

**HAMILTON**

**HAMILTON  
MEDICAL**

# Sustainability Report 2022



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## A word from our CEOs



**“We are committed to helping medical teams deliver the best respiratory care – to anyone, anywhere”**

For 40 years Hamilton Medical has been committed to providing respiratory care to anyone, anywhere. However, our responsibilities do not end at the hospital bedside, we must be proactive in our actions to also care for our environment, and our team. We as an organization have committed ourselves to finding pathways for increased sustainability of our operations, whether this is through renewable energy sources and improved logistics to reduce our carbon emissions, as well as recycling programs and improved sourcing of recycled materials. We as a team feel that while we cannot singly change the world, we can set the example of how a company should strive to make the biggest impact possible.

Bob Hamilton, CEO Hamilton Medical AG



**«Hamilton has been committed to innovation in life science and thus to sustainable healthcare for over 70 years»**

Hamilton has been supplying important tools and machines for medical research for more than 70 years and thus helped many medical achievements to a breakthrough. We have been a reliable employer in the rural canton of Graubünden in Switzerland for more than 50 years, and we have been offering high-tech jobs at our Timisoara location in Romania for 10 years. We stand for a sustainable corporate strategy that enables future growth, secures jobs at our production sites, and reduces the burden on our environment wherever possible. That's why we at Hamilton have committed to reducing carbon emissions, because we want to be able to deliver top innovations for our customers even after another 70 years.

Dr Martin Frey, CEO Hamilton Bonaduz AG

## About the report

For the 2022 reporting year, the Hamilton companies are preparing their own sustainability report for the first time. From now on, this report will be published annually, providing information about our concepts, actions, and goals as well as the progress we have made. This report was prepared for Hamilton Bonaduz AG, Hamilton Medical AG, and all its subsidiaries, hereinafter referred to as "Hamilton". The statements made in the report relate to the above-mentioned companies.

## Company history and global presence

### How Hamilton began

Hamilton's history began in the late 1940s. Clark Hamilton, a chemical engineer who had studied at MIT, developed a lead-shielded syringe for precision handling of radioactive isotopes in collaboration with the Lawrence Livermore Radiation Laboratory near Berkeley, California. Upon relocation to Whittier, California and his garage there, Clark Hamilton focused his activities on a solution for handling microliter liquids in the field of chromatography and developed the microliter syringe. For the first time, fluids in the microliter range could be collected and released in precise and reproducible amounts. Clark Hamilton founded the Hamilton Company in 1950. Thanks to his intensive efforts, Hamilton became the world leader in sample handling in the field of chromatography. In 1960, the fledgling company outgrew the family garage and proudly moved into its first rental property. The development of microliter precision syringes and their reproducibility had a crucial impact on separation science in chemistry. These syringes today remain the standard for use in chromatography and continue to be sold at the same price as in the early 1950s.

### Worldwide expansion

In 1968, Clark Hamilton founded an identical company under the name of Hamilton Bonaduz AG with headquarters in Bonaduz, Switzerland, to manufacture microliter syringes for the European scientific community. In the United States, the company relocated in 1970 from Whittier, California, to Reno, Nevada, where it remains today. To this day, the sister companies Hamilton Company, and Hamilton Bonaduz AG work in concert to develop and manufacture new products and to drive innovation and expansion of the product range in competence centers.

In 1974, management was turned over to Steve Hamilton, who, with the support of his brothers, continues to run the companies today. Under Steve Hamilton, innovation continued to remain a strategic feature of the companies, which led to the development of the first pipetting robots. Following the adoption of these robots during the 1970s, the Swiss business location became the driving force behind further developments in the pipetting robots in 1974. What Clark Hamilton made possible through his microliter syringe for manual applications was soon automated, thus enabling large-scale implementations. Since then, Hamilton has become the largest global supplier in the field of automated liquid handling. In this respect, the application possibilities are very diverse: Thanks to Hamilton it was possible, for the first time, to implement automated whole-blood screenings for AIDS and hepatitis, as well as other solutions.

In 1980, an advertisement in the Swiss daily newspaper *Neue Zürcher Zeitung* caught Steve Hamilton's eye. An anonymous advertiser was looking for an investor for the development of a ventilator that would run using a microprocessor. The two met shortly thereafter and began working together. Hamilton Medical AG was founded in 1983. In 1984, we launched VEOLAR, the first ventilator controlled by a microprocessor, thus making analog electronic devices a thing of the past. Software was the new standard, opening up a world of possibilities. The microprocessor could be used to adjust the ventilation to the condition of the patient, and a new

standard had been set. Over time, it was possible to add other features like the flow trigger – a major step forward in patient comfort. As an independent company, Hamilton Medical AG manufactures high-end ventilation equipment. Hamilton Medical AG is one of the largest companies in the field of intensive care ventilation. One out of every five ventilators in the world today was manufactured by our company.

The 1980s were years that saw the development of new markets. For example, the Swiss CEO Max Wälchli realized that manufacturing pH sensors required precisely the same expertise in terms of glass production and precision measurement as that which is required for the glass syringes that Hamilton had been offering, as a market leader, ever since its foundation. To build further upon this knowledge, Wälchli assembled a research team in 1989 and formed the Process Analytics (PA) business unit. Even the first sensors that measured pH values generated considerable interest. The rapidly developing biopharmaceutical industry was seeking potential ways to control critical process parameters efficiently. Hamilton recognized these requirements and, during the 1990s, it provided several electronic sensors in quick succession. In 2007, the first oxygen sensor based on the optical measuring principle was placed on the market. Further innovations followed and, to the present day, the development process is still being continuously driven forward. Hamilton sensors particularly stand out due to the ease with which users can operate them. The sensors made by Hamilton make labs more efficient, reduce maintenance, and thus lower costs. In just a few years, the recently formed business unit was able to gain a foothold in a new segment. Today, Hamilton ranks as no. 2 in the market.

In 2007, Hamilton once again expanded the business field and, to this end, it founded Hamilton Storage Inc. in Franklin, which is located near Boston, Massachusetts. This was followed by the establishment of the company Hamilton Storage GmbH in Switzerland in 2015. The sister companies are active in the field of biological and compound sample management,

developing automated sample storage systems in the environment of –80°C to –20°C for any application. Small university laboratories rely on Hamilton storage systems just as much as major pharmaceutical companies. Storage solutions from Hamilton Storage in combination with products from Hamilton Robotics provide the scientific community with an urgently needed solution to store samples so that they are quickly accessible and secure for the future.

The second European production site after Switzerland was opened in 2013 in the Romanian city of Timișoara. Hamilton's original invention – the microliter syringe – still continues to be manufactured and successfully marketed there. This also includes additional precision instruments for laboratories, such as needles, automatic and semi-automatic valves, and pipetting modules. In this area as well, Hamilton's major strength lies in focusing on the customer's requirements in each individual case.

The robust expansion of all Hamilton business areas meant that the available space could not keep up with the rapid growth. In 2018, a new production plant was constructed in Domat/Ems, the neighboring municipality to Bonaduz, with the new facility providing workspaces for approximately 400 employees from multiple business units. Equipment such as ventilators and sample management systems are manufactured at the plant. The next construction project began to be planned during the construction of the first building in Domat/Ems, and the groundbreaking ceremony for further expansion took place in 2021. Just five years after the first building in Domat/Ems, the next premises are to be occupied in 2023. A central storage facility and additional production areas became necessary as a result of the rapid growth in recent years.

Over 70 years ago, Clark Hamilton invented the microliter syringe in a garage in California. Throughout all of the intervening years, the subsequent generations have succeeded in keeping this creative spirit alive. Hamilton now has a combined workforce of more than 4,000 employees and is

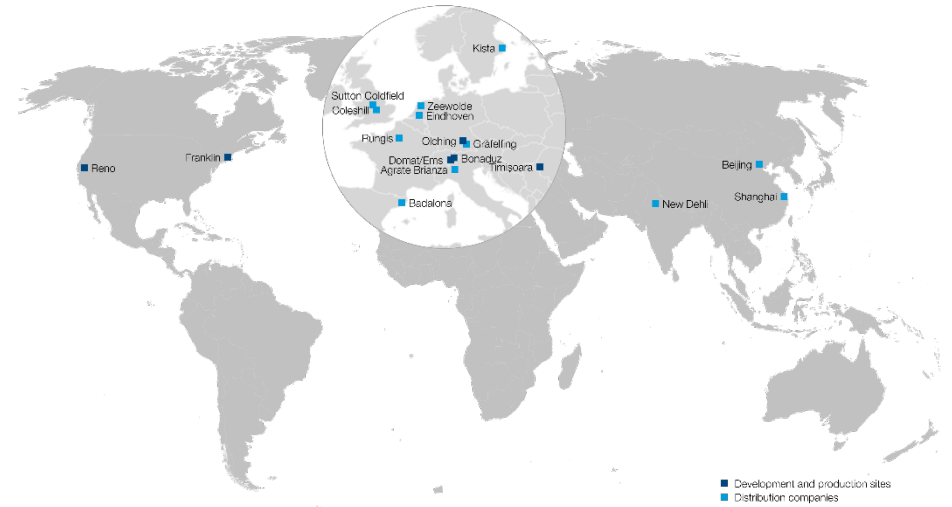
continuing to grow. The meaningful value of our work motivates us to keep forging ahead with new innovations.

## Hamilton today

The Hamilton family still owns the globally active Hamilton companies today. The family's focus on the long term makes it possible for the company to create innovative products according to the vision statement of "We drive innovation to improve people's lives" and thus support the scientific community in many areas. Our recipe for success is to provide our customers with cutting-edge technology that simplifies complex processes. We offer comprehensive customer support, prioritize innovation, pay close attention to quality and precision, and provide reliable solutions. We've already come a long way, but all of us at Hamilton believe that our future is just beginning, and we look to the future with great anticipation.

Hamilton Bonaduz AG, Hamilton Medical AG, Hamilton Storage GmbH, and Hamilton Services AG employ more than 2,600 people from 60 nations worldwide. Some 1,600 employees work in Switzerland today. A total of 22 of our own sales and service companies represent us in 12 countries. In addition to our own sales and service companies, we work closely with sales partners in many different countries.

Our development and manufacturing sites are located at our Swiss headquarters in Bonaduz and Domat/Ems, as well as in Germany (Olching) and Romania (Timișoara). The Hamilton Company operates two additional development and manufacturing sites in the United States in Reno, Nevada, and Franklin, Massachusetts. Since the COVID-19 pandemic, Hamilton Medical AG has also been manufacturing in Reno, Nevada, where its US subsidiary Hamilton Medical Inc., is based.



## Company profile

We are an innovative pioneer in the fields of ventilators, automated pipetting, and sample management, as well as in the development of process sensors. We are continuously driving forward the development of new solutions. Hospitals, laboratories, and other institutions across the globe rely on us and our products and services – both now and in the future.

## Hamilton Bonaduz AG

Founded: 1968

Employees worldwide: 1,318



Hamilton Bonaduz AG develops automated pipetting robots for handling a very broad range of fluid types. With our sensors, we are also leading innovators in the area of process analytics. Hamilton Bonaduz AG's subsidiary company, Hamilton Storage GmbH, is a leading supplier of automated sample storage systems for research laboratories, pharmaceutical and clinical diagnostics companies, and government institutions.

### Primary locations

- Bonaduz, Switzerland
- Domat/Ems, Switzerland

### Our offering

- **Robotics:** In the Robotics business unit, Hamilton develops and manufactures pipetting robots for the automation of liquid handling processes – from standard solutions to highly complex systems tailored to the precise needs of our customers.
- **Process Analytics:** In the Process Analytics business unit, everything revolves around state-of-the-art process instrumentation technology. With our products, we make it possible for our customers to optimally control their production processes. The product portfolio includes sensors for critical process parameters such as pH and oxygen, as well as sensors for measuring cell density.

- **Storage:** Hamilton Storage GmbH develops and manufactures automated ultra-low temperature sample management systems for biological and compound samples. Our products are designed to preserve sample integrity as well as ensure flexibility and reliability in life science applications. Liquid handling integration enables a fast, easy, and cost-effective solution for a fully automated sample management system.

### Products

- Liquid Handlers and consumables
- Sensors and consumables
- Sample Management Systems and consumables

### Subsidiary companies

- Hamilton Central Europe SRL
- Hamilton Germany GmbH
- Hamilton Sales & Services UK Ltd.
- Hamilton France SARL
- Hamilton Italia S.r.l.
- Hamilton Nordic AB
- Hamilton Iberia S.L.U.
- Hamilton Benelux B.V
- Hamilton (Shanghai) Laboratory Equipment Co., Ltd.
- Hamilton Storage Technologies Inc. (50%) with its subsidiaries
  - Hamilton Storage GmbH
  - Hamilton Storage Germany GmbH
- BioFluidix GmbH
- Hamilton Lab Devices GmbH
- Hamilton Services AG (50%)

## Hamilton Medical AG

Founded: 1983

Employees worldwide: 746



Hamilton Medical AG is a leading manufacturer of intelligent ventilators. Whether in ICUs, during emergency rescue transport, or in the course of an MRI scan – our solutions cover a multitude of patient groups, applications, and environments.

### Primary locations

- Bonaduz, Switzerland
- Domat/Ems, Switzerland

### Our offering

- We have made it our mission to facilitate the work of medical teams and make their workflows even more effective. Our goal is to help our fellow human beings with ventilation technologies that are safe, effective, and gentle on the lungs. At the same time, we want to make life easier for those who do extraordinary things every day to help seriously ill patients get well.

### Products

- Intensive care ventilators and consumables

### Subsidiary companies

- Hamilton Medical GmbH, Germany
- Hamilton Medical France SARL
- Hamilton Medical Inc., United States
- Hamilton Medical UK Ltd.
- Hamilton Medical Technology (Beijing) Co. Ltd.
- Hamilton Services AG (50%)

## Hamilton Services AG

Founded: 2021

Employees worldwide: 235



Hamilton Services AG acts as a service provider within the Hamilton universe. Hamilton Services AG is responsible for performing important tasks for all Hamilton companies in Europe and Asia, including human resources, ICT, facility management, and compliance. Hamilton Services AG is a subsidiary of Hamilton Bonaduz AG (50%) and Hamilton Medical AG (50%).

### Primary locations

- Bonaduz, Switzerland
- Domat/Ems, Switzerland

### Our offering

- Hamilton Services AG is the corporate service provider within Hamilton. We provide supporting services to our internal customers, Hamilton Bonaduz AG, Hamilton Medical AG, and Hamilton Storage GmbH, as well as all its subsidiaries.

### Areas

- Facility management
- Finance
- Control
- ICT
- Human Resources
- Compliance
- Logistics



## Hamilton Central Europe SRL

Founded: 2013

Number of employees: 332



In Timișoara, Romania, Hamilton Central Europe (HCE) manufactures microliter syringes with manual and automated valves as well as laboratory benchtop devices for scientific research laboratories. Internal sheet metal has also been processed for Hamilton in Romania since July 2022. HCE is a subsidiary of Hamilton Bonaduz AG

### Primary locations

- Timișoara, Romania

### Our offering

- **Laboratory analytical products:** Using high-quality materials and expert workmanship, HCE manufactures Hamilton syringes and other items of laboratory equipment that consistently deliver the greatest possible performance for reliable analyses. We are continuously researching new materials and methods to improve the fit, form, and function of our borosilicate glass syringe and needle configurations.
- **Sheet metal processing:** In the in-house sheet metal processing shop in Romania, sheet metal parts are cut, punched, bent, and riveted for the company's internal use as well as for the Robotics business unit and Hamilton Storage GmbH. Our sheet metal processing shop makes it possible for us to better meet our objective of manufacturing as much as possible ourselves.

### Products

- Microliter syringes and needles; manual and automated valves
- Laboratory benchtop equipment and Pipetting modules
- Accessories for medical devices and Sheet metal parts

## Hamilton Company

Founded: 1950



The first company that Clark Hamilton founded was the Hamilton Company in Reno, Nevada. Today, the Hamilton Company develops and manufactures automated pipetting robots for handling a wide variety of liquids just like its sister company Hamilton Bonaduz AG. It also manufactures Laboratory-analytical products such as syringes, valves and laboratory equipment.

### Primary locations

- Reno, Nevada

### Our offering

- **Robotics:** In the Robotics business unit, Hamilton develops and manufactures pipetting robots for the automation of liquid handling processes – from standard solutions to highly complex systems tailored to the precise needs of our customers.
- **Process Analytics:** In the Process Analytics business unit, everything revolves around state-of-the-art process instrumentation technology. With our products, we make it possible for our customers to optimally control their production processes. The product portfolio includes sensors for critical process parameters such as pH and oxygen, as well as sensors for measuring cell density.

### Products

- Liquid handler and consumables
- Microliter syringes and needles; manual and automated valves
- Sensors and consumables

## Sustainability at Hamilton

### Our understanding of sustainability

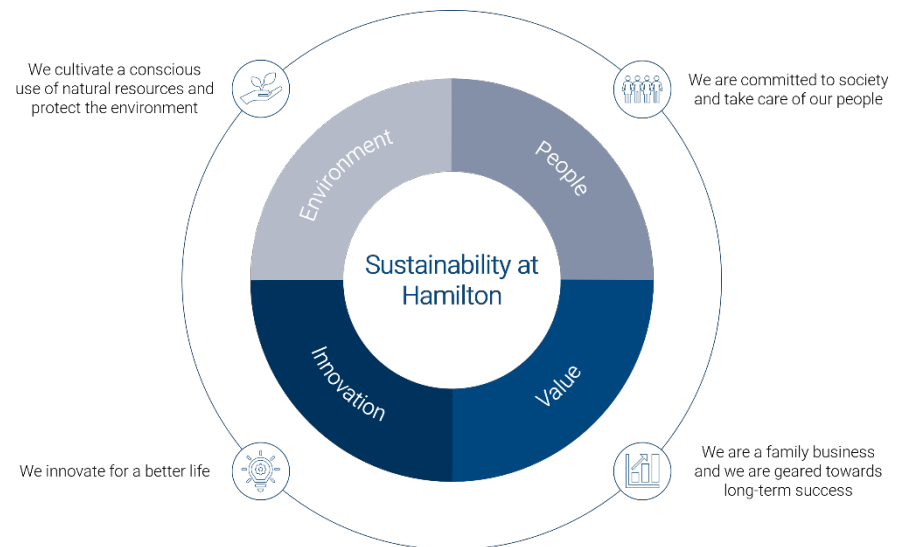
Since the company was founded in the 1940s, Hamilton has contributed to sustainable healthcare by developing numerous products in automated liquid handling, sensor and instrumentation technology, medical technology, and biological and compound sample management. Hamilton has subsequently grown into a global business but has always remained a family-owned company for which a focus on the long term is a central component of the company's DNA. Our commitment to sustainability includes the development of cutting-edge technology that improves lives, fostering the health of our customers and employees, acting as a conscientious steward of natural resources, and focusing on long-term success. Our core competency is the development of innovative technologies that simplify complicated processes and thus facilitate the work of medical and scientific teams. We will use this competency to achieve the greatest possible impact, also in terms of sustainability.

In line with our vision statement of "We drive innovation to improve people's lives", we make an important contribution to the development of new drugs, diagnostics, and personalized medicine. Compliance with ethical principles, the integrity of our employees and of the company, and responsible conduct at all our locations and down the supply chain are at the core of our business activities.

The company's identity includes behaving in an exemplary manner with regard to the protection of the environment, ensuring good working conditions for our employees, and fostering social welfare. As a manufacturing company, we are part of our environment. At all our locations, we implement and strive to continuously improve our high environmental standards in development and production.

### Hamilton's sustainability program

We act in a manner consistent with economic success, social justice, and environmental responsibility. Our sustainability program is based on these principles. Sustainability involves buildings and materials as well as relationships. Long-term relationships are important to us, whether such relationships are with our employees and customers, with our partners and suppliers, or with the environment and society. We see sustainability as something required for economic success as well as the basis for a prosperous future for society. Our sustainability program defines four focal points for sustainable action. The core of the program comprises the three classic areas of sustainability – people, environment, and value creation – as well as innovation as the fourth area, as we aim to contribute to solving the problems of the future with innovations.



The goal of our sustainability program is to create a uniform framework for Hamilton, within which our existing sustainability activities can be represented, new initiatives can be developed, and all sustainability activities can be coordinated across the board. Hamilton's sustainability program is now being implemented in an incremental manner, ensuring that sustainability is incorporated into our business strategy so that it becomes an integral component of Hamilton's daily work. In order to ensure that we can continue to be successful over the long term, what we do each and every day must be sustainable.

As part of our sustainability program, we have set for ourselves strategic objectives as well as very specific goals that we intend to further expand in the years to come. It is important to us not only to bring about improvements in our company but also to make a measurable contribution to meeting the challenges that society is currently facing.

- **Innovation – We innovate for a better life**

Hamilton's global companies develop products that improve people's lives. Our innovations improve the quality of treatments, tests, and production steps, making our customers' work easier while providing support to them in many areas. We seek to develop cutting-edge technologies that simplify complex processes and make them safer, and we provide practical solutions accompanied by solid customer support.

We have made it our mission to facilitate the work of medical and scientific teams and make their workflows even more effective. We are driven by passion and dedication to the cause, grateful that we are able to contribute our expertise and innovative strength in order to make a real difference. Our products feature not only innovation, but also quality, precision, and reliability, and are known as trustworthy solutions whose future development heavily depends on the needs of our customers. We always stand by our customers with our products, which can be trusted to always meet the customers' requirements.

We have already come a long way and have achieved a great deal, but we as the Hamilton family are certain that we still stand at the beginning of our company's history, and we look forward to our future with great excitement.

- **Our goal is to emphasize and further develop the sustainability aspects of our products and services**

Our products and services contribute to our customer's sustainability by increasing the efficiency and productivity of their processes as well as the quality of the work steps performed. Our high-quality products are generally also durable and have a long service life, which helps to conserve resources over time. In the coming years, we would like to roll out more products that are developed in accordance with the "Design for Environment" principles.

- **Environment – We cultivate a conscious use of natural resources and protect the environment**

We want to make a significant contribution to the sustainable development of the planet. Protecting the environment is of paramount importance to us, and we seek to reduce our negative impact on the environment in regard to both our products and our services.

We are currently putting our focus on sustainably operating our business with the smallest possible impact on the environment. We develop and manufacture our products at several locations in Europe and the United States and are represented by sales and service branches in many other countries. We also have our own sales and service fleet. The associated processes make the greatest contribution to our energy consumption and CO<sub>2</sub> footprint in Scope 1 and 2. As a manufacturing company that trades internationally, our activities such as purchasing, distribution logistics, and use of our products and services by our customers have a significant impact on our CO<sub>2</sub> footprint in Scope 3.

The list of our strategic goals in the area of environmental protection is topped by combating climate change and contributing to the long-term decarbonization of our operations and supply chains. We have decided to

commit ourselves to reducing our CO<sub>2</sub> footprint and have set binding science-based targets for ourselves. Science-based targets give companies a clearly defined path to a reduction in greenhouse gas emissions, helping to prevent the worst impacts of climate change and ensuring that business growth can continue in the future. Targets are science-based if they are consistent with the goals of the Paris Agreement. Our efforts to reduce emissions included setting specific targets for ourselves:

- **We are committed to reducing our CO<sub>2</sub> emissions in Scope 1, 2, and 3.**

To the greatest extent possible, CO<sub>2</sub> emissions are to be reduced without purchasing additional certificates. Potential measures for achieving this target include reducing electricity and heating requirements, using renewable energies, conserving fuel consumed by the vehicle fleet and expanding electromobility, making changes in distribution logistics, and reducing business travel by using digital alternatives. We also want to reduce the CO<sub>2</sub> footprint of our products. Our development teams are currently investigating in more detail the optimization of product and transport packaging and the use of secondary or other non-fossil materials. We also want to reduce our negative impact on the environment in general. We will continue to pursue and expand existing efforts, including the use of state-of-the-art and efficient technologies in building services engineering, steady reduction of our water consumption, and waste minimization.

- **People – We are committed to society and take care of our people**

In keeping with our corporate culture, we are committed to providing a safe and open work environment. Our stated values of “respectful, communicative, reliable, innovative, sustainable, and entrepreneurial” reflect our mindset and guide our actions and decisions in day-to-day business. These values are the cornerstone of Hamilton’s corporate culture.

We emphasize diversity and inclusion and ensure that all employees are treated fairly. At Hamilton, we foster and expect mutual respect and trust.

Our employees take personal responsibility, but we also achieve incredible things through teamwork. Motivated, competent, and hard-working employees are therefore of the utmost importance to the organization.

- **We want to further bolster diversity and equal opportunity in the company.**

Our corporate culture, which seeks to make employees feel appreciated while engaging in meaningful work, is one of the reasons why we devote all our knowledge and skills each day to ensuring that our products meet the highest quality standards and reach our customers on time.

Protecting the health and safety of all employees is something we care about deeply. We concern ourselves with the well-being of the entire workforce and work to minimize the negative impact of accidents and injuries. We specifically foster the health, well-being, satisfaction, performance, work motivation, and personal responsibility of employees, thereby reducing the number of days that employees are absent from work. In accordance with this, we work to ensure that the working environment becomes safer and safer over time. We have set for ourselves the goal of cultivating and enhancing our safety culture in order to continuously reduce the number of days of work missed by employees due to accidents or illness.

- **Our goal is to continuously reduce the number of days that employees are absent from work due to accidents or illness.**

We work with business units and departments across all companies to use targeted measures to improve employee safety. Both employees and supervisors are responsible for ensuring safety in the workplace. Successful pursuit of our goal will lead to steady improvement in performance in the area of occupational health and safety.

- **Creating value – As a family business, we are geared towards long-term success**

As a family enterprise, we think and act for the benefit of the long term and with a clear focus on our goals. The long-term perspective of the Hamilton family allows us to contribute to good quality and long-term healthcare according to the vision statement “We drive innovation to improve people’s lives”. In our daily work, the Hamilton companies contribute to the development of new medicines, diagnostics, and personalized medicine.

Our products and services are subject to the highest quality standards and help our customers to successfully master their tasks and achieve the goals they have set for themselves.

Hamilton recognizes its social responsibility within the scope of its corporate activities. In 2022, EcoVadis audited Hamilton Bonaduz AG’s sustainability performance for the first time. The first assessment resulted in a score of 40 out of a possible 100 points. We have set for ourselves the goal of improving our overall sustainability performance and outperforming our peer group.

- **In our second EcoVadis assessment, we aim to achieve the status of “Bronze” or above, further consolidating our position as a sustainable partner.**

With the integrated quality management systems at Hamilton, we ensure compliance with the prescribed quality standards and country-specific requirements while setting our own demanding quality targets. Hamilton Medical AG has decided to launch an environmental management system in accordance with ISO 14001, thus further advancing the sustainability performance of its own business.

- **With the rollout of the ISO 14001 environmental management system, we are seeking to further improve our environmental management and continuously enhance our sustainability performance.**

We continue to develop ourselves every day to ensure that in the future we will continue to remain one of the most successful drivers of innovation in the dynamic arena of the health industry. That is why we place great value on offering wide-ranging opportunities for training, continuing education, and individual development. We make it possible for young talent to get a running start in their careers with our comprehensive range of training programs in more than 10 occupations for which vocational education is required.

- **With our training and continuing education program, we want to respond to the shortage of skilled workers by training the well-qualified specialists of tomorrow.**

## Sustainable development

We are all very much aware that the world is facing great challenges today, with climate change, poverty, hunger, inequality, and instability being just some of the issues we urgently need to address.

Overcoming these great challenges requires courageous action, and this is where the United Nations' Sustainable Development Goals (SDGs) come into play. The SDGs are the plan to which all world leaders have committed themselves in order to create a greener, more just, and better world by 2030. Society as a whole plays an important role in achieving these goals.

We firmly believe that we, too, have a role to play in achieving them. We share the United Nations' commitment to proactively addressing the challenges associated with sustainability. Hamilton's sustainability program supports the Sustainable Development Goals with a focus on the SDGs that are most important to us, with this subset including all SDGs whose achievement could be significantly aided through our work. We support SDGs 3, 5, 8, 12, 13, and 16 through our business and sustainability activities.

We pay particularly close attention to SDG 3, which aims to ensure healthy lives and foster well-being among all people and all ages – in other words, it addresses the core of our business.

In this year's sustainability report, we show how the strategic topics of our sustainability program relate to the SDGs.



### Our contribution to the Sustainable Development Goals



#### We innovate for a better life

- We develop cutting-edge technology to optimize the quality of medical treatment, testing, and production steps.
- We support health authorities and medical facilities worldwide in managing the COVID-19 pandemic.
- We are committed to ensuring that our products are available worldwide.



#### We are committed to society and take care of our people

- We pay particular attention to fair treatment of all employees, regardless of their gender, age, origin, language, sexual orientation, religion, or other relevant characteristics. We are committed to diversity, equal opportunity, and inclusion.



#### As a family business, we are geared towards long-term success

- We place great value on offering wide-ranging opportunities for continuing education, further training, and individual development. With our training and continuing education program, we want to train the well-qualified specialists of tomorrow.
- At our headquarters, between 2021 and 2023 we are investing more than CHF 60 million in the construction of a new state-of-the-art high-bay primary warehouse and office and production building. We are strengthening domestic production with this new building.



#### We innovate for a better life

- We develop cutting-edge technology to optimize the quality of medical treatment, testing, and production steps.
- We are committed to emphasizing and further developing the sustainability aspects of our products and services.
- At our locations, we rely on innovative solutions in building services engineering and continuously reduce our negative impact on the environment on this basis.



#### We cultivate a conscious use of natural resources and protect the environment

- We have made a commitment to the Science Based Targets initiative (SBTi) and will make binding reductions in our CO<sub>2</sub> footprint in Scope 1, 2, and 3. Science-based targets give us a clearly defined path to a reduction in greenhouse gas emissions, helping to prevent the worst impacts of climate change and ensure that business growth can continue in the future.



#### As a family business, we are geared towards long-term success

- We are committed to our social responsibility in the context of our business activities. Compliance with the regulatory framework and recognition of international principles ensure that we are credible as a business partner and employer.

## UN Global Compact

The UN Global Compact is a call for companies to bring their strategies and operations in line with universal principles on human rights, labor, the environment, and anti-corruption while taking action to advance societal goals. Sustainable management is essential for modern companies.

We decided to join the UN Global Compact in 2023. We want to be part of the global movement of sustainable businesses and stakeholders working to remake the world as we would like to have it be. To live up to our corporate social responsibility, we are committed to increasingly incorporating the 10 principles of the Global Compact into our strategies, directives, and procedures.

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### The 10 principles of the UN Global Compact



1. Businesses should support and respect the protection of internationally proclaimed human rights; and
2. make sure that they are not complicit in human rights abuses.



3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
4. the elimination of all forms of forced and compulsory labor;
5. the effective abolition of child labor; and
6. the elimination of discrimination with respect to employment and occupation.



7. Businesses should support a precautionary approach to environmental challenges;
8. undertake initiatives to promote greater environmental responsibility; and
9. encourage the development and diffusion of environmentally friendly technologies.



10. Businesses should work against corruption in all its forms, including extortion and bribery.
-

## Innovation

Hamilton’s product range is just as diverse and highly specialized as its customers and their needs. Our customers include companies from the clinical environment, the pharmaceutical, biopharmaceutical, and chemical industries, the food industry, research institutions, and laboratories. They all associate the Hamilton name with the promise of innovation, quality, and focus on customer service. To live up to this promise and the expectations of our various customers not only today but also in the future, we at Hamilton live and breathe innovation and constantly seek to redefine the status quo. We are driven by a desire to improve the healthcare situation of people across the entire world. In this way, we ensure that our cutting-edge technologies will also be able to continue contributing to substantial progress in the health industry in the future.

With our products, we always stand by our customers and aspire to contribute to their success. Our multinational teams, which consist of experts with specific knowledge and skills, work to develop new products and services in partnership with entities such as universities. Development is always close in line with the needs of our customers, which significantly contributes to our success.

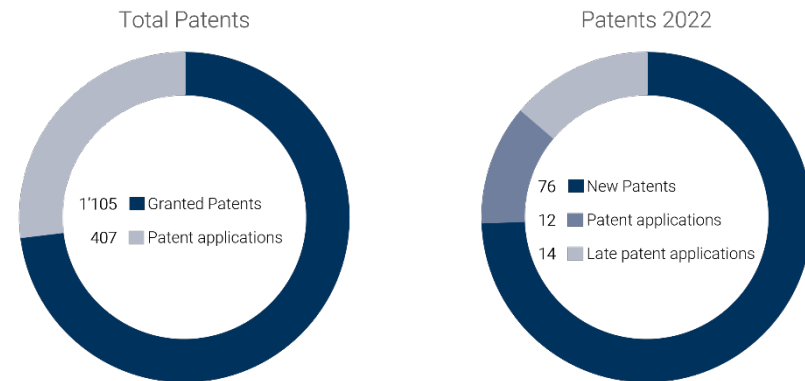
Our products are designed to increase the effectiveness and productivity of the processes and the quality of the operations performed, thus facilitating the work of scientific and medical teams. In this way, we contribute to the sustainability of our customers at a high level. Our products are of high quality and designed to last, which helps to conserve resources over time.

We define the characteristics of a product during product development, so this phase has the greatest impact on the potential negative impacts of a product. Knowledge of potential environmental impacts and the pursuit of a wide-ranging circular economy are increasingly shaping the process of product development. We want to bolster the positive effects of Hamilton products through factors such as ease of use, increasing energy efficiency,

durability, and also greater compatibility with the concept of a circular economy in the future. Our aim is to place greater emphasis on the sustainable properties of our products and services and to expand them further during development. On this basis, our innovations can help solve the problems of the future and improve people’s lives.

### Innovation and product development

Hamilton creates products that are innovative and open up new possibilities for science. Our cutting-edge technology simplifies complex processes. Our goal is to provide innovative solutions that facilitate the work of medical and scientific teams and make their workflows even more effective. Hamilton always seeks to manufacture safe, reliable, and high-quality products. Hamilton’s many patents substantiate our capacity to innovate.





## Sustainable product design

Our customers expect that our products will feature absolute safety and conformity with all applicable regulations and have long service lives as well as great accuracy and reliability. We develop our products to meet these requirements. Hamilton products are characterized not only by innovation but also by quality, precision, and reliability. Hamilton products comply with the provisions of the Restriction of Hazardous Substances (RoHS) Directive as well as the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) Regulation and meet all applicable legal requirements.

Hamilton strives to reduce the environmental impact of its products, such as by reducing resource consumption and waste generated throughout the product life cycle. We aim to improve the sustainability performance of our products by adjusting properties such as their design, material use, or packaging. And we do all of this while offering the same quality, precision, and reliability that one has come to expect from our products, of course.

In conjunction with the strategic focus on sustainability, various initiatives have been launched at Hamilton to systematically embed sustainability in product development. Various training courses on the topic of sustainability were held for this purpose during the 2022 reporting year. The goal was to create a common understanding of sustainability and to provide impetus in our employees' day-to-day work. To address sustainability in product development, a "Sustainability" working group was established at Hamilton Bonaduz AG. Hamilton Medical AG set for itself the strategic target that the development of sustainable products is to become a core competency of the business. In the long term, this is the only way that Hamilton can reduce the negative impact caused by the consumption of resources and energy. The aim is to deliberately take into consideration energy efficiency, compatibility with the concept of a circular economy, and the use of alternative materials in the development of new products.

## Sustainability initiatives



### 12 tons less plastic

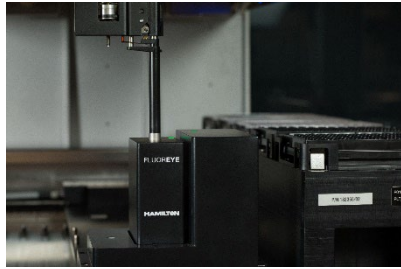
Tubes for Hamilton Medical's flow sensors were previously supplied coiled on disposable plastic drums that had no further use. Within a year, more than 10,000 of them accumulated as residual waste. Working together with our supplier, we were able to find a solution

that does not require a drum for coiling the tubes. This enabled not only massive savings in freight volume and CO<sub>2</sub> emissions but also a reduction in plastic waste of 12 tons per year.

### 10 m<sup>3</sup> less polystyrene

To protect our products from damage in transit, Hamilton Medical previously used polystyrene chips as packaging material. Recycling polystyrene ranges from very difficult to nearly impossible. In addition, the material does not biologically degrade. For these reasons, we sought to remove it from our production process as quickly as possible, replacing the polystyrene chips with AIRplus® air pillows from Storopack, which can be recycled. This move is allowing us to avoid 10 m<sup>3</sup> of polystyrene waste annually.





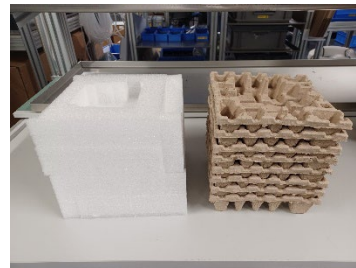
### 3D printing instead of milling

FLUOREYE is a small, channel-based fluorescence measurement device for integration into our pipetting platforms. Up until now, the housings of the FLUOREYE were milled out of an aluminum cuboid, resulting in a considerable amount of waste. Instead of

milling 90% of the volume out of an aluminum cuboid, we opted to manufacture the housing with a 3D printer. This not only saves electricity but also generates only minimal waste. Due to the small size, significantly more units per trip can be delivered to our subsidiaries and customers compared to large plate readers.

### Hamilton Heater Shaker 3G packaging

We are delivering the third edition of Hamilton's most successful module for integration into our pipetting platforms in newly designed packaging. Unlike the previous version, this packaging is made of recycled cardboard and dispenses with all foam inserts. We use a film that is also made from 100% recycled plastic to protect the module. This packaging also meets the specified requirements for transport safety, of course. Thanks to a smart design, the new packaging can also be stacked, allowing it to take up to four times less space during delivery, which reduces the logistical effort and expense required.



### Q-Series storage systems with natural refrigerant

When it comes to refrigerated storage systems, the Global Warming Potential (GWP) of the required refrigerants is of great importance. The GWP indicates how many times more the refrigerant contributes to global warming than CO<sub>2</sub>. With conventional refrigerants, the GWP value is between 1,000 and 3,000. For Verso Q-Series storage systems, Hamilton developed a new cooling system that uses a natural refrigerant with a GWP value of 3, making it up to 1,000 times more environmentally friendly than conventional refrigerants. Special components made it possible to design the innovative cooling system in such a way that only 85 g of refrigerant were necessary to use in each system. The complex new development of the cooling system of the Verso Q-Series storage systems definitely paid off in terms of benefit to the environment.

### Real-time CO<sub>2</sub>NTROL

Controlling dissolved CO<sub>2</sub> in bioproduction increases product yield and improves the consistency of processes when they are scaled up or down. Conventional electrochemical sensors measure DCO<sub>2</sub> content indirectly, require high maintenance, and are prone to measurement error.

Hamilton's new CO<sub>2</sub>NTROL is a solid-state sensor that directly measures DCO<sub>2</sub>, providing maintenance-free, real-time, in-line control of this critical process parameter. The sensor enables automated control to allow for higher titers, better reproducibility from one batch to the next, and optimal scalability from research and development to production-scale bioreactors.



## Environment

### CO<sub>2</sub> emissions

Based on greenhouse gas (GHG) emissions in 2020, we collected Hamilton's total CO<sub>2</sub> footprint for the first time in 2021 and 2022. The greenhouse gas footprint calculation and reporting process is based on The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard – Revised Edition (GHG Protocol) and the complementary Corporate Value Chain (Scope 3) Accounting and Reporting Standard. They are the most widely used international accounting tools for understanding, quantifying, and managing greenhouse gas emissions for governmental and business management. These standards were developed in a partnership between the World Resources Institute and the World Business Council for Sustainable Development. The footprint calculation was based on the principles of the GHG Protocol:

- **Relevance:** Ensure the GHG inventory appropriately reflects the GHG emissions of the company and serves the decision-making needs of users – both internal and external to the company.
- **Completeness:** Account for and report on all GHG emission sources and activities within the chosen inventory boundary. Disclose and justify any specific exclusions.
- **Consistency:** Use consistent methodologies to allow for meaningful comparisons of emissions over time. Transparently document any changes to the data, inventory boundary, methods, or any other relevant factors in the time series.
- **Transparency:** Address all relevant issues in a factual and coherent manner, based on a clear audit trail.
- **Accuracy:** Ensure that the quantification of GHG emissions is systematically neither over nor under actual emissions.

The system boundaries were defined using the control approach, meaning that the greenhouse gas accounting has been prepared for Hamilton Bonaduz AG, Hamilton Medical AG, Hamilton Storage GmbH, Hamilton Services AG, and all its subsidiaries.

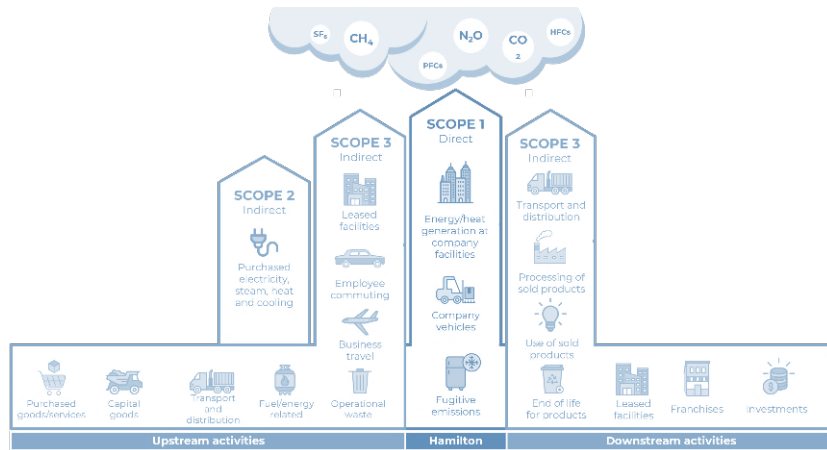
According to the GHG Protocol, greenhouse gas emissions are divided up into direct and indirect emissions. Direct emissions are emissions that originate from sources that the reporting company owns or controls. Indirect emissions are attributed to activities of the reporting company, but the sources of these emissions are located in other companies or controlled by these companies. Direct and indirect emissions are broken down into three scopes.

**Scope 1** includes all CO<sub>2</sub> emissions that can be managed directly by the company (direct emissions). These include emissions from the combustion of fossil fuels from mobile or stationary sources, such as for power and heat generation in company-owned facilities or the company vehicle fleet, emissions generated by chemical and physical processes, and volatile emissions from the use of cooling and air conditioning.

**Scope 2** includes all indirect CO<sub>2</sub> emissions resulting from the generation of electricity, steam, heating, or cooling that the company purchases from external energy suppliers.

**Scope 3** includes all other indirect CO<sub>2</sub> emissions, such as emissions from the extraction and production of purchased materials and services, emissions from vehicles that the reporting company does not own or control, emissions related to upstream and downstream logistics, and emissions from waste management.

In calculating our CO<sub>2</sub> emissions, we take into account all Scope 1, Scope 2, and Scope 3 emission categories that are relevant to and applicable to us.

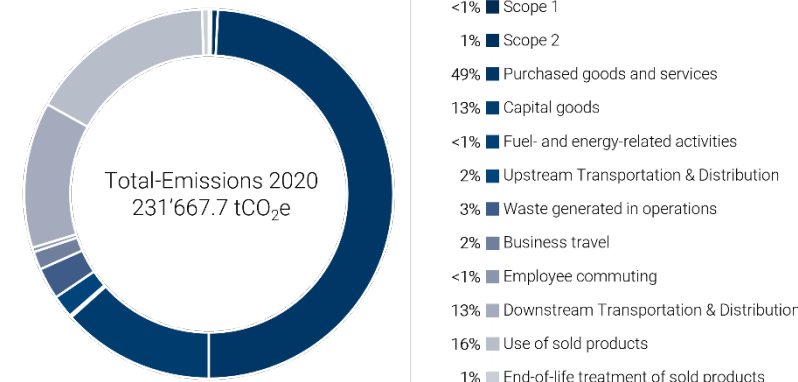
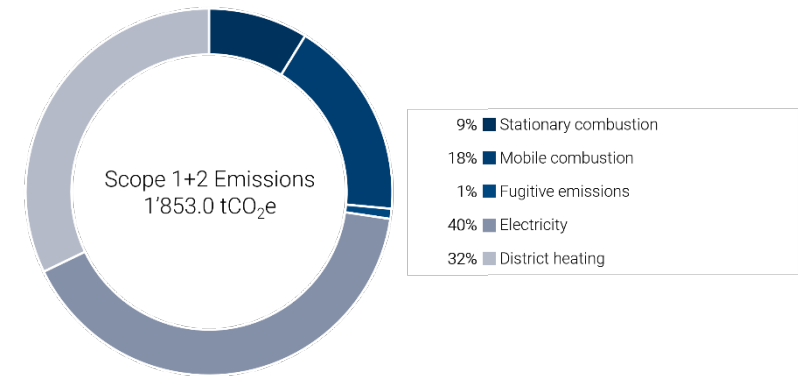


The sum of our global CO<sub>2</sub> emissions for 2020 was 231,667.7 tCO<sub>2</sub>e. Scope 1 emissions from fossil fuel combustion from mobile or stationary sources and emissions from refrigerant use accounted for 506.8 tCO<sub>2</sub>e, just 0.2% of total 2020 emissions. Scope 2 emissions from the generation of electricity and heat amounted to 1,346.2 tCO<sub>2</sub>e or 0.6% of total CO<sub>2</sub> emissions. Scope 3 emissions accounted for over 99% of Hamilton’s total emissions in 2020 and totaled 229,814.7 tCO<sub>2</sub>e.

The largest emissions category, accounting for nearly 50% of the footprint, was the purchase of goods and services. The use of products sold accounted for 16% of total emissions, followed by emissions from capital goods, which corresponded to 13%. Downstream transportation and distribution account for 13% of Hamilton’s CO<sub>2</sub> emissions and, along with upstream transportation and distribution (2%), is another major driver of our CO<sub>2</sub> footprint.

Global CO<sub>2</sub> emissions in 2020

Emissions category	Total emissions [tCO <sub>2</sub> e]	Hamilton Bonaduz AG [tCO <sub>2</sub> e]	Hamilton Medical AG [tCO <sub>2</sub> e]	Hamilton Storage GmbH [tCO <sub>2</sub> e]	Hamilton Services AG [tCO <sub>2</sub> e]
Scope 1	506.8	323.3	133.7	36.8	13.0
Scope 2	1,346.2	869.0	296.5	161.2	19.5
Scope 3	229,814.7	125,593.5	100,634.0	3192.2	395.0
<b>Total</b>	<b>231,667.7</b>	<b>126,785.8</b>	<b>101,064.2</b>	<b>3,390.2</b>	<b>427.5</b>



Climate protection tops our list of strategic goals in the area of environmental protection, and we want to do our part to prevent the worst climate change impacts. We are committed to the SBTi and have set for ourselves the goal of reducing absolute emissions from Scope 1 and 2 by 42% by 2030, starting from a 2020 baseline. We also pledged to reduce the CO<sub>2</sub> intensity of our Scope 3 emissions by 52%.

- **We are committed to reduce absolute Scope 1 and 2 emissions by 42% by 2030 compared to a 2020 baseline.**
- **We further commit to reducing the CO<sub>2</sub> intensity of our Scope 3 emissions by 52% by 2030 compared to a 2020 baseline.**

In 2020, the sum of CO<sub>2</sub> emissions in Scope 1 and 2 amounted to 1,853.0 tCO<sub>2</sub>e, so they must be reduced by 42% or 778 t to 1,075 t by 2030. To reduce our own electricity and heating requirements, we are continuously investing in our building services engineering. We are also seeking to electrify our own vehicle fleet by 2030.

The absolute CO<sub>2</sub> emissions in Scope 3 in 2020 were 229,814.7 tCO<sub>2</sub>e, and the revenue-related CO<sub>2</sub> intensity in Scope 3 was 199 tCO<sub>2</sub>e/million CHF revenue. According to the target, we need to reduce this to 96 tCO<sub>2</sub>e/million CHF revenue by 2030. We want to take the necessary steps to reduce our CO<sub>2</sub> footprint here, both internally and in our products. Our development teams are currently undertaking detailed investigations of the optimization of distribution logistics and product and transport packaging, general material savings, the use of secondary or other non-fossil materials, and increased energy efficiency.

## Logistics and business travel

Our development and production sites are located in Switzerland, Germany, Romania, and the United States. Our own sales and service companies also represent us in 12 countries. Our customers are located all over the world, making logistics an important area for us and causing our greenhouse gas emissions in this area to be correspondingly high. We are currently investigating our options associated with the relocation of distribution logistics. Our goal is to be able to offer a more sustainable alternative in this area. We are currently building a central high-bay warehouse for 13,000 pallets at our site in Domat/Ems. The new primary warehouse will replace the intermediate storage distributed throughout Switzerland, thus leading to massively fewer transport movements within the company overall. The new building in Domat/Ems will also create nearly 20,000 m<sup>2</sup> of production and office space distributed across eight floors. The new assembly and office facilities will provide room for approximately 200 to 300 employees.

The company-owned vehicle fleet, as well as business travel, also contributes to our greenhouse gas emissions. Our new company car directive provides clear incentives for fully electric vehicles, and when existing vehicles are replaced, we purchase fully electric alternatives. Air travel is necessary for us due to the global reach of our organization. To reduce our emissions, we encourage our employees to minimize travel wherever possible, such as by using alternative meeting methods like web-based conferencing. Many of our employees also take advantage of the opportunity to work from home part of the time, which benefits the environment in ways such as minimizing commuting.

## Energy consumption

We are taking numerous measures to reduce our energy consumption at our locations. These measures include paying attention to energy efficiency in our building services engineering systems, equipment, and machinery; making systematic use of LED lighting; and recovering waste heat from our large machines so that it can be used for heating purposes. We use energy-saving computers and accessories in our daily work. The two locations in Bonaduz and Domat/Ems are heated and cooled using groundwater, making them climate-neutral, and we avoid using air-conditioning wherever possible. The building control systems for heating, cooling, and shading are centralized and automated. We take environmental aspects into account when replacing or acquiring equipment as well as when making new investments. We design new buildings to include state-of-the-art building services engineering.



We operate our own photovoltaic systems at our development and production locations. In 2022, it was possible to generate more than 430,000 kWh of clean energy in Switzerland and an additional 121,310 kWh in Romania. We are expanding our own energy production on an ongoing basis and

wherever possible. The new building in Domat/Ems will also be equipped with a photovoltaic installation on the roof and facade with a system output of 1,060 kWp. An additional photovoltaic system will also be added to our headquarters in Bonaduz in 2023. The latest photovoltaic installation will have a system output of 114 kWp and will be brought online in the fall of 2023. The photovoltaic system in Romania will also be further expanded. These photovoltaic installations are bringing us a step closer to our goal of producing as much of our own energy as possible.

## Water consumption

With the exception of our groundwater heating system, we obtain water from the municipal water supply and primarily use it for sanitary purposes. Small amounts of process water are required only in a few production areas, such as in the production mechanical systems. To ensure the most economical use of process water, we have installed water-saving and automated water dispensers throughout our buildings. The growth of our workforce drove the increase in water consumption last year.

We discharge our used water directly into municipal wastewater treatment systems, and no production water or other wastewater is discharged into bodies of water.

Energy consumption and in-house production	2021	2022
Energy consumption (kWh)	10,452,155	10,321,432
Energy generated in-house (kWh)	321,560	551,550
Total energy generated in-house (%)	3.1	4.2
Energy generated in-house in Switzerland (%)*	3.7	5.0

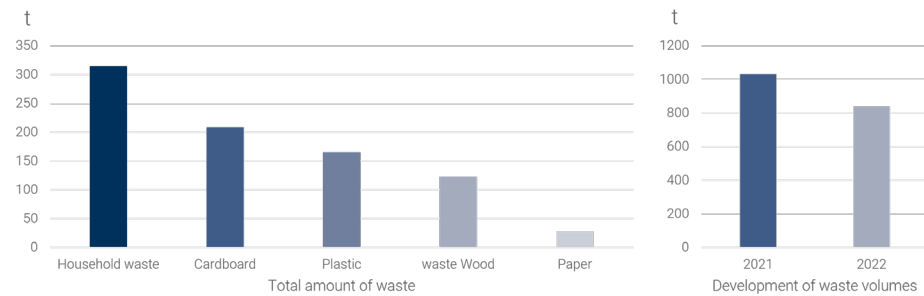
\* Data for the Swiss locations.

Water consumption	2021	2022
Water consumption (m³)	30,064	30,648

## Waste and recycling

Most of the waste from our business activities is classified as non-hazardous and can be disposed of or recycled in the regular manner. Household-type waste, cardboard/paper, plastics, and waste wood account for the largest volumes of waste. Our waste concept aims to avoid or reduce waste wherever possible. Any waste that is generated is recycled if possible. Materials that cannot be recycled are separated out for controlled disposal. We collect any waste that is generated and store it safely until it can be handed over to a qualified disposal company. Bühler AG Transporte + Recycling, which is certified as a waste disposal company, performs this task at all of our primary locations in Switzerland.

Waste volumes in 2022



# People

## Our employees

We are proud of our corporate culture as well as our talented employees. They contribute all their knowledge and skills to the success of our company each and every day. In return, we are committed to providing a safe and open work environment. Our success in the future will also depend on our ability to attract, develop, and retain the best employees.

We have made it our mission to constantly improve our working conditions and thus have a positive influence on our high-performance culture. We emphasize diversity and inclusion, ensure that all employees are treated fairly, and take action to make the workplace safer and safer over time.

Hamilton's corporate values directly support us in the pursuit of these goals. These values reflect our mindset, guide us in our actions and decisions on a day-to-day basis, and are the foundation on which Hamilton's corporate culture is based.

### Hamilton corporate values

#### Entrepreneurial

We think and act entrepreneurially, with a clear focus on our goals

#### Respectful

We respect each other and maintain an appreciative relationship

#### Innovative

We live innovation and continue to redefine the status quo

#### Sustainable

We act in harmony with financial success, social justice, and environmental responsibility

#### Communicative

We communicate actively

#### Reliable

We stand for the high reliability of our products, services, and processes

Hamilton has demonstrated sustained business growth in recent years. This growth made it possible for us to steadily expand our workforce so that a total of 2,472 employees were working for our companies by the end of 2022. Some 90 additional jobs could be created compared to 2021. The majority of our workforce works in Switzerland (1,601), followed by Romania (326) and Germany (188). Most of the growth in the workforce was achieved organically, resulting from low staff turnover and long-term employees. We pride ourselves on the rapid integration of new employees into our corporate and workplace culture.

Key figures on workforce development*	December 31, 2021	December 31, 2022
Number of employees	2,382	2,472
Number of full-time equivalents (FTE)	2,298	2,373
Newly created jobs	101	90
Percentage of female employees	29.6%	30.5%
Number of employees with permanent positions	2,218	2,348
Temporary and fixed-term employees	85	44
Apprentices, trainees, and students	79	80
Employees less than 30 years of age	635	606
Thereof women	28.0%	28.2%
Employees between 31 and 50 years of age	1,284	1,356
Thereof women	31.1%	32.1%
Employees greater than 50 years of age	463	510
Thereof women	27.9%	28.0%

\* Without Hamilton Medical Inc.



## Working conditions

We are driven by a desire to improve the healthcare situation of people across the entire world. We depend on motivated, talented, and satisfied employees to achieve this lofty goal. This requires attractive working conditions with opportunities to develop as well as treatment of employees in a manner that exhibits appreciation and fosters ambition, because employees work best in a motivating environment. In addition to Hamilton’s legendary Christmas party, we also provide a modern staff restaurant, various leisure offerings, modern working conditions, our informal, first-name-basis culture, and much more. We offer our employees comprehensive benefits and services that contribute to good and attractive working conditions.

### Working conditions

 Five weeks of vacation	 13 <sup>th</sup> Month Pay	 42.5 hour weeks based on a flexitime model	 Compensation time for bridging days between Christmas and New Year
 Home-Office	 A dedicated pension fund with the possibility to choose from three options	 Continued pay in the event of illness, accident or pregnancy	 Compulsory health and accident insurance

The benefits contained in the terms and conditions of employment and hiring apply to all Hamilton employees. At our company, we pay attention to ensuring a good work-life balance, so we provide our employees with one additional week of vacation per year. We also offer our employees the opportunity to take care of part of their workload by working from home.

Our employees receive fair and appropriate compensation, and we actively assist with their retirement needs. The benefits provided to our employees automatically are supplemented by a wide range of other fringe benefits that can be used as desired.

### Our benefits

 Diverse opportunities for further training and development	 An informal working environment	 Family-friendly employer	 Advisory services provided by external partners for various life situations
 Green Sense: The healthy and sustainable staff restaurant	 Staff discount for many leisure activities and services	 Events: From a simple barbecue party to our legendary Christmas party	 Sport & Fun – see what surprises lie in store

We pay close attention to the training and development of our employees and offer them the opportunity to continue their education internally in our own training program or by participating in external programs. We also offer development opportunities at all levels. Our employees are given the opportunity to develop according to their personal capabilities. Our family-like working environment features flat hierarchies and an actively cultivated informal, first-name-basis culture. We offer the right environment for employees to live out their passion for their chosen field and expand their horizons beyond it. Employees are invited to contribute their ideas and actively shape Hamilton’s future. We strive to be a modern and family-friendly company. Parents receive the support they need and can schedule their work with flexibility. We care about the welfare of our employees on the job and in their private lives. For this reason, we offer access to counseling services provided by external partners who accompany our

employees in various life situations. A special fringe benefit is the healthy and sustainable employee restaurant Green Sense at our locations in Bonaduz and Domat/Ems. Modern, natural, sustainable, and with regional flair – that’s how you could describe the concept, the ingredients used in the cuisine, and the way the menu is prepared in our staff restaurant. The daily menus are designed in accordance with the season, and the food in use is regionally produced and purchased. We support certified products and pay close attention to animal welfare in all animal products. In this way, we make the corporate value of “sustainable” tangible in a delicious manner. Our fringe benefits are supplemented by special promotions, events, and discount offers for our workforce. With our wide range of standard and fringe benefits, we seek to help our employees feel good and perform at their best.

### Hamilton honored with Top Company 2023 distinction

**Top 2023  
Company**



The most important evaluation portal in the German-speaking world has given Hamilton the Top Company award for the second time in a row. We value Kununu’s recognition because it is based exclusively on employee reviews on the [www.kununu.com](http://www.kununu.com) platform. Every employee can easily and anonymously submit a rating, and this anonymity ensures an honest ranking.

It is gratifying that Hamilton has achieved an above-average score of 4 (out of 5) stars since the platform was founded. This is true both in the overall rating and in all four sub-areas (career and salary, corporate culture, working environment, diversity). The average score in the “Medical/Pharma” sector, to which Hamilton belongs, is 3.2 stars. Hamilton has always set for itself the goal of being an attractive employer and is always doing what it can to make this a reality.

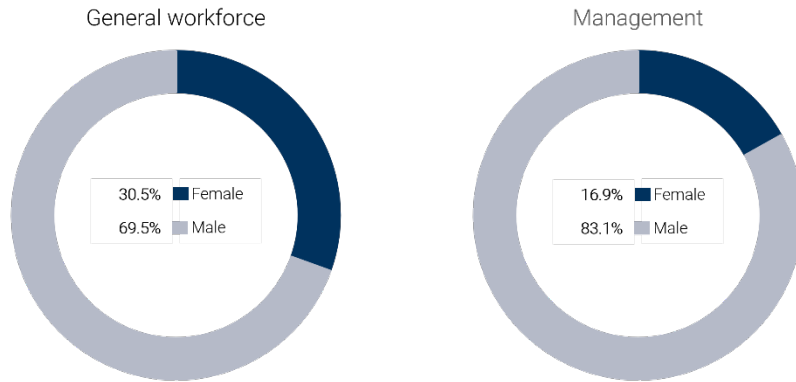
## Diversity and inclusion

Our stated values of “respectful, communicative, reliable, innovative, sustainable, and entrepreneurial” reflect our mindset and represent the foundation of our culture. We emphasize diversity and inclusion and ensure that all employees are treated fairly. At Hamilton, we foster and expect mutual respect and trust. We offer our employees a safe and open working environment and see ourselves as a transnational, multicultural, and diverse team.

Hamilton employs people from more than 60 different countries and a wide variety of cultural backgrounds, languages, orientations, and beliefs. We benefit from our diverse workforce, which adds tremendous value. Contrasting ways of seeing, acting, and approaching challenges, as well as backgrounds, opinions, and skills that differ, make it possible for the employees to provide each other with inspiration and to accelerate learning processes. This leads to more creativity, greater innovation, and improved performance. As a consequence, we pay attention to fair treatment of all employees, regardless of their gender, age, origin, language, sexual orientation, religion, or other relevant characteristics. We are committed to diversity, equal opportunity, and inclusion.

The ideal of diversity ensures that we reflect all our employees with their wide-ranging backgrounds as well as the various regions and countries in which we operate. In regard to equality of opportunity, we champion ensuring that every individual has the same opportunities and is treated fairly. Through inclusion, we seek to bring people together and to actively empower every voice. In this way, we foster internal cohesion and inspire all employees to identify with Hamilton. All relevant work processes of recruitment, employment, development, and continuing education as well as in the management culture are designed in such a way that they counteract stereotyping, even when it is not deliberate.

Women comprise approximately 30% of our overall workforce and hold 17% of management positions. In terms of corporate management, 10% of all executives are female. While we have seen an increase in women in management roles in recent years, we are not yet where we want to be.



Employment relationship	Women	Men
Total employees	754	1,718
Full-time	77.2%	88.0%
Part-time	22.8%	12.0%

It is our declared goal to further bolster diversity and equality of opportunity in the company and, as a consequence, to increase the proportion of female employees and female managers in the company. In our company, we foster diversity and encourage our employees to take on more responsibility as well as management positions. We make personnel decisions on the basis of qualifications, talent, and performance while taking the applicable employment laws into account. We are committed to providing a work environment that is free from unlawful, discriminatory, and harassing conduct. Our internal directives prohibit behaviors such as unequal treatment and discrimination based on gender, age, origin, language, sexual orientation, religion, or other relevant characteristics.

The individual success of our employees, and therefore the success of Hamilton as a whole, depends on the personal abilities of our employees and the performance they deliver. We are proud to welcome a diverse range of individuals to our company, and we are especially proud that these individuals all feel a sense of belonging to Hamilton.

Complaints from our employees relating to personnel law may be raised with the line manager or our Human Resources department, where they will be dealt with promptly and in an appropriate manner. In order to give greater emphasis to this process and thus protect our employees as well as systematically prevent misconduct, we are currently developing a whistleblower hotline that we will put into operation for all our locations. Our goal is to eliminate violations of personal rights and thus ensure a safe workplace for all.

## Occupational health and safety

The health and safety of all employees are particularly important to us. We concern ourselves with the well-being of the entire workforce and work to minimize the negative impact of accidents and injuries. Our occupational health management systematically influences all company factors related to health, reducing those that pose a risk while also bolstering those that promote good health. We specifically foster the health, well-being, satisfaction, performance, work motivation, and personal responsibility of employees, thereby reducing the number of days that employees are absent from work. Our occupational health management ensures continuity; a high level of occupational health and safety; protection of the environment; maintenance of machinery, equipment, and buildings; and continuous improvement of product quality at Hamilton.

Any accident that occurs at work is one too many and is to be avoided at all costs. At the same time, we seek to provide our employees with a working environment that protects them from harmful impacts and prevents disease. Our goal is to continuously reduce the number of days that employees are absent from work due to accidents or illness. To this end, we are continuously enhancing our safety culture. Both employees and supervisors are responsible for ensuring safety in the workplace. Our employees contribute to their own safety and the safety of their coworkers and customers as well as any third parties in their workplace. Supervisors must ensure that the appropriate safety guidelines are followed and that all employees receive the required training and continuing education.

We are constantly building and expanding our health maintenance and safety infrastructure. We also launch regular informational campaigns to promote occupational health and safety and prevent accidents that occur both on the job and during the employee's time off. All employees are trained on relevant topics relating to occupational health and safety so that their awareness of related issues is constantly raised. To prevent

occupational accidents, we conduct annual hazard assessments and take any actions needed to mitigate hazards.

We want to reduce the number of accidents that result in lost workdays. This applies particularly to occupational accidents but also to accidents that occur outside of work. In the context of our occupational health management, we have set up a reporting system to record and evaluate accidents.

Occupational health and safety*	2021	2022
Number of employees	1,583	1,601
Number of occupational accidents	42	43
Number of non-occupational accidents	246	252
Number of lost workdays (occupational and non-occupational accidents)	1,361	1,730

\* Data for the Swiss locations.

Occupational health management at Hamilton goes far beyond the topics of occupational and operational safety. We want to achieve excellence in our day-to-day work, and we can only do this by ensuring a sustainable work-life balance for our employees. We also offer our employees various resources in the areas of exercise, nutrition, and relaxation.

In the area of exercise and fitness, we offer a variety of courses throughout the year, provide employees with relevant preventive information, and seek to raise awareness. We have also entered into cooperation agreements with nearby fitness centers and sports providers that make it possible for our employees to use the entire range of services of the providers for a small fee.

The sustainable Green Sense staff restaurant offers employees healthy meals and snacks at our two primary locations in Bonaduz and Domat/Ems. The restaurant gives away fruit and dispenses free water enriched with magnesium while serving as a place to relax and recharge

your batteries for work. It also raises employee awareness of healthy and sustainable nutrition.

On the subject of relaxation, employees are offered a variety of courses and activities as well as information about various relaxation methods. With our flexible working hours model, employees are free to organize their workday as they wish, making it easier to balance the responsibilities of their professional and private lives.

If our employees need advice or assistance, Hamilton offers the option of neutral advice from a trusted, professional partner. Our external partner offers consulting services in regard to psychosocial needs relating to operational, personal, health, and financial concerns.

## Our commitment to the community

As a pioneer in the areas of medical ventilators, automated pipetting, and sample storage, as well as in the development of process sensors, we are constantly working to accelerate the development of new solutions. Hospitals, laboratories, and other institutions across the globe rely on us and our products and services – both now and in the future. Our innovations made it possible for us to record strong growth in recent years as we benefited from ongoing demand for our products and services.

We are committed to ensuring that medical teams can provide the best possible ventilation care – to anyone, anywhere. That is why we support a variety of different projects in various countries around the world.

### Intensive care units with 10 beds for the rural districts of India



With nearly 1.4 billion inhabitants, India is one of the most populous countries in the world. The health situation has always been a challenge, especially in rural areas. In addition to a significant shortage of intensive care beds, there is also an acute shortage of medical personnel.

We are partnering with an NGO in India that aims to establish a 10-bed intensive care unit in each of India's 300 rural districts. Hamilton Medical is the sole supplier of ventilators for this project, which we are supporting with several hundred ventilators on a not-for-profit basis.

### Support for medical staff in Malawi

Malawi is the third-poorest country in the world. The country's healthcare sector is profoundly underfunded, and even the simplest medical treatments and routine operations are an enormous challenge. Malawi ranks at the very bottom of the world with just 0.4 doctors per 10,000 inhabitants.



For these reasons, we decided to support Lydia and Bernhard Widmann, two doctors who moved to Malawi with their three children in April 2022 in order to offer medical care and train local specialists. Since there were previously no options for providing ventilation to intensive care patients on-site, we are supporting the project with ventilators and accessories.

### Mercy Ships, Africa

Two out of three people worldwide do not have access to safe surgical care that they can pay for. Access to healthcare is limited, especially in low- and middle-income countries, including many countries in Africa. Since 1978, Mercy Ships' hospital ship Africa Mercy has provided remote areas with health



services and much-needed medical operations. The crew of volunteers carries out important surgical procedures on the floating hospital.

Hamilton Medical supports the charity and has provided much-needed ventilators at not-for-profit rates. The HAMILTON-T1 units are used for conducting operations in the field of oral and maxillofacial surgery in particular.

## Adding value

### Business ethics and integrity

We see it as a matter of course that we comply with the applicable laws and other legal provisions in every country in which we operate. It is the responsibility of each individual employee, including managers and regardless of location or business unit, to comply with all applicable laws and codes of conduct as well as all other Hamilton directives.

Hamilton rejects all corrupt and anti-competitive conduct, along with all other illegal behavior. Corruption and antitrust violations cause distortions in competitive markets; destroy our good reputation and the trust of customers, business partners, and the public; and lead to serious damage for all involved.

Hamilton's Code of Conduct outlines the framework for our daily responsibilities to our employees and business partners and expresses our shared set of basic values as defined and recorded in Hamilton's statements on its vision and values. Compliance with the Code of Conduct is a top priority for Hamilton, as such compliance safeguards the company's credibility as a business partner and employer. The Code of Conduct defines general standards and principles for professional conduct within Hamilton. It provides guideposts for our conduct in business dealings and sets out what these standards and principles mean with regard to areas such as working conditions, social and environmental sustainability, transparency, cooperation in a spirit of trust, and dialog. The Code of Conduct is supplemented by the employee and management handbooks and all other Hamilton directives, which contain the rules regarding how we implement these standards and principles on a daily basis.

The various Hamilton stakeholders and interest groups expect us to conduct our business with integrity. We have pledged to demonstrate business integrity by conducting our business in a manner consistent with

the Code of Conduct and by doing business in an environmentally, ethically, and socially responsible manner. Our actions are guided by universally accepted values and principles as well as the high standards of integrity defined by Hamilton.

Our anti-corruption rules and regulations on proper handling of gifts and other benefits include guidance such as the definition of benefits that might and might not be promised, offered, accepted, or granted in relationships with business partners. The conflict-of-interest rules also describe how employees' personal interests or activities may conflict with Hamilton's financial, business, or ethical interests, and how we are to act when this occurs.

Our competition and antitrust rules specify our duty to comply with applicable regulations and explain their principles. Hamilton supports independent entrepreneurship and free competition. We compete on a fair and ethical basis and follow business practices that are legitimate and widely accepted. In competitive markets, we concentrate on providing quality work and conducting ourselves professionally and do not hinder anyone from competing with us.

Hamilton's lasting success requires that we adhere to our standards. While this may result in us losing certain business, we believe that acting with integrity provides a competitive advantage.

To ensure that Hamilton employees conduct themselves correctly in their business dealings, they review the standards to be adhered to in each specific case. Hamilton will provide all employees and business partners with the information, guidance, and assistance needed to comply with Hamilton's standards of business integrity.

## Compliance management

Hamilton's highest priority is compliance with applicable laws and regulations, with such compliance being the basis and prerequisite for our license to operate. Compliance means that Hamilton and its employees conduct themselves in accordance with applicable legislation and directives as well as internal integrity standards. We as a company also want to avoid the impression that our employees are engaging in non-compliant conduct.

The basis for compliance at Hamilton is a sense of responsibility on the part of each and every employee. Compliance risks for which we are responsible must be continuously and appropriately identified, assessed, and dealt with according to the severity of the risk.

Our commitment to the highest standards of compliance and business ethics requires that we enforce our integrity standards around the world. Hamilton Bonaduz AG, Hamilton Medical AG, Hamilton Storage GmbH, and Hamilton Services AG are based in Switzerland. In countries with an institutional framework that is weaker than in Switzerland, we consider which good standards for responsible corporate governance could be applied to provide support. Our enterprise-wide approach is designed to ensure that our integrity standards are equally binding for all parts of the company.

The area of Compliance at Hamilton is being reorganized in 2023. The new Compliance service unit is tasked with setting up and monitoring the company-wide Compliance Management System (CMS). The Compliance service unit develops and implements appropriate measures to establish, maintain, and further develop the CMS.

The area of responsibility of the Compliance service unit at Hamilton includes compliance building blocks such as anti-corruption, competition and antitrust law, fraud prevention, dealing with conflicts of interest, information security, customs, and export controls, and combating money

laundering, as well as respecting human rights, fostering occupational health and safety, and ensuring corporate sustainability. The responsible departments at Hamilton handle other compliance risk areas, including data protection and tax compliance.

Effective compliance management requires secure and reliable communication channels for employees and business partners as well as any other stakeholder. To ensure such channels are available to all, we are establishing and implementing a whistleblower system with a whistleblower hotline in 2023. The whistleblower hotline will go live for all our locations.

Hamilton strives to prevent non-compliant conduct, detect such conduct when it occurs, and respond appropriately.

## Labor and human rights

True to our vision statement of "We drive innovation to improve people's lives", we at Hamilton are committed to improving people's lives every day. Human rights as defined in the Universal Declaration of Human Rights, UN Resolution 217 A (III) of 1948, are an integral component of all of Hamilton's business activities. Everywhere we operate, we respect human rights at all times as a prerequisite for the implementation of our vision.

Hamilton is also committed to complying with the International Labor Organization (ILO) Convention and simultaneously expects its suppliers, distributors, and business partners to comply with the ILO's core labor standards.

We are committed to the ban on child labor. This means that no person younger than 15 years of age will be employed, assuming local law has not set a higher age limit and assuming that no exceptions are allowed.

We are also committed to the ban on forced or compulsory labor in all its forms. Forced or compulsory labor is defined as any type of work or service that is required of a person under threat of some penalty and for which they



have not volunteered. This includes every form of modern slavery and labor facilitated by human trafficking.

We also respect the right of employees to freedom of association, freedom of assembly, and collective bargaining, to the extent that these are legally permissible and possible in the respective country.

Hamilton treats all people with esteem and respect. We expect our employees to be courteous, fair, and respectful to colleagues, customers, suppliers, officials, and others with whom we have dealings. We protect Hamilton's reputation in this way.

Due to the complexity of our products, we rely on qualified employees in our in-house production facilities. This means that we are not exposed to the risk of direct use of child labor or forced or compulsory labor. For the same reasons, and taking into account the location of their facilities, we believe this statement is also true of our upstream suppliers. No cases in which this was a problem were reported.

## Social responsibility

We strive for excellent reliability of our products, services, and processes. Our products are subject to the highest quality standards, which is how we create value at Hamilton. Our products and services help our customers to successfully master their tasks and achieve the goals they have set for themselves, allowing them to create value.

Hamilton is committed to its corporate social responsibility, and we ensure that we are credible as a business partner and employer through compliance with the regulatory framework as well as recognition of international principles.

## Sustainability rating

To continuously expand its own sustainability performance, Hamilton Bonaduz AG decided in 2022 to cooperate with EcoVadis in order to improve its performance in the area of sustainability. In 2022, we had the

renowned rating agency review our sustainability performance for the first time.



Internationally, there is a wide range of possible sustainability ratings and standards, some of which pursue very different goals. EcoVadis is a value-chain-focused "one-stop tool" for assessing the environmental, social, and ethical performance of companies, making it the ideal partnership for Hamilton Bonaduz AG.

The EcoVadis Assessment Model measures seven management indicators and covers 21 sustainability criteria along four thematic areas of environment, labor and human rights, ethics, and sustainable procurement, and thus represents a universal sustainability rating that includes all sustainability dimensions. The assessment helps us manage our company network both upstream and downstream. EcoVadis also makes it possible for us to share our sustainability performance with our stakeholders.

The first audit resulted in a score of 40 out of a possible 100 points. We can explain this score by alluding to the fact that Hamilton's sustainability program is still a work in progress, with many measures currently in the implementation phase. We have set for ourselves the goal of improving our overall sustainability performance and outperforming our peer group. Accordingly, we are aiming to achieve the status of at least "Bronze" in our second EcoVadis assessment in 2023. This will make it possible for us to further consolidate our position as a sustainable partner.

## Integrated quality management

Hamilton's integrated quality management systems comply with international standards such as ISO 9001 and ISO 13485. In this way we are ensuring compliance with the prescribed quality standards and country-specific requirements while setting our own demanding quality targets. Hamilton Bonaduz AG (ISO 9001 and ISO 13485), Hamilton Medical AG (ISO 9001 and ISO 13485), and Hamilton Storage GmbH (ISO 9001) each maintain their own quality management systems for the development, manufacture, distribution, and service of our products. Hamilton Services AG is integrated into the quality management system of Hamilton Bonaduz AG.

Our integrated quality management systems are based on standardized processes that enable Hamilton's various business activities to be conducted in an orderly, structured, and reliable manner. Each business process has been assigned a process owner who takes responsibility for the management and continuous improvement of the processes. The quality organizations support the process owners in their work.

We continuously monitor the legal framework conditions. More detailed regulations for clinical evaluations and tests of medical devices have resulted from the Medical Device Regulation (MDR). Our tools for controlling and monitoring our quality management systems are continuously subjected to ongoing development.

In 2023, Hamilton Medical AG decided to launch an environmental management system in accordance with ISO 14001, thus further advancing the sustainability performance of its own business. As an internal service provider, Hamilton Services AG will also be integrated into the environmental management system. The rollout of the ISO 14001 environmental management system will further advance our environmental management and continuously enhance our sustainability performance.

We see environmental protection not just as an obligation, but also as an opportunity. We can achieve a competitive advantage while also providing added value for society through environmentally friendly products and work methods that conserve resources in the business. Our production processes can be classified as having a low environmental impact overall. Nevertheless, we want to continuously take measures to conserve resources and avoid negative effects on the climate.

## Training and continuing education

We continue to develop on a daily basis in order to remain one of the most successful companies that is driving innovation in the dynamic environment of the healthcare industry. A large part of our company's success is based on the knowledge and experience of our employees. We also share this knowledge with our customers in the form of our products and services, creating value there as well.

For all employees, the key to quality is lifelong learning, which we actively support at Hamilton. That is why we place great value on offering wide-ranging opportunities for training, continuing education, and individual development. With our training and continuing education programs, we want to respond to the shortage of skilled workers by training the well-qualified specialists of tomorrow.

Each year, some 80 new apprentices begin at Hamilton in Switzerland in one of 11 professions requiring vocational training. The step from school to professional life is an important one – we accompany our apprentices through it all by sharing our experience and knowledge, lending an empathetic ear, and showing a sense of humor. The trainees learn something new every day, rise to the challenges posed by their fascinating tasks, and get the training they need for their careers.

## Our apprenticeships



Application developer



Automation engineer  
Automation technician



Computer scientist



Electronics engineer



Commercial clerk



Constructing  
designer



Logistics operator



Mechanical technician



Mechanical engineer



Developer digital  
business

We integrate our apprentices into our normal day-to-day operations, giving them trust and responsibility right from the start. In this respect, fostering a motivating environment is particularly important to us. Various team events and other benefits, such as a bonus system for apprentices, contribute to the establishment of such an environment.

We generally encourage all employees to continue learning throughout their professional lives. We support them when they are participating in training and continuing education in addition to their jobs, such as by paying a portion of the costs or by granting employees the time they need for training in the form of a paid reduction in their workload.

We also have a wide range of internal courses that employees can take during their working hours, such as training on the topics of communication, work methods, or leadership.

We offer many opportunities to employees who want to stay with us on a long-term basis and who want to contribute in other areas. Anything is possible, from changing to another business unit to taking on a completely new role. We put talent in the right place.

In addition, we offer entry and development opportunities at all levels, whether you are a high school student who has yet to start vocational training, a college student seeking an internship, or an old hand looking for a fresh challenge. We are aware of the strengths that come from having a

healthy mixture of talented individuals – some who have been tried and tested in their careers and others who have yet to gain work experience. We create value for society by having our employees continuously train and participate in continuing education courses.

Customers also benefit from our years of experience in the area of training. For example, Hamilton Medical College offers free online training courses to customers or other interested parties who want to increase their knowledge of mechanical ventilation and our ventilators. Hamilton Bonaduz also offers our customers a variety of on-demand webinars that provide a basic understanding of our technologies or offer practical insights and tips on how to use our products. Our courses enhance our users' understanding and capabilities so that our products can deliver maximum value.

## Information about the report

This report covers 2022. Unless stated otherwise, the reporting period is from January 1, 2022, to December 31, 2022. Our Sustainability department collected, structured, and internally analyzed the data presented in the report.

We plan to report on our sustainability progress on a regular basis. This report is Hamilton's first sustainability report. Starting from now, we intend to publish a report on corporate responsibility every year.

This report was prepared for Hamilton Bonaduz AG, Hamilton Medical AG, and all its subsidiaries. Unless stated otherwise, the statements made in the report apply to the companies and subsidiaries mentioned.

Environmental data on energy consumption, water consumption, and waste generation was collected for our development and manufacturing locations in Switzerland, Romania, and Germany.