

VERVIEW WHO WE ARE

OUR SUSTAINABILITY COMMITMENT

2024 SCORECARD

#### SUSTAINABILITY REPORT 2025

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# ENSURING HEALTHIER LIVES AND A SAFER WORLD FOR ALL

As I reflect on our sustainability journey at Medicom, I am grateful for the dedication of our colleagues who work tirelessly to fulfill our purpose of providing effective and reliable infection prevention solutions around the world. Their commitment has enabled us to grow not just as a business, but as a responsible corporate citizen.

In the past year, we have made meaningful progress. We are proud to participate in the UN Global Compact, and Medicom Group has introduced a global Environmental Policy and a Health and Safety Policy to strengthen our commitments. We believe it is essential to put in place clear measures — including the evolution of our Global Sustainability Committee and achieving EcoVadis Gold certification in Europe. While these milestones are encouraging, they are just stepping stones in our ongoing responsibility to do better for our communities, our people, and our planet.

Protection remains at the heart of everything we do. This means delivering best-inclass products while caring for our resources, supporting communities, and ensuring fair and safe workplaces. Our main distribution center in Canada recently celebrated two years without any health and safety incidents. This year, our focus on responsible sourcing led to over to 80% of our suppliers following Medicom's Code of Conduct requirements, and our electric trucks now run on 100% renewable energy.

This report shares our progress with transparency and humility. While we are proud of what we have achieved, we know there is more work ahead. We remain committed to learning, improving, and working together to ensure healthier lives and a safer world for all.



**GUILLAUME LAVERDURE** CEO



ERVIEW WHO WE ARE OUR SUSTAINABILITY COMMITMENT 2024 SCORECARD LOOKING FORWARD

#### **ABOUT THIS REPORT**

At Medicom, we recognize that sustainability is not just an obligation but an opportunity to create lasting positive change. As a responsible global company, we are committed to integrating sustainable practices into every aspect of our operations. Each year, wepublish this Sustainability Report to share our progress, challenges, and ambitions in driving meaningful initiatives in climate, community and commerce.

This report serves as a reflection of our efforts to minimize our environmental footprint, foster inclusive and ethical business practices, and contribute to the well-being of the communities in which we operate. It is also a call to action, encouraging our stakeholders, customers, suppliers, private and public sector partners, community organizations, and employees to join us in shaping a more sustainable future.

As we navigate the complexities of sustainability, we remain steadfast in our belief that progress is achieved through accountability, continuous improvement, and shared commitment. We invite all our readers to explore this report, engage with our initiatives, and join us in our mission to make a meaningful impact on the world.

# KEY AREAS OF PROGRESS

- Global Diversity 53% of our leadership team.
- Responsible Sourcing 89% of our suppliers adhere to Medicom Groups code of conduct.
- Each of our division have completed carbon footprint assessments.
- Medicom has achieved best in class health and Safety in our North America distribution centers.
- Medicom Europe has achieved the Ecovadis Gold standard.
- Shoe covers are made from recycled material in France.
- There is a Global environmental policy now in place.

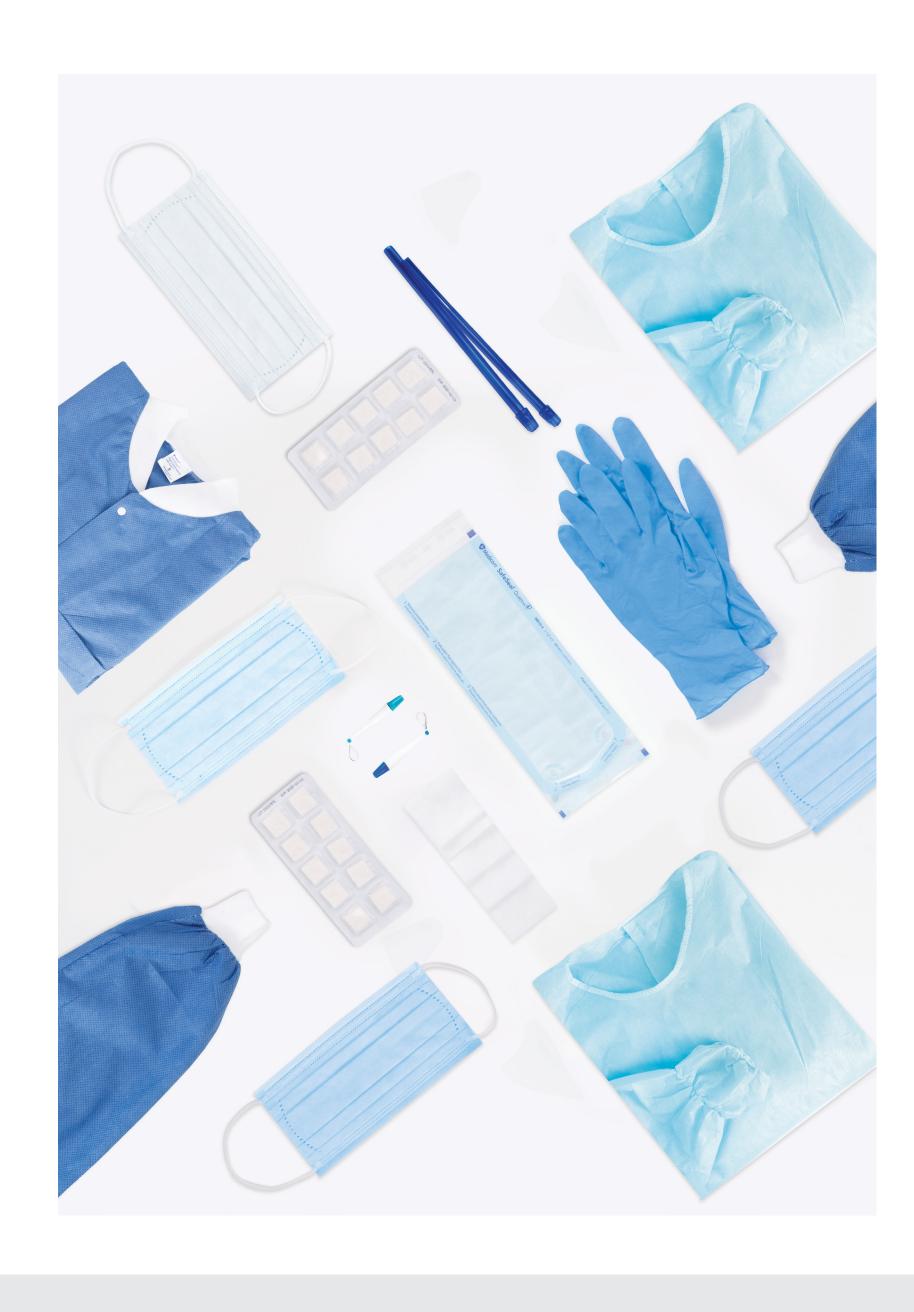


Stakeholder engagement and collaborative efforts are core to how we drive our strategy and actions within our Strategic Sustainability Framework. We continually look to our stakeholders to help us increase our understanding and awareness, seek technical input and expertise, and evaluate possible collaborations and strategic relationships.

We believe stakeholder engagement should be based on candid and authentic dialogue and should help us evolve our strategic priorities. Stakeholder engagement varies greatly by geography, type, and function.

# WHO WE ARE





# ABOUT MEDICOM

### PRIDE IN PROTECTION

#### AT MEDICOM, PRIDE IN PROTECTION REMAINS THE GUIDING PURPOSE BEHIND ALL WE DO.

Founded during the global HIV crisis in 1988 by Ronald Reuben, Medicom was established to supply medical gloves in response to the shortage of this critical protection for healthcare professionals. Since then, Medicom has evolved to become one of the world's leading manufacturers and distributors of high-quality, single-use, infection prevention and control solutions servicing the medical, dental, industrial, public, and retail markets.

#### **OUR MISSION**

TO CREATE VALUE BY PROVIDING RELIABLE SOLUTIONS AND SERVICES THAT DELIVER PROTECTION AND PEACE OF MIND TO THOSE WE SERVE GLOBALLY.

VERVIEW WHO WE ARE OUR SUSTAINABILITY COMMITMENT 2024 SCORECARD LOOKING FORWARD

# GLOBAL FOOTPRINT

13
MANUFACTURING FACILITIES

Operations in

16

COUNTRIES

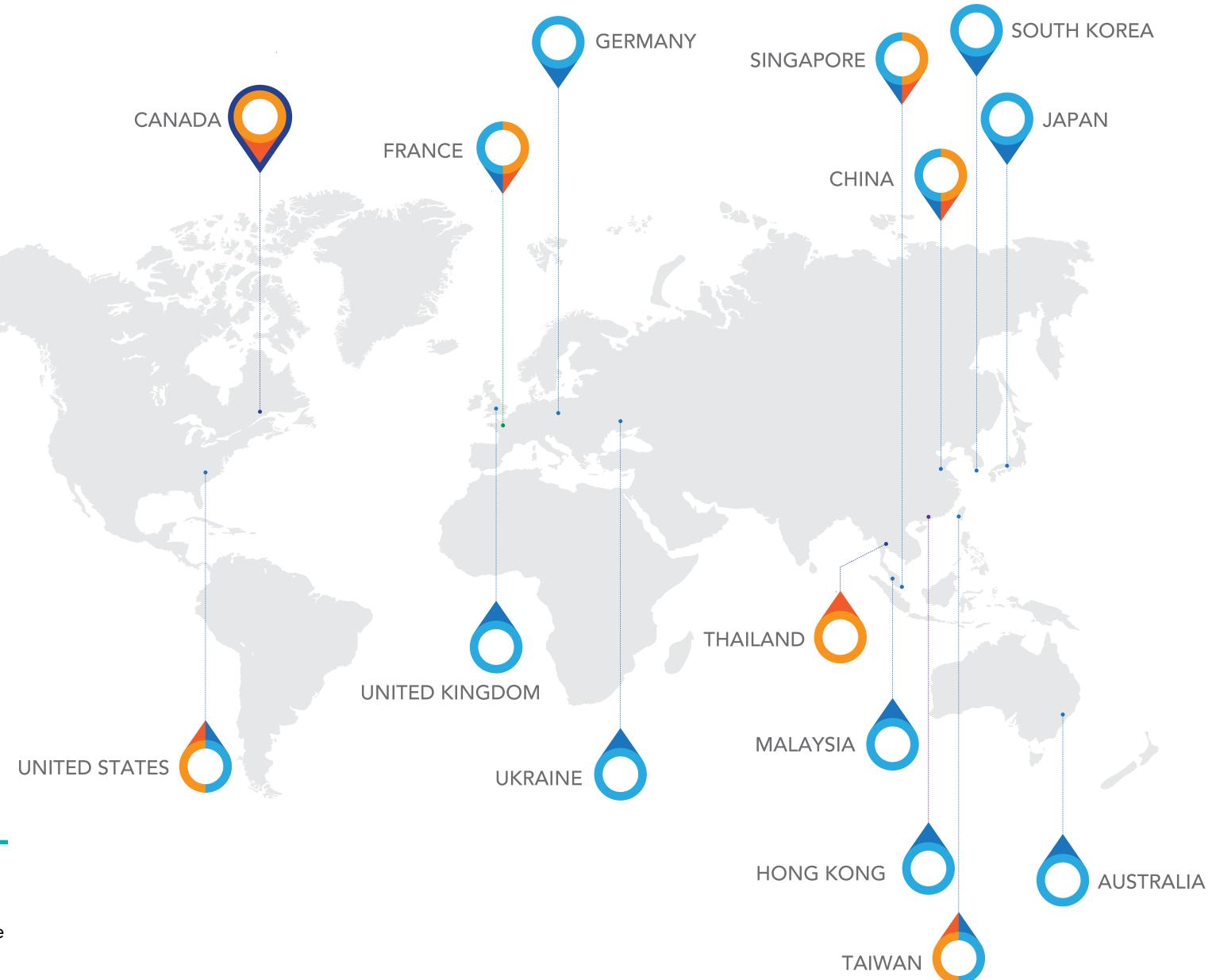
2,000+

TEAM MEMBERS STRONG

Global Headquarters

Manufacturing Plant





# OUR CORE VALUES



### **ACCOUNTABILITY**

Accountability is to deliver on our commitments, be answerable for our actions and stand behind our decisions, whatever our position and role in the organization, to ensure effective collaboration and collective success.



### **TEAMWORK**

Teamwork is the willingness and ability to work with others, with common or shared goals. Respecting an individual's perspective, welcoming opposing thoughts & ideas, yet driving engagement & commitment.



### CUSTOMER **CENTRICITY**

Customer-Centricity is the willingness and ability to deeply understand and connect effectively with a broad group of internal and external customers. Deliver solutions to address internal and external customer needs.



### **EMPATHY**

Empathy is understanding other people's emotions which is key in the workplace. Incorporating them into resolving conflicts, and building more productive teams, will allow us to improve relationships with co-workers, customers and suppliers.

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Medicom is in the process of launching its new long-term Strategic Plan, Medicom 2030, which outlines our vision for creating lasting value for customers, employees, and stakeholders. While the plan is still being rolled out internally, it is already helping to shape our thinking around key priorities, including the three pillars of our Sustainability Journey: Climate, Commerce, and Community. These pillars remain central to how we see our role in building a resilient and responsible future.

In next years sustainability report we are looking forward to communicating the specifics on how the 3 pillars will support our 2030 deployment.

### COMMUNITY



## COMMERCE

### CLIMATE



# OUR SUSTAINABILITY COMMITMENT



# LOOKING BACK ON THE PREVIOUS YEAR

THIS YEAR MARKS ANOTHER MEANINGFUL STEP IN MEDICOM'S SUSTAINABILITY STORY, **BUILT AROUND THREE CORE AREAS:** 

OUR PEOPLE, OUR PLANET, AND OUR PRACTICES.

In nurturing our workforce, we've fostered an inclusive culture that celebrates diversity at all levels, while prioritizing workplace wellbeing. Programs like the Medicom Leadership Academy provided nine months of coaching and mindfulness training, while wellness initiatives such as the LIFT Sessions platform and TELUS Health partnership ensure employees and their families have access to fitness, mental health, and virtual care support.

Our environmental journey reflects our commitment to sustainability through actions like the pilot carbon footprint assessment at Medicom SAS and collaborations with One Tree Planted, resulting in over 40,000 trees planted across Canada. We also achieved a 20% year-over-year reduction in energy consumption at our factory in France, advancing our mission to reduce our ecological footprint.

Governance remains a cornerstone of our maturity as a responsible corporate citizen. We've introduced comprehensive sustainability training on anti-corruption and supplier codes of conduct, reinforcing our values. Our community contributions include donating over 1.5 million masks to support humanitarian efforts in Haiti, Ukraine, and Quebec.

These milestones demonstrate our vision of protection, reaching beyond products to embrace our community and environment. Grounded in purpose, we continue to adapt and meet tomorrow's challenges with renewed responsibility and vigor.



# OUR SUSTAINABILITY FOCUS AREAS

Our priorities reflect the opportunities and risks most impactful to our business, our stakeholders, the environment, and society. To best understand our top concerns and identify new opportunities, it was essential to collect feedback. We did this with our most recent materiality matrix, which highlighted the most important environmental, social and governance topics, reflected in our sustainability focus areas.

# COMMUNITY

Inclusion & Giving Back Workplace Health, Safety & Well-Being Training & Development

# CLIMATE

Waste & Lifecycle Management **Carbon Footprint** Sustainable Product Development

# COMMERCE

Human Rights & Fair Labor Practices Responsible Supply Chain Management **Ethical Business Practices** 



# COMMUNITY



#### DIVERSITY, EQUITY & INCLUSION

Our commitment to equity and inclusion is part of our identity and only grows with time. Emanating from our core values of teamwork and empathy, we strive to cultivate a workplace where employees feel respected and able to express their views. We are determined to shape a world that is more inclusive and dynamic than ever before. Medicom wants to shape an industry and a company where everyone is welcome.



#### **GIVING BACK**

We seek out opportunities to give back to the communities we serve. Medicom employees continue to pull together to give back to the community through the social causes we support. Medicom provides global support through product and financial donations that are given to impactful charities – particularly those making a difference in our four areas of focus: health, education, culture, and underprivileged families in need.



#### WORKPLACE HEALTH, SAFETY & WELL-BEING

Ensuring the safety and well-being of our employees, suppliers, the public, and surrounding communities is part of our DNA and a basic tenet of managing our operations. Health and safety policy is critical to a successful organization – healthier people means a happier, more engaged, and more impactful team.



#### TRAINING & DEVELOPMENT

Attracting, developing, and retaining talent to meet the needs of our future business is a priority for Medicom. Employee professional development is an essential part of any successful business. Technical and Leadership training has a positive impact on employee satisfaction, performance, and retention. By investing in developing our employees, we enable them to reach their full potential, which makes Medicom more competitive and sustainable.

# CLIMATE



#### WASTE & LIFECYCLE MANAGEMENT

Medicom is implementing solutions that reduce the waste we generate and to lower our impact on the environment. We also believe in Life Cycle Management to minimize the environmental and socio-economic burdens associated with a product or product portfolio throughout its entire life cycle and value chain.



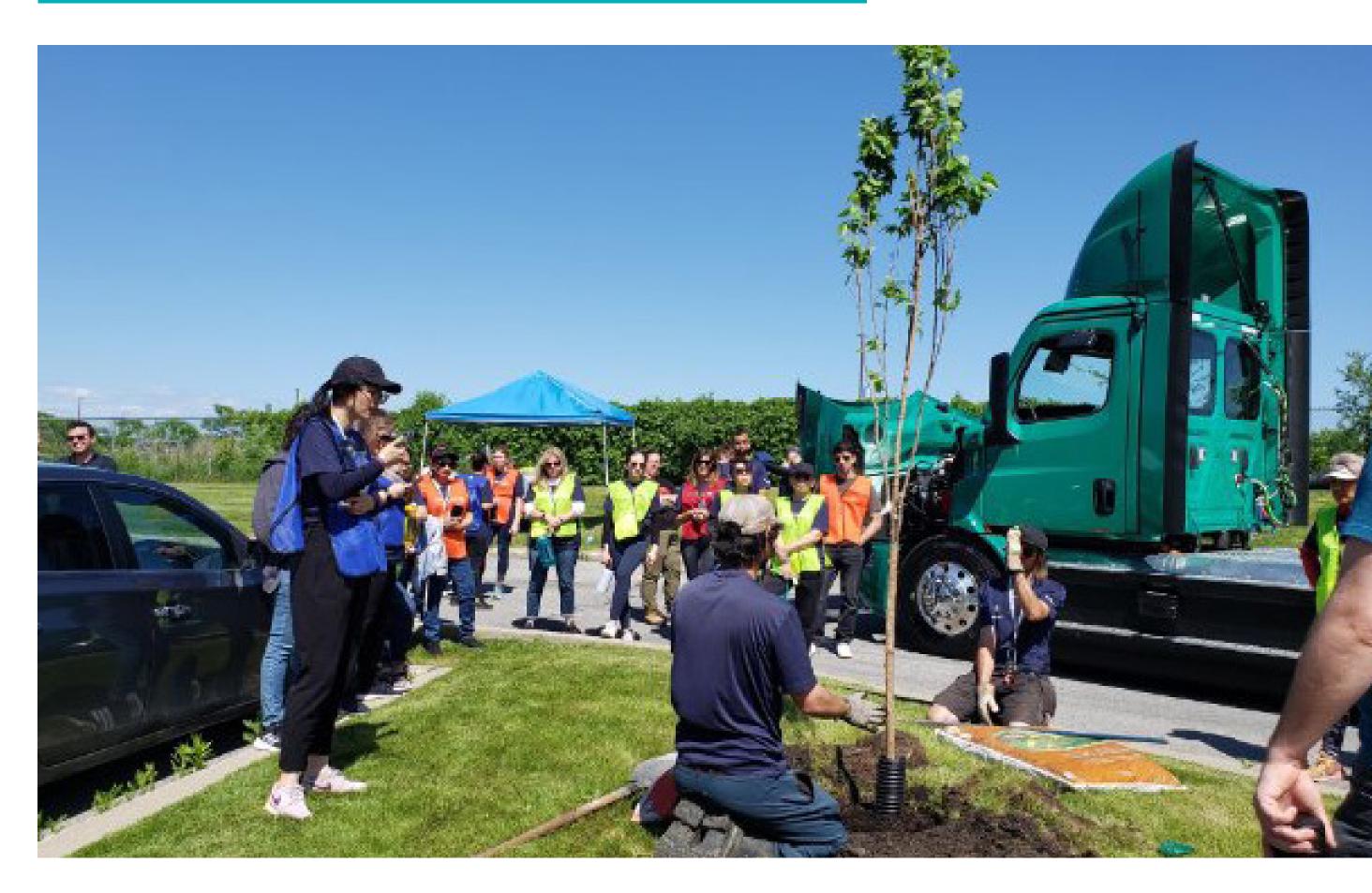
#### CARBON FOOTPRINT

We have begun to reduce our carbon footprint through strategic design, innovation, and efficiency in the lifecycle of our operations. We have started to measure our impact and set some goals to reduce our carbon footprint by continuously improving upon the energy efficiency of our buildings, as well as driving efficiencies across our transportation network.



#### SUSTAINABLE PRODUCT DEVELOPMENT

Medicom wants to ensure our products are safe, well-made and responsibly packaged. We believe that innovation, efficiency, and technology are the most effective and decisive methods to minimize our environmental footprint. As part of our operational strategy, we challenge our teams to identify and implement new ways to enhanceour processes and be more sustainable.





# COMMERCE



#### **HUMAN RIGHTS & FAIR LABOR PRACTICES**

We recognize the fundamental importance of human rights and the need for all of us to ensure these rights are upheld. Our respect for human rights is embodied in the way we operate and conduct ourselves – guided by our foundational values of accountability, teamwork, customer-centricity, and empathy.



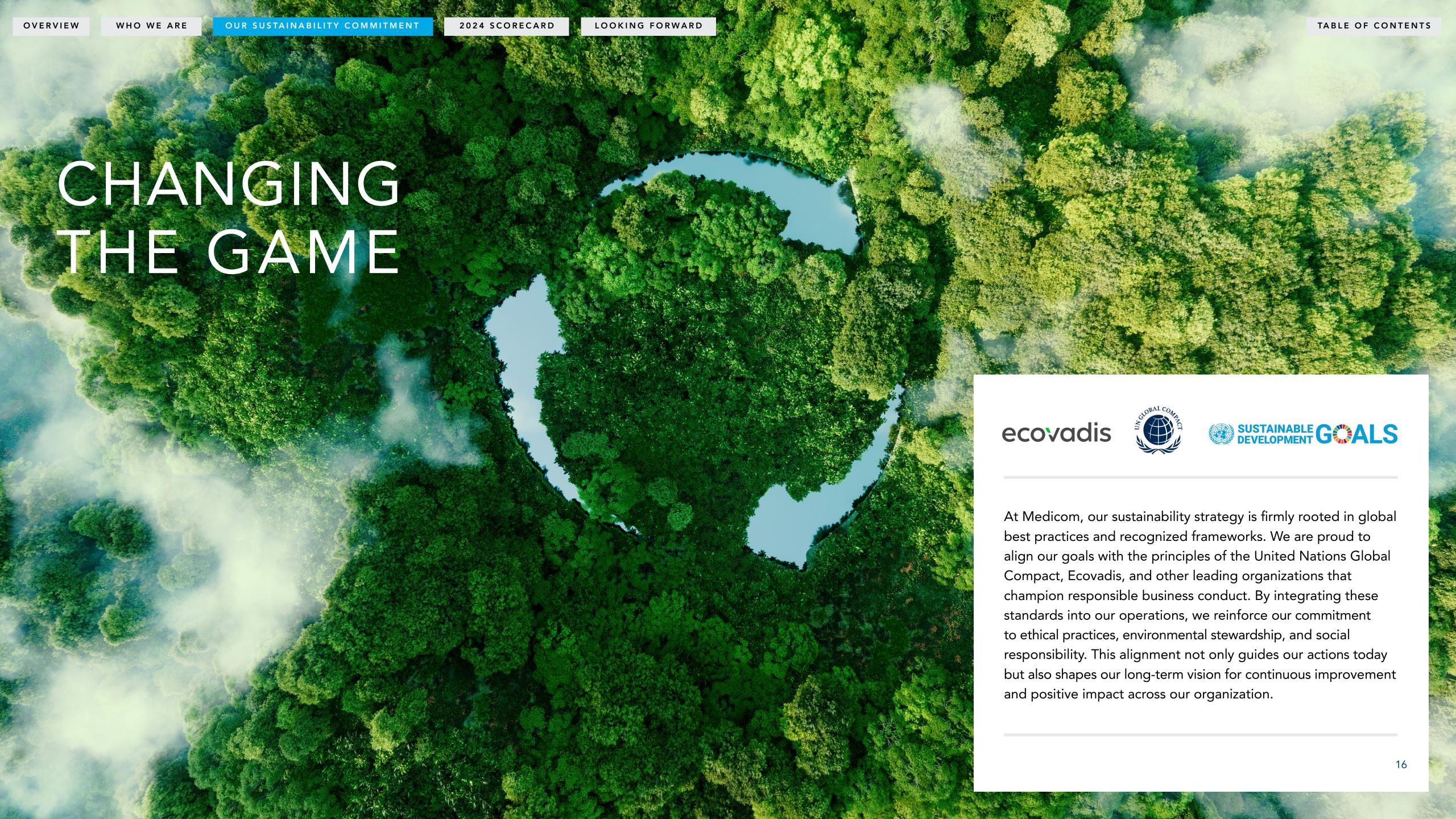
#### RESPONSIBLE SUPPLY CHAIN MANAGEMENT

As a responsible business, we consider our impact beyond our own operations. We are putting processes and initiatives in place to monitor and manage the environmental and social impact of our supply chain. We are also collaborating and sharing best practices with our suppliers and partners. By working closely with our partners, we can improve our collective impact.



#### ETHICAL BUSINESS PRACTICES

Our Business Code of Conduct, Supplier Code of Conduct and Anti-Corruption Policy set clear expectations for our employees and business partners. Our codes outline how we do business and engage with each other and the community. They also affirm our commitment to integrity, ethical business practices, sustainable operations, and regulatory compliance.





3 GOOD HEALTH AND WELL-BEING





REDUCED INEQUALITIES





**5** GENDER EQUALITY



LOOKING FORWARD



RESPONSIBLE CONSUMPTION **AND PRODUCTION** 





7 AFFORDABLE AND CLEAN ENERGY





13 CLIMATE ACTION





DECENT WORK AND ECONOMIC GROWTH





PARTNERSHIPS FOR THE GOALS





OUR SUSTAINABILITY COMMITMENT WHO WE ARE

2024 SCORECARD

# OUR SUSTAINABILITY GOVERNANCE

### **ADVISORY BOARD** CONSULTED

Provides ultimate oversight of corporate responsibility initiatives. The Advisory Board reviews and guides sustainability strategies, monitors performance, and ensures alignment with company objectives.

### **GLOBAL** SUSTAINABLE STEERING COMMITTEE

Led by our CEO, this committee sets strategic direction and ensures sustainability priorities align with business goals. They validate major initiatives and monitor progress against established targets.

Quarterly

Medicom's sustainability governance is fully integrated into our management structure, ensuring sustainability is embedded at every level of decision-making.

Our approach follows a clear framework while enabling collaborative execution across regions.

This multi-tiered structure ensures strategic guidance, follows a think global and act local implementation approach, creating a comprehensive approach to corporate responsibility across our global operations.

### GLOBAL **LEADERSHIP**

A cross-functional team comprising senior leaders from People and Culture, Sourcing, Legal and regional operations (North America, Europe, and Asia) coordinates our global sustainability efforts. This diverse committee ensures consistent implementation while respecting regional nuances.

Monthly

### REGIONAL IMPLEMENTATION TEAMS

Working under their respective regional leaders, these teams adapt global initiatives to local contexts while maintaining alignment with corporate objectives. They drive execution and report progress.

Day-to-day



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	Initiative description	KPI	FY25 Target	FY25 Q4 Results
10 REDUCED INEQUALITIES  3 GOOD HEALTH AND WELL-BEING	COMMUNITY			
	Workplace health & safety	Frequency Rate as per Occupational Safety and Health Administration of the United States	0.00	0.00
_	Workplace health & safety	Gravity Rate as per Occupational Safety and Health Administration of the United States	< 1.00	0.37
12 RESPONSIBLE CONSUMPTION AND PRODUCTION AND PRODUCTION	COMMERCE			
	Responsible sourcing	% of suppliers signed Medicom code of conduct	95%	97%
	Child/Forced Labour Avoidance Maturity	% staff completed anti-corruption training	> 90%	90%
7 AFFORDABLE AND CLEAN ENERGY 13 ACTION	CLIMATE			
	Carbon footprint (scope 1, 2, 3) reduction	Carbon footprint assessment	100%	TBC
	Carbon footprint (scope 1, 2, 3) reduction	% Renewable Energy used at Aviation Distribution Center, Stinson Manufacturing Site, Columbus Distribution Center, United Medical Enterprises, Meltech Manufacturing Site	40%	38%



	Initiative description	KPI	FY25 Target	FY25 Q4 Results
10 REDUCED INEQUALITIES  3 GOOD HEALTH AND WELL-BEING	COMMUNITY			
	Workplace health & safety	Frequency Rate per Occupational Safety and Health Administration of the United States	0.00	0.00
	Workplace health & safety	Gravity Rate per Occupational Safety and Health Administration of the United States	0.00	0.00
DECONSOLIE DECENT MUDIC AND	Diversity	% in LT roles	30%	33%
12 CONSUMPTION AND PRODUCTION  CO  8 ECONOMIC GROWTH	COMMERCE			
	Responsible sourcing	% of suppliers signed Medicom code of conduct	80%	94%
	Child/Forced Labour Avoidance Maturity	% staff completed child/forced labour training	> 90%	100%
7 AFFORDABLE AND CLEAN ENERGY  13 CLIMATE ACTION	CLIMATE			
	Carbon footprint (scope 1, 2, 3) reduction	Carbon footprint completed	1 site	2 sites
	Carbon footprint (scope 1, 2, 3) reduction	Carbon footprint assessment for Shanghai Factory	100%	100%

# EUROPE

	Initiative description	KPI	FY25 Target	FY25 Q4 Results
10 REDUCED  3 GOOD HEALTH AND WELL-BEING	COMMUNITY			
	Workplace health & safety	Number of continuous accident-free days (best) at Medicom Europe	N/A	185
	Workplace health & safety	Frequency Rate as per Occupational Safety and Health Administration of the United States	N/A	10.76
	Workplace health & safety	Gravity Rate as per Occupational Safety and Health Administration of the United States	< 1.7	0.53
	Diversity	% in leadership team & Extended leadership team management roles	30%	38%
12 RESPONSIBLE CONSUMPTION AND PRODUCTION  8 DECENT WORK AND ECONOMIC GROWTH	COMMERCE			
	Responsible sourcing	% of suppliers signed Medicom code of conduct	100%	99%
A CHARLES	Child/Forced Labour Avoidance Maturity	% staff completed child/forced labour training	N/A	> 90%
7 AFFORDABLE AND CLEAN ENERGY  13 CLIMATE ACTION	CLIMATE			
	Carbon footprint (scope 1, 2, 3) reduction	% Renewable Energy used at Medicom Europe	N/A	7%
	Carbon footprint (scope 1, 2, 3) reduction	Improve the factory waste recycling rate	40%	40%
	Carbon footprint (scope 1, 2, 3) reduction	Reduce the site's electricity consumption (MWh)	1342	587

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# COMMUNITY

#### CONTRIBUTION TO COMMUNITY



Employees participate in activities such as bake sales and ergothons supporting causes close to our hearts such as Movember.



8,800
Masks Donated

10,800
Pink Overalls Donated

### Fight for Cancer!

We actively support the fight against cancer through material donations (8,800 masks and 10,800 pink overalls), employee participation in the local event organized by the main cancer association (run and walk), and staff awareness of breast cancer and the importance of screening, with the intervention of a nurse.



### Supporting Hospice Care

# SPONSORED HOSPICE CARE CHARITY CONCERT

- To raise fund for Hospice care operation
- To educate people about the need of hospice care
- To express gratitude and give back the donors and support a night of relaxation and music

#### HOSPICE CARE CHARITY HIKING

Hikers are warmly invited to set up a fundraising profile. All proceeds will be used to provide subsidised hospice care to underprivileged terminal patients and their families.





# COMMUNITY

### National Teeth Protection Day



Collaboration with local dental clinics,
Medicom provided fluorides and educated
kindergarten children with teeth protection
knowledge across the nation. Free teeth
consultation is also provided to them by
the local dental clinics.







Our efforts to prevent accidents and improve working conditions are illustrated by our efforts to raise employee awareness of workplace safety, improve ergonomics and work tools, and set up a bi-monthly survey on quality of life at work.







Food Angel, launched in 2011 by the Bo Charity Foundation, is a food rescue program dedicated to minimizing waste and alleviating hunger. It rescues 45 tonnes of surplus food weekly, transforming it into over 20,000 nutritious meals and distributing more than 11,000 meals and food packs daily to underprivileged communities in Hong Kong. Committed to education, Food Angel promotes the importance of valuing food and supporting the community.



### A Day with Food Angel



To allow corporate volunteers to know more about Food Angel's work and food waste issues!



As a committed corporate sponsor, Medicom actively supports Starlight Canada's mission to deliver smiles and emotional relief to hospitalized children. Through this partnership, Medicom helps ensure that Starlight's programs continue reaching families in need, making a meaningful impact in pediatric care.

# COMMUNITY

#### A LIFELINE OF HOPE

### How Medicom's Donation Transformed Care in Eswatini

In 2023, Medicom's generous donation of high-quality personal protective equipment (PPE) – Including N95 masks, gloves, and isolation gowns – played a vital role in enhancing patient care at The Luke Commission (TLC) Miracle Campus in Eswatini. The shipment arrived at a crucial time, supporting the frontline team with desperately needed resources to serve thousands of patients each month, both at the campus

and through mobile outreach across the country's four regions.









Medicom is a proud multi-year corporate sponsor of the DTA Foundation, contribution to its efforts to build a healthier future through equitable dental care system. Medicom's commitment to sustainability is further reflected in its active support of the DTA Sustainability Taskforce, which equips dental industry stakeholders with tools and resources to adopt more environmentally responsible practices.

### JEM Workshop

For over 70 years, Atelier JEM Workshop has been an integral part of Montréal's community, providing meaningful work opportunities for adults living with intellectual, physical, or mental health challenges.

As a recognized social enterprise, JEM delivers packaging, assembly, and light manufacturing services while fostering inclusion and dignity. In partnering with JEM, Medicom goes beyond simple subcontracting to combine operational excellence with positive social impact — supporting a valuable local workforce and contributing to the professional inclusion and empowerment of dozens of workers.







### Gift From the Heart

Medicom is proud to support Gift From the Heart, a dedicated organization that helps bring essential dental care and services to underserved communities across Canada. Through our donations, we aim to help expand access to oral health care for those who need it most, while supporting the passionate volunteers and dental professionals who make a difference every day.

OVERVIEW WHO WE ARE OUR SUSTAINABILITY COMMITMENT 2024 SCORECARD LOOKING FORWARD

# CLIMATE

### World Environment Day Celebration

36 trees planted Medicom celebrated Earth Day by planting 36 trees at our headquarters in Pointe Claire.





**ReForest London** 

planting the future today





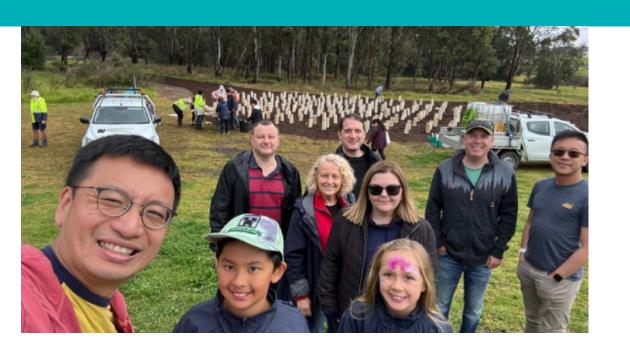
#### Medicom proudly supports ReForest London:

- Planted 813, 2-3 gallon trees (3-6 feet tall, depending on species) across 4 public parks in the City of London.
- Re-naturalized 0.68 acres of public land.
- Engaged 426 volunteers directly in tree planting and tree planting education.
- Significantly contributed to the City of London's canopy coverage goals, as identified in their Urban Forestry Plan.

### National Tree Day







We had an amazing time celebrating National Tree Day on July 27 in Sydney! A group of us from Medicom got together for some tree planting as part of our CSR program. Even though it was a bit muddy, it was a blast. It felt great to give back to the community and introduce our families to the joy of making a positive impact on our environment.





Electric trucks charged with

100%

#### renewable energy sources

Our electric trucks service local deliveries and the government of Quebec.



VERVIEW WHO WE ARE OUR SUSTAINABILITY COMMITMENT 2024 SCORECARD LOOKING FORWARD

# CLIMATE





# Promotion of Environmentally-conscious Products

Educate customers on the use of biodegradable gloves and dry wipes during the trade show.





### Sustainable Design Solutions

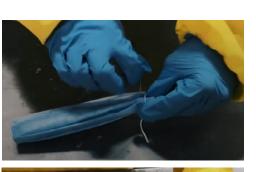
#### **New Packaging Template**

The global marketing team has developed a reduced ink coverage strategy in packaging design for an environmentally-friendly approach.

#### Research Collaborations

The R&D department at Medicom Manufacturing Saint-Eustache, our melblown production facility (Medicom Group) has proactively initiated research collaborations related to disposable masks and meltblown filter media in the areas of:

- Understanding the environmental impact
- Recycling and reuse initiatives







#### Three key research Initiatives to date:

I: Dr. Zhibin Ye, PhD, PEng, FRSC (UK) Professor, Chemical and Materials Engineering, Concordia University Project focused on the characterizations of Meltblown polypropylene waste and its potential for reuse in new meltblown products and other applications. The next phase of this research will focus on the scoping of an inhouse integration of a recycling process and new product output. The research output was presented in People 2023 International Conference: Collaborative Solutions to Environmental Problems under Climate Change

II: Dr. Chunjiang An, Associate Professor, Building Civil and Environmental Engineering, Concordia University Project focused on the understanding of the aging and degradation of disposable face masks and meltblown filter media and their environmental impact. In addition the scoping and analysis of innovative polymer options and their lifecycle analysis towards a greener future. Four publications ( see below) were the output of this research and presentations in renowned environmental conferences.

III: Dr. Ahmed Soliman, PhD., PEng., Associate Professor, Building, Civil, and Environmental Engineering, Concordia University

Project aims to develop new environmentally friendly recycling techniques using waste PP material in sustainable green concrete. Key achievements to date are the incorporation in cement, sound barrier and non structural concrete prototypes. A live lab with parking lot dividers and park benches are in development to collect environmental data in the coming year.

Publications to date for initiative II :

3. L. Lyu, M. Bagchi, N. Markoglou, and C. An, Innovations and Development of Sustainable Personal Protective Equipment: A Path to a Greener Future, Environmental Systems Research (Springer), (2024) 13:22. https://doi.org/10.1186/s40068-024-00350-x

4. L. Lyu, M. Bagchi, K. T. W. Ng, N. Markoglou, R. Chowdhury, C. An, Z. Chen, X. Yang, The Degradation of Polylactic Acid Masks components in different Environment, Journal of Environmental Management (Elsevier), 370, 122731 (2024). https://doi.org/10.1016/j.jenvman.2024.122731

<sup>1.</sup> L. Lyu, Z. Wang, M. Bagchi, Z. Ye, A. Soliman, A. Bagchi, N. Markoglou, J. Yin, C. An, X. Yang, H. Bi, and M. Cai, An Investigation into the Aging of Disposable Face Masks in Landfill Leachate, Journal of Hazardous Materials (Elsevier), 446, 130671 (2023). https://doi.org/10.1016/j.jhazmat.2022.130671

<sup>2.</sup> L. Lyu, M. Bagchi, N. Markoglou, C. An, H. Peng, H. Bi, X. Yang, and H. Sun, Towards Environmentally Sustainable Management: A Review on the Generation, Degradation, and Recycling of Polypropylene Face Mask Waste, Journal of Hazardous Materials (Elsevier), 461, 132566 (2024). https://doi.org/10.1016/j.jhazmat.2023.132566

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# COMMERCE



Our sustainability approach was once again assessed by EcoVadis, who awarded us a gold medal in Europe! Our objective for the year has been achieved.

We are now actively working towards obtaining ISO 14001 certification.

1,000,000,000

Masks Procuded at Medicom Manufacturing Saint-Laurent





We continue our commitment to favoring local suppliers, with over 60% of our raw materials suppliers located in France, and over 85% of them in Europe.



### Key activities focused on optimizing life cycle management



- Shoe covers made of recycled products made in France.
- Biosymilar shrink wrap used to wrap our pallets in North American distribution centers.
- Now recycling offcuts from Stinson manufacturing.
- Reusing waste material at Meltech by incorporating offcuts back into the production process.
- Reducing tray packaging for our Vulcan brand gloves.



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# OUR SUSTAINABILITY JOURNEY

**CREATE AWARENESS** CY22-CY24 COMMICI

**GLOBAL APPROACH TO SUSTAINABILITY CY27** LINK CI AND

**SUSTAINABILITY** 

**MINDSET** 

CY26

**BE (PRO)ACTIVE** 

**CY25** 

**ON COMPLIANCE** 

Offer a sustainable portfolio that positions Medicom as an inclusive and connected partner of choice, ensuring

strong end-user

connectivity.

Continuous Improvement Mindset and Approaches are the Scalable Way to **Anchor Sustainability** 

# OUR ROADMAP TO 2030

- Implement a carbon footprint reduction plan. Each Medicom division will have its own plan specific to their reduction targets. Medicom's customers, employees suppliers and major stakeholders will be involved in the implementation of these plans.
- Launch products with lower carbon footprints.
- Consider end of life product impact and reduce impact. Reduce, recycle, re-purpose materials.
- Establish strategic philanthropic partnerships with select regional community groups. Establish KPIs for fiscal 2026.
- Strengthen our health and safety programs to drive increased H&S maturity.
- Build on our inclusive approach as an enabler of competitive advantage. A diverse workforce is one of Medicom groups key strengths.
- Engage and audit our suppliers regarding responsible sourcing activities / compliance in order to drive maturity.





**CSR** Website

Medicom's Corporate Social Responsibility Journey