



# ARTEREX SUSTAINABILITY REPORT 2024



## **EMPOWERED LEADERSHIP, THRIVING PEOPLE**

ARTEREX is a leading global designer, developer, and contract manufacturer of high-precision solutions for medical device and life science companies.



# A MESSAGE FROM ARTEREX

**Dear Colleagues,**

As we reflect on another year of growth, innovation, and dedication, it is clear that our commitment to sustainability remains at the heart of everything we do at ARTEREX. The past two years have been pivotal in strengthening our resolve to build a future that is not only more sustainable but also more inclusive, resilient, and accountable.

In 2024, we continued to push the boundaries of what is possible. We recognize that true sustainability is a journey, one that requires collaboration, innovation, and constant rethinking of how we can minimize our impact while maximizing positive change. We are proud of the progress we've made but equally aware that our work is far from finished.

This year, we've made great strides in gathering data and supporting communities through initiatives that foster both social and environmental well-being. Each step forward brings us closer to the vision we have set for ARTEREX, and yet, it is the lessons learned along the way that shape our path forward.

Our employees, partners, and customers continue to inspire us every day. It is through their passion, creativity, and dedication that we are able to turn bold ideas into real-world solutions. Together, we are building a brand that stands not only for quality products, but also for a responsible approach to how we design, create, and impact the world.

As we move into the next chapter of our sustainability journey, we invite you to join us in this ongoing pursuit of excellence. Let's continue to work hand in hand toward a future that reflects our shared commitment to sustainability, innovation, and the betterment of our planet.

Thank you for your continued support and partnership.

With gratitude,



**Jeff Goble, President and CEO**



*At ARTEREX, sustainability is not just a catchword—it is a pillar of our business strategy. By embracing sustainable practices, we safeguard our planet for future generations and enhance the resilience of our business.*

# DISCOVERING ARTEREX

## Our Mission

ARTEREX is a leading global provider of diversified high-precision manufacturing solutions headquartered in Scottsdale, Arizona. We specialize in the science of compounding, extrusion, injection molding, metals processing, tooling, design and development, and assembly. This expertise allows us to produce a wide range of medical products, components, and devices for global and regional OEM customers who lead medical device and life sciences innovation.

We deliver high-quality, innovative solutions from initial design to full-scale production. As a unique one-source solution for medical device manufacturing, we consolidate various aspects of the manufacturing process to streamline production, reduce costs, improve quality, and increase overall efficiency.

Our mission is to enhance global healthcare by providing innovative and reliable manufacturing solutions that empower our customers to deliver life-changing medical technologies. We are committed to excellence, integrity, and sustainability in our operations. Our values drive us to prioritize quality, foster collaboration, and continuously pursue advancements that improve patient outcomes and support the medical community.

We believe in creating a positive impact on society by upholding ethical standards and investing in the well-being of our employees, customers, and the communities we serve.

## Our Core Values

Our values go beyond just these principles. We believe in conducting business with strong morals and an ethical foundation, guided by our Shared Values. These values shape our interactions with each other, our commitment to sustainability, and our overall impact on society.

### RESPECTFULNESS

We value and respect all employees' contributions, inputs, concerns, and aspirations.

### COLLABORATION

We achieve results through open collaboration where the talents and contributions of each team member enable the greater success of the team while leaving our individual interests behind.

### SOLUTIONS-ORIENTED

We identify problems and opportunities, recommend solutions, and are empowered to execute with excellence.

### ACCOUNTABILITY

We willingly take ownership and individual risk in order to deliver quality work on time and at the desired costs. We reach agreements and do what we say we are going to do.

### RESOURCEFULNESS

We act as business owners and efficiently and effectively manage our resources. We look for better ways to do things every day.

### BOLDNESS

We are decisive. We seek breakthrough improvements, think big, are creative, and proactive.

# GLOBAL FOOTPRINT & OPERATIONS

## Overview of ARTEREX's Manufacturing Capabilities and Sustainability Efforts Across Regions

ARTEREX is a global company, providing services to customers in various regions worldwide.

**13**  
state-of-the-art  
manufacturing  
facilities

**21**  
cleanrooms

**725k**  
square feet of  
manufacturing  
space

**2k**  
employees



★ **ARTEREX Headquarters**  
Scottsdale, AZ, USA

● **Formula Plastics**  
Tecate, Mexico

● **Kabo**  
10th of Ramadan City, Egypt  
Parma, Italy  
Traversetolo, Italy

● **LUC & BEL**  
Carpi, Italy

● **ModenPlast**  
Fiorano Modenese, Italy

● **NextPhase**  
Mansfield, MA, USA  
Rochester, NH, USA  
Tijuana, Mexico

● **Phoenix\***  
Modena, Italy

● **Adroit USA Inc.\***  
Pleasanton, CA, USA  
Bangalore, India

## OUR MANUFACTURING PROCESSES



Finished, packaged medical devices, components, and subassemblies



Sterilization management



Complex electromechanical, active implantables and single-use medical devices (*Class II and Class III*)



Components and devices for fluid and airway management  
(e.g., infusion therapy components, medical-grade PVC compounding, PVC tubing, RF-welded plastic medical procedure bags)



Precision injection molding/micromolding  
(mold design, DFM, cost-effective tooling build)

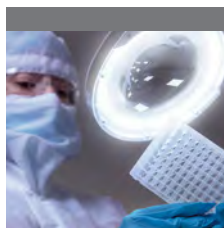


Metals processing

\*Note: Adroit and Phoenix were purchased in 2025. As a result, the 2024 Sustainability Report only includes their total headcount information.

# ARTEREX COMPANIES

Our ARTEREX companies offer end-to-end manufacturing services and capabilities, providing superior solutions to complex challenges.



**FORMULA  
PLASTICS**   
An ARTEREX Company

Formula Plastics has eight buildings, over 240,000 sq. ft., with three Class 8 cleanrooms for 24/7 molding and micromolding operations. Its facilities house over 110 molding machines and an in-house tool room.



  
An ARTEREX Company

Kabo develops and manufactures a wide array of medical procedure bags of various materials, sizes, and clinical applications. It specializes in bags for medical applications such as drainage, enteral, parenteral, urology, and cardioplegia.



**ModenPlast**  
An ARTEREX Company

ModenPlast has over 50 years of certified experience in the medical grade PVC production for extrusion and injection molding. The company specializes in the extrusion of medical tubing using PVC, DEHP-free PVC, EVA, TPU, TPE, and PE.



 **PHOENIX**  
An ARTEREX Company

Phoenix is a leading developer and contract manufacturer in the MedTech sector, specializing in disposable and non-disposable medical devices. With a focus on reliability and expertise, Phoenix supports clients from design to volume production.



 **LUC & BEL**  
An ARTEREX Company

LUC & BEL offers a diverse and comprehensive line of fluid management products for infusion (IV therapy), transfusion, hemodialysis, cardio surgical, enteral and parenteral feeding, and many other types of fluid management for medical applications.



**NextPhase**  
MEDICAL DEVICES LLC  
An ARTEREX Company

NextPhase's lean focused manufacturing and operational systems in the U.S. and Mexico deliver consistent cost savings across the product life cycle. NextPhase features Class 7 and 8 cleanrooms.



 **Adroit USA Inc**  
CUSTOM MEDICAL DEVICES  
An ARTEREX Company

Adroit USA is a vertically integrated contract manufacturer, offering custom turnkey solutions for the MedTech sector. Established in 2003 in California, all support services are managed through our U.S. headquarters.



## ABOUT THIS REPORT

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We are delighted to share ARTEREX's Annual Sustainability Report for calendar year (CY) 2024, showcasing our dedication to responsible practices and meaningful growth.

This report provides a thorough overview of our sustainability initiatives, accomplishments, and aspirations, covering all entities and subsidiaries under ARTEREX's direct or indirect control. It demonstrates our commitment to openness and responsibility, offering a clear perspective on how we address sustainability challenges across our global operations. Aligned with the Global Reporting Initiative (GRI) standards, this report ensures our sustainability performance is evaluated and reported with the utmost integrity and comparability.

At ARTEREX, we view sustainability as fundamental to our mission of advancing global healthcare through innovative, dependable manufacturing solutions. We strive to create a positive impact on society and the environment, ensuring our growth reflects sustainability principles. This report demonstrates our progress and dedication to a sustainable future, guided by globally recognized Global Reporting Initiative (GRI) standards.



# RESPONSIBLE CORPORATE GOVERNANCE

Our highest governance body—comprising the Executive Chairman, CEO, and CFO—ensures strong alignment between strategic decision-making and operational execution. This leadership team plays a pivotal role in embedding sustainability into our core business strategy, supported by active engagement from our stakeholders, including our investor group and the sustainability team.

Responsibility for managing sustainability impacts is clearly structured through an oversight process that includes quarterly management reports. These reports are reviewed by the Board, promoting transparency and accountability. The Board is responsible for approving our sustainability strategy and budget, and regularly reviews materiality assessments to ensure alignment with organizational goals and stakeholder expectations.

Governance performance is evaluated independently on a recurring basis. These evaluations involve setting objectives and performance baselines by the Executive Chairman, CEO, CFO, and VP of HR & Sustainability. Feedback from this process informs potential adjustments to Board composition and corporate practices, reinforcing a governance culture focused on continuous improvement across economic, environmental, and social dimensions.



## CERTIFICATIONS & AWARDS



# OUR COMMITMENT TO SUSTAINABILITY

## Key Sustainability Pillars

Our first materiality assessment in 2023 identified key sustainability issues and shaped our Board-endorsed strategy, objectives, and targets for the coming years. Our efforts are built on three core pillars:

### CORPORATE RESPONSIBILITY

*Focusing on governance, ethics, compliance, and cybersecurity to uphold the highest standards and build stakeholder trust*

1

- **Healthcare access & affordability:** ensuring our products and services are accessible and affordable to a broader population
- **Product safety & quality:** maintaining the highest standards of safety and quality in all our offerings
- **Product development & innovation:** driving innovation to develop cutting-edge healthcare technologies
- **Cybersecurity:** protecting sensitive data and ensuring the security of our systems
- **Ethics, anti-corruption, & compliance:** upholding the highest ethical standards and ensuring regulatory compliance

### ENVIRONMENTAL STEWARDSHIP

*Addressing greenhouse gas (GHG) emissions, reductions, and circular economy efforts to minimize our environmental footprint*

2

- **GHG emissions:** measuring our greenhouse gas emissions, learning from those baseline findings, and implementing strategies to reduce our overall impact

### EMPOWERING OUR PEOPLE & SOCIETY

*Prioritizing employee well-being, supply chain responsibility, and community engagement to foster inclusivity and social impact*

3

- **Supply chain management & labor standards:** promoting responsible and ethical business practices across our supply chain
- **Employee engagement & well-being:** creating a supportive, diverse, and healthy work environment for our employees



“At ARTEREX, responsible business practices form the foundation of how we operate. They are not just a philosophy, but a performance standard. In 2024, we reinforced our commitment to building a more resilient and equitable future by integrating ethical governance, workforce empowerment, and environmental accountability into our core strategies. Progress is not passive, it’s driven by intentional choices that reflect who we are and the world we aim to shape.”

Holly MacTaggart, Vice President, Human Resources & Sustainability



By integrating these commitments into our daily operations and long-term strategy, we aim to contribute towards the achievement of SDG targets. We recognize the importance of collaboration with stakeholders, including employees, customers, suppliers, and local communities, to create lasting positive change and build a sustainable future for all.

## Alignment with Sustainable Development Goals (SDGs): Commitment to SDGs (3, 5, 7, 8, and 12)

ARTEREX is dedicated to contributing to the SDGs, focusing on the following:



### SDG 3: GOOD HEALTH AND WELL-BEING

We promote a healthy work environment by

- offering comprehensive healthcare coverage and mental health resources for all employees; and
- creating safe, ergonomic, and healthy workplaces.



### SDG 5: GENDER EQUALITY

We foster an inclusive workplace, promoting equal opportunities and women's leadership in decision-making by

- ensuring pay equity through compensation reviews; and
- enforcing zero-tolerance policies against discrimination and harassment.



### SDG 7: AFFORDABLE AND CLEAN ENERGY

We are committed to reducing our carbon footprint and promoting energy efficiency by conducting regular energy reviews to identify and reduce energy waste.



### SDG 8: DECENT WORK AND ECONOMIC GROWTH

We support decent work, entrepreneurship, and innovation in our supply chain by

- adhering to ethical labor standards in all operations;
- investing in skills development and internal career mobility; and
- maintaining strong workplace safety systems.



### SDG 12: RESPONSIBLE CONSUMPTION AND PRODUCTION

We prioritize sustainable production by conducting supplier assessments.

# CORPORATE RESPONSIBILITY

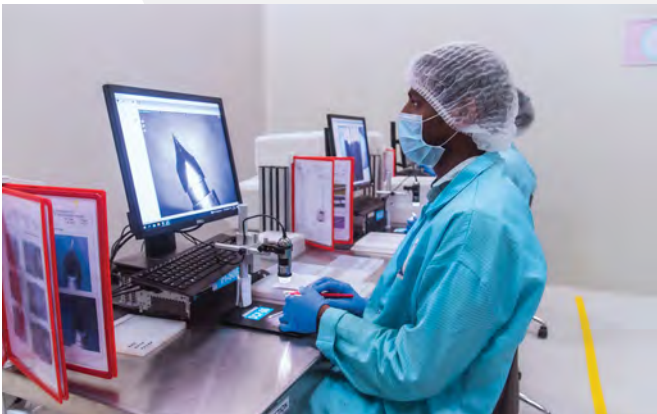
We prioritize strong governance, ethical conduct, regulatory compliance, and cybersecurity to uphold the highest standards and reinforce stakeholder trust.

## Product Development & Innovation

We drive innovation to develop cutting-edge healthcare technologies, enhancing patient outcomes and advancing medical solutions. To advance our innovation work, we are also dedicated to designing for circularity. We are enhancing our engineering and operations teams' expertise through circularity principles training, with a plan launched in 2024 to introduce an online module for all engineers in 2025.

## Product Safety & Quality

We maintain the highest standards of safety and quality in all offerings, ensuring reliability for our customers and end-users. This approach delivers high-quality medical devices consistently.



### COMPREHENSIVE QUALITY SYSTEMS

Our systems meet global standards for medical device design and manufacturing, including FDA 21 CFR Part 820, ISO 13485:2016, and EU MDR compliance. They are integrated across design, regulatory, manufacturing, and distribution processes.

### CAPABLE EXPERTISE

We support Class II–III medical devices with product development, 510k/PMA submissions, risk management, Device Master Records, lifecycle planning, and post-market surveillance, ensuring quality throughout.

### COLLABORATIVE DEVELOPMENT

We streamline product development with phase gate reviews, offering design for manufacturability, process validations, manufacturing standards, and measurement systems analysis to accelerate device introduction.

### PRACTICAL APPLICATION OF QUALITY PRINCIPLES

- We embed quality into operations through disciplined procedures in a regulated environment focusing on
- workforce training and lean manufacturing;
  - quality at the source and system audits;
  - continuous improvement via CAPA and risk plan updates; and
  - supplier quality management and oversight.



## Cybersecurity

ARTEREX has implemented a structured approach to cybersecurity that includes clear policies, secure infrastructure, and ongoing oversight. While servers are not centralized, they are maintained on-premises with appropriate environmental safeguards in place. Access to these systems is limited to authorized personnel, and data security is overseen by the company's IT leadership.

The company has a formal information security policy that defines security roles, responsibilities, and controls. Access to network and system resources is granted on a need-to-know basis, and strong authentication measures are enforced, including unique user IDs and complex password requirements. Procedures are in place to remove system access promptly when employees leave the organization.

ARTEREX maintains backup and data retention practices that include storing application data on secure servers, with a company-wide standard policy under development. While backups are not yet tested regularly, there are defined retention timelines based on compliance needs.

IT risks are regularly reviewed in partnership with a third-party service provider, and system changes are approved and tracked to maintain oversight. No cybersecurity incidents or breaches have occurred within the last year.

## Ethics, Anti-Corruption, & Compliance

We uphold the highest ethical standards, ensuring regulatory compliance and fostering integrity across our operations.

We recognize that ethical business conduct is fundamental to maintaining stakeholder trust and long-term business success. To address risks associated with corruption and unethical practices, we have implemented a clear and well-established anti-corruption framework. This framework outlines the standards of behavior expected across our organization and serves as a foundation for our compliance efforts.

Our anti-corruption approach extends beyond our internal operations to include our network of subcontractors. All subcontractors are required to adhere to the same ethical standards and compliance requirements that govern our own business activities. We ensure these expectations are communicated clearly and consistently, helping to foster a culture of integrity and transparency throughout our operations and supply chain.

We maintain ongoing oversight to promote alignment with these principles, and we take compliance seriously at all levels of engagement. As of the reporting period, we have not recorded any incidents related to corruption or breaches of business ethics.



# ENVIRONMENTAL STEWARDSHIP

## Climate Change & Emissions Management

The healthcare sector contributes nearly 4.6% of global greenhouse gas emissions, with medical manufacturing playing a role<sup>1</sup>. By focusing on sustainable practices, ARTEREX reduces energy consumption, waste, and emissions associated with medical device production, setting a standard for innovation and responsibility in the industry.

### GHG Emissions

ARTEREX consistently tracks and publishes its environmental footprint, enabling actionable reduction targets and transparency. In 2024, we completed our second year Greenhouse Gas Inventory, following the WRI GHG Protocol, a standard used by 92% of Fortune 500 companies reporting to CDP. Our Scope 1 emissions totaled 726 MTCO<sub>2</sub>e (9%), and Scope 2 emissions totaled 7,088 MTCO<sub>2</sub>e (91%), with purchased electricity as the largest source, followed by stationary combustion, fugitive emissions from refrigerants, mobile combustion, and process emissions. Process emissions were less than 1%. We surpassed our 2025 target by completing a comprehensive Scope 3 emissions inventory ahead of schedule. This effort produced actionable insights, with emissions data now available to inform strategic planning and reporting. Our total Scope 3 emissions amount to 46,375 metric tons of CO<sub>2</sub>e.

Moving into 2025 and onward, we aim to improve our data quality by securing more primary data, such as detailed billing and granular breakdowns for purchased goods and business travel.

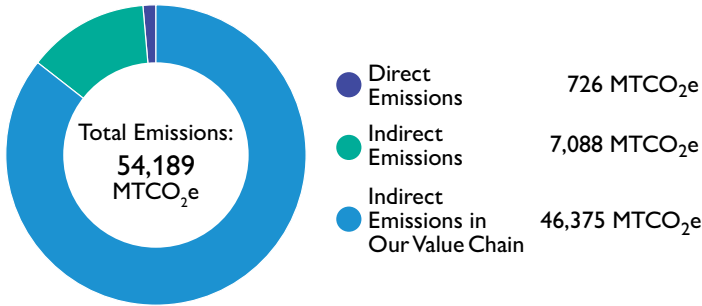
### Energy Efficiency & Renewable Energy Initiatives

At ARTEREX, we are committed to reducing our environmental footprint and transitioning toward more sustainable operations. Our 2024 environmental performance reflects both our current energy demands and our strategic intent to advance energy efficiency and renewable energy adoption.

In 2024, our total energy consumption was 19,501,396 kWh, including 16,277,837 kWh of electricity, 2,330,402 kWh of natural gas, 603,744 kWh of propane, 175,099 kWh of diesel, and 114,315 kWh of gasoline, reflecting our reliance on diverse energy sources. Moving forward, we'll optimize energy use, increase efficiency, and explore renewable options to reduce our footprint.

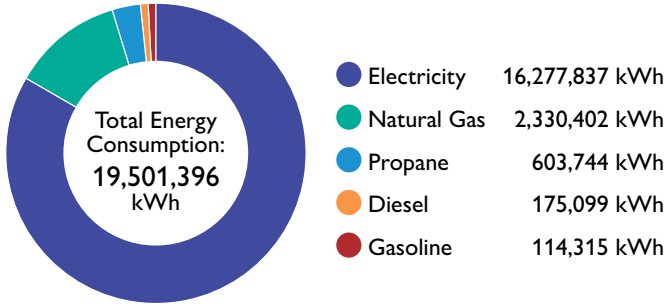
1. The Lancet Countdown, 2023 Report (Lancet Countdown on Health and Climate Change, 2023), <https://lancetcountdown.org/2023-report/>, accessed May 13, 2025.

### 2024 GREENHOUSE GAS INVENTORY



- SCOPE 1:** Direct emissions from sources that the organization owns or controls
- SCOPE 2:** Indirect emissions from the purchase of energy
- SCOPE 3:** Indirect emissions that occur in the organization's value chain, including both upstream and downstream emissions

### 2024 ENERGY PROFILE



## Our Commitment to Efficiency & Transition

We recognize the importance of minimizing our carbon footprint and are committed to

- optimizing energy consumption across all facilities;
- increasing energy efficiency through upgrades, automation, and smarter energy management systems;
- exploring renewable energy sources such as solar and wind where feasible; and
- integrating energy performance metrics into our broader Environmental Management System.

Our total water consumption in 2024 was 22,276 cubic meters, with emissions to water at 3.3 MTCO<sub>2</sub>e. We aim to develop water conservation strategies and measure recycled water usage to set actionable goals.

As part of our environmental stewardship goals, we are actively

- developing water conservation strategies tailored to our operations;
- working to quantify recycled and reused water to set measurable improvement goals; and
- identifying site-specific opportunities to reduce water intensity.

While we have not yet formalized specific targets for waste management and environmental data governance, these areas remain a top priority. We are actively evaluating our current practices and data collection capabilities to establish clear goals and KPIs, implement robust and reliable data systems, and enhance transparency and accountability in future reporting cycles.

*ARTEREX remains dedicated to continuous environmental improvement and transparency. Our evolving sustainability strategy will reflect measurable progress in these key areas, aligned with stakeholder expectations and global best practices.*

### 2024 WATER CONSUMPTION AND EMISSIONS

Total Water Consumption	22,276 cubic meters
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Emissions to Water	3.3 MTCO <sub>2</sub> e
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# EMPOWERING OUR PEOPLE & SOCIETY

## Supply Chain Management & Labor Standards

ARTEREX and its affiliates are committed to upholding the highest standards of business ethics and human rights across all operations and throughout our global supply chain. We categorically oppose and seek to eliminate all forms of modern slavery—including forced labor, human trafficking, child labor, and involuntary servitude—and consider such practices direct violations of our Code of Conduct and core values.



### THE ARTEREX SUPPLIER CODE OF CONDUCT

Our Supplier Code of Conduct outlines the minimum expectations for all partners and vendors providing goods and services to ARTEREX. These include the following:

#### ► LEGAL COMPLIANCE

Suppliers must operate in full compliance with applicable laws and international standards related to labor, employment, occupational health and safety, anti-corruption, and human rights.

#### ► HUMAN RIGHTS PROTECTIONS

Suppliers must treat workers with dignity and respect, refrain from discrimination or harassment based on legally protected characteristics, and uphold workers' rights to freedom of association and collective bargaining.

#### ► PROHIBITION OF CHILD AND FORCED LABOR

Suppliers are strictly prohibited from employing individuals under the age of 16 or engaging in any form of forced, bonded, or indentured labor. All forms of coercion, including withholding personal documents or charging recruitment fees, are forbidden.

#### ► FAIR WAGES AND WORKING HOURS

Suppliers must ensure workers are paid at least the legal minimum wage or the prevailing industry standard—whichever is higher—and comply with regulations concerning working hours, overtime, and rest periods.

#### ► SAFE AND HEALTHY WORK ENVIRONMENTS

Suppliers must provide workplaces free from recognized hazards, ensure access to personal protective equipment, and deliver regular training to mitigate safety risks. Emergency preparedness plans must also be in place and routinely tested.

#### ► HUMAN RIGHTS DUE DILIGENCE

Suppliers are encouraged to establish systems that proactively identify, assess, and address potential human rights risks, and to implement confidential, retaliation-free grievance mechanisms for raising concerns.

#### ► CASCADE EXPECTATIONS

Suppliers must require their own suppliers and subcontractors to adhere to similar labor and ethical standards and cooperate with ARTEREX for compliance monitoring and audits.

#### ► CORRECTIVE ACTION AND REMEDIATION

In the event of a breach, suppliers must notify ARTEREX promptly, implement a corrective action plan within a specified timeframe, and provide full transparency during the remediation process.





*The essence of business is people. You can only be successful to the extent that you value and encourage your people.*

Jeff Goble, CEO & President, ARTEREX



## Employee Development & Well-Being

### Growth Through Training and Development

All new employees at ARTEREX participate in a comprehensive onboarding program that introduces them to our Code of Conduct, benefits, policies, and job responsibilities—ensuring alignment with our company culture from day one. We foster a culture of continuous feedback and development through regular performance evaluations, which encourage open discussions between employees and supervisors about strengths, areas for growth, and career goals. Our annual evaluation process is directly tied to our pay-for-performance philosophy, with merit-based increases determined by individual and company performance, market benchmarks, and peer comparisons.

To further support personal and professional development, ARTEREX offers a range of learning resources aimed at enhancing skills and contributing to overall company success. Employees completed a total of 35,663 training hours in 2024—an average of 32.2 hours per full-time equivalent (FTE)—demonstrating our strong commitment to continuous learning and development. Additionally, 75% of employees received regular performance and career development training.

As part of its ongoing commitment to employee well-being and environmental responsibility, ARTEREX launched an Employee Bus Service at its NXP Tijuana facility in 2024. This initiative supports sustainable commuting options by reducing individual car usage, thereby lowering greenhouse gas emissions and alleviating traffic congestion. The program also enhances accessibility and convenience for employees, contributing to a safer, more efficient, and eco-friendly transportation system. This investment underscores ARTEREX's dedication to fostering a healthier workplace and promoting sustainable practices across its operations.

At NextPhase, we believe that fostering a supportive and inclusive workplace culture is essential to long-term success. In 2024, we hosted a variety of events to build community and support employee well-being, including a Summer BBQ, Pancake Day, and a Halloween celebration. We also promoted mental health awareness with resources and tips on maintaining emotional resilience and personal well-being.

As part of our year-end celebrations, ModenPlast hosted a festive team-building event at a local bowling alley, bringing colleagues together in a relaxed and spirited setting. Organized during the Christmas season, the event was a great opportunity to strengthen camaraderie and unwind as a team. The event reflected our commitment to fostering a supportive, engaging workplace culture where leadership and staff connect beyond the office.

### PERFORMANCE EVALUATIONS

ARTEREX places a strong emphasis on regular performance evaluations to foster continuous improvement and development among employees. Employees are encouraged to discuss job performance and set goals regularly with their supervisors. Formal annual performance evaluations provide an opportunity to discuss strengths, identify areas for growth, and set new objectives. This structured feedback mechanism is essential for personal and professional development within the company.

### PROFESSIONAL DEVELOPMENT AND REMUNERATION

In line with ARTEREX's pay-for-performance philosophy, most regular employees are eligible for annual merit increases. These increases are based on the company's overall performance, the employee's performance rating, and their relative position compared to peers and the external market. This approach ensures that compensation is directly tied to the achievement of established objectives and encourages employees to excel in their role.

Remuneration includes competitive wage and salary ranges, annual merit increases based on company and individual performance, and overtime pay for non-exempt employees, along with benefits such as health plans, disability income protection, life insurance, flexible spending accounts, and a 401(k) plan.

### Workforce Integration

#### POLICY AGAINST DISCRIMINATION AND HARASSMENT

ARTEREX is an equal opportunity employer, prohibiting discrimination based on legally protected characteristics such as race, color, religion, sex (including pregnancy, lactation, childbirth, or related medical conditions), national origin, age, disability, veteran status, marital status, sexual orientation, and gender identity. This policy applies to all employment areas, including recruitment, compensation, promotion, training, and development. We also provide an interactive process for individuals with disabilities and disabled veterans who request accommodations.

#### RELIGIOUS ACCOMMODATION

We provide reasonable accommodations for employees' religious beliefs, observances, and practices, eliminating conflicts with job requirements without causing undue hardship.

#### PREGNANCY ACCOMMODATION

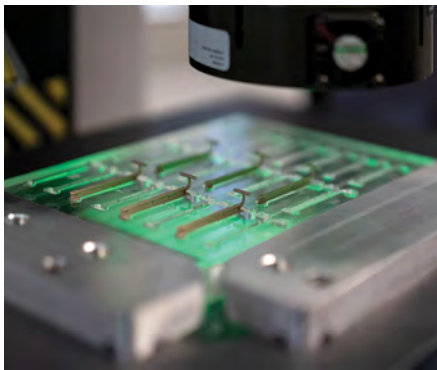
In line with the Pregnant Workers Fairness Act (PWFA), we make reasonable accommodations for known limitations related to pregnancy, childbirth, or related medical conditions, unless they impose undue hardship.





*Workplace safety is a shared responsibility. Through training, transparent communication, and proactive prevention, we strive to make safety and well-being a lived experience for every ARTEREX employee—every day.*

Holly MacTaggart, Vice President,  
Human Resources & Sustainability



## Workplace Safety & Well-Being

### Operational Health and Safety

#### HEALTH AND SAFETY PROGRAMS

We have implemented several comprehensive programs dedicated to the health, safety, and well-being of our employees. Through rigorous risk management processes, we provide the necessary safe work systems and protective equipment to employees exposed to identified hazards. Our operations are consistently monitored to ensure a safe working environment.

#### PERFORMANCE METRICS

To gauge our progress in workplace safety, we use the Recordable Accident Rate as a pivotal performance metric, influencing elements of our incentive compensation structure.

#### MENTAL HEALTH INITIATIVES

In addition to physical safety, we prioritize mental health awareness throughout our organization. We have introduced a digital platform that empowers employees to adopt proactive measures for mental health and well-being.

#### SAFETY CULTURE

To further foster a robust safety culture, ARTEREX focuses on three key areas

- proactive safety management: developing a safety-first culture where everyone in the organization, from the top down, is committed to safety. Safety Committee meetings held regularly, employee training and drills ensuring everyone knows how to prevent and respond to risks;
- visible leadership: engaging Senior Executives to drive safety initiatives, with oversight from both the Senior Executives and the Sustainability Committee to ensure global safety performance aligns with our organizational goals and values; and
- ongoing safety training: providing continuous improvement and awareness through training for all employees.

#### GOVERNANCE OF THE HEALTH AND SAFETY PROGRAM

Our Health and Safety Program is governed through structured procedures that outline clear responsibilities for operational leaders. Our approach to identifying and assessing safety risks is integrated into our broader risk management framework. Safety performance is rigorously reviewed during the monthly business review. Additionally, the Senior Executives and the Sustainability Committee oversee global safety performance, ensuring alignment with our organizational goals and values.



### INCIDENT MANAGEMENT AND PREVENTION

ARTEREX has established formal procedures for the notification, investigation, and reporting of all incidents and events. Each incident undergoes a thorough investigation to determine its root causes, considering its severity or potential impact. Actions are then implemented specifically targeting these root causes to effectively minimize the likelihood of recurrence.

In addition to our investigative processes, we utilize a safety alert system to promptly communicate serious or unusual events across our organization. This proactive approach ensures that lessons learned from incidents contribute to continuously enhancing our safety protocols and operational practices.

### ADDRESSING HEALTH AND SAFETY RISKS

ARTEREX encounters diverse occupational health and safety risks inherent to our operations, which influence our strategic approach. These risks, shared with many manufacturers, include common hazards such as slips, trips, and falls. Our foremost commitment is ensuring the safety of our personnel, making certain they depart from work safely each day. To achieve this, we are steadfast in mitigating or eliminating safety risks through ongoing efforts to foster a robust safety culture, enhance safety standards, and promote heightened awareness among our workforce. These proactive measures are integral to maintaining a secure environment where our employees can perform their duties safely and effectively.

### EMERGENCY PREPAREDNESS AND RESPONSE

Effective emergency preparedness is a global imperative for ARTEREX. We conduct rigorous risk assessments to identify potential emergencies and implement controls to prevent incidents or minimize their impact if they occur. The complexity and detail of our planning and response increase in proportion to the level of risk involved. For instance, we have established protocols for fire and rescue operations, responses to severe weather events, and procedures for managing the release of hazardous substances from our operations.

### INVESTIGATION PROCEDURES

Investigation is integral to our management system when addressing incidents. Our operations adhere to relevant legislation in the countries where we operate,



which mandates reporting of injuries, illnesses, diseases, and specific incidents. Additionally, we maintain a global internal requirement to investigate incidents where there was no injury or illness, but the potential existed. These incidents are regularly reviewed quarterly by senior managers during their meetings. This proactive approach ensures comprehensive oversight and continuous improvement in our safety protocols and operational practices.

### EMPLOYEE TRAINING AND AWARENESS

At ARTEREX, ensuring safety begins with a mandatory health and safety site review for all personnel. Employee training is tailored based on job roles, associated risks, and work locations, considering factors such as experience level, operational processes, and work environment. We engage employees proactively through communication campaigns throughout the year. These initiatives include general awareness efforts and targeted safety messages, fostering a culture of safety across our organization.

### INSPECTIONS

Inspections form an important part of our management systems, taking many forms, including safety inspections of the workplace by supervisors, employees, or their representatives; regular maintenance inspections of plant and equipment by our maintenance teams; building inspections; operational control inspections to ensure processes are effective; and inspections where specific procedures are checked in the workplace to ensure they are both followed and effective through process confirmations.

*Strong safety cultures are built on trust, accountability, and leadership visibility. We believe it's our responsibility as leaders to ensure that safe practices are not just policies, but shared behaviors embraced across every level of our organization.*



## Health and Wellbeing

ARTEREX provides a safe workplace through a Health and Safety Program that minimizes hazards, encouraging employees to report unsafe conditions. Our Employee Assistance Program (EAP) offers 24/7 support, including health information, counseling, and family assistance. We focus on wellness through policies and resources, provide workers' compensation for job-related injuries, and support counseling and rehabilitation for substance abuse, using available leave for treatment.

At ARTEREX, we understand that life doesn't stop when the workday starts. That's why we provide a comprehensive suite of well-being programs designed to support our employees at every stage of life. From financial wellness education and Medicare navigation to our 24/7 Employee Assistance Program offering mental health support, legal guidance, and caregiving resources, expert help is always within reach. Whether planning for the future or navigating life's challenges today, our employees never have to go it alone.

Our commitment to our employees fosters an inclusive culture via a Voluntary Open-Door Policy, addressing discrimination or harassment promptly. In 2024, zero employee grievances were reported through appropriate company processes. We prohibit discrimination based on protected characteristics, provide accommodations for religious practices and pregnancy-related needs, and ensure equal opportunities in all employment areas.

### WELLNESS POLICY

Recognizing the direct impact of health and wellness on job performance and overall success, ARTEREX maintains a specific focus on wellness through its policies and benefit programs. The company provides various resources to encourage better health and increased awareness among employees.

### WORKERS' COMPENSATION

ARTEREX provides a comprehensive workers' compensation insurance program at no cost to employees. This program covers most injuries or illnesses sustained during employment requiring medical, surgical, or hospital treatment. Employees must report work-related injuries or illnesses to their supervisor immediately, regardless of how minor they may appear. The program ensures that employees receive appropriate medical care and compensation for work-related injuries or illnesses.

### COUNSELING AND REHABILITATION

Employees who voluntarily seek help for substance abuse by contacting the company will be provided an opportunity to pursue counseling and rehabilitation. The company offers information about available services, and employees can use available vacation, sick leave, or family and medical leave for treatment. These initiatives demonstrate ARTEREX's dedication to maintaining a safe, healthy, and supportive work environment, ensuring that employees have access to the resources and support they need to thrive both personally and professionally.



## Community Engagement & Social Impact

We engage communities in the following ways:

### FUNDRAISING SUPPORT/SCHOLARSHIP

At ARTEREX, we believe in celebrating the individuals who embody our core values and contribute to a positive and purpose-driven workplace culture. The Star Program, launched at Formula Plastics, recognizes employees who consistently demonstrate dedication, teamwork, and integrity in their daily work. In a vibrant ceremony filled with energy and appreciation, employees across various teams were awarded certificates and tokens of recognition for their outstanding contributions. The event brought together colleagues in a spirit of celebration, reinforcing the importance of mutual respect and excellence. This initiative not only honors individual achievements but also fosters a sense of unity and shared purpose across the organization.

### GIVING TREE INITIATIVE

Through our annual Giving Tree initiative, employees came together to donate over 140 gifts to local schools and families in need. This effort reflects our ongoing commitment to supporting the broader community and creating a meaningful impact beyond the workplace.



*I'm incredibly proud of our team's generosity and community spirit. Supporting local schools like Maple Street Magnet, Gonic, and School Street reminds us of the positive impact we can make when we come together. The gratitude we've received from school staff and families has been deeply moving, and I want to thank everyone who helped bring smiles to so many children this holiday season.*

Marissa Goodrich, Human Resources Manager, NextPhase Medical Devices





# VISION FOR 2025 & BEYOND

## Innovations & Strategic Growth in Sustainability

ARTEREX is committed to shaping a sustainable future by finalizing and executing our 2024-2025 sustainability objectives, underpinned by a robust governance framework that ensures ongoing progress tracking, transparent reporting, and adaptive strategies. Our long-term vision is to deliver enduring value within a responsible and resilient healthcare technology ecosystem, spearheading innovation, and partnering with stakeholders to address pressing global challenges.

GHG EMISSIONS REDUCTION	Having established baselines across Scopes 1, 2, and 3 in 2024, we aim to set science-based targets in 2025 and meet these targets from 2026 onward.
DESIGN FOR CIRCULARITY	We continue to educate our engineering and operations teams on circularity principles, launching an online training module for all engineers from 2025, with a baseline set in 2025.
ENGAGED WORKFORCE	We initiated an annual employee engagement survey in 2024, and are aiming for a 75% response rate by 2025.
PERFORMANCE CULTURE	ARTEREX developed performance goals, launched annual reviews, and established development programs, building on full compliance from 2023.
SUPPLY CHAIN RESILIENCY	We introduced a supplier scorecard program in 2024, aim to establish a participation baseline in 2025, and set completion targets from 2026 onward.
GLOBALLY INCLUSIVE CULTURE	ARTEREX created mentorship programs to promote cross-cultural engagement, with plans to define baselines in future years.
CUSTOMER SATISFACTION	We are in the process of creating a Net Promoter Score Program, launch to be in 2026.
CORPORATE GOVERNANCE	We implemented a cybersecurity framework in 2024, and continue to refine it through collaboration.

*This roadmap reflects ARTEREX’s dedication to sustainability and stakeholder value.*

# APPENDIX

## Global Reporting Initiative (GRI) Standards

Our report, based on 2024 CY financials, references the GRI Standards, using GRI 1: Foundation 2021.

DISCLOSURE	DISCLOSURE TITLE	LOCATION	NOTES
GRI 2: General disclosure 2021	2-1 Organizational details	Page 4 (Global Footprint and Operations), Page 5 (ARTEREX Companies), and See Notes	<b>Name:</b> ARTEREX <b>Headquarters:</b> Scottsdale, Arizona, United States <b>Countries of operation:</b> United States, Mexico, Italy, Egypt, India <b>Markets served:</b> Medical device and pharmaceutical manufacturing sectors globally; key geographies include North America, Europe, Asia, and Africa <b>Manufacturing footprint:</b> 13 manufacturing facilities, 21 cleanrooms, 725,000 sq. ft. of manufacturing space <b>Primary brands/entities:</b> Formula Plastics, ModenPlast, NextPhase, Phoenix, Adroit USA, Kabo, LUC and BEL <b>Primary products/services:</b> Finished and packaged medical devices, electromechanical and implantable devices, PVC tubing, surgical tools, sterilization, and custom tooling solutions
	2-2 Entities included in the organization's sustainability reporting	See Notes	This sustainability report encompasses all entities and subsidiaries that fall under the direct or indirect control of ARTEREX.
	2-3 Reporting period, frequency, and contact point	See Notes	i. Reporting period: 2024 calendar year for financials ii. Publication date: September 2025 iii. Point of contact: Holly MacTaggart, Vice President, Human Resources and Sustainability
	2-4 Restatements of information	See Notes	Not applicable
	2-5 External assurance	See Notes	External assurance was not conducted for our sustainability report.
	2-6 Activities, value chain, and other business relationships	Page 3 (Our Mission and Core Values), Page 8 (Our Commitment to Sustainability)	
	2-7 Employees	See Notes	The following information reflects 2024 totals only, before the Phoenix and Adroit acquisitions in 2025. Total number of FTE employees: 1,337 (male=664, female=673) Total number of permanent employees (FTE): 1,071 (male=532, female=539) Total number of temporary employees (FTE): 58
	2-8 Workers who are not employees	See Notes	Our "non-employee contractors" are individuals who typically work through temporary services or agencies on a fixed-term contract with a third party or as contractors or consultants on a project or assignment of predetermined duration. Currently we have 58 temporary employees comprising of factory/assembly workers.
	2-9 Governance structure and composition	Page 7 (Responsible Corporate Governance)	
	2-11 Chair of the highest governance body	Page 7 (Responsible Corporate Governance) and See Notes	The CEO serves on the Board and is also an integral member of the management team.

DISCLOSURE	DISCLOSURE TITLE	LOCATION	NOTES
<b>GRI 2: General disclosure 2021</b> (continued)	<b>2-12 Role of the highest governance body in overseeing the management of impacts</b>	Page 7 (Responsible Corporate Governance) and See Notes	The Executive Chairman, CEO, and CFO integrate sustainability into our strategy, with support from the VP of HR and Sustainability.
	<b>2-13 Delegation of responsibility for managing impacts</b>	Page 7 (Responsible Corporate Governance)	
	<b>2-14 Role of the highest governance body in sustainability reporting</b>	Page 7 (Responsible Corporate Governance)	
	<b>2-15 Conflicts of interest</b>	See Notes	<p>To prevent conflicts of interest, we require that employees avoid any endeavors that compete with or conflict with their job duties and responsibilities at the company.</p> <p>If an employee finds they have or are considering the assumption of a financial interest, outside employment relationship, or other activity that might involve a conflict of interest as discussed in this policy, or if an employee is in doubt as to whether any conduct or activity may constitute a conflict of interest, the employee must promptly discuss the matter with Human Resources and refrain from exercising responsibility on the company's behalf in any manner that might reasonably be considered to be a conflict of interest or affected by any adverse interest. If the matter is deemed to be a conflict of interest, the effected employee shall withdraw from the matter.</p> <p>Failure to disclose a conflict or potential conflict of interest is a violation of this policy and may lead to disciplinary action up to and including termination of employment.</p>
	<b>2-16 Communication of critical concerns</b>	See Notes	<p>Our Voluntary Open-Door Policy encourages employees to communicate their views, suggestions, and complaints without fear of reprisal.</p> <p>Zero employee grievances were reported through appropriate company processes in 2024.</p>
	<b>2-17 Collective knowledge of the highest governance body</b>	See Notes	The Executive Team actively works on projects that incorporate practical, business-oriented sustainable solutions. They also take time to share relevant articles, research findings, and case studies among themselves, fostering a culture of continuous learning. Lastly, we seek feedback from peers and experts to refine our approaches and ensure that we are aligning with both global standards and community needs.
	<b>2-18 Evaluation of the performance of the highest governance body</b>	See Notes	Our Board approves the sustainability strategy and allocated budget, and also reviews and approves the materiality assessment and overall sustainability strategy.
	<b>2-19 Remuneration policies</b>	Page 16 (Professional Development and Remuneration)	
	<b>2-20 Process to determine remuneration</b>	Page 16 (Professional Development and Remuneration)	
	<b>2-22 Statement on sustainable development strategy</b>	See Notes	Our immediate focus is on finalizing and implementing our 2024-2025 sustainability objectives. We have established a governance framework to ensure effective tracking and monitoring of our progress. This includes regular reporting and adjusting our strategies as needed to meet our goals. Our vision is to create long-term value by fostering a responsible and resilient healthcare technology ecosystem.
	<b>2-23 Policy commitments</b>	See Notes	Our Voluntary Open-Door Policy encourages employees to share views, suggestions, and complaints without fear of reprisal, helping address discrimination or harassment promptly. ARTEREX is an equal opportunity employer, prohibiting discrimination based on legally protected characteristics. This applies to all areas of employment, including recruitment, compensation, promotion, training, and development. We also provide an interactive process for individuals with disabilities and disabled veterans who request accommodation.



DISCLOSURE	DISCLOSURE TITLE	LOCATION	NOTES
<b>GRI 2: General disclosure 2021</b> (continued)	<b>2-24 Embedding policy commitments</b>	See Notes	ARTEREX actively engages in various supplier initiatives to ensure responsible and ethical practices within its supply chain. The company emphasizes the importance of sustainable and ethical sourcing through the implementation of Purchasing SOPs. These standard operating procedures guide the company's purchasing activities to align with its values. Additionally, ARTEREX utilizes a Supplier Evaluation and Monitoring System to regularly assess supplier compliance with industry standards. ARTEREX also fosters long-term relationships with suppliers and provides training and resources to help them improve their operations. As of 2025, ARTEREX has finalized a Supplier Code of Conduct.
	<b>2-25 Processes to remediate negative impacts</b>	Page 16 (Workforce Integration) and See Notes	Our Voluntary Open-Door Policy encourages employees to communicate their views, suggestions, and complaints without fear of reprisal.
	<b>2-26 Mechanisms for seeking advice and raising concerns</b>	See Notes	For questions, comments, or concerns regarding this report, ARTEREX's overall sustainability program, or to request a call with management, please write to <a href="mailto:hmactaggart@arterexmedical.com">hmactaggart@arterexmedical.com</a> .
	<b>2-29 Approach to stakeholder engagement</b>	See Notes	At ARTEREX, we prioritize engaging with our diverse stakeholders to cultivate beneficial relationships and ensure the sustainability of our operations. We start by identifying key stakeholders, including healthcare professionals, patients, employees, suppliers, local communities, regulatory bodies, and industry associations, through ongoing assessments and feedback collection. Our engagement efforts serve multiple purposes: understanding patient needs and healthcare advancements, collaborating with suppliers, and maintaining positive interactions with regulatory authorities. To ensure effective engagement, we utilize various communication methods such as surveys, focus groups, and meetings. We promote open dialogue, active listening, and responsiveness to stakeholder input. By prioritizing these engagements, ARTEREX aims to build trust, enhance transparency, and continuously improve our practices in developing, producing, and delivering our innovative medical devices.
	<b>2-30 Collective bargaining agreements</b>	See Notes	50% are covered by collective bargaining agreements. For employees not covered by collective bargaining agreements, the organization determines their working conditions and terms of employment independently, without reference to collective bargaining agreements that cover other employees or agreements from other organizations. The company establishes these conditions based on its internal policies, industry standards, legal requirements, and individual employment contracts.

## MATERIAL TOPICS

DISCLOSURE	DISCLOSURE TITLE	LOCATION	NOTES
<b>GRI 3: Material topics 2021</b>	<b>3-1 Process to determine material topics</b>	See Notes	For this sustainability report, we determined the social, governance, and environmental issues that are of particular importance to us and our stakeholders using primarily internal data, landscape assessments, and sector-specific material topics.
	<b>3-2 List of material topics</b>	Page 8 (Our Commitment to Sustainability) and See Notes	<ul style="list-style-type: none"> <li>• Supply chain management and labor standards</li> <li>• Employee engagement and well-being</li> <li>• Healthcare access and affordability</li> <li>• Product safety and quality</li> <li>• Product development and innovation</li> <li>• Cybersecurity</li> <li>• Ethics, anti-corruption, and compliance</li> <li>• Regulation</li> <li>• GHG emissions</li> </ul>

ANTI-CORRUPTION			
DISCLOSURE	DISCLOSURE TITLE	LOCATION	NOTES
<b>GRI 3: Material topics 2021</b>	<b>3-3 Management of material topics</b>	Page 8 (Our Commitment to Sustainability)	
<b>GRI 205: Anti-corruption 2016</b>	<b>205-1 Operations assessed for risks related to corruption</b>	See Notes	We address the risks associated with corruption through a clear and established anti-corruption framework.
	<b>205-2 Communication and training about anti-corruption policies and procedures</b>	See Notes	This framework ensures that our subcontractors also adhere to these standards. We communicate these expectations clearly to all subcontractors to guarantee full compliance and transparency in our operations.
	<b>205-3 Confirmed incidents of corruption and actions taken</b>	See Notes	We have no reported incidents related to corruption or business ethics.

ANTI-COMPETITIVE BEHAVIOR			
DISCLOSURE	DISCLOSURE TITLE	LOCATION	NOTES
<b>GRI 3: Material topics 2021</b>	<b>3-3 Management of material topics</b>	See Notes	We uphold fair and competitive market practices by complying with all relevant anti-trust and competition laws.
<b>GRI 206: Anti-competitive behavior 2016</b>	<b>206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices</b>	See Notes	<p>We are committed to maintaining a fair and competitive market environment. We adhere to all relevant anti-trust and competition laws to ensure that our business practices do not unfairly restrict competition.</p> <p>During the reporting period, there were zero legal actions initiated against our company related to anti-competitive behavior, anti-trust, or monopoly practices.</p>

ENERGY			
DISCLOSURE	DISCLOSURE TITLE	LOCATION	NOTES
<b>GRI 302: Energy 2016</b>	<b>302-1 Energy consumption within the organization</b>	See Notes	<ul style="list-style-type: none"> <li>• Total spend on electricity (EUR): FY24: €5,551,500</li> <li>• Total natural gas consumption: 2,330,402 kWh</li> <li>• Total energy consumption: FY24: 19,501,396 kWh</li> </ul>
	<b>302-3 Energy intensity</b>	See Notes	Energy Intensity: 43.58 kWh/sq. ft.

EMISSIONS			
DISCLOSURE	DISCLOSURE TITLE	LOCATION	NOTES
<b>GRI 3: Material topics 2021</b>	<b>3-3 Management of material topics</b>	Page 8 (Our Commitment to Sustainability)	
<b>GRI 305: Emissions 2016</b>	<b>305-1 Direct (Scope 1) GHG emissions</b>	Page 12 (Environmental Stewardship)	
	<b>305-2 Energy indirect (Scope 2) GHG emissions</b>	Page 12 (Environmental Stewardship)	
	<b>305-3 Other indirect (Scope 3) GHG emissions</b>	Page 12 (Environmental Stewardship)	
	<b>305-4 GHG emissions intensity</b>	See Notes	0.12 MT CO <sub>2</sub> e/sq. ft.
	<b>305-5 Reduction of GHG emissions</b>	See Notes	In 2025, ARTEREX began the process of developing SBTi-aligned targets. The reduction of GHG emissions will be measured and tracked against these targets once they are validated.

WASTE			
DISCLOSURE	DISCLOSURE TITLE	LOCATION	NOTES
<b>GRI 3: Material topics 2021</b>	<b>3-3 Management of material topics</b>	See Notes	Our approach to Waste aligns with regulatory requirements and focuses on improving resource efficiency and operational performance.
<b>GRI 306: Waste 2020</b>	<b>306-3 Waste generated</b>	See Notes	Hazardous waste and radioactive waste generated (tons)—1.1.



EMPLOYMENT			
DISCLOSURE	DISCLOSURE TITLE	LOCATION	NOTES
<b>GRI 3: Material topics 2021</b>	<b>3-3 Management of material topics</b>	Page 8 (Our Commitment to Sustainability)	
<b>GRI 401: Employment 2016</b>	<b>401-1 New employee hires and employee turnover</b>	See Notes	The total number and rate of new employee hires during the reporting period, categorized by age group, gender, and region, has been completed. Additionally, the total number and rate of employee turnover during the reporting period, also categorized by age group, gender, and region, includes a 23.4% voluntary turnover rate.
	<b>401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees</b>	See Notes	Onboarding Program: All new ARTEREX employees complete a comprehensive onboarding to familiarize themselves with company policies, roles, and culture—including the Code of Conduct, benefits, leave, and workplace expectations.  Professional Development: ARTEREX supports continuous learning by offering resources that help employees grow personally and professionally, reflecting its commitment to a supportive and development-focused environment.  Wellness Policy: ARTEREX prioritizes employee wellness, offering resources through its policies and benefits to promote health, awareness, and overall job performance.
	<b>401-3 Parental leave</b>	See Notes	In line with the Pregnant Workers Fairness Act (PWFA), we make reasonable accommodations for known limitations related to pregnancy, childbirth, or related medical conditions, unless they impose undue hardship.

OCCUPATIONAL HEALTH AND SAFETY			
DISCLOSURE	DISCLOSURE TITLE	LOCATION	NOTES
<b>GRI 3: Material topics 2021</b>	<b>3-3 Management of material topics</b>	See Notes	We have established health and safety committees in each of our facilities and they are developing tools to manage and mitigate risks.
<b>GRI 403: Occupational health and safety 2018</b>	<b>403-1 Occupational health and safety management system</b>	Page 17 (Workplace Health and Well-being), Page 18 (Addressing Health and Safety Risks)	
	<b>403-2 Hazard identification, risk assessment, and incident investigation</b>	Page 18 (Investigation Procedures)	
	<b>403-3 Occupational health services</b>	Page 17 (Workplace Health and Well-being)	
	<b>403-4 Worker participation, consultation, and communication on occupational health and safety</b>	Page 18 (Employee Training and Awareness)	

OCCUPATIONAL HEALTH AND SAFETY (continued)			
DISCLOSURE	DISCLOSURE TITLE	LOCATION	NOTES
<b>GRI 403: Occupational health and safety 2018</b>	<b>403-5 Worker training on occupational health and safety</b>	Page 18 (Emergency Preparedness and Response)	
	<b>403-6 Promotion of worker health</b>	Page 17 (Governance of Health and Safety Programs)	
	<b>403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships</b>	See Notes	Our company is committed to ensuring the health and safety of its workforce in its business relationships through rigorous risk management, structured procedures, and proactive safety measures to ensure a secure working environment for all stakeholders.
	<b>403-8 Workers covered by an occupational health and safety management system</b>	Page 19 (Workers Compensation and Wellness Policy)	
	<b>403-9 Work-related injuries</b>	See Notes	The total number of recordable work-related accidents and incidents resulting in injuries is 12.
	<b>403-10 Work-related ill health</b>	Page 19 (Wellness Policy)	

TRAINING AND EDUCATION			
DISCLOSURE	DISCLOSURE TITLE	LOCATION	NOTES
<b>GRI 3: Material topics 2021</b>	<b>3-3 Management of material topics</b>	Page 8 (Our Commitment to Sustainability)	
<b>GRI 404: Training and education 2016</b>	<b>404-1 Average hours of training per year per employee</b>	See Notes	The total number of hours spent on employee training was 35,663.0, with an average of 32.2 training hours per full-time equivalent (FTE).
	<b>404-2 Programs for upgrading employee skills and transition assistance programs</b>	Page 16 (Professional Development and Remuneration)	
	<b>404-3 Percentage of employees receiving regular performance and career development reviews</b>	See Notes	75% of the employees receive regular performance and career development training.

## DIVERSITY AND EQUAL OPPORTUNITY

DISCLOSURE	DISCLOSURE TITLE	LOCATION	NOTES
<b>GRI 3: Material topics 2021</b>	<b>3-3 Management of material topics</b>	See Notes	At ARTEREX, we foster an inclusive culture where all employees feel valued and empowered. Through targeted programs and ongoing improvements, we promote equity and ensure everyone can thrive, regardless of background or identity.
<b>GRI 405: Diversity and equal opportunity 2016</b>	<b>405-1 Diversity of governance bodies and employees</b>	See Notes	At ARTEREX, we believe our strength lies in our diverse and inclusive workforce. We are committed to fostering a culture where every employee feels valued, respected, and empowered to contribute. Our initiatives are designed to create an environment where all employees can thrive, regardless of their background or identity.

## NON-DISCRIMINATION

DISCLOSURE	DISCLOSURE TITLE	LOCATION	NOTES
<b>GRI 3: Material topics 2021</b>	<b>3-3 Management of material topics</b>	Page 8 (Our Commitment to Sustainability)	
<b>GRI 406: Non-discrimination 2016</b>	<b>403-1 Occupational health and safety management system</b>	Page 19 (Health and Wellbeing)	

## FORCED OR COMPULSORY LABOR

DISCLOSURE	DISCLOSURE TITLE	LOCATION	NOTES
<b>GRI 3: Material topics 2021</b>	<b>3-3 Management of material topics</b>	See Notes	Our company has established procedures for the assessment and monitoring of suppliers, which include elements related to labor practices and social compliance.
<b>GRI 409: Forced or compulsory labor 2016</b>	<b>409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor</b>	See Notes	Suppliers must meet specified social criteria to be listed on the Approved Supplier List (ASL). This includes adherence to labor standards that prevent forced or compulsory labor.

## SECURITY PRACTICES

DISCLOSURE	DISCLOSURE TITLE	LOCATION	NOTES
<b>GRI 3: Material topics 2021</b>	<b>3-3 Management of material topics</b>	Page 8 (Our Commitment to Sustainability)	
<b>GRI 410: Security practices 2016</b>	<b>410-1 Security personnel trained in human rights policies or procedures</b>	See Notes	Our company has specific protocols or training programs to ensure that its security staff is well versed in human rights, to promote ethical conduct and compliance with legal standards in its operations. Some of our policies include equal opportunity and anti-harassment policies and also include training in employee conduct expectations, emphasizing the company's commitment to a respectful, compliant, and supportive work environment.



RIGHTS OF INDIGENOUS PEOPLES			
DISCLOSURE	DISCLOSURE TITLE	LOCATION	NOTES
<b>GRI 3: Material topics 2021</b>	<b>3-3 Management of material topics</b>	See Notes	We recognize the importance of respecting the rights, cultures, and traditions of Indigenous Peoples. Our practices are guided by applicable laws and international standards to ensure that our operations do not infringe upon their rights or heritage.
<b>GRI 411: Rights of indigenous peoples 2016</b>	<b>411-1 Incidents of violations involving the rights of indigenous peoples</b>	See Notes	No reported sites are located on or near indigenous land.

LOCAL COMMUNITIES			
DISCLOSURE	DISCLOSURE TITLE	LOCATION	NOTES
<b>GRI 3: Material topics 2021</b>	<b>3-3 Management of material topics</b>	See Notes	We aim to engage respectfully with local communities and consider their interests in our decision-making processes. Our activities are designed to minimize negative impacts and contribute positively to the well-being of the communities where we operate.
<b>GRI 413: Local communities 2016</b>	<b>413-1 Operations with local community engagement, impact assessments, and development programs</b>	Page 20 (Community Engagement and Social Impact)	

SUPPLIER SOCIAL ASSESSMENT			
DISCLOSURE	DISCLOSURE TITLE	LOCATION	NOTES
<b>GRI 3: Material topics 2021</b>	<b>3-3 Management of material topics</b>	See Notes	The Head of Supply Chain or their designate is responsible for the initial screening of new suppliers using input from Engineering, Quality, and Purchasing departments. Each buyer is responsible for executing the evaluation process for their assigned suppliers, ensuring they meet the required social criteria.
<b>GRI 414: Supplier social assessment 2016</b>	<b>414-1 New suppliers that were screened using social criteria</b>	See Notes	New suppliers are evaluated through a structured Supplier Selection and Approval Process (SOP 06-02A), which includes social criteria such as labor practices, human rights, and ethical business conduct.
	<b>414-2 Negative social impacts in the supply chain and actions taken</b>	See Notes	Class A suppliers are evaluated annually, and Class B suppliers every other year. Suppliers falling below acceptable performance levels are issued a Supplier Corrective Action Report (SCAR) to address identified issues, including social impact. The SCAR process ensures that suppliers with significant negative social impacts take corrective actions to address these issues. Actions include issuing corrective action requests, placing suppliers on probation, or suspending them if they fail to meet required standards.

## CUSTOMER HEALTH AND SAFETY

DISCLOSURE	DISCLOSURE TITLE	LOCATION	NOTES
<b>GRI 3: Material topics 2021</b>	<b>3-3 Management of material topics</b>	See Notes	Our Health and Safety Program is designed to assist employees in preventing potential workplace hazards, thereby minimizing injuries and damage to our customers' properties.

## CUSTOMER PRIVACY

DISCLOSURE	DISCLOSURE TITLE	LOCATION	NOTES
<b>GRI 3: Material topics 2021</b>	<b>3-3 Management of material topics</b>	See Notes	We manage customer privacy through established processes designed to protect personal data and ensure compliance with applicable data protection laws. In addition, we maintain NDAs with our customers and include contractual provisions that specifically address data privacy.
<b>GRI 418: Customer privacy 2016</b>	<b>418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data</b>	See Notes	No reported incidents of breach of customer privacy and loss of customer data



## We deeply appreciate your vital role in shaping ARTEREX's path forward.

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As we chart our course ahead, we continue to see possibilities to strengthen our impact and collaborate with stakeholders to address pressing global issues. Our dedication to progress extends far beyond mere goals—it is a continuous pursuit of innovation and growth.

We extend our sincere gratitude to our employees, partners, customers, and communities for your unwavering support and valuable contributions. Your passion, perspectives, and teamwork inspire us to elevate our standards.

Together, let's embrace the next chapter, building a more robust and resilient future for generations to come. We hope this report has provided meaningful insight and we invite your feedback to help us refine our efforts.

# ARTEREX

[arterexmedical.com](https://arterexmedical.com)

### QUESTIONS OR COMMENTS ABOUT OUR REPORT?

Please contact Holly MacTaggart, Vice President, Human Resources & Sustainability at [hmactaggart@arterexmedical.com](mailto:hmactaggart@arterexmedical.com).