Docusign Envelope ID: 0FC1286B-A7B5-4CAB-8D24-ACFF8FC86968

medmix UK Ltd.
1 Tealgate
Hungerford Berkshire
RG17 0YT
United Kingdom
admin@medmix.com

www.medmix.swiss

To whom it may concern

2nd June 2025

Modern Slavery and Human Trafficking Statement for Financial Year 2024

About medmix

medmix develops and commercializes leading technologies in high-precision delivery devices and fluid mixing for applications in healthcare, industry, and consumer segments.

We have organized our business in two operating segments, which are also our reportable segments and which we refer to as "business areas:" Healthcare and Consumer & Industrial.

Our Healthcare business area is divided into Dental, Drug Delivery and Surgery. In Dental, our customers use our mixing and delivery devices for a broad range of applications, such as prosthetics, restorations, anesthetics, and aesthetics. Drug Delivery offers devices that are used to inject fertility drugs, growth hormones and to treat niche diabetes indications, osteoporosis, and rare diseases. In Surgery, our mixing and delivery devices are used to inject bone cement and to apply hemostatic sealants for internal and external wound treatment during surgical procedures.

In our Consumer & Industrial business area, we operate through the Industry and Beauty segments. In Industry, our dispensers, cartridges, and mixers are used in the construction, transportation (automotive, railways and aerospace), electronics assembly, infrastructure, and do-it-yourself industries. In Beauty our microbrushes are used for the application of color cosmetics, such as mascara and in other areas, such as skin care or lip gloss, but also in non-beauty-related areas such as cleaning devices for consumer products.

We operate 14 productions, logistics and distribution sites throughout the world, most of which are centred around our plastic injection moulding core competencies and serve more than one segment to satisfy the needs of our customers in a timely and flexible manner. As of December 31, 2024, we employed 2,684 full-time equivalent employees.

More: About medmix

Our principles and policies

medmix is committed to the elimination of modern slavery and human trafficking from the supply chain. medmix`s Procurement function directs our activities and our relationships with suppliers in accordance with many internal and external ethical guidelines. These guidelines and policies serve as a point of reference for upholding fundamental human rights as well as working conditions, occupational health and safety, business

Docusign Envelope ID: 0FC1286B-A7B5-4CAB-8D24-ACFF8FC86968

ethics, and environmental law. The guidelines and policies are reviewed regularly to ensure that they remain relevant and fit for purpose in a globally operating company; and include:

- Code of Business Conduct (CoBC): This code explains the way we behave as an organization and how we expect our employees to act. It includes a commitment to comply with employment and labor laws, including those related to the elimination of all forms of forced and compulsory labor (including child labor). We require all employees to sign the CoBC. Governance (medmix. swiss)
- medmix Sustainability Policy: This document prohibits child labor, forced labor and human trafficking within our own operations and in our supply chain.
- Recruitment Process: We operate a robust employment process, including conducting verification of work permits and work eligibility assessments to safeguard from human trafficking and ensure that no individual is forced to work against their will.
- Whistleblowing Policy: We operate an independently provided whistleblowing system. Employees are regularly made aware that they can raise concerns (anonymously if they so wish) without fear of reprisals, regarding the behavior of colleagues or of practices within our operations or supply chain.
- UN Global Compact: We are signatory to the United Nations Global Compact and act in support of its drive for human rights and the societal goals.

Our supply chain

Our supply chain procedures include a Global Supplier Qualification Process (GSQP) for potential (as part of the onboarding process) and existing suppliers. GSQP allows for the systematic identification, selection, auditing, verification, and development of global suppliers based on quality and sustainable supply chain practices and performance. Our procurement management carefully evaluates suppliers' processes and products. This may include (particularly in higher risk situations) on-site visits and audits by internal sourcing personnel. In case of non-compliance, either the supplier is not qualified, or a corrective action plan is agreed before the partnership is established or continued. Our procedures examine procurement spend in countries identified as having high risk, allowing us to efficiently focus our due diligence. While our supply chains are global, most of our supplier relationships are long-term and stable, allowing medmix to consistently communicate and influence our expectations in terms of performance and good practices.

Global EHS network enabling sustainable behavior.

Environment, Health and Safety (EHS) are core components of our sustainability approach. The medmix global EHS lead, in close collaboration with line management, drives and defines the medmix EHS policy, programs and standards. Dedicated EHS professionals at all production sites, ensure local implementation in compliance with local laws and medmix principles.

Compliance and Training

The HR Manager of each site within medmix is responsible for the administration of the Code of Business Conduct (CoBC). The manager is also here to advise and inform employees on ensuring that our policies and principles are appropriately implemented. Our employees are regularly informed, including through in person training, that they can reach to a manager or our Chief Compliance Officer for advice and guidance. In addition, we require our employees (including our procurement teams) to undertake regular formal compliance training on a variety of important compliance topics including how to spot and raise issues (including modern Slavery) both internally and within our supply chain.

Specific modern Slavery and Human Trafficking e-learning modules were delivered before the spinoff of medmix from Sulzer in end 2021 to raise awareness on corresponding compliance issues. We believe training is essential to further reduce the risk in our supply chain and we will look to repeat and expand such training in 2023, then in a regular manner. We plan also to provide compliance training to suppliers who attend our regional supplier conferences.

Docusign Envelope ID: 0FC1286B-A7B5-4CAB-8D24-ACFF8FC86968

Continued improvement.

We believe that our current systems and procedures are robust in identifying any evidence of modern slavery or human trafficking within our organization, and that this risk remains low. Nevertheless, we recognize the need to continue to monitor, improve and enhance our tools and procedures on this complex and evolving subject.

During the financial year ending 31 December 2024, there were neither reports nor findings of the presence of modern slavery or human trafficking in our supply chain.

The Board of Directors of medmix UK Ltd. has approved this statement for the financial year ending on December 31, 2024.

for and on behalf of Medmix UK Ltd

DocuSigned by:
Roman Thoenig
62F3241BD15C404...

Roman Thoenig
Member of the Board

Signed by:
CDAC564F26BC4B2...

Reto Huser
Member of the Board

Docusign Envelope ID: 0FC1286B-A7B5-4CAB-8D24-ACFF8FC86968