



**MEDI-GLOBE GROUP**

THE SPIRIT OF INNOVATION

# ESG-Report

2022



## Table of contents

Foreword	3
About this report	3
About Medi-Globe	4
Product overview	6
Corporate governance	7
History	8-9
Our vision, our mission, our values	10
Our ESG strategy	12-13
Status quo analysis	14
Materiality analysis	15
Strategy 2035	16
Action Field 1: Environment	20-23
Action Field 2: Employees	24-27
Action Field 3: Product and customer	29
Our next steps	30
Imprint	31

## Foreword

The medical technology sector plays a critical role in improving global health. With the increasing focus on sustainable and responsible business practices, environmental, social and governance (ESG) factors are becoming increasingly important considerations for investors and stakeholders in the industry. In particular, the environmental and social impact of single-use products has become a key ESG issue in the medical technology industry.

Single-use products such as disposable medical devices and consumables are an essential part of modern healthcare. However, their widespread use has led to significant environmental and social impacts, including waste generation, pollution and potential health risks. By integrating ESG considerations into their business strategy, medtech companies like Medi-Globe Group can improve

their long-term sustainability, mitigate risks and create value for their stakeholders. In particular, addressing ESG risks related to disposable products can help medtech companies reduce waste, improve resource efficiency and develop more sustainable product alternatives.

As a company, we recognise the importance of sustainability and the impact of our business on the environment and society. Therefore, we are committed to reducing our CO<sub>2</sub> footprint and promoting responsible business practices.

## About this report

This report covers the years 2021 and 2022 and, unless otherwise noted, focuses on our business activities in Germany and the Czech Republic. This report is based on the DNK reporting format and covers our Scope 1 and Scope 2 emissions.

On the following pages we describe our efforts to minimise greenhouse gas emissions, increase energy efficiency and improve the well-being of our employees and the communities in which we operate. It also highlights our progress towards achieving our sustainability goals and sets out our plans for the future.

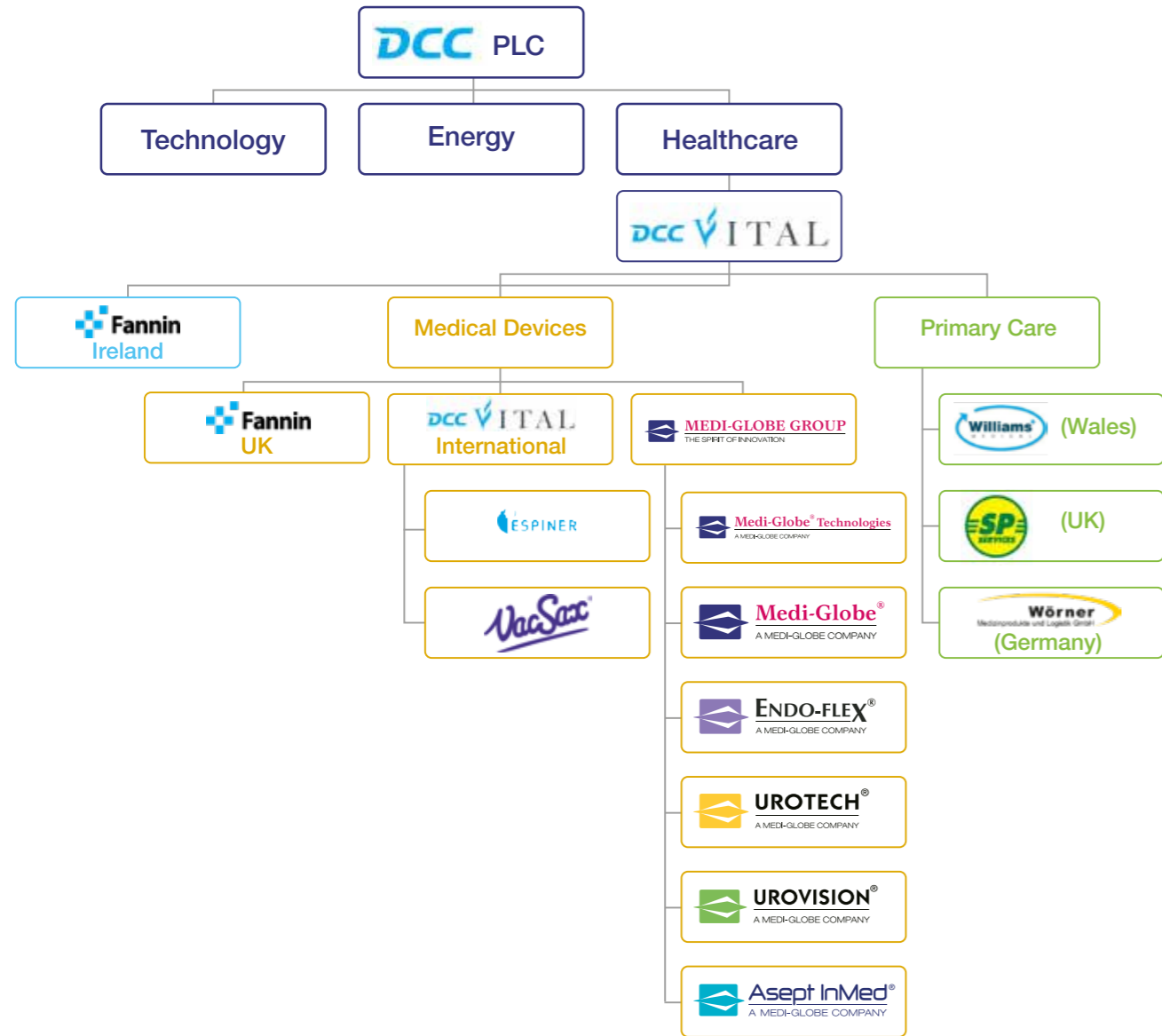
We hope this report provides valuable insight into our sustainability practices and demonstrates our commitment to a more sustainable future.



# About Medi-Globe

## Company structure:

The Medi-Globe Group currently employs 580 people worldwide, divided between six subsidiaries, namely:



## Locations



### Hard Facts

- >€120 million turnover
- Stable gross margin
- Solid results



### Growth

Continuous and profitable growth with a CAGR of 5-6% over many years



### Network

Global manufacturer with product distribution in 100 countries worldwide



### Employees

Over 580 employees in Germany, France, Brazil, Austria, the Czech Republic and China



### Head office

Medi-Globe Technologies GmbH based in Aachenmühle, Germany



### Focus

Focus on disposable products for minimally invasive surgery in gastroenterology, pulmonology and urology

## Product overview

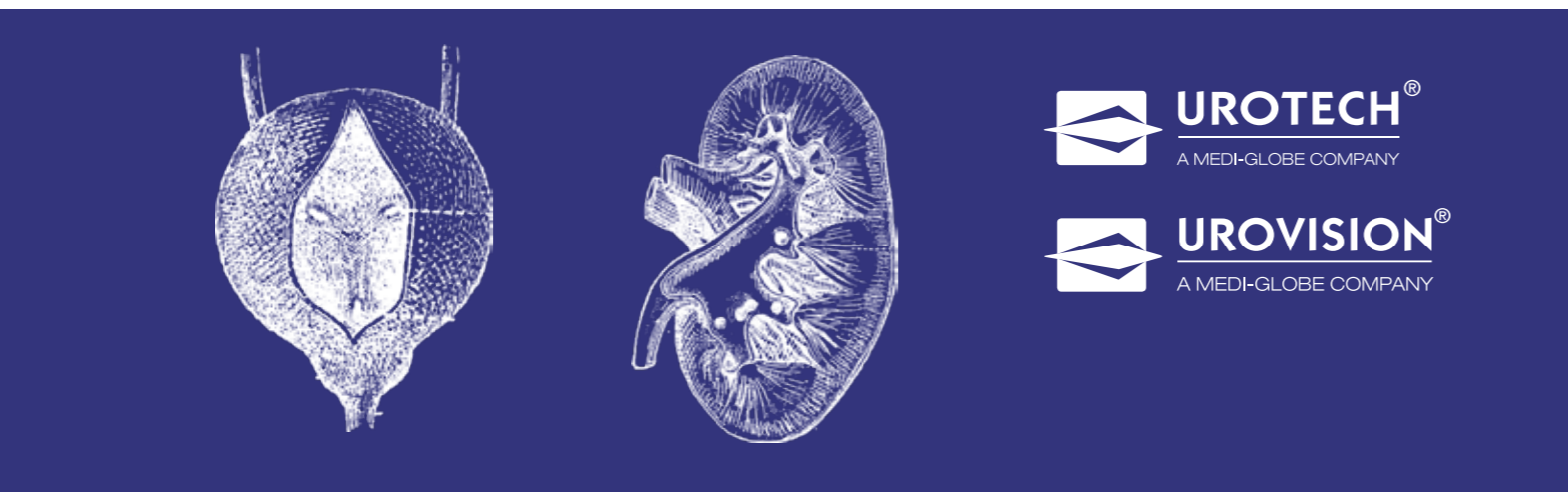
### Gastroenterology & pulmonology

As specialists in minimally invasive, flexible endoscopic solutions for gastroenterology and pulmonology, we develop, produce and market innovative single-use instruments with outstanding functionality to enable doctors to perform endoscopic procedures as precisely and successfully as possible.



### Urology

In the field of minimally invasive urological intervention, we develop and manufacture a wide range of medical single-use devices for stone treatment, including access sheaths, catheters, guide wires, stone baskets and ureteral stents. In addition, we offer a wide range of products in the field of urinary diversion and incontinence care.



## Corporate governance



### Martin Lehner

... holds a degree in Business Administration from Kempten University of Applied Sciences. He has been CEO of the Medi-Globe Group since 2019 and has worked in this position for over 10 years for several private equity portfolios and listed companies in the medtech, telemedicine and B2B sectors.

He is responsible for strategy, sales, marketing and human resources.



### Christian Klein

... holds a degree in Electrical Engineering from the University of Bochum and an MSc in Bio- medical Engineering from the University of Surrey (UK). He is an experienced senior commercial and transformation manager who has been working in the medical technology and life sciences industry for more than 15 years.

As COO, he has been responsible for production, supply chain management and quality management since 2017.



### Dr. Nikolaus König

... studied Business Administration at the University of Graz (Austria) and International Management at the University of Lyon (France). He holds a doctorate in Business Administration and is a certified public accountant.

In January 2017, he joined the Medi-Globe Group as CFO and is responsible for the areas of finance, controlling, legal and IT.



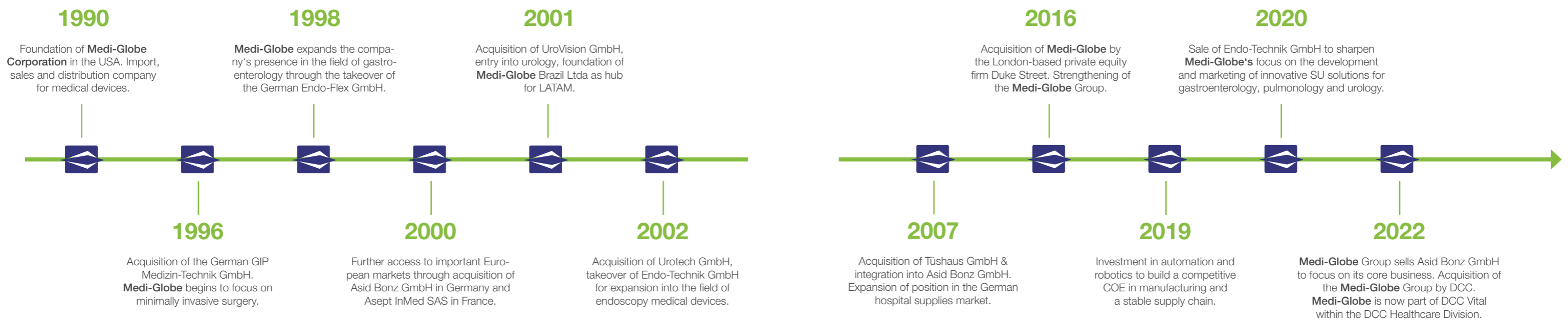
### Marc Jablonowski

... has a university degree in Medical Technology (Berlin University of Applied Sciences, Germany) and Business Administration (Chemnitz University of Technology, Germany). He is an experienced medtech CEO and has been working in the industry for 20 years.

He joined the Medi-Globe Group in 2021 as Chief Technology and Innovation Officer (CTIO), where he is responsible for the strategic business units Uro and Gastro, Research and Development.



## History





### Our vision

The Medi-Globe Group is dedicated to the development and marketing of innovative, state-of-the-art medical diagnostic and treatment solutions. Around the world, our products facilitate the work of doctors and benefit our patients.



### Our mission

In gastroenterology, urology and pulmonology, the Medi-Globe Group enables medical professionals to treat patients with high-quality medical technology for minimally invasive therapies. We offer products and systems that continuously improve both efficiency and quality of outcomes. Our business ethics commit us to responsible ecological, social and economic action at the highest level.



### Our values

Our first responsibility is to doctors, nurses and patients. Everything we do for them is of the highest quality. We take full responsibility for our staff worldwide and treat everyone with dignity and respect.



## Our corporate philosophy is derived from this:



### Service

Our top priority is the satisfaction of doctors, nurses and patients. We act in a customer-oriented manner and always strive to support our customers worldwide successfully and efficiently. To meet this requirement, we offer our employees onboarding events, training courses, hands-on training on our campus and ride-alongs with our field staff in order to get to know the market and customers as best as possible.

### Performance

For us, performance means the joint development of ecological, ethical and social goals for the success of the company and its customers. We include our employees in our planning, strategies and decisions and consider them to be our most important resource.

### Innovation

We promote clinical progress with innovative medtech products. We develop and sell innovative medical technology solutions at a high level of quality and take market trends into account at an early stage. We open the innovation process to the outside world by involving partners and users. Through innovation, we secure competitive advantages for ourselves and our customers.

### Responsibility

Our responsibility goes far beyond economic success and sustainability. We strive to maintain the balance between the environment, people and profit through ecologically, socially and economically compatible actions. We treat our employees, partners and competitors just as consciously as we treat our responsibility for the environment.

### Integrity

The identity and loyalty within our Medi-Globe group can only come from integrity. Ethical, social and ecological values are taken into account with everything we do. Respect and appreciation for all internal and external stakeholders are just as natural to us as the equal treatment of all people. Employees, customers and suppliers can rely on us because we do our best to set an example.

### Teamwork

We understand teamwork as fair cooperation between dynamic groups across borders. We promote entrepreneurial thinking and create a trusting atmosphere. Our employees are characterised by continuous learning. We are ready to share our knowledge and experience with each other. By pooling our strengths, we optimise processes and increase the commitment of our employees for shared success.





## Our ESG strategy

ESG, i.e. environmental, social and governance, have become increasingly important in recent years.

**ESG**  
Environmental,  
Social and  
Governance

Environment	Social	Governance
<ul style="list-style-type: none"> <li>• Water, paper and energy consumption/management</li> <li>• Use of renewable energy</li> <li>• CO<sub>2</sub> emissions</li> <li>• Surface sealing</li> <li>• Waste / hazardous waste</li> <li>• Product safety</li> </ul>	<ul style="list-style-type: none"> <li>• Working conditions: internally and in supply chains</li> <li>• Diversity and inclusion</li> <li>• Occupational safety</li> <li>• Talent retention</li> <li>• Child labor</li> <li>• Discrimination</li> <li>• Animal testing</li> <li>• Social benefits</li> <li>• Social commitment</li> </ul>	<ul style="list-style-type: none"> <li>• IT security</li> <li>• Diversity at leadership level</li> <li>• Bribery and corruption</li> <li>• Transparent structures</li> <li>• Misleading marketing</li> <li>• Fair pricing/ price transparency</li> <li>• Management and control processes</li> <li>• Compliance</li> </ul>

Anchored in our SPIRIT values, sustainability has always been a big topic for Medi-Globe. To emphasise this, the creation of our ESG strategy began in September 2021 with the aim of a sustainability report.

This report refers to the year 2021 and 2022 with an outlook to 2023. The locations considered are all locations within Germany (Achenmühle, Voerde, Velen) as well as production in Hranice, Czech Republic. The focus is on Scope 1 and 2; Scope 3 will be applied in the long term.

Our approach to creating this report is based on three pillars:

- status quo analysis
- materiality analysis
- strategy creation.

## Status quo analysis

The status quo analysis showed that we are already very well positioned in the areas of governance and social, but that the existing materials and information needed to be consolidated. However, concerning environmental, we were not able to deliver as many initiatives and metrics as we would like. Therefore, our focus with our ESG strategy and this report was and is on the environmental area.

As part of the status quo analysis, a stakeholder analysis was also carried out to identify relevant stakeholders and their expectations. Like any company, Medi-Globe must balance corporate goals with stakeholder expectations. There are several stakeholders with varying degrees of interest in our ESG strategy.

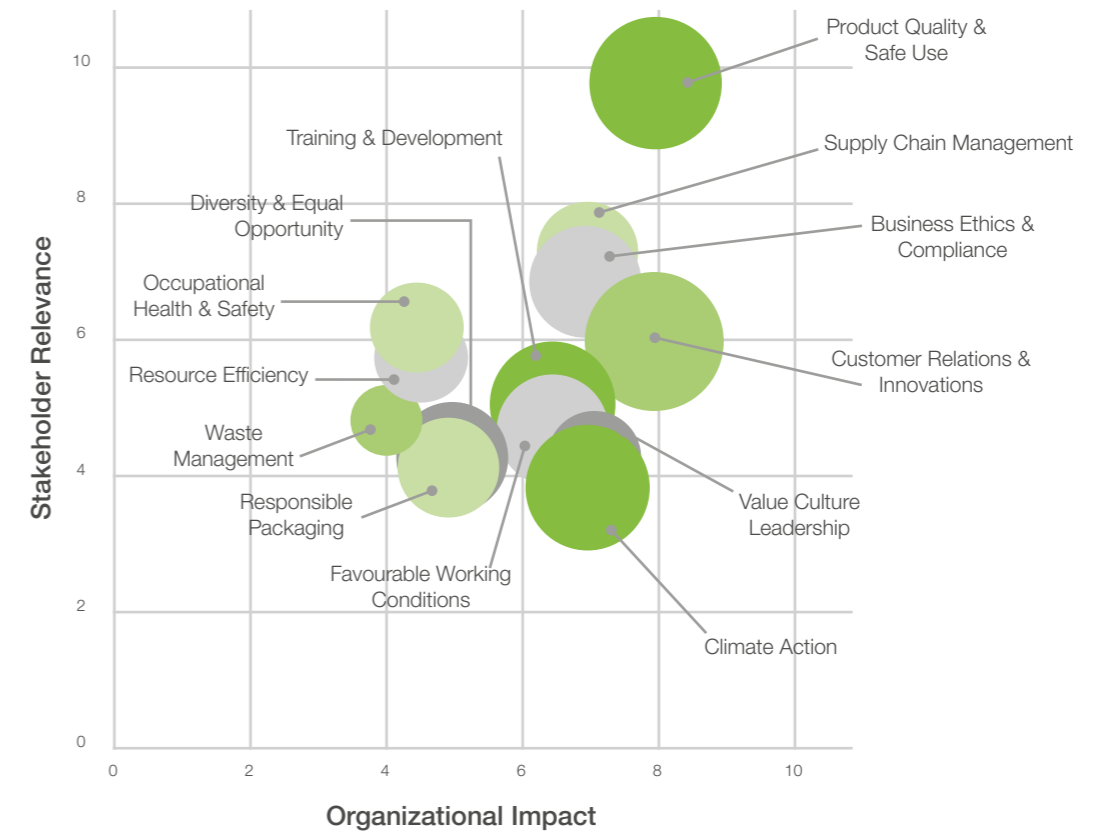
Relevant stakeholder groups in this case are investors, customers, employees, management and external medical technology associations.



We place high priority on compliance, product quality and safety for patients and users. Other important points include innovation, customer focus and employee development. These core topics were then taken up and evaluated again for the materiality analysis.

## Materiality analysis

The materiality analysis was used to determine the material (relevant) topics for Medi-Globe. This is done on the basis of the core topics previously determined by the stakeholders, who were then asked in a personal survey to weight the topics using a point scale.



In addition to the stakeholder view, the materiality analysis also determines the business relevance and the organizational impact of the topics (organizational impact). The analysis finally determines the material topics, which in turn influence the focus and structure of the ESG strategy.



The material issues are

- Product quality and safe use
- Customers & innovation
- Business ethics & compliance
- Supply chain management
- Climate
- Training and development

Our sustainability strategy was defined with the help of these six thematic blocks.





## Strategy 2035

Medi-Globe's sustainability strategy was developed based on the stakeholder survey, its evaluation and the evaluation of the materiality analysis. This is made up of three blocks:

**sustainability vision, sustainability mission and the so-called action fields.**

### Sustainability vision

Our sustainability vision defines our long-term goal that we want to achieve with our strategy. The mission and all measures implemented as part of the strategy are based on this. In case our vision is:



Medi-Globe is a driving force for sustainability in the area of single-use products for endoscopy. By 2035, Medi-Globe has established comprehensive ESG standards that are considered the industry benchmark.

## Sustainability mission

Our sustainability mission describes the purpose and mission of our company with regard to sustainability. Our corporate culture „**SPiRiT of Innovation**“ is also reflected here:



The Medi-Globe Group is dedicated to developing and marketing innovative, state-of-the-art medical **diagnostic and treatment solutions**.

Medi-Globe has already established the highest possible standards for products and patient safety. In the future, Medi-Globe will also achieve this claim for **ecological and social aspects** along the entire value chain.

Medi-Globe's **SPiRiT corporate culture** forms the framework for fair and attractive working conditions as well as the careful use of natural resources. Measurable goals ensure transparent communication of sustainability progress at Medi-Globe.

## Action Fields

The action fields or fields of activity describe the areas in which we as a company want to be active. A total of three action fields were defined, which represent a grouping of the material topics and the interests of our stakeholders.

The action fields are:



### Environment

<b>Commitment to efficient resource use and CO<sub>2</sub> neutrality by 2035</b>
<b>Climate protection</b>
Waste management
Resource efficiency
Responsible packaging
<b>Main action point:</b> Reduce CO <sub>2</sub> footprint to zero in 2035*



### Employees

<b>Focus on the qualifications of our employees and their development</b>
Training & Development
Health and safety at work
Working conditions
Diversity and equality
<b>Main action point:</b> Training and further education for our employees



### Product & Customers

<b>Our products and their benefits for our customers are in the focus</b>
Product quality and safety in use
Customer relations and innovation
Ethics, compliance and risk management
<b>Main action point:</b> Increase our NPS* & expand the innovative product portfolio

\*related to Scope 1&2

The first action field, environment, is our focus topic and is also primarily dealt with in this report.

# Action Field 1: Environment

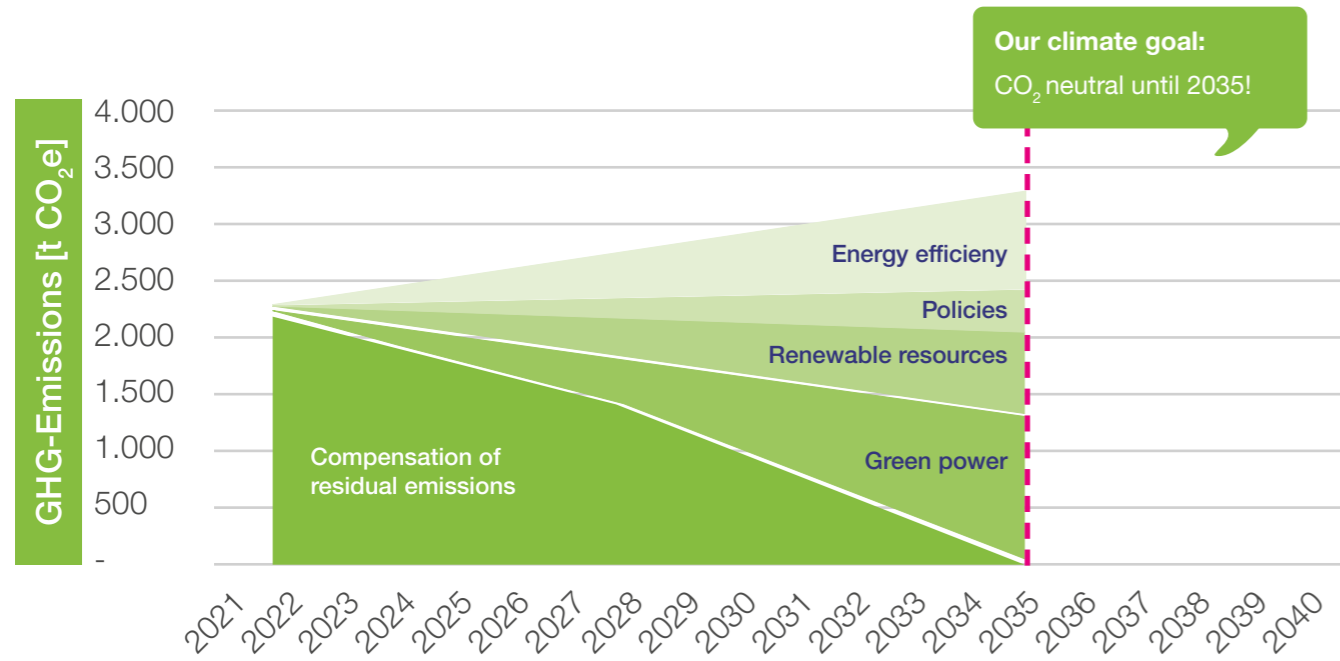
## Climate protection

Climate protection is about reducing greenhouse gas emissions and mitigating the effects of climate change. It is a critical aspect of sustainability that requires action at all levels of society, including individuals, companies and governments.

Medi-Globe Group is aware of the environmental impact associated with our energy consumption. In the long term, we want to take measures to reduce these impacts. This includes direct greenhouse gas emissions caused by our own economic activities, as well as upstream and downstream emission sources such as transportation and distribution. Through energy management, efficiency measures and the use of renewable energies, Medi-Globe is driving decarbonization along the entire value chain.

**Medi-Globe 's goal in this area is CO<sub>2</sub> neutrality by 2035** (Scope 1 & 2). To achieve this, various KPIs have been defined.

The KPIs that we look at to measure our progress in this area relate **to Scope 1 and 2 emissions**. These are emissions caused by one's own operations. In the long term, Scope 3 emissions should also be considered, such as global transport routes and logistics. Unless otherwise defined, the KPIs cover the data from the German locations as well as our production in Hranice.



KPIs	2021	2022
Use of green electricity	0 %	GER: 77% CZ: CO <sub>2</sub> compensation via certificates
CO <sub>2</sub> emissions in t	1483 tCO <sub>2</sub> e	1413 tCO <sub>2</sub> e
CO <sub>2</sub> -savings compared to previous year	--	<b>- 4,7 %</b>
Number of vehicle fleet, of which:	75	70
Diesel	63	63
Petrol	12	1
Hybrid	0	6

## » Measures already implemented

In 2022 we have already come one step closer to our goal of being CO<sub>2</sub> neutral by 2035:

**Compared to the previous year 2021, we were able to reduce our CO<sub>2</sub> emissions by almost 5% in 2022!**

The grey electricity contracts of over ¾ of the German locations have been converted to green electricity sources; green electricity certificates have been and will continue to be acquired retroactively for our production in Hranice, Czech Republic.

New lighting concepts were also implemented at our German locations. Outdated lamps were replaced with new LEDs. In addition, lamps with motion detectors were installed in all corridors and stairwells, which also leads to energy savings.

Also, the **“PLANT-MY-TREE”** initiative for reforestation in Germany was launched by our urology department in 2022. The climate protection program is characterised by the national planting and reforestation of mixed forests. Through the sale of selected disposable urology products from our portfolio, tree quotas are generated, which we then have planted.

Overall, we are always working to raise our employees' awareness of environmental issues and to offer them new opportunities for sustainable work.

## » In planning

As of April 1, 2023, all German locations will be powered 100% by electricity from renewable sources. Our action plan also includes the installation of a photovoltaic system on our buildings. The planning process has already begun, and we expect implementation to start at the end of 2023.





## Waste management

Waste management includes the prevention, storage, recycling and professional disposal of hazardous and non-hazardous waste as well as the treatment of wastewater. Medi-Globe meets all relevant legal requirements to minimise negative environmental impacts. We have implemented rigorous waste reduction and recycling programs to promote waste reduction. Medi-Globe wants to support its customers in waste disposal and incorporate the goal of waste reduction into future product designs.

The Medi-Globe Group is aware of the impact of the medtech industry - particularly the single-use products that are used in this industry for regulatory reasons.

Our goals are therefore to avoid unnecessary waste, reduce hazardous waste and increase the proportion of recycling where possible.

KPIs	2021	2022
Water consumption in m <sup>3</sup>	3145	1855
Reduction of waste consumption	--	-41 %
ISO 14001 certificate	No	CZ: Yes GER: No

### » In planning

In 2023, waste separation will be expanded at the German locations and more attention will be paid to recycling existing materials.

## Resource efficiency

Resource efficiency is about using natural resources more effectively and sustainably, minimizing waste and pollution, and reducing the environmental impact of our business activities. It is an important aspect of sustainability that helps us manage resources more efficiently, minimise costs and reduce our environmental footprint.

We promote responsible use of raw materials with the aim of reducing resource consumption. This includes the use of fresh water and paper. Medi-Globe constantly strives to improve production processes.

KPIs	2021	2022
Use of FSC paper in GER	0 %	100 %
Use of energy-saving electronics	20 %	80 %

## Responsible packaging

Medi-Globe takes the environmental impact of our packaging into account. While adhering to the highest standards of product quality and safety, we pursue the goal of developing ever more sustainable packaging solutions. This includes reducing the use of plastics and increasing the proportion of recyclable and reusable materials.

KPIs	2021	2022
Recycling of our packaging	50 %*	50 %*
Use of recycled paper for packaging	100 %	100 %

\* estimate



## Action Field 2: Employees

The second action field revolves around our most important resource: our employees.

Contents:

- Training and development
- Health & safety at work
- Working conditions
- Diversity and equality

### » Goal

In order to optimally support our customers and partners, the qualifications of our employees are essential. The focus is on safe working conditions and training employees along the value chain.

### Training and development

We include our employees in our planning, strategies and decisions and consider them to be our most important resource. Without any pressure, we employ our employees according to their talents and continuously train them. We promote entrepreneurial thinking & create an atmosphere of trust. Our employees excel in continuous learning, and we are always happy to share our knowledge and experience with each other.

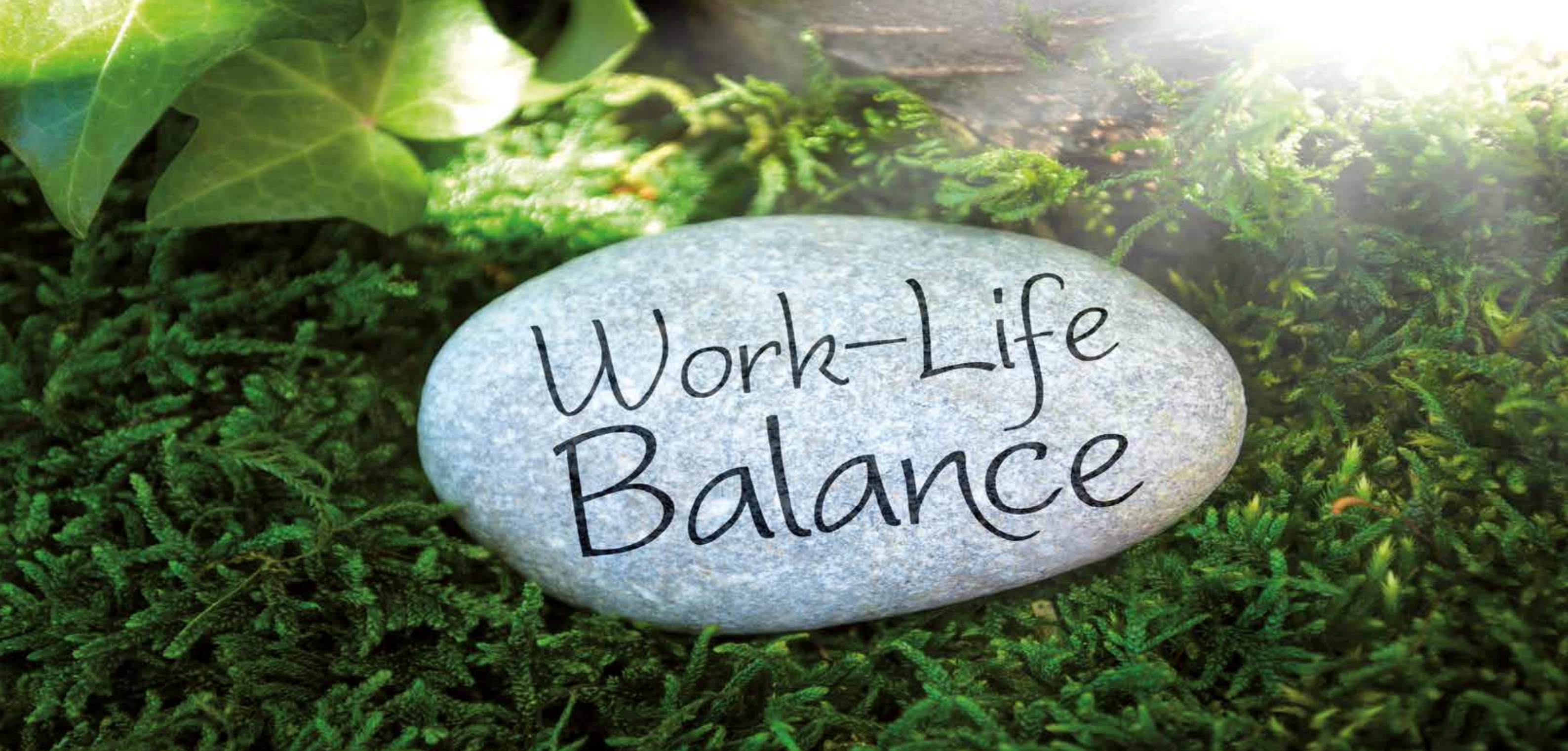
KPIs	2021	2022
Increase in training budget in %	--	7,89 %

### Health and safety at work

Medi-Globe helps employees to stay healthy and fit by offering a variety of health benefits ranging from health insurance to fitness programs. Occupational safety with the aim of avoiding accidents is ensured through workplace inspections, risk analyzes and protection plans.

Particularly in the context of the Covid-19 pandemic, we were able to offer our employees additional security with expanded working from home possibilities, additional disinfection options and vaccinations by the company doctor.

KPIs	2021	2022
Number of occupational accidents	11	16
Sickness rate	6,7 %	6,9 %



### Working conditions

The Medi-Globe Group strives to offer its employees state-of-the-art benefits that contribute to individual and family health, increase financial security and help create a comfortable work-life balance to improve quality of life. We ensure a high level of social security at our workplaces. Almost all employees have access to a company pension plan and access to other social benefits provided by the company.

These services are to be expanded in 2023.

### Diversity and equality

Diversity and inclusion are particularly important when it comes to our employees, as we need committed employees who reflect the diversity of our global market and our customers.

#### KPIs

	2021	2022
Proportion of women in management	8 out of 24	4 out of 24
Number of temporary workers	1	2
Number of part-time employees	47	51
Average duration of company affiliation in yrs	6,55	7,01



## Action Field 3: Product and customer

Contents:

- Product quality and safety in use
- Customer relationships and innovation
- Ethics, compliance and risk management

### Product quality and safety in use

At Medi-Globe, quality comes first. We pride ourselves on delivering exceptional products that meet the highest standards in the medical device industry.

To ensure consistent quality, we carry out regular audits. Our comprehensive audits cover all aspects of our business, from sourcing to manufacturing and beyond. By proactively addressing potential issues, we ensure the consistency and excellence our customers expect from us.

At Medi-Globe we understand that trust and reliability are of utmost importance in healthcare. The Medi-Globe Group enables medical professionals to treat patients with high-quality medical technology for minimally invasive therapies. We offer products and systems that continually improve both efficiency and quality of results.

KPIs	2021	2022
Number of product recalls	3	6

### Customer relations and innovation

Our priority is the satisfaction of our doctors, nurses and patients. We analyze the needs of our customers and act proactively, serving them promptly and accurately to sustainably increase customer benefit. We use the potential of digital transformation; innovation determines and drives our daily actions. Taking market trends into account at an early stage, we develop innovative medical technology solutions of the highest quality. We open the innovation process to the outside world by involving partners and users in idea generation and implementation.

### Ethics, compliance and risk management

Our business ethics oblige us to act responsibly in ecological, social and economic terms at the highest level. Integrity guides our thinking and our business practices. Through integrity we create identity and loyalty. We comply with laws, guidelines and rules. Respect and appreciation for all motives and outsiders are just as natural to us as the equal treatment of all people. We create a common identity and create trust in our company.

KPIs	2021	2022
Number of compliance cases	6	2
Number of compliance audits	3	2

## Our next steps

In summary, our sustainability report has outlined our efforts and progress towards achieving our sustainability goals in 2021 and 2022. We are proud of the progress we have made in reducing our carbon footprint, increasing energy efficiency and promoting responsible business practices in Germany and the Czech Republic.

Looking to the future, a comprehensive sustainability strategy has been developed that includes short, medium and long-term plans. In the short term, we will install a photovoltaic system at our locations and increase the recycling of usable waste. These measures will help us reduce our environmental impact and improve our sustainability performance.

In the medium term, we will expand and improve our code of conduct with suppliers to ensure that our supply chain is also aligned with our sustainability goals. This includes closer collaboration and transparency with our suppliers to promote ethical and sustainable practices throughout the supply chain.

We have set ourselves more ambitious goals in the long term. We want to update our packaging policy to incorporate more sustainable materials and designs, convert all company vehicles to electric by 2035 and move towards a circular economy that maximises resource efficiency and minimises waste.

In addition, we will also begin reporting on our Scope 3 emissions, which will provide a more comprehensive picture of our environmental impact and allow us to set more ambitious targets to reduce our carbon footprint.

**We are committed to making sustainable practices an integral part of our business and will continue to work to achieve our sustainability goals in the coming years. We believe that with these steps we can make a positive contribution to the environment and society while at the same time creating long-term value for our stakeholders.**

## Imprint

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Medi-Globe Straße 1-5  
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Germany

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**MEDI-GLOBE GROUP**  
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**Medi-Globe Group**

Medi-Globe-Street 1-5  
D-83101 Rohrdorf OT Achenmühle  
Phone: +49 8032 973-0  
Fax: +49 8032 973-011  
**[www.medi-globe.de](http://www.medi-globe.de)**