



ARTEREX

EMPOWERED LEADERSHIP, THRIVING PEOPLE

Sustainability Report 2025

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 I reflect on 2025, I am struck by how much ARTEREX has grown, not only in scale but also in purpose. This was a year of meaningful expansion: we welcomed Phoenix, Adroit USA, and Xponent Global into the ARTEREX family, and we deepened our roots in Europe with Synecco joining our portfolio of companies. Each of these milestones brings new talent, new capabilities, and new communities into our sustainability journey.

In 2025, we moved from building awareness to building accountability. We completed our third annual Greenhouse Gas (GHG) Inventory, finalized our Supplier Code of Conduct, launched circularity training for our engineering teams, and began the process of submitting our Science-Based Targets initiative (SBTi) commitment, relating to GHG emissions-reduction targets. These are not checkboxes; they are the foundation of a credible, long-term sustainability program.

This year also reminded us that sustainability is as much about people as it is about data. Across our sites, from Tijuana to Galway, from Mansfield to Modena, our teams showed up for their communities: mentoring students, donating gifts to local families, and championing safety as a shared value. That spirit is what makes ARTEREX different.

Our employees, partners, and customers are the reason we push forward. It is through their passion, creativity, and dedication that bold ideas become real-world solutions that improve patient lives. I am grateful for every one of them, and for the trust our customers place in us every day.

As we look to 2026, our priorities are clear: establish science-based GHG emissions reduction targets, embed sustainability more deeply into our operations, and continue to communicate credibly on our progress. The work ahead is significant, and I have never been more confident in our ability to deliver it.

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 foster inclusivity and positive social impact, 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 Commitment

We are committed to prioritizing employee well-being, responsible supply chain practices, and community engagement to foster inclusivity and create lasting social impact.



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.

16

state-of-the-art
manufacturing
facilities

24

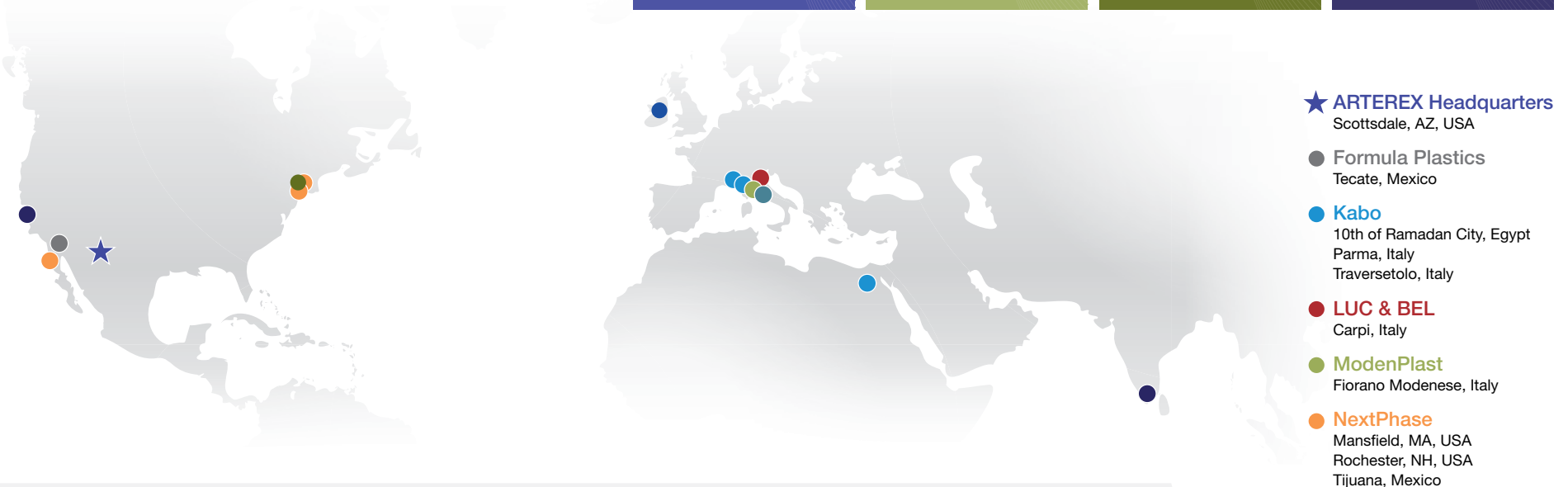
cleanrooms

830k

square feet of
manufacturing
space

2.1k+

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

● **Synecco**
Galway, Ireland
(Headquarters & Design and Development)

● **Xponent Global**
Hudson, MA, USA

OUR MANUFACTURING PROCESSES



Finished and packaged medical devices, components, and subassemblies



Sterilization management



Complex electromechanical devices, 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

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 four Class 8 cleanrooms for 24/7 molding and micromolding operations. Its facilities house over 110 molding machines and an in-house tool room.



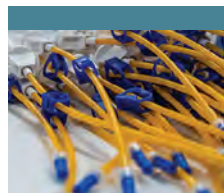
An ARTEREX Company

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.



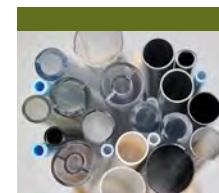
ADROIT USA INC
CUSTOM MEDICAL DEVICES
An ARTEREX Company

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.



synecco
An ARTEREX Company

Synecco is a specialist medical device design and development company based in Galway, Ireland, providing comprehensive design, development, and regulatory services to the global MedTech sector.



XPONENT
Global
An ARTEREX Company

Xponent Global, is a full-service extrusion contract manufacturer with 80 years of expertise. Specializing in precision filaments and advanced tubing solutions, the company supports applications from packaging to complex neurological and laparoscopic devices. Its ISO Class 8 cleanroom capabilities ensure reliable, high-quality manufacturing across diverse extrusion technologies.

ABOUT THIS REPORT

We are delighted to share ARTEREX's Annual Sustainability Report for calendar year (CY) 2025, 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.



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. The Board is responsible for approving our sustainability strategy and budget and regularly reviews materiality assessments to ensure that the most significant sustainability topics are aligned with organizational goals and stakeholder expectations. Quarterly management reports are prepared, including sustainability performance indicators, and these reports are reviewed by the Board, promoting transparency, accountability, and progress.

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

ARTEREX and its subsidiaries maintain a comprehensive suite of certifications, as outlined in the table below, reflecting our commitment to quality, environmental stewardship, and regulatory compliance across our global operations. All ARTEREX facilities operate in accordance with cGMP requirements and are FDA-registered where applicable.



Location	Standard
Tecate (Formula Plastics)	ISO 13485:2016
Tecate (Formula Plastics)	ISO 14001:2015
NXP Mansfield	EN ISO 13485:2016
NXP Rochester	EN ISO 13485:2016
NXP Tijuana	EN ISO 13485:2016
Luc & Bel	ISO 13485:2016
Phoenix	ISO 13485:2016
Phoenix	EU MDR
Synecco (HQ)	EN ISO 13485:2016
Synecco (Design & Dev)	EN ISO 13485:2016
Synecco	EN ISO 14001:2015
ARTEREX Milpitas (Adroit)	ISO 9001:2015
Modenplast	ISO 13485:2016

OUR COMMITMENT TO SUSTAINABILITY

Key Sustainability Pillars

Our materiality assessment, first conducted in 2023 and reviewed annually, continues to identify the key sustainability issues shaping our Board-endorsed strategy, objectives, and targets. In 2025, we moved beyond baseline-setting and into active execution, advancing our strategy across all 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:** in 2025, we launched our online circularity principles training module for all engineers as a step towards embedding circular design thinking across our engineering and operations teams
- **Cybersecurity:** our cybersecurity framework, implemented in 2024, continued to be refined and strengthened throughout 2025 through ongoing collaboration and third-party oversight
- **Ethics, anti-corruption, & compliance:** upholding the highest ethical standards and ensuring regulatory compliance

ENVIRONMENTAL STEWARDSHIP

Addressing GHG emissions reductions, and circular economy efforts to minimize our environmental footprint

2

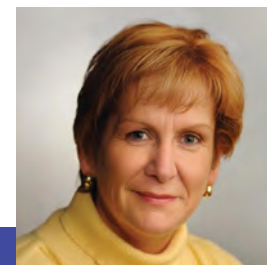
- **GHG emissions:** having completed our third annual GHG Inventory across Scopes 1, 2, and 3, we are progressing towards science-based target-setting and formalizing a Scope 1 and 2 reduction pathway

EMPOWERING OUR PEOPLE & SOCIETY

Prioritizing employee well-being, supply chain responsibility, and community engagement to foster inclusivity and positive 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, including continued delivery of our annual engagement survey, well-being programs across all sites, and ongoing improvement in our Lost Time Injury Frequency Rate (LTIFR)



“At ARTEREX, responsible business practices form the foundation of how we operate. They are not just a philosophy, but a performance standard. In 2025, 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



In 2025, ARTEREX continued to embed these commitments into daily operations and long-term strategy. Progress across our three pillars, from finalizing our Supplier Code of Conduct to completing our third GHG Inventory and expanding employee well-being programs across our growing global portfolio, reflects tangible steps to contribute to these global SDG targets. Collaboration with our employees, customers, suppliers, and local communities remains central to creating lasting positive change.



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 & WELL-BEING

We promote a healthy work environment by offering comprehensive healthcare coverage and mental health resources for all employees, and by 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 & 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 & 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 & PRODUCTION

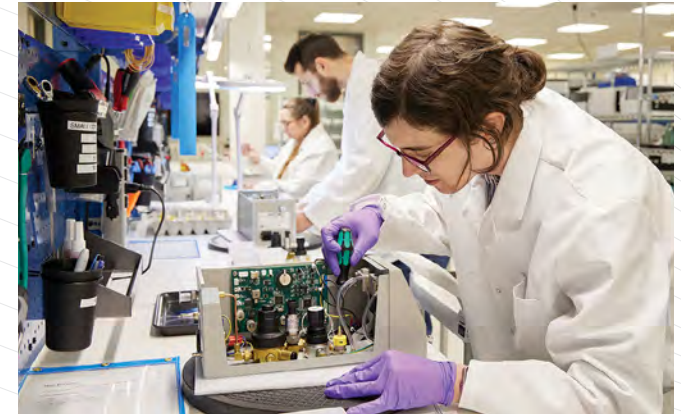
We have adopted sustainable practices, including the management and use of natural resources, and integrated sustainability information into our reporting cycle.

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. In 2025, we launched an online circularity principles training module for all engineers, building on the baseline established and fulfilling the commitment made in 2024. This marks a significant step in embedding circular design thinking across our engineering and operations teams.



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 including FDA 21 CFR Part 820, ISO 13485:2016, and EU MDR compliance, integrated across design, regulatory, manufacturing, and distribution.

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.

COLLABORATIVE DEVELOPMENT

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

PRACTICAL APPLICATION OF QUALITY PRINCIPLES

We embed quality into operations through workforce training and lean manufacturing, quality at the source, continuous improvement via CAPA, and supplier quality management.



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. IT risks are regularly reviewed in partnership with a third-party service provider, and system changes are approved and tracked to maintain oversight.

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.

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. Anti-corruption policies and expectations are communicated clearly and consistently across operations and relevant business relationships.

We maintain ongoing oversight to promote alignment with these principles. As of the reporting period, we have not recorded any incidents related to corruption or breaches of business ethics, and there were zero legal actions related to anti-competitive behavior, antitrust, or monopoly practices.

ENVIRONMENTAL STEWARDSHIP

Climate Change & Emissions Management

The healthcare sector contributes nearly 4.6% of global greenhouse gas emissions, with medical manufacturing playing a role¹. 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, driving actionable emissions reductions and ensuring transparency. In 2025, we completed our third annual Greenhouse Gas Inventory, following the WRI GHG Protocol, a standard used by 92% of Fortune 500 companies reporting to CDP.

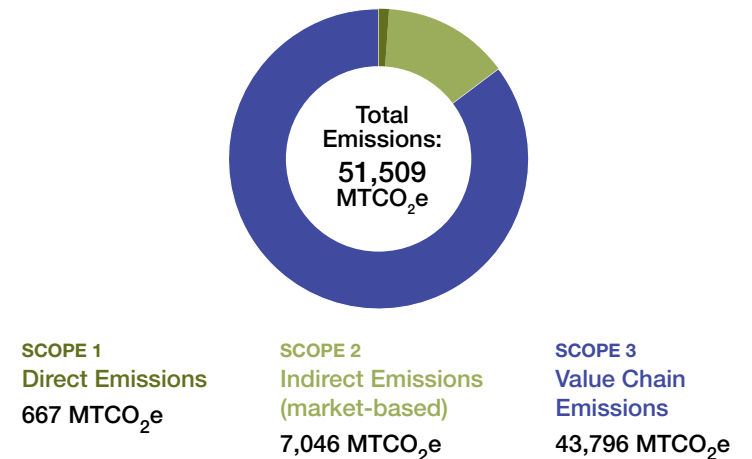
Our Scope 1 emissions totaled 667 MTCO₂e, and Scope 2 emissions totaled 7,046 MTCO₂e (market-based)/5,687 MTCO₂e (location-based), with purchased electricity as the largest source, followed by stationary combustion, fugitive emissions from refrigerants, mobile combustion, and process emissions. Our total Scope 3 emissions amount to 43,796 MTCO₂e of CO₂e.

In 2025, ARTEREX began the process of developing science-based carbon reduction targets to be validated by the Science Based Target initiative (SBTi), building on the baselines established in 2024. This marks a significant step toward formalizing our emissions reduction pathway.

Energy Efficiency & Renewable Energy Initiatives

At ARTEREX, we are committed to reducing our environmental footprint and transitioning toward more sustainable operations. Our 2025 environmental performance reflects both our current energy demands and our strategic intent to advance energy efficiency and renewable energy adoption. In 2025, our total energy consumption was 18,747,927 kWh. Our energy profile reflects our reliance on diverse energy sources across our global operations. Moving forward, we will optimize energy use, increase efficiency, and explore renewable options to reduce our footprint.

2025 GREENHOUSE GAS INVENTORY



2025 ENERGY PROFILE

Total Energy Consumption: 18,747,927 kWh

2025 EMISSIONS PERFORMANCE

GHG Emissions Intensity: 0.118 MTCO₂e/sq. ft.*

*Based on the total Scope 1, 2 (market-based), and 3 emissions.

Note: The emission intensity calculated here does not consider the entities/facilities acquired in and after CY2025. Their emissions were excluded from the inventory.

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



2025 WATER CONSUMPTION

Total Water Consumption 4,670,725 gallons



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
- Integrating energy performance metrics into our broader Environmental Management System
- Submitting our SBTi commitment in 2026 and establishing a formal Scope 1 and 2 reduction pathway

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. The total water consumption for this calendar year (CY) was 4,670,725 gallons.

While we continue to formalize specific targets for waste management and environmental data governance, these areas remain a top priority. Hazardous waste generated during the reporting period totaled approximately 1.0 metric ton. 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.

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

Finalized in 2025, our Supplier Code of Conduct outlines the minimum expectations for all partners and vendors providing goods and services to ARTEREX. These include:

► 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.

► 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.

► 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.

► 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.

► 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.

► 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.



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.

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. Employees completed a total of 35,663 training hours—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 continues to operate the Employee Bus Service at its NXP Tijuana facility. This initiative supports sustainable commuting options by reducing individual car usage, thereby lowering greenhouse gas emissions and alleviating traffic congestion.

At NextPhase, we believe that fostering a supportive and inclusive workplace culture is essential to long-term success. We continued to host a variety of events to build community and support employee well-being throughout 2025. We also promoted mental health awareness with resources and tips on maintaining emotional resilience and personal well-being.

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.

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.

EMPOWERING OUR PEOPLE & SOCIETY

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.

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.

Workplace Safety & Well-Being

Operational Health and Safety

Ensuring workplace health and safety is a key priority. As such, 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 assess 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 to promote mental health and well-being.





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



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 are 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. Safety performance is rigorously reviewed during the monthly business review. The Executive Committee 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 that result in an actual or potential workplace accident. Each incident undergoes a thorough investigation to determine its root causes, considering its severity or potential impact. In addition to our investigative processes, we utilize a safety alert system to promptly communicate serious or unusual events across our organization.

Addressing Health and Safety Risks

ARTEREX encounters diverse occupational health and safety risks inherent to our operations, including 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. We are steadfast in mitigating or, where possible, eliminating safety risks through ongoing efforts to foster a robust safety culture, enhance safety standards, and promote heightened awareness among our workforce.

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. We have established

protocols for fire and rescue operations, responses to severe weather events, and procedures for managing the unlikely 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. We also maintain a global internal requirement to investigate incidents where there was no injury or illness, but the potential existed. These incidents are reviewed quarterly by senior managers.

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. We engage employees proactively through communication campaigns throughout the year, including general awareness efforts and targeted safety messages.

Inspections

Inspections form an important part of our management systems, including safety

inspections of the workplace by supervisors, employees, or their representatives; regular maintenance inspections of plant and equipment; building inspections; and operational control inspections to ensure processes are effective.

Health & Well-being

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.

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.

Our commitment to our employees fosters an inclusive culture via a Voluntary Open-Door Policy, addressing discrimination or harassment promptly. In 2025, 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.

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.



I'm incredibly proud of our team's generosity and community spirit. Supporting local schools 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.

Marissa Goodrich, Human Resources Manager, NextPhase Medical Devices



Community Engagement & Social Impact

We engage communities in the following ways:

Fundraising Support/Star Program

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. 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 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.

Community and Educational Outreach

At Synecco, throughout 2025 and early 2026, the organization reinforced its commitment to employee development, well-being, and community engagement by supporting early-career talent and creating meaningful learning opportunities. In January 2025, an Intern joined the Design & Development team in Galway for an 8-month Mechanical Engineering assignment from NUIG, followed by another Intern in May 2025 on a 9-month assignment from the University of Limerick. Synecco also supported early career exploration by hosting a student in February 2025, and later welcomed 5th Year students for work experience in 2026.

Beyond placements, Synecco continued its strong commitment to education through its mentorship role in the ATU Galway MSc in Design & Innovation Expo, supporting students in developing practical, industry-relevant skills. Together, these initiatives reflect a continued focus on nurturing future talent and contributing to the growth and well-being of local communities.

VISION FOR 2026 & BEYOND

Innovations & Strategic Growth in Sustainability

ARTEREX is committed to shaping a sustainable future. In 2025, we built visibility and established performance baselines. In 2026, our focus shifts to building control, accountability, and external credibility across three strategic pillars.

BUILD THE ENVIRONMENTAL FOUNDATION

OBJECTIVE

Move from measurement to emissions reduction

KEY INITIATIVES

Establish SBTi-aligned carbon reduction targets; establish Scope 1 & 2 emissions reduction pathway

2026 KPIS

SBTi-aligned carbon reduction target submission for Scope 1 and 2 emissions

OPERATIONALIZE SUSTAINABILITY INTO THE BUSINESS

OBJECTIVE

Embed sustainability into operations and leadership accountability

KEY INITIATIVES

Expand engineering circularity into applied projects; and continue to achieve LTIFR improvement

STRENGTHEN EXTERNAL CREDIBILITY

OBJECTIVE

Build trust with customers, investors, and partners

KEY INITIATIVES

Publish 2025 Sustainability Report; develop customer-facing Sustainability narrative

2026 KPIS

Sustainability report publication; increased customer engagement on Sustainability

2026 Execution Timeline

Q1 ————— Q2 ————— Q3 ————— Q4 —————

Q1–Q2 FOUNDATION

SBTi commitment submitted

Q4 PROOF

Sustainability report published:

- Demonstrated emissions progress
- External stakeholder communication
- 2027 roadmap defined

Leadership Focus



OWNERSHIP

Clear accountability at site and executive levels



INTEGRATION

Sustainability embedded into core business operations



DISCIPLINE

Quarterly performance management and tracking



CREDIBILITY

External validation through reporting, ratings, and stakeholder communication

GHG EMISSIONS REDUCTION	We establish baselines across Scopes 1, 2, and 3, submit SBTi-aligned targets in 2026, and work toward achieving annual targets beginning in 2027.
DESIGN FOR CIRCULARITY	We continue to educate our engineering and operations teams on circularity principles, with an online training module launched in 2025 and a baseline set.
ENGAGED WORKFORCE	We continue our annual employee engagement survey, aiming for a 75% response rate.
PERFORMANCE CULTURE	ARTEREX continues development programs and annual reviews, building on full compliance established in 2023.
SUPPLY CHAIN RESILIENCY	We advance our supplier scorecard program, establishing a participation baseline in 2025, with completion targets from 2026 onward.
GLOBALLY INCLUSIVE CULTURE	ARTEREX continues mentorship programs to promote cross-cultural engagement.
CUSTOMER SATISFACTION	We continue to develop a Net Promoter Score Program, with launch targeted for 2026.
CORPORATE GOVERNANCE	We continue to refine our cybersecurity framework through ongoing collaboration and improvement.

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

APPENDIX

Global Reporting Initiative (GRI) Standards

Our report, based on 2025 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	pp. 3–5 and See Notes	Name: ARTEREX Headquarters: Scottsdale, Arizona, United States Countries of operation: United States, Mexico, Italy, Egypt, India, Ireland Markets served: Medical device and pharmaceutical manufacturing sectors globally; key geographies include North America, Europe, Asia, and Africa Manufacturing footprint: 16 manufacturing facilities/ 24 cleanrooms/ 830,000 sq ft. of manufacturing space Primary brands/entities: Formula Plastics, ModenPlast, NextPhase, Phoenix, Adroit USA, Kabo, LUC and BEL, Synecco, Xponent Global (2025 acquisitions: Xponent Global [July 2025], Phoenix [January 2025], Adroit USA [January 2025]) Primary products/services: 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 Medical.
	2-3 Reporting period, frequency, and contact point	See Notes	i. Reporting period: 2025 calendar year for financials, annually ii. Publication date: August 2026 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	pp. 3, 8	ARTEREX operates globally as a medical device contract development and manufacturing organization (CDMO), delivering end-to-end solutions from product design and engineering through full-scale manufacturing and assembly. Its integrated value chain connects specialized upstream suppliers and materials expertise with advanced internal manufacturing capabilities and downstream delivery to global medical device OEMs, supported by a network of strategic partners across the healthcare ecosystem.
	2-7 Employees	See Notes	Total Number of FTE/Permanent Employees: 2,044 FTE (Male: 1,281/Female: 763) Total Number of Permanent Employees (FTE): 2,044; New hires: 313 Total Number of Temporary Employees (FTE): 27
	2-8 Workers who are not employees	See Notes	Non-employee contractors include individuals engaged through temporary service providers or under fixed-term consulting or project-based agreements with third parties. These roles are structured for a defined duration. At present, 27 non-employee contractors support our factory and assembly operations.

DISCLOSURE	DISCLOSURE TITLE	LOCATION	NOTES
GRI 2: General disclosure 2021 (continued)	2-9 Governance structure and composition	p. 7	ARTEREX's highest governing body includes key senior executives, including the Executive Chairman, Chief Executive Officer (CEO), and Chief Financial Officer (CFO). The company is governed by a Board of Directors supported by leadership responsible for overseeing strategic direction and operational performance. The governance structure described applies to ARTEREX's global operations.
	2-11 Chair of the highest governance body	p. 7 and See Notes	The CEO serves on the Board and is also an integral member of the management team.
	2-12 Role of the highest governance body in overseeing the management of impacts	p. 7 and See Notes	The CEO, CFO, and Chair of the Board integrate sustainability into our strategy, with support from the VP of HR and Sustainability.
	2-13 Delegation of responsibility for managing impacts	p. 7	Responsibility for managing sustainability impacts is delegated through a robust oversight process involving quarterly reports prepared by management and presented to our investor group, who share them with the Board.
	2-14 Role of the highest governance body in sustainability reporting	p. 7	ARTEREX's highest governing body, including the Executive Chairman, Chief Executive Officer, and Chief Financial Officer, actively oversees sustainability reporting. The Board reviews regular management updates on material topics, performance, and disclosures, and approves the sustainability strategy, budgets, and materiality assessment results to ensure alignment with corporate objectives and stakeholder expectations prior to publication.
	2-15 Conflicts of interest	See Notes	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. Failure to disclose a conflict of interest is a violation of policy and may lead to disciplinary action up to and including termination.
	2-16 Communication of critical concerns	See Notes	Our Voluntary Open-Door Policy encourages employees to communicate their views, suggestions, and complaints without fear of reprisal. Zero employee grievances were reported through appropriate company processes in 2025.
	2-17 Collective knowledge of the highest governance body	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.
	2-19 Remuneration policies	p. 16	Our 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.

APPENDIX

DISCLOSURE	DISCLOSURE TITLE	LOCATION	NOTES
GRI 2: General disclosure 2021 (continued)	2-20 Process to determine remuneration	p. 16	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. 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 roles.
	2-22 Statement on sustainable development strategy	p. 8 and See Notes	In 2025, ARTEREX continues to advance its sustainability priorities through established governance and performance monitoring processes. The company's long-term vision is to create lasting value by fostering a responsible and resilient healthcare technology ecosystem.
	2-23 Policy commitments	See Notes	ARTEREX maintains policies that support responsible business conduct, including a voluntary open-door policy and standards prohibiting discrimination and harassment. These commitments apply across the organization and guide employee behavior and workplace practices.
	2-24 Embedding policy commitments	See Notes	ARTEREX embeds its policy commitments supporting responsible business conduct into day-to-day operations through established internal processes and supplier management practices. Employee-related commitments, including the voluntary open-door policy and policies prohibiting discrimination and harassment, are communicated across the organization and guide workplace conduct and decision-making. Responsible sourcing commitments are integrated into Purchasing Standard Operating Procedures (SOPs) and reinforced through a Supplier Evaluation and Monitoring System. Supplier expectations are further communicated through ARTEREX's Supplier Code of Conduct, finalized in 2025, and supported through ongoing supplier engagement and relationship management.
	2-25 Processes to remediate negative impacts	See Notes	Our Voluntary Open-Door Policy encourages employees to communicate their views, suggestions, and complaints without fear of reprisal.
	2-26 Mechanisms for seeking advice and raising concerns	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 hmactaggart@arterexmedical.com .
	2-29 Approach to stakeholder engagement	See Notes	ARTEREX engages with a range of stakeholders to inform decision-making and support the sustainability of its operations. Key stakeholder groups include healthcare professionals, patients, employees, suppliers, local communities, regulatory bodies, and industry associations. Stakeholders are identified through ongoing assessments and feedback processes. Engagement occurs through a variety of channels, including surveys, meetings, and other forms of direct dialogue, and is used to understand stakeholder perspectives, support collaboration, and inform continuous improvement across ARTEREX's operations.
	2-30 Collective bargaining agreements	See Notes	50% are covered by collective bargaining agreements and 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 contract.

MATERIAL TOPICS

DISCLOSURE	DISCLOSURE TITLE	LOCATION	NOTES
GRI 3: Material topics 2021	3-1 Process to determine material topics	p. 8 and See Notes	For our sustainability report and strategy, we have determined the environmental, social and governance issues that are of the most significance to us and our stakeholders using internal data and engagement, landscape assessments, and sector-specific material topics (e.g., SASB).
	3-2 List of material topics	p. 8 and See Notes	• Supply chain management and labor standards • Employee engagement and well-being • Healthcare access and affordability • Product safety and quality • Product development and innovation • Cybersecurity • Ethics, anti-corruption, and compliance • Regulation • GHG emissions

ANTI-CORRUPTION

DISCLOSURE	DISCLOSURE TITLE	LOCATION	NOTES
GRI 3: Material topics 2021	3-3 Management of material topics	p. 11	Anti-corruption risks are managed through ARTEREX's established governance and compliance framework, which includes policies, internal controls, and procedures designed to prevent, identify, and address potential misconduct. Management oversees implementation of these measures, and compliance expectations apply across operations and relevant business relationships.
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	p. 11 and See Notes	We address the risks associated with corruption through a clear and established anti-corruption framework.
	205-2 Communication and training about anti-corruption policies and procedures	p. 11 and See Notes	Anti-corruption policies and expectations are communicated internally and to relevant business partners, including subcontractors, to promote compliance and transparency across operations.
	205-3 Confirmed incidents of corruption and actions taken	See Notes	We have no reported incidents related to corruption or business ethics.

ANTI-COMPETITIVE BEHAVIOR

DISCLOSURE	DISCLOSURE TITLE	LOCATION	NOTES
GRI 3: Material topics 2021	3-3 Management of material topics	See Notes	Anti-competitive behavior risks are managed through ARTEREX's governance and compliance framework, which includes procedures designed to promote fair competition and compliance with applicable anti-trust and competition laws.
GRI 206: Anti-competitive behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	See Notes	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. During the reporting period, there were zero legal actions initiated against our company related to anti-competitive behavior, anti-trust, or monopoly practices.

APPENDIX

ENERGY			
DISCLOSURE	DISCLOSURE TITLE	LOCATION	NOTES
GRI 302: Energy 2016	302-1 Energy consumption within the organization	p. 12	Total energy consumption: 18,747,927 kWh (2025)
EMISSIONS			
DISCLOSURE	DISCLOSURE TITLE	LOCATION	NOTES
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 12	ARTEREX manages emissions-related impacts through a structured approach that includes tracking and monitoring greenhouse gas emissions, implementing operational controls where applicable, and reviewing performance through established governance and reporting processes.
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	p. 12	Scope 1 emissions: 667 metric tonnes of CO ₂ e
	305-2 Energy indirect (Scope 2) GHG emissions	p. 12	Scope 2 emissions (market-based): 7,046 metric tonnes of CO ₂ e Scope 2 emissions (location-based): 5,687 metric tonnes of CO ₂ e
	305-3 Other indirect (Scope 3) GHG emissions	p. 12	Scope 3 emissions: 43,796 metric tonnes of CO ₂ e
	305-4 GHG emissions intensity	See Notes	0.118 MTCO ₂ e/sq. ft. (operating sq. ft.) based on the total of Scopes 1, 2 (market-based), and 3 emissions
	305-5 Reduction of GHG emissions	See Notes	In 2026, ARTEREX plans to develop SBTi-aligned carbon reduction targets. Reduction of GHG emissions will be measured and tracked against these targets once validated.
WASTE			
DISCLOSURE	DISCLOSURE TITLE	LOCATION	NOTES
GRI 3: Material topics 2021	3-3 Management of material topics	See Notes	Our approach to waste aligns with regulatory requirements and focuses on improving resource efficiency and operational performance.
GRI 306: waste 2020	306-3 Waste generated	p. 13	Hazardous waste and radioactive waste generated (tonnes): 1.0
SUPPLIER ENVIRONMENTAL ASSESSMENT			
DISCLOSURE	DISCLOSURE TITLE	LOCATION	NOTES
GRI 308: Supplier environmental assessment 2016	308-1 New suppliers screened using environmental criteria	p. 14 and See Notes	ARTEREX communicates environmental expectations to suppliers through its Supplier Code of Conduct, finalized in 2025.

EMPLOYMENT			
DISCLOSURE	DISCLOSURE TITLE	LOCATION	NOTES
GRI 3: Material topics 2021	3-3 Management of material topics	See Notes	ARTEREX manages employment-related topics through established human resources policies and internal practices. Workforce information, including hiring and turnover data, is collected and reviewed to support workforce management and compliance with applicable labor regulations. Employee-related programs and policies, including onboarding, professional development, wellness, and parental accommodations, are implemented in accordance with company policies and applicable legal requirements.
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	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. The voluntary turnover rate was 15.7%.
	401-2 Benefits provided to full-time employees	p. 15 and See Notes	Onboarding Program, Professional Development, and Wellness Policy benefits are provided to full-time employees.
	401-3 Parental leave	p. 16 and 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.
OCCUPATIONAL HEALTH & SAFETY			
DISCLOSURE	DISCLOSURE TITLE	LOCATION	NOTES
GRI 3: Material topics 2021	3-3 Management of material topics	See Notes	Occupational health and safety is managed through established policies, procedures, and facility-level health and safety committees. These mechanisms support the identification, management, and mitigation of occupational risks across ARTEREX operations.
GRI 403: Occupational health and safety 2018	403-1 OHS management system	pp. 16–17	ARTEREX has established health and safety committees at each facility, developing tools to manage and mitigate risks. See 403-3 for additional information.
	403-2 Hazard identification, risk assessment, and incident investigation	pp. 17–18	Inspections form an important part of our management systems, including safety inspections by supervisors, maintenance inspections, building inspections, and operational control inspections.
	403-3 Occupational health services	pp. 16–18	Comprehensive safety programs include protective equipment, proactive incident management, leadership engagement, performance monitoring via Recordable Accident Rate and other KPIs, employee training, and mental health support. Our structured governance and integrated risk management approach ensure that occupational health and safety are aligned with ARTEREX's organizational goals and values.
	403-4 Worker participation, consultation, and communication on OHS	pp. 17–18	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.

APPENDIX

OCCUPATIONAL HEALTH & SAFETY (continued)			
DISCLOSURE	DISCLOSURE TITLE	LOCATION	NOTES
GRI 403: Occupational health and safety 2018 (continued)	403-5 Worker training on occupational health and safety	p. 18	Effective emergency preparedness includes rigorous risk assessments and protocols for fire and rescue operations, severe weather events, and hazardous substance releases.
	403-6 Promotion of worker health	pp. 17–18	Our health and safety programs are 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 Executive Committee and the Sustainability Committee oversee global safety performance, ensuring alignment with our organizational goals and values.
	403-7 Prevention and mitigation of OHS impacts in business relationships	See Notes	ARTEREX 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.
	403-8 Workers covered by an OHS management system	p. 18 and See Notes	Workers' Compensation and Wellness Policy programs cover all applicable workers.
	403-9 Work-related injuries	See Notes	The total number of recordable work-related accidents and incidents resulting in injuries is 9.
	403-10 Work-related ill health	p. 18 and See Notes	Wellness Policy: ARTEREX maintains a specific focus on wellness through its policies and benefit programs, providing various resources to encourage better health and increased awareness among employees.
TRAINING & EDUCATION			
DISCLOSURE	DISCLOSURE TITLE	LOCATION	NOTES
GRI 3: Material topics 2021	3-3 Management of material topics	See Notes	ARTEREX manages training and education through established internal practices designed to support employee onboarding, role-specific competency development, and ongoing learning. Training activities are implemented in accordance with job requirements, operational needs, and applicable regulatory obligations. Responsibility for managing training and education is overseen by management, with training practices applied consistently across relevant functions.
GRI 404: Training and education 2016	404-1 Average hours of training per year per employee	p. 15	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).
	404-2 Programs for upgrading employee skills and transition assistance programs	pp. 15–16	ARTEREX encourages ongoing learning and professional development. Employees are provided with various resources and opportunities to enhance their skills and knowledge.
	404-3 Percentage of employees receiving regular performance and career development reviews	p. 15 and See Notes	75% of employees receive regular performance and career development training.

DIVERSITY & EQUAL OPPORTUNITY

DISCLOSURE	DISCLOSURE TITLE	LOCATION	NOTES
GRI 3: Material topics 2021	3-3 Management of material topics	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.
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	See Notes	At ARTEREX, we believe our strength lies in our diverse and inclusive workforce. 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
GRI 3: Material topics 2021	3-3 Management of material topics	See Notes	Non-discrimination is managed through internal processes designed to promote equal opportunity and prevent discrimination and harassment. Management is responsible for overseeing implementation and ensuring compliance with applicable laws and company policies.
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	See Notes	ARTEREX has reported zero incidents related to incidents of discrimination. Discrimination and harassment complaints, along with their handling procedures, are comprehensively communicated to the employees through our policy. If an employee feels they are being discriminated against, harassed, or bullied at work for any reason, particularly due to race, religion, gender, or other protected characteristics, they can file a formal complaint with the HR department. The HR department is then obligated to ethically, legally, and responsibly investigate the complaint.

FORCED OR COMPULSORY LABOR

DISCLOSURE	DISCLOSURE TITLE	LOCATION	NOTES
GRI 3: Material topics 2021	3-3 Management of material topics	p. 14	ARTEREX has established procedures for the assessment and monitoring of suppliers, which include elements related to labor practices and social compliance.
GRI 409: Forced or compulsory labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	p. 14	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
GRI 3: Material topics 2021	3-3 Management of material topics	See Notes	Security practices at ARTEREX are managed through established policies, procedures, and training requirements designed to ensure lawful, ethical, and respectful conduct.
GRI 410: Security practices 2016	410-1 Security personnel trained in human rights policies or procedures	See Notes	ARTEREX has specific protocols and training programs to ensure that its security staff is well-versed in human rights, to promote ethical conduct and compliance with legal standards. Some of our policies include equal opportunity and anti-harassment policies and training in employee conduct expectations.

APPENDIX

RIGHTS OF INDIGENOUS PEOPLES			
DISCLOSURE	DISCLOSURE TITLE	LOCATION	NOTES
GRI 3: Material topics 2021	3-3 Management of material topics	See Notes	ARTEREX recognizes the importance of respecting the rights, cultures, and traditions of Indigenous Peoples. Our practices are guided by applicable laws and international standards.
GRI 411: Rights of indigenous peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	See Notes	No reported sites are located on or near indigenous land.
LOCAL COMMUNITIES			
DISCLOSURE	DISCLOSURE TITLE	LOCATION	NOTES
GRI 3: Material topics 2021	3-3 Management of material topics	See Notes	ARTEREX aims 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.
GRI 413: Local communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	p. 19	ARTEREX entities engage with local communities through internship programs, student work placements, school donation drives (Giving Tree initiative), employee recognition programs (Star Program), and mentorship of graduate and postgraduate students (Synecco/ATU Galway partnership).
	413-2 Operations with significant actual and potential negative impacts on local communities	See Notes	No operations were identified as having significant actual or potential negative impacts on local communities during the reporting period.
SUPPLIER SOCIAL ASSESSMENT			
DISCLOSURE	DISCLOSURE TITLE	LOCATION	NOTES
GRI 3: Material topics 2021	3-3 Management of material topics	See Notes	Supplier social risks are managed through defined screening, evaluation, and monitoring processes overseen by Supply Chain management, with input from Engineering, Quality, and Purchasing functions.
GRI 414: Supplier social assessment 2016	414-1 New suppliers that were screened using social criteria	p. 14	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.
	414-2 Negative social impacts in the supply chain and actions taken	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
GRI 3: Material topics 2021	3-3 Management of material topics	p. 10 and See Notes	Customer health and safety are managed through product design, manufacturing controls, and quality assurance processes intended to minimize health and safety risks associated with ARTEREX products and services.

CUSTOMER PRIVACY

DISCLOSURE	DISCLOSURE TITLE	LOCATION	NOTES
GRI 3: Material topics 2021	3-3 Management of material topics	See Notes	ARTEREX manages 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.
GRI 418: Customer privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	See Notes	During the reporting period, there were no substantiated complaints concerning breaches of customer privacy or losses of customer data.



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

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

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QUESTIONS OR COMMENTS ABOUT OUR REPORT?

Please contact Holly MacTaggart, Vice President, Human Resources & Sustainability at hmactaggart@arterexmedical.com.