



Corporate Social Responsibility Policy

Purpose

The purpose of the AMD Medicom Inc. (hereinafter "**Medicom**" or the "**Company**") Corporate Social Responsibility Policy (hereinafter the "**Policy**") is to establish the principles under which Medicom and its affiliates will conduct business exemplifying socially responsible business practices. Medicom strives to conduct business with the highest ethical standards and utmost integrity. The policy reflects the pillars of our Corporate Social Responsibility (CSR) framework, which focuses on our engagement with Community, Climate and Commerce.

Scope of Application

The Policy applies to all activities undertaken by or on behalf of the Company and its controlled subsidiaries everywhere Medicom operates.

The Policy also sets out the expectations we have of third parties with whom we conduct business, including suppliers, contractors, service providers, consultants, advisors, and other business partners and their respective employees and sub-contractors working on their behalf (collectively, our "**Business Partners**").

Medicom strives to do business with companies that share our values and the principles set forth in this document and effectively incorporate them into their business practices.

Guiding Principles

Our Corporate Social Responsibility philosophy is rooted in our core values of Accountability, Empathy, Customer Centricity and Teamwork and encompasses the Ten Principles of the UN Global Compact. This means operating in ways that meet fundamental responsibilities in the areas of human rights, labour, environment, and anti-corruption. Medicom values and the Ten Principles of the UN Global Compact are reflected in our strategies, policies, and procedures, and promote a culture of integrity.

CSR Pillars

Community

At Medicom our purpose is to safeguard the well-being of people around the world, be it by providing quality personal protective equipment, maintaining safe work environments, or contributing to community development through our philanthropic work. We fulfill this commitment by:

- 1) Manufacturing and distributing only high-quality products to healthcare professionals and consumers.

- 2) Fostering an environment of psychological and physical well-being for all our employees and partners; free of discrimination or harassment and upholding the highest standards of safety.
- 3) Promoting a diverse and inclusive culture where employees know they are valued, respected, and empowered to bring forward different perspectives.
- 4) Developing a learning organization that supports employee development.
- 5) Building up and supporting our communities through donations of time, products, and financial support.

Climate

At Medicom we recognize the impact our businesses can have on the environment. We are committed to reducing our carbon footprint and embracing the challenges of environmental sustainability. We will do this through continuous improvement in how we operate and investing in research and development to bring innovative products that lessen environmental impact to market. We will focus our individual and collective efforts on:

- 1) Continuously assessing and taking action to reduce our carbon footprint
- 2) Investing in sustainability and waste management initiatives
- 3) Developing products that lower environmental impact

Commerce

Medicom supports and upholds the principles contained in the Universal Declaration on Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and the United Nations Guiding Principles on Business and Human Rights. In particular we will not tolerate child labour or any form of forced labour, including prison labour, indentured labour, bonded labour, military labour, slave labour, any form of human trafficking, within our own operations or those of our business partners.

We are committed to being a responsible partner in the supply chain and, will ensure that both our internal practices as well as those of our business partners comply with the applicable laws and regulations of the jurisdictions in which we operate including all applicable labour, employment, human rights, wage and hour, environmental, and health and safety laws. To support these standards, Medicom:

- 1) Requires all employees to adhere to both fundamental legal and ethical business practices as well as any internally published policies addressing code of conduct, anti-corruption, anti-bribery, health & safety, anti-harassment, anti-discrimination, employment equity, privacy, and all other applicable policies.

- 2) Suppliers will be required to adhere to a supplier code of conduct and subject to audits of their operations in adherence with our commitment to upholding the principles contained in the Universal Declaration on Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and the United Nations Guiding Principles on Business and Human Rights.

Upholding the Policy

Employees will integrate the CSR responsibilities outlined in this Policy to ensure that our interactions with employees, customers, business partners and the communities in which we operate, are consistent with our commitment to being a good corporate citizen.

This includes operating our facilities in a manner that minimizes our impact on the environment and maximizes the well-being of our employees, customers, business partners, and the communities in which we operate.

The Chief Executive Officer, supported by the Corporate Social Responsibility Committee is responsible for ensuring operational adherence to this Policy. Medicom is committed to investigating, addressing, and responding to any concerns raised by employees, customers, business partners and governmental agencies and to taking appropriate corrective action in response to any violation.

Signed or approved by :



Guillaume Laverdure, CEO

Policy reviewed 12 June 2025