable development strategy, organized by the Town Council of Castel San Pietro. The event, held on May 26th, celebrated the results of the second phase of the project, focusing on the social and economic aspects of sustainable development. During a public celebration, local organizations, including the Foundation and Medacta International, showcased their sustainability efforts and achievements.

MY GIVING: PHILANTHROPIC CONTRIBUTIONS

Explanation of the material topic

Philanthropic contributions can be critical to long-term success and prosperity. Good relations with local communities create the conditions to work together on projects and initiatives to help protect and empower our present and future ecosystems. This is part of our vision to have a positive social and economic impact.

Foundation's approach

The Foundation aims to protect the rights of children and young people, to assist families and parents in their needs, and to encourage sporting activities and projects dedicated to our community and its development.

The process of selecting projects to be supported is, first and foremost, based on the Foundation's statutory purpose. A number of factors are generally taken into consideration, including:

- the scope of intervention: whereby local projects are favored, together with projects focused on families, early childhood, and youth;
- the social impact: the Foundation assesses the social impact that the project will have on the community. The project must have the potential to solve or alleviate a social problem or promote positive change. It is also very important for the foundation to involve other organizations, cooperate with the public, and initiate projects that can then be subsidized through networking;
- the sustainability contribution: the Foundation assesses the sustainability of the project (i.e., its ability to be self-sustaining after the end of the Foundation's grant) or to involve other parties who will cooperate in sustaining the project in the future and in the continuation of the good practices initiated;
- governance and management: the Foundation assesses if there are effective structures in place to ensure proper project organization.

In January 2023, the constitutive assembly of ASFESI (Associazione Fondazioni Erogative Svizzera Italiana) was held. This association aims to bring together all Swiss-Italian grant-making foundations focused on local and/or international aid in various sectors, with a systemic perspective. Maria Luisa Siccardi Tonolli and Medacta for Life Foundation are members.

During 2024, ASFESI held important meetings among its members to share and collaborate on different charitable projects, ensuring the purpose for which it was created.

2024 progress

In 2024, the Foundation followed up its support for the projects initiated in previous years, especially in favor of children and fragile families, namely projects with ATFA (see below paragraph) and with the association ConTatto, created with the aim of carrying out the Territorial Education Project. After the trial phase (2021-2022), the project with ConTatto entered its pilot phase (2022-2025). During 2022, 15 families with a total of 35 minors were taken into care; the numbers have more than doubled in one year: at the end of 2023 there were 35 families taken into care. Thanks to the excellent results and the support of Canton Ticino (public authority) for the co-financing of the project, the current goal is to further increase the number of families and minors supported in their educational and growth path. A review of the four-year period 2021-2014 provides us with the following data: 40 families (with a total of 80 minors as dependents) have been followed by the project, and 62 is the number of minors taken care of through the project action.

Punto d'Incontro (Meeting Point) and FAP (Famiglia Affidataria Professionale – Foster Home)

In collaboration with ATFA (Associazione Ticinese Famiglie Affidatarie – Foster Families), the Foundation initiated the project called Famiglia Affidataria Professionale (FAP), the first step toward the reality of Family Homes. The project offers support to those children and minors who, for a certain period and for various reasons, need to be distanced from their homes. Those minors temporarily find hospitality and care either in a foster family, in a foyer, or in an institution. The FAP is something in between those realities: it consists of a foster couple with a background in social work and at least 3 years of experience in SOS fostering (which involves more tasks and responsibilities than a normal long-term foster placement). As far as our FAP is concerned, the total number of minors housed since the start of the project (2014) and 2024 is 16.

Punto d'Incontro is another project created with ATFA, which fosters safe and neutral maintenance of the

child's relationship with the noncustodial parent(s). Punto d'incontro was opened in March 2022 and is staffed by one part-time (50%) coordinator, the unique contact person of the territorial services who guarantees the correct running of the project from start to closure. Additionally, the project involves two part-time (40%) educators adequately trained in observing the parent-child relationship with functions of facilitation, mediation, and protection of the relationship; and one part-time (10%) secretary. At the end of December 2024, there were 19 minors in attendance at the facility.

Pro Juventute – Mentoring Project

Medacta for Life Foundation has supported Pro Juventute, which boasts more than 100 years of experience, for over a decade. As Switzerland's leading foundation for children and young people, Pro Juventute works "so that every child in Switzerland enjoys a happy childhood and an education based on self-determination and the exertion of responsibility". Over the past few years, Medacta for Life Foundation has supported the IV Media Licence Recovery project. This initiative targets young people in Canton Ticino who, for various reasons, have not obtained the license that signifies the completion of compulsory schooling, a crucial milestone in the development and education of every young person.

In 2024, the Foundation contributed to the Mentoring Project, which was developed in 2008 in synergy between the Division for Social Action and Families, the Locarno City Council and Pro Juventute. The project aims to address the needs of young people who struggle to find suitable role models in society and within their primary networks. The Mentoring Project offers support, encouragement, and a listening ear to individuals aged 15 to 25 during times of temporary difficulty.

Summer camps for unaccompanied minor refugees, with the Red Cross Sezione del Sottoceneri

In 2024, along with other donors, the Foundation responded to the Swiss Red Cross Sezione del Sottoceneri's call for support for summer camps aimed at unaccompanied minors. This high-impact social project provides young guests with opportunities to continue their integration journey during school breaks. They can participate in various leisure, sports, entertainment, and study activities, all organized by dedicated teams of educators.

Charity Initiative "Christmas for every child"

The Foundation and My School Ticino give continuity to the project designed to offer a Christmas gift to the children guests of CEMs – Juvenile Educational Centers – in Canton Ticino. CEMs are protected facilities open 365 days a year, 24 hours a day, which welcome children and young people who need to leave temporarily from their family environment due to problems of a social, educational, and/or psychological nature. In 2024 we were able to raise more than Euro 15'000 and thus offer a Christmas gift to 550 children, consisting of CEM foster guests (332) and minors asylum seekers hosted by the Red Cross (218). In addition, through a direct contribution from our Medacta for Life Foundation, we also made a financial donation to SAE, Servizio di Accompagnamento Educativo. In constant contact with many difficult situations and families in need, SAE managers are able to identify families to whom they could give direct support.



"Our effort to collectively create a better world extends beyond boundaries, advocating for systemic actions, networking, and collaboration among all organizations involved, indispensable conditions to ensure tangible, measurable, and lasting results. This is what we call an effective and efficient systemic philanthropy."

Siria Chiesa

Communication & Project Manager - Medacta for Life Foundation

MY MISSION: HUMANITARIAN INITIATIVES

Explanation of the material topic

Humanitarian initiatives play an important role in social responsibility, supporting initiatives that address critical situations around the world. This kind of activity can contribute to raising awareness among the employees and their communities.

Foundation and Medacta's approach

Through My Mission, the Foundation is dedicated to assisting various humanitarian initiatives all over the world by donating money or orthopedic implants and instruments, with the active contribution of Medacta. It also supports volunteer surgeons who wish to provide free assistance to communities in disadvantaged countries, improving the quality of life for patients in need. In addition, the Foundation and Medacta intervene with financial and/or in-kind support in the event of humanitarian emergencies (e.g. humanitarian crisis in Ukraine due to the war situation in 2022 and 2023).

2024 progress

By early summer 2024, torrential rains and severe natural disasters struck the Ticino region in Switzerland, inflicting widespread damage across the Vallemaggia and Mesolcina areas and leaving destruction and hardship for local communities. In response, the Medacta for Life Foundation joined efforts to support the affected regions. This initiative followed a call to action from key economic associations in Italian-speaking Switzerland (AITI, usam, and Cc-Ti), which mobilized their members. Through financial contributions, the initiative aims to express solidarity and reaffirm the commitment of the Ticino economy and businesses to the region's recovery. In addition, approximately 100 prosthetic implants have been donated in support of humanitarian initiatives worldwide.

Afric-Ortho

Medacta directly supports Afric-Ortho, a humanitarian association founded in 2018 that has been working in Cameroon for 10 years through orthopedic missions. The mission team is made up of surgeons specializing in hip prostheses and dentists for the primary treatment of dental conditions. Within the mission's framework, training related to orthopedic consultations and prevention against paludism and nosocomial infections is provided to local health personnel. For the

fourth year in a row, Medacta has provided prosthetic implants to the hospital in Galagala (Cameroon), enabling people in need to receive vital hip prostheses. Moreover, the Foundation has given financial support to the educational development of children in Ngaoundal (Cameroon). Financial aid enables the buying of new sewing machines and school equipment for young children.



In April 2024, we learned with deep sadness of the death of Dr. Nicolas Riand, esteemed physician and co-founder of Afric-Ortho, and we joined in the condolences of his large and beloved family. To honor Dr. Riand's memory and ensure that his great human work continues as he would have wished, Medacta for Life Foundation made a donation to the Galagala Hospital Association.

Orthopedics without Borders

The Foundation and Medacta have long recognized the importance of their support for Orthopedics without Borders (OWB), a humanitarian association dedicated to promoting the development of prosthetic surgery (knee and hip replacement) in emerging countries. Since 2020, the Foundation and Medacta have been providing financial assistance and medical equipment for OWB missions in Madagascar and Cambodia through a four-year agreement. This contract will be renewed in the future, as the Foundation and Medacta have already committed to continuing their support for OWB initiatives and are actively supplying the necessary equipment. In 2024, OWB conducted four missions across Laos, Cambodia, and Madagascar, implanting 30 Medacta prostheses.

APPENDIX

GRI table	74
Swiss Code of Obligations - Article 964 b,d	76
Reporting perimeter	77
Acronyms list	77

GRI table

GRI disclosure	Indicator description	Publication year	Page/Information
GRI 2	General disclosures	2021	
2-1	Organizational details		3, 8
2-2	Entities included in the organization's sustainability reporting		3, 77
2-3	Reporting period, frequency and contact point		3
2-5	External assurance		3
2-6	Activities, value chain and other business relationships		10-11, 29, 60
2-7	Employees		49-50
2-9	Governance structure and composition		20-21
2-10	Nomination and selection of the highest governance body		20-21
2-11	Chair of the highest governance body		20-21
2-12	Role of the highest governance body in overseeing the management of impacts		20-22
2-13	Delegation of responsibility for managing impacts		21
2-14	Role of the highest governance body in sustainability reporting		21
2-15	Conflicts of interest		22
2-16	Communication of critical concerns		22
2-17	Collective knowledge of the highest governance body		21
2-18	Evaluation of the performance of the highest governance body		22
2-19	Remuneration policies		46
2-20	Process to determine remuneration		46
2-22	Statement on sustainable development strategy		6-7, 12
2-23	Policy commitments		24
2-28	Membership associations		25
2-29	Approach to stakeholder engagement		15
GRI 3	Material topics	2021	
3-1	Process to determine material topics		16
3-2	List of material topics		18
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
302	Energy	2016	
302 -1	Energy consumption within the organization		56
302 -3	Energy intensity		56
303	Water and effluents	2016	
303 -5	Water consumption		63
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		64

GRI disclosure	Indicator description	Publication Year	Page/Information
305	Emissions	2016	
305 -1	Direct (Scope 1) GHG emissions		60
305 -2	Energy indirect (Scope 2) GHG emissions		60
305 -4	GHG emissions intensity		60
306	Waste	2020	
306 -3	Waste generated		62
307	Environmental compliance	2016	
307 -1	Non-compliance with environmental laws and regulations		52
308	Supplier environmental assessment	2016	
308 -1	New suppliers that were screened using environmental criteria		29
401	Employment	2016	
401-1	New employee hires		49
401-3	Parental leave		48
403	Occupational health and safety	2018	
403-1	Occupational health and safety management system		42
403-5	Worker training on occupational health and safety		42
404	Training and education	2016	
404-1	Average hours of training per year per employee		43
408	Child labour	2016	
408-1	Operations and suppliers at significant risk for incidents of child labor		29
412	Human rights assessment	2016	
412-1	Operations that have been subject to human rights reviews or impact assessments		23
414	Supplier social assessment	2016	
414-1	New suppliers that were screened using social criteria		29
416	Customer health and safety	2016	
416-1	Assessment of the health and safety impacts of product and service categories		35
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		35
418	Customer privacy	2016	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		26

Swiss Code of Obligations - Article 964 b,d

Art. 964 content requirement	Paragraph/Chapter	Page
General information required to understand our business	Medacta at a glance, What we do	8-10
Description of the business model	Value creation strategy, Caring for patients	11, 32-38
Environmental matters	2025 targets, Caring for the environment	17, 52-64
TCFD	Task Force on Climate-related Financial Disclosure (TCFD)	53
Climate transition plan	2025 targets	17
Social issues	Caring for the community	66-72
Employee-related issues	Caring for people	40-50
Respect for human rights	Human rights, Enterprise risk management	23, 27-28
Combating corruption	Fight against corruption, Enterprise risk management	24-25, 27-29
Material risks	Enterprise risk management	27-29
Main performance indicators	2025 targets, Our economic and financial performance	17, 30
References to national, European or international regulations	Foreword and methodological note	3
Coverage of subsidiaries	Scope of the statement	3, 77
Transparency in relation to minerals	Conflict mineral risks	29

Reporting perimeter

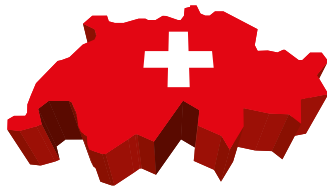
Company	Registered office
Medacta Group SA	Castel San Pietro (CH)
Knnex Health Inc.	Wilmington - Delaware (US)
Medacta Holding SA	Castel San Pietro (CH)
Medacta International SA	Castel San Pietro (CH)
Medacta Americas Operations Inc.	Wilmington - Delaware (US)
Medacta Australia PTY Ltd	Lane Cove (AU)
Medacta Austria GmbH	Eugendorf (AT)
Medacta Belgium S.r.l.	Nivelles (BE)
Medacta Canada Inc.	Kitchener (CA)
Medacta España S.L.	Paterna (ES)
Medacta Europe Operations S.r.l.	Milan (IT)
Medacta France SAS	Nanterre (FR)
Medacta Germany GmbH	Göppingen (DE)
Medacta Italia S.r.l.	Milan (IT)
Medacta Japan Co. Ltd	Tokyo (JP)
Medacta UK Ltd	Hinckley (UK)
Medacta USA Inc.	Wilmington - Delaware (US)

Acronyms list

Art.	Article
APAC	Asia-Pacific
Art.	Article
BoD	Board of Directors
CEO	Chief Executive Officer
CHF	Swiss Franc
CO2	Carbon Dioxide
COSO	Committee of Sponsoring Organizations'
CNIL	Commission Nationale de l'Informatique et des Libertés
EBITDA	Earnings Before Interest, Taxes, Depreciation and Amortisation
e.g.	exempli gratia, for example
EMEA	Europe, Middle East and Africa
EU	European Union
FSC	Forest Stewardship Council
HQ	Headquarters
H&S	Health and Safety
i.e.	Id est, for example
IP	Intellectual Property
ISO	International Organization for Standardization
KPI	Key Performance Indicator
LATAM	Latin America
LED	Light Emitting Diode
PEFC	Programme for the Endorsement of Forest Certification
n.a.	not applicable/not available
NHS	National Health Service
SIX	Swiss Infrastructure and Exchange
STEM	Science, Technology, Engineering and Mathematics
UM	Unit of Measurement
UN	United Nations
UNICEF	United Nations Children's Emergency Fund
US/USA	United States of America
USB	Universal Serial Bus



NOTES



[MEDACTA.COM](https://www.medacta.com)