



Sustainability Report

2023

HAMILTON 

HAMILTON 
MEDICAL

“We drive innovation to improve people’s lives”

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Our company



Hamilton Company
 Founded: 1950
 Reno, Nevada, USA



Hamilton Bonaduz AG
 Founded: 1968
 Employees worldwide: 1'900
 Bonaduz, Domat/Ems, Switzerland



Hamilton Services AG
 Founded: 2021
 Employees: 250
 Bonaduz, Domat/Ems, Switzerland



Hamilton Central Europe SRL
 Founded: 2013
 Employees: 300
 Giarmata, Romania



Hamilton Storage Technologies, Inc
 Founded: 2015
 Employees: 144
 Franklin, Massachusetts, USA



Hamilton Medical AG
 Founded: 1983
 Employees worldwide: 850
 Bonaduz, Domat/Ems, Switzerland



Hamilton Storage GmbH
 Founded: 2015
 Employees: 121
 Bonaduz, Domat/Ems, Switzerland



Our products



The right ventilation solution for your setting

Hamilton Medical develops and manufactures ventilation solutions for a wide range of use cases. Our solutions offer advanced features for even the most complex patient requirements, as well as various mobility options, so they can be used on the go or where space is limited.

We also design and produce our own in-house range of ventilator consumables because we understand the importance of these products in connecting patient and ventilator. All our consumables are specifically designed to maximize safety, flexibility, and ease of use.

Flexible storage solutions for sample management

Hamilton Storage offers an extensive range of automated ultra-low-temperature sample management systems for biological samples and compounds. Our sample storage solutions, bench-top devices, and consumables are all designed to preserve sample integrity and deliver flexible and reliable solutions for life science applications. Whether you need short or long-term storage, you can count on our products to maintain the quality of your samples.



Smart and powerful sensor solutions

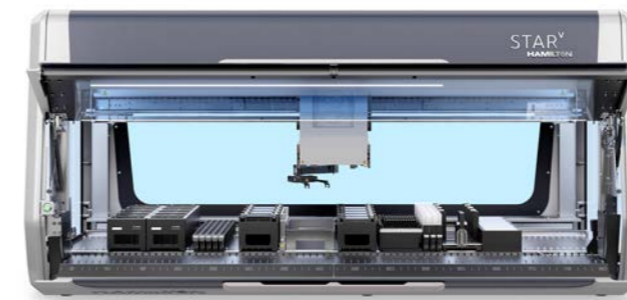
The wide-ranging process sensors designed and manufactured by **Hamilton Process Analytics** are known for their high quality, long lifespan, unique functionality, and competitive pricing.

Thanks to our specialist R&D teams, we are able to provide outstanding monitoring solutions for key process parameters such as pH value, dissolved oxygen content, and cell density.



Fast, flexible, and powerful robotics

Hamilton Robotics supplies automated solutions for wide-ranging applications in the fields of biological and analytical research. Thousands of our workstations have already been installed worldwide, enabling users to automate many different tasks and develop the perfect automated solution for their laboratory thanks to the flexible modular design.



Precision liquid measurement instruments

It all started in 1940 when Clark Hamilton developed the glass micro-liter syringes. To this day, this product is produced by Hamilton Central Europe in Giarmata (RO). Today, our syringes are among the highest quality precision liquid measurement instruments available on the market and our extensive range includes syringes for many different applications. Hamilton Central Europe also produces precision products (including pumps, valves, needles, and pipette modules) for use by analysis and research laboratories, as well as our range of consumables for our ventilators.



Planet



Dr. Gianina Viglino-Caviezel
President and CFO
Hamilton Services AG



Building a sustainable business is not just a requirement; it is an opportunity

The impacts of climate change are clear to see: Extreme weather events, such as heatwaves, flooding, and storms, are on the rise and on July 3, 2023, we saw the hottest day ever recorded globally. These events leave no doubt that we must act now to combat climate change and adopt sustainable practices throughout the business world.

As a global business and one of the biggest industrial companies in our region, we understand our responsibility, which is why we have been engaging with sustainability issues for many years. For us, our commitment to sustainability is more than just a response to the climate emergency; it is a central pillar of our corporate strategy. We believe that sustainable practices can have enormous benefit for our business, our employees and wider society. By supporting environmental projects and working to reduce our carbon footprint, we can take proactive steps to protect the environment and preserve our precious planet for future generations.

Environmental action is, however, only half the story and there is growing awareness of the importance of social sustainability. If we want to be a truly sustainable business, we must take social considerations as well as environmental factors into account. For us, this means prioritizing efforts to support fair working conditions, promote equal opportunities, and invest in the professional development of our employees. One of the three central pillars of our HR strategy is "Inclusion for all", which emphasizes the importance of creating an inclusive work environment. We know that we will face many global and local challenges on our sustainability journey. However, we are determined to play our part and take the necessary action to achieve our wide-ranging sustainability targets. Why? Because for us, building a sustainable business is not just a requirement; it is an opportunity to create a better future for our business and the world around us.

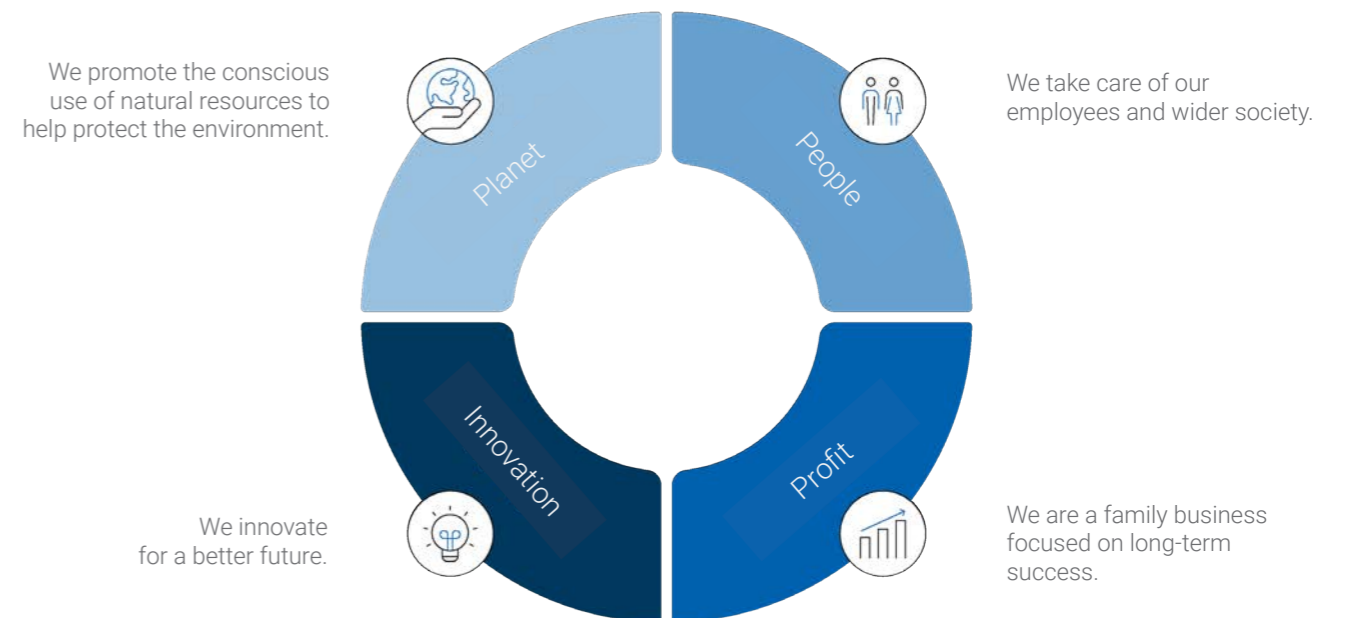
Our sustainability commitment

"We drive innovation to improve people's lives." That is the vision at the heart of our business, which inspires us to play our part in the development of new drugs, diagnostics, and breakthroughs in personalized medicine. Central to this vision is the integrity of our business operations and staff, our compliance with ethical standards, and our policy of responsible business practices across all our sites and at all stages in our supply chain.

It is fundamental to our company identity that we make every effort to protect our environment, promote excellent working conditions for our employees, and make a positive contribution to society at large. As a manufacturing business, our operations have a direct impact on the world around us, which is why we uphold strict environmental standards for both R&D and production at all our sites and are committed to continuously improving these standards.

The core aim of our sustainability strategy is to balance financial success with social justice and environmental responsibility. Sustainability is not just about buildings and materials; it is also about relationships, and we understand the importance of building long-lasting relationships with our employees, customers, partners, and suppliers, as well as our wider environment and society.

For us, sustainability is the key to building both a profitable business and a thriving future society. Our sustainability strategy therefore sets out four pillars for our sustainability actions: the classic 3Ps – People, Planet, and Profit – plus Innovation, which reflects our commitment to finding innovative solutions to future problems.





How we identify our sustainability priorities

A materiality analysis is an important tool for identifying the most relevant sustainability topics (known as material topics). It helps companies and organizations focus on the key topics that are most important for their internal and external stakeholders. During a materiality analysis, it is important to examine sustainability topics from two different perspectives: inside-out and outside-in.

The inside-out perspective examines the impact of a company's operations on the environment and society at large. This includes factors such as consumption of resources, emissions, and social impacts on the local communities where a company is based. Conversely, the outside-in perspective examines the external factors that influence a company's operations, such as societal expectations, legal requirements, and market trends. This perspective is useful in identifying both potential risks and opportunities arising from external influences.

Another important purpose of a materiality analysis is to ascertain which levers – or actions – will make the biggest difference in addressing the material topics identified. These actions could include initiatives to reduce carbon emissions, promote fair working conditions, or encourage responsible procurement practices for raw materials.

Sustainability is a broad field covering many different environmental, social, and governance topics. In order to identify which of these topics are material topics, it is essential to involve relevant stakeholders, such as employees, customers, suppliers, investors, non-governmental organizations, and local communities. By engaging with these groups, companies can build a detailed picture of their material topics and how best to address these.

In summary, a materiality analysis enables companies to focus on their most important sustainability topics (material topics) by engaging with stakeholders and identifying relevant impacts and effective levers for change. As a result, they can adopt a more strategic and effective approach to sustainability.

The graphic on the following page shows the materiality matrix for Hamilton, including the various topics analyzed and their significance for stakeholders.

Double materiality analysis



- 1 Sustainable products
- 2 Working conditions and social standards within the supply chain
- 3 Innovation in production
- 4 Fair partnerships with suppliers
- 5 Professional development and training
- 6 Diversity and equality
- 7 Occupational health and safety
- 8 Fair pay and company benefits
- 9 Financial success
- 10 Corporate strategy
- 11 Customer satisfaction
- 12 Legal compliance (incl. data security)
- 13 Energy consumption
- 14 Climate impact and emissions
- 15 Waste
- 16 Consumption of materials and resources

● Products ● People ● Profit ● Processes and resources



Topics covered in this Sustainability Report and the corresponding sustainable development goals

We support the UN's sustainable development goals

Our company is committed to supporting the United Nations' 17 Sustainable Development Goals and we have projects in place that focus on goals 3, 5, 8, 12, 13, and 16 in particular. Our efforts towards Goal 3 – Good Health and Wellbeing – include initiatives to promote the physical and mental health of our employees and support the communities local to our operations. We organize regular health checks, offer fitness programs, and support local healthcare facilities.

Goal 5 – Gender Equality – is another important focus area. We are committed to promoting equality and the inclusion of more women in leadership roles. By offering targeted training and mentoring programs, we aim to support women in their professional development and foster an inclusive working environment.

We uphold Goal 8 – Decent Work and Economic Growth – by delivering fair working conditions and supporting local economies. For instance, we invest in training for our employees and support small and medium-sized businesses as part of our supply chain. Goal 12 – Responsible Consumption and Production – is a key element of our corporate strategy, which includes efforts to optimize our production processes, so that we can minimize waste and use resources more efficiently. We also support recycling initiatives and the use of sustainable materials. In terms of Goal 13 – Climate Action – we are taking active steps to reduce our carbon footprint, such as switching to renewable energy sources, installing energy-efficient technologies, and supporting climate action projects.

Finally, we support Goal 16 – Peace, Justice, and Strong Institutions – by upholding transparent and responsible governance practices. We place great value on high ethical standards and integrity throughout our business operations, and engage actively with local communities to promote social justice. Without doubt, the challenges facing us in our pursuit of these UN Sustainable Development Goals are numerous and affect all aspects of our business. However, we firmly believe that our commitment to these goals will benefit both our company and wider society in the long term. This belief drives us to deliver even more sustainable actions and responsible choices.

Page	Topic	UN Sustainable Development Goals
20–21	We've set ourselves science-based targets	7, 8, 9, 11, 12, 13, 17
22–25	We monitor our emissions on an annual basis	7, 8, 9, 11, 12, 13, 17
26–27	Focus groups	7, 8, 9, 11, 12, 13, 17
28–29	EcoVadis	1, 3, 5, 8, 10, 12, 13, 17
30–31	ISO 14001	1, 3, 5, 8, 10, 12, 13, 17
32–33	We expand with sustainability in mind	9, 11, 12, 17
34–35	Total electricity consumption	9, 11, 12, 17
36–37	E-mobility: reviewing our BMW fleet six months on	9, 11, 12, 17
40–41	Looking after our employees' future: excellent pension provisions	1, 3, 17
42–43	UN Global Compact	1, 3, 5, 8, 10, 12, 13, 17
44–45	Donate blood – save a life	3
48–49	New metal production facility at the Giarmata (RO) site	8, 9, 12, 13
50–51	Project: Cost and time efficiencies in logistics and customs	9, 11, 12, 17
54–55	Alternative materials	9, 12, 13
56–57	Digital product development	9, 12, 13



We've set ourselves science-based targets

We've set ourselves near-term targets and we're not quite there yet

In 2023, we committed to achieving near-term targets in line with the Science Based Targets initiative (SBTi). These include reducing our Scope 1 & 2 greenhouse gas emissions by 42% and our Scope 3 emissions by 52% by 2030. By signing up to these targets, both Hamilton Bonaduz AG and Hamilton Medical AG have demonstrated their commitment to a more sustainable future. In taking action to cut our emissions across all our company processes, we are actively contributing to the fight against climate change and playing our part in achieving the international climate target of limiting global warming to 1.5 degrees.

We understand that urgent action is needed to mitigate climate change and are working tirelessly to minimize our environmental impact. To this end, we are pursuing a comprehensive strategy to overhaul our internal processes and build external partnerships, including investing in sustainable technologies, optimizing our production processes, and switching to renewable energy sources.

In addition, we are working together with our suppliers to improve environmental standards at all stages in our supply chain. This holistic approach puts us in a stronger position to meet our targets, while at the same time ensuring the financial success of our business. The transition to a low-carbon economy is an enormous challenge, but we believe it also offers opportunities for innovation and growth. By acting quickly and setting ourselves ambitious targets, we can position ourselves as a market pioneer and consolidate our future business potential. Our most important allies in this are our employees and customers, and we greatly appreciate their commitment and support in achieving our sustainability targets. Together, we can bring about positive change and ensure we leave future generations with a planet they are proud to call home.



SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

APPROVED
NEAR-TERM SCIENCE-BASED TARGETS

The Science Based Targets initiative has validated that the science-based greenhouse gas emissions reductions target(s) submitted by Hamilton Bonaduz AG conform with the SBTi Criteria and Recommendations (Criteria version 5.0).

SBTi has classified your company's scope 1 and 2 target ambition as in line with a 1.5°C trajectory.

The official near-term science-based target language:

Hamilton Bonaduz AG commits to reduce absolute scope 1 and 2 GHG emissions 42% by 2030 from a 2020 base year.* Hamilton Bonaduz AG commits to reduce scope 3 GHG emissions 52% per CHF value added within the same timeframe.

*The target boundary includes biogenic land-related emissions and removals from bioenergy feedstocks.

DATE OF APPROVAL
25 October 2023

Partner Organizations: CDP, United Nations Global Compact, WORLD RESOURCES INSTITUTE, WWF

In collaboration with: WE MEAN BUSINESS COALITION



We monitor our emissions on an annual basis

Promoting efficient use of energy and resources and reducing greenhouse gas emissions are key focus areas for Hamilton's environmental management policy.

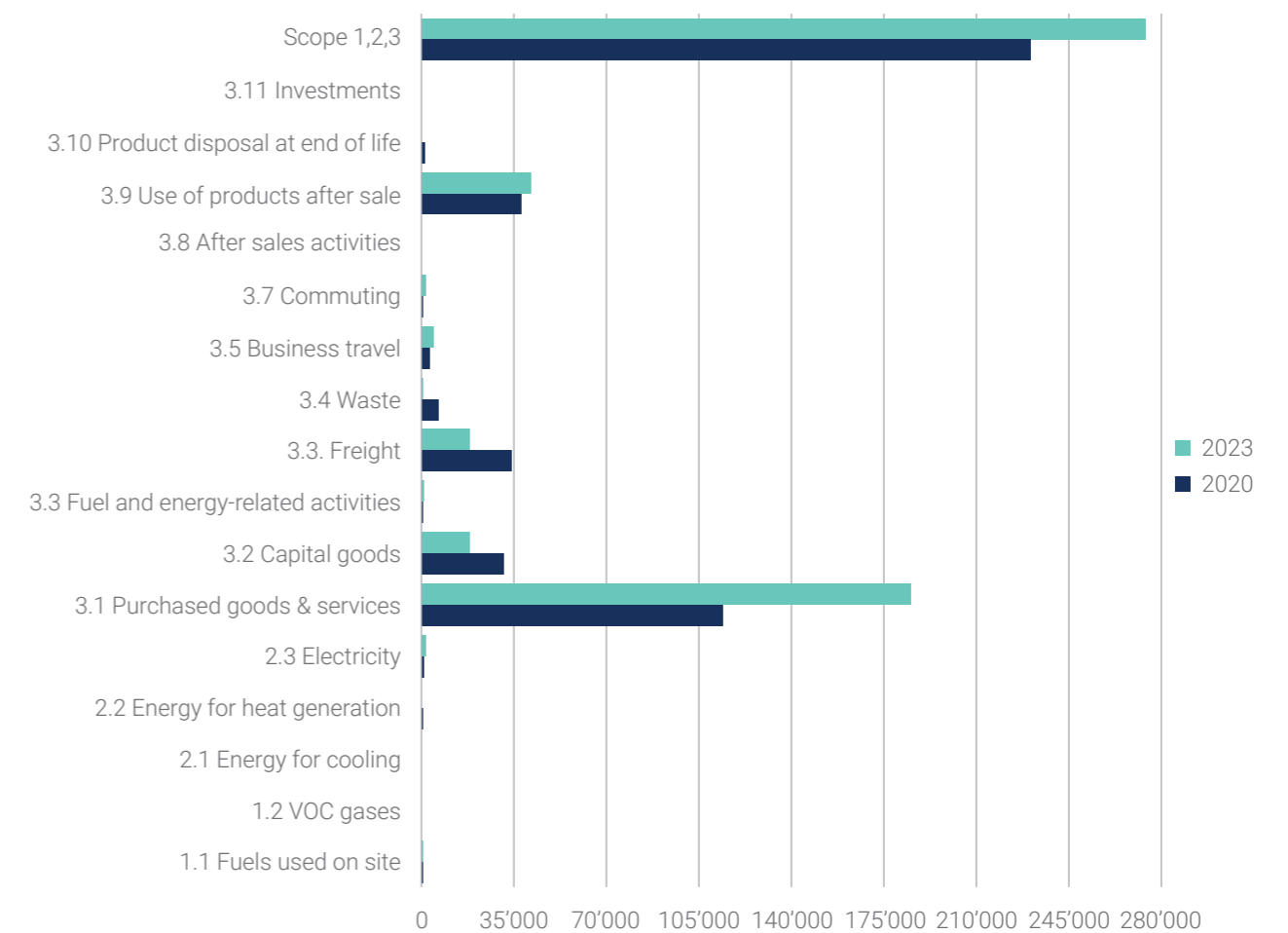
To help inform this transition, we previously worked together with an external partner to produce our first carbon footprint calculation for the year 2020. This figure provides the baseline against which we assess our general progress with respect to our greenhouse gas emissions.

The calculation includes data for our headquarters in Bonaduz, our Swiss sites in Domat/Ems, Rapperswil, and Allschwil, and also Hamilton Central Europe in Romania. The emissions from the Hamilton subsidiaries in China and Europe are also included.

When calculating our greenhouse gas emissions for the 2023 reporting period, we adopted a new calculation method to improve the accuracy of our results. We also updated our 2020 figures using the new calculation method to enable a more accurate comparison of the data.

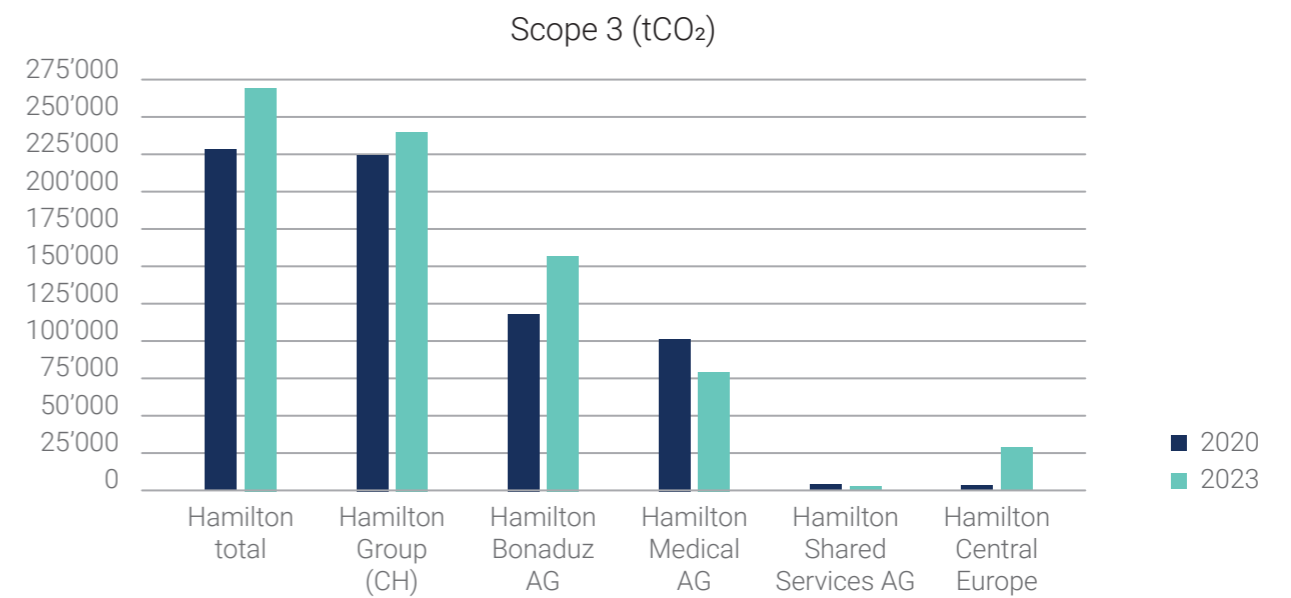
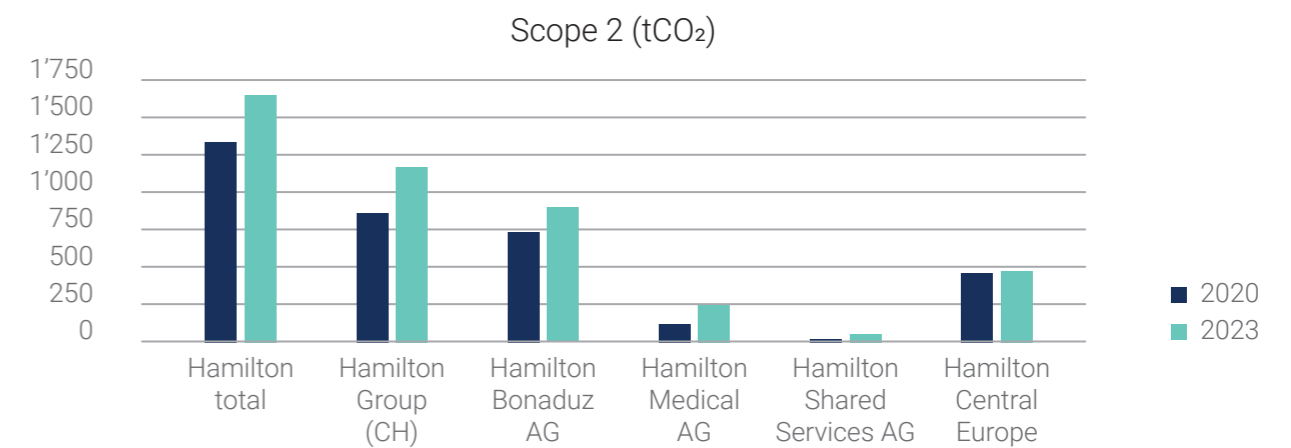
In 2023, our Scope 3 emissions amounted to 273'928 tCO₂e and accounted for more than 99% of our total greenhouse gas emissions. The following graphic provides an overview of Hamilton's greenhouse gas emissions for the period from January 1 to December 31, 2023.

Hamilton's emissions by scope (tCO₂)





Overview of Hamilton's greenhouse gas emissions





We're using cross-company focus groups to identify viable emissions-reduction projects

Environmental awareness in the business world is growing and action to reduce carbon emissions is now a number 1 priority. At Hamilton, we are working to identify and prioritize initiatives that will help us cut our environmental footprint and achieve our emissions targets. Focus groups involving experts from all areas of our business have proven a particularly effective tool in this process.

The aim of these focus groups is to share unique insights and expertise, and work together to develop ideas to reduce our carbon emissions. It is an integrated approach that allows every business unit to bring its own perspectives and resources to the table. For example, production technology engineers may have innovative ideas to improve production methods, while experts in sales and marketing may have suggestions for promoting environmentally friendly products and services.

Discussions within the focus groups are often detailed and complex. By bringing together members of different specialist units, the groups are able to consider many different aspects of our business operations – from our supply chain through to product development and ultimately customer service – and develop creative solutions that take all these aspects into account.

Once we've identified some potential initiatives, the next important step is to prioritize these ideas based on their viability, potential emissions reductions, and potential impact on our business. This assessment is based on a variety of criteria, including a cost-benefit analysis, technical feasibility, and our strategic direction as a business.

Here again, an interdisciplinary team of representatives from different business units is particularly helpful in ensuring our assessment is both balanced and holistic. The ultimate aim is to ensure that the most promising initiatives are implemented as quickly as possible, so that we can achieve a tangible reduction of our carbon footprint. Success therefore requires close collaboration between different teams, as well as clear targets and project timescales for everyone to work towards.

Regular monitoring and progress reports are also vital to ensure that we stay on track to meet our targets and can adjust our plans as necessary. Overall, focus groups comprising experts from different business units are an effective mechanism to identify and prioritize innovative carbon reduction solutions. By working together and examining all aspects of our business, we can succeed in reducing our environmental footprint, while also securing long-term competitive advantages for our business.



Improvement across the complete value chain

In 2023, our business once again completed a sustainability assessment through EcoVadis, a leading provider of sustainability performance assessments for businesses. Despite the introduction of new assessment criteria since our previous evaluation, we saw a significant improvement in our score, which is testament to our efforts to promote sustainability and responsible business practices.

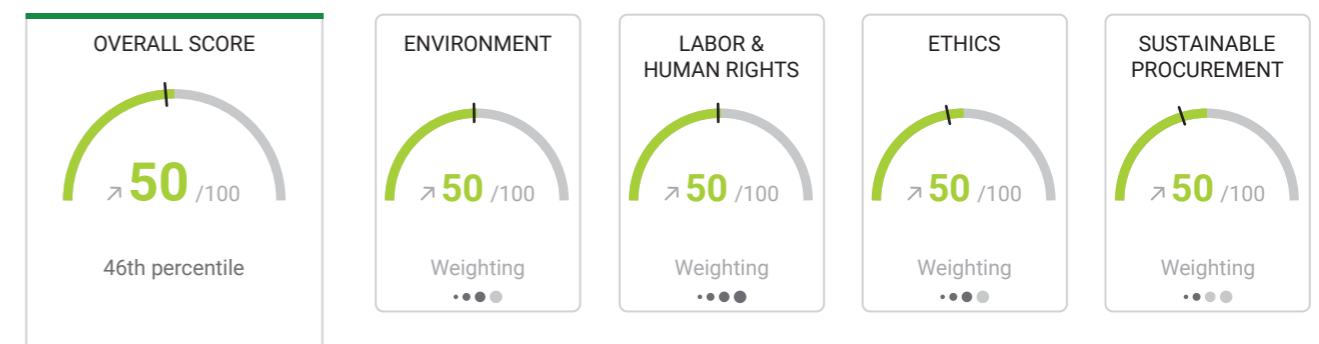
Our improved EcoVadis score is the result of an extensive program of initiatives and activities that we have introduced to minimize our environmental impact, promote social responsibility, and build a sustainable supply chain.

By adopting a collaborative approach involving all our business units and employees, we have been able to successfully plan and implement effective solutions that have delivered positive changes across our business.

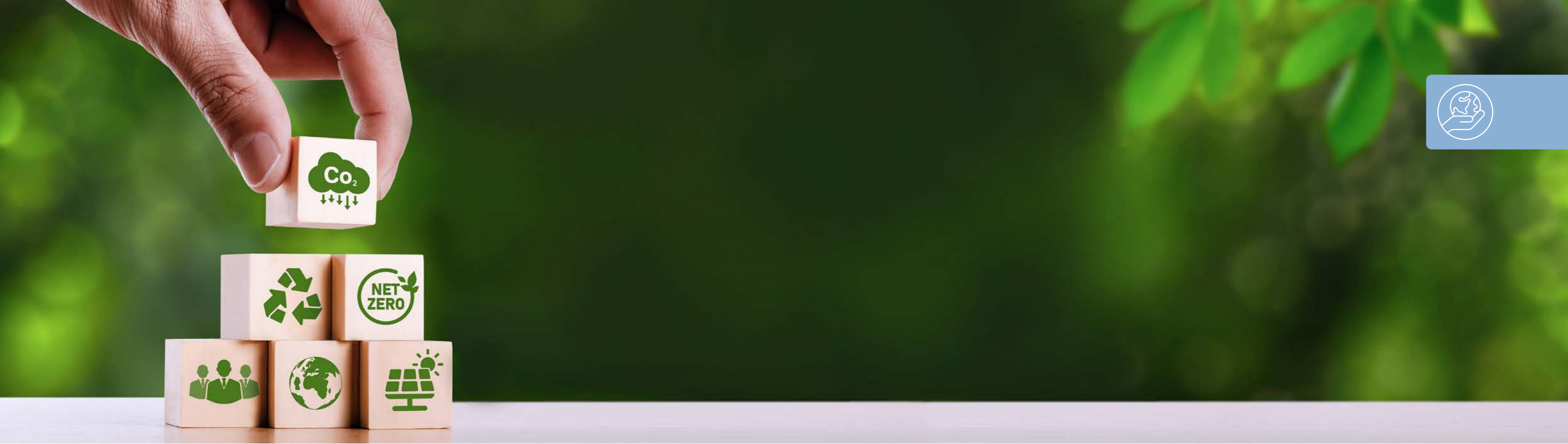
A major focus of our efforts has been on reducing our environmental footprint by improving our energy efficiency, cutting waste, and making greater use of environmentally friendly materials. Our improved EcoVadis score is proof of our commitment to sustainability and responsible business practices. We are proud of our achievements to date, but we know that this is just the start. We will therefore continue to expand our sustainability efforts and strive to set new standards for our industry.

Sustainability performance

● Insufficient ● Partial ● Good ● Advanced ● Outstanding — Average



EcoVadis Score for Bonaduz AG in 2023



Introduction of DIN ISO 14001 environmental management system

One of the decisions we have taken to further improve our sustainability performance is to introduce an environmental management system in line with ISO 14001. This decision represents a significant milestone in our efforts to improve our environmental standards and underlines our commitment to protecting the environment and building a sustainable future.

The aim of our ISO 14001 project is to introduce a comprehensive environmental management system based on recognized international standards. This system will enable us to identify and monitor our environmental impacts and take ongoing action to mitigate them. It will also be introduced business-wide, meaning it will have maximum impact since all business units and teams will be required to implement the process in full. The first phase of the project is to conduct a thorough analysis of our business' current environmental impacts, including our energy consumption, waste production, water consumption, emissions, and other relevant factors.

The findings from this analysis will then inform our environmental targets and actions, with the ultimate aim of minimizing our environmental footprint and making more efficient use of resources.

When introducing an ISO 14001 environmental management system, staff training and raising awareness are vital. By providing teams with targeted training programs, we can empower them to take environmental factors into account in their everyday work and play an active role in achieving our environmental targets. This, in turn, builds a shared understanding of the importance of environmental topics and increases environmental awareness across our whole organization. Our ISO 14001 project is being led by a dedicated project team in close partnership with individual business units.

The aim of this collaborative approach is to ensure that our new environmental management system integrates seamlessly into our existing business processes and that there are opportunities for continual monitoring and assessment of our performance.

Regular audits and reviews will be conducted to verify that we are meeting the requirements of the ISO 14001 standard and correctly identifying areas for improvement.

In addition, we are reaching out to our suppliers and partners to identify ways to improve environmental standards across our supply chain. This includes assessing the environmental performance of our suppliers and promoting environmentally friendly practices at all stages in the value chain.

Fundamentally, an ISO 14001 environmental management system is a vital tool for any business that wants to improve its environmental and sustainability performance. By implementing a company-wide ISO 14001 system and engaging all our employees in these issues, we are aiming to minimize our environmental footprint and also make a positive contribution to the world around us.



We are expanding our facilities sustainably

A few years ago, our CEO Andreas Wieland said: "The world is lent to us by our children. We must take care of it, so that future generations can enjoy it, too."

This philosophy and our belief in the importance of sustainable energy sources have been front of mind in recent work to expand our facilities. The Hamilton 2.0 construction project in EMS began in December 2020 and was completed in summer 2023 – exactly three years on from the start of the first expansion phase.

The expansion work was completed very quickly in order to keep pace with growing demand. When viewed towards the west, the series of buildings at the Ems site rise gradually. Particularly striking is the new high-bay warehouse with storage for over 12'000 pallets, which sits alongside the new production facilities and existing buildings.

Further investments were also made in the Giarmata (RO) site. With an investment of around 18 million euros, the construction of Hamilton Central Europe continues the modern, ergonomic and sustainable design features of the other Hamilton sites.

The new facilities, which were completed in 2023, house three stories of production space and four stories of office space. This includes capacity for the growth areas announced in 2022, such as the sheet-metal working departments and general laboratory equipment, as well as additional space for divisions such as the medical department. With an area of around 15'600 m² and a complete glass facade, which provides plenty of natural light, the new building not only features new office and production spaces, but also co-working and recreational areas, a health center, and specially designed training rooms.

In addition, the new building is fitted with heat pumps and air-conditioning systems to reduce its carbon emissions. These are managed remotely via a building management system (BMS) to ensure their usage is optimized for different requirements and times of day.

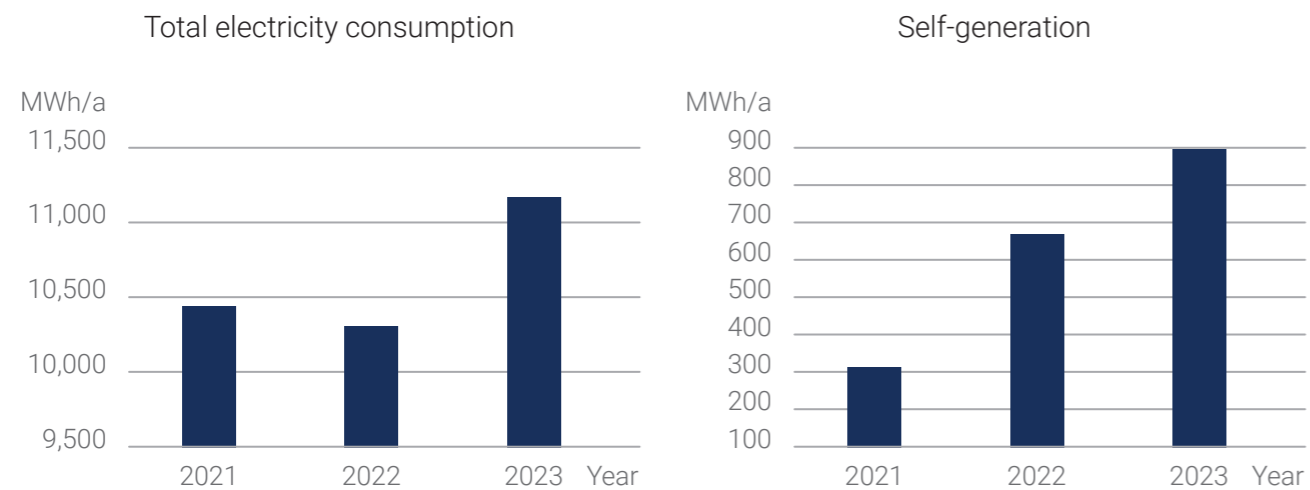
Expanding our PV systems

Our facilities in Romania have been fitted with a 700 kWp photovoltaic array to complete the photovoltaic system installed by Hamilton in 2022, which comprises 1'180 solar panels. Thanks to these two arrays, the two production buildings now have a combined output of 1.1 MWp and generate 900 MWh per year.

We have also invested in the expansion of our PV systems at our Swiss locations. Our high-bay warehouse in Ems is equipped with a photovoltaic facade. The modules are able to withstand alpine conditions. With a total output of 2,282 megawatt-peak and the innovative use of waste heat from the inverter, our projects achieve impressive values. With the total output of all plants in Switzerland and Romania, we are able to cover about 20 percent of Hamilton's total electrical energy needs.

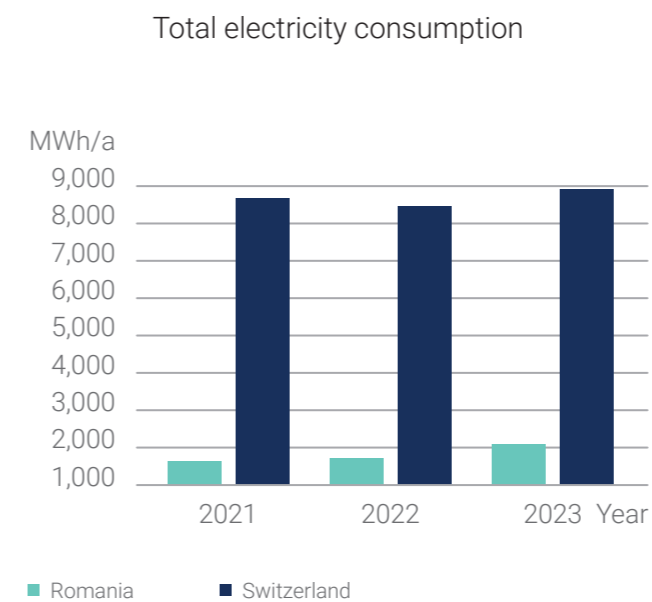


Total electricity consumption and self-generation at sites in Switzerland and Romania

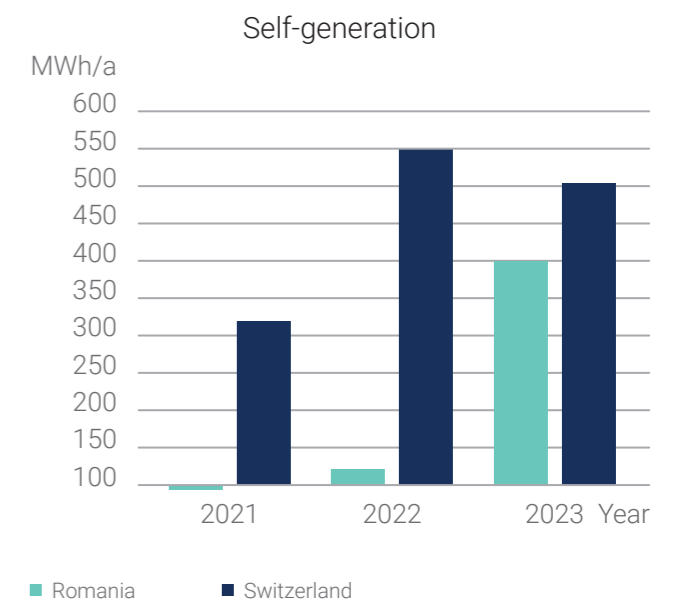
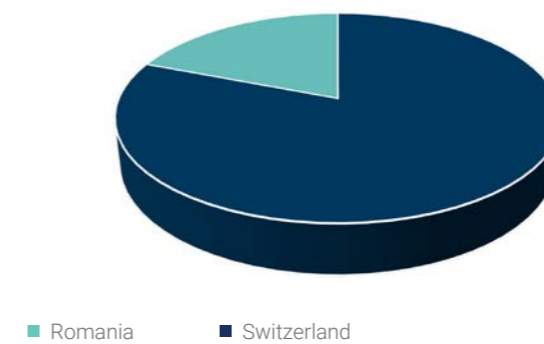


■ Total electricity consumption by Hamilton

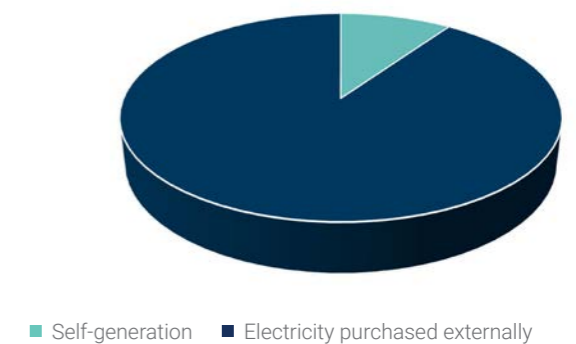
■ Self-generation by Hamilton



Proportion of total electricity consumption in 2023



Proportion of self-generation in 2023





E-mobility: Reviewing our BMW fleet six months on

In September last year, we added two new electric BMWs to our fleet. The cars have now been in use for six months, which provides us with a good opportunity to review how successful their use has been. To date, our employees have traveled an impressive 20'000 km in these cars, which is a real plus for the planet. They have also had time to gather some valuable insights and experiences. We asked some of them to share their thoughts on switching to an EV over the past six months.

Initial excitement

Our employees were excited and curious to give the new electric cars a go. For some, it was the first time they had ever driven an all-electric vehicle, and a few of them commented that they had researched the charging options in particular before taking the cars out.

Satisfaction and experiences

Most employees reported being very happy with the new BMWs and spoke positively about the driving experience, the quality of the cars, and the modern features. The only challenge was the cars' range. Electric cars are ideal for short distances of up to 300 km but longer journeys can require a lot of planning. One employee did, however, drive one of the cars as far as the Netherlands. By carefully planning his itinerary and locating high-power charging stations en route, he was able to complete the journey without any difficulties and use the time when the car was charging to eat his meals or check his emails. For him, the environmental benefits in particular were what made the experience so positive. Others also talked positively about the cars being a more sustainable choice. In fact, the new BMWs have so far saved around 2'880 kg of carbon emissions. Some employees suggested adding smaller models to the fleet, since these would be sufficient for many journeys. Others highlighted the spaciousness of the cars and how there was plenty of space to transport luggage and multiple passengers comfortably.

Future Thoughts

Some employees suggested having better instructions and tips for using the cars, as well as an app to show the cars' charge level and make charging easier. Others highlighted the need for careful planning on long journeys, since it is not always easy to find a fast-charging station that is available. These challenges aside, we are proud of our new green fleet and look forward to using the electric BMWs in future.

Andrin Jörger, Automation Specialist

How did you feel about using an EV before you used one from our fleet for the first time?

I felt really positive and excited to try out this new technology for myself. That said, I did do a little bit of research into the charging options en route because I had a long journey planned.

How would you rate your experience between 1 and 10?

I loved it! The only downside was the range. It would be good if you could complete a journey within Switzerland without having to find somewhere to charge. Overall, I'd give it an 8.

How did you find charging the car?

I stopped to charge the car once on the way to Basel and I have to admit it's not always easy to find a fast-charging station that's available. Charging overnight at a 22 KW charging station worked well though. I think you just have to be more flexible with an EV; plan to factor in more time for your journey and check what charging options are available if you're staying overnight.

Would you use one of the EVs from our fleet again?

Absolutely!



People





Helping people succeed

As one of the biggest employers in the region, we understand that we have a social responsibility to support both our employees and wider society. Over the past year, we have therefore developed our HR strategy in order to strengthen our position as an attractive, fair, and reliable employer and promote a working environment in which innovation thrives thanks to a culture of continuous learning and personal development.

By defining a clear "Purpose" for ourselves and setting out our commitment to "Education" and "Inclusion," we believe we can fulfill our promises as a top employer and help build a sustainable future for our local region.

Purpose

We are passionate about creating products and services that improve health standards around the world. To continue this mission long-term, we encourage our staff to think outside the box and beyond the status quo. Information sharing and collaboration are key to our future success, since they promote direct and transparent communications and ensure our products can continue to improve health standards for many years to come.

Education

Innovation is central to our business. We enjoy trialing new approaches, gaining new insights, and pushing the boundaries – and for that we need our team members to keep learning and developing their skills. We are committed to investing in the professional development of our staff. Lifelong learning means our employees remain relevant even in an ever-changing job market and continue to develop successful products.

This year, we have introduced new job profiles and career paths. We have also invested heavily in external training opportunities and last year introduced a new apprenticeship program for digital business developers (with a Swiss federal diploma of vocational education on completion). Further initiatives are also planned up until 2027, with a major focus on on-the-job training.

Inclusion

We encourage all our employees to be themselves and to be open to others and to new experiences. For us, different opinions, views, and backgrounds are all valuable sources of innovation and creativity. We therefore promote a workplace where collaboration and integration can thrive. By putting respect at the heart of our corporate culture, we have created the ideal foundation for an inclusive working environment. To ensure we continue to uphold our commitments as an inclusive employer, this year we also became a member of the Diversity-gr network; and in May we organized the network's first workshop on the topic of "Motherhood and employment – finding the right balance." Further initiatives to promote even greater inclusion are planned up until 2027.





Looking after our employees' future

Excellent pension provisions

Most people would happily spend time planning their dream two-week holiday; yet they often give much less thought to planning for their financial security in later life. At Hamilton, we see our pension scheme as more than just part of our employees' salary. It is a vital contribution to their financial future and offers them many benefits for the years ahead.

Actively contributing to a secure future

With life expectancy on the rise and the pension landscape changing, it is essential that everyone takes active steps to ensure their own financial security in retirement. Our pension scheme is an important instrument that helps all our employees to build a solid foundation for the future.

Our pension scheme

On January 1, 2021, we established our own company pension foundation. This has several benefits for our employees, including the flexibility to adjust their individual contributions and manage their investments, so that they can ensure their pension pot works best for them. At Hamilton, employees can choose between three different savings plans: Mini, Midi, or Maxi. Most employees have opted for the Maxi plan.

Internal grievances can now be reported

At Hamilton, we pride ourselves on promoting a culture of trust and respect, as well as safeguarding the integrity of both our business and our individual stakeholders. Since December 2023, we have therefore had a whistleblowing hotline in place, which allows current and former employees, customers, and suppliers to report internal grievances, such as improper or illegal conduct or general threats to our business. By reporting this information, whistleblowers play a vital role in uncovering and resolving these issues. Examples of grievances include: infringements of our Code of Conduct; data security or data protection breaches; acceptance of bribes, embezzlement, squandering of funds, or improper accounting; non-compliance with internal regulations or instructions; and unethical conduct (bullying, sexual harassment, discrimination, or assault). Whistleblowing is not about reporting rumors or suspicions. Any information reported must be founded on concrete observations or evidence.

To ensure we manage any reported grievances effectively, we have teamed up with IntegrityPlus and their interdisciplinary team of experts, who support us every step of the way and help to strengthen the integrity of our business and stakeholders. Most importantly, this process ensures that the identity of all whistleblowers remains anonymous.





United Nations Global Compact



United Nations Global Compact

The UN Global Compact is a United Nations initiative that calls on companies to promote responsible and sustainable business practices. It was launched in the year 2000 and is the world's largest corporate social responsibility (CSR) initiative. At its heart are ten universal principles in the areas of human rights, labor, the environment, and anti-corruption, which it calls on companies to integrate into their business strategies and operations.

Principles of the UN Global Compact

Human rights: Businesses should support and respect the protection of internationally proclaimed human rights.

Labor: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining; the effective abolition of all forms of forced and compulsory labor and child labor; and the elimination of discrimination in respect of employment and occupation.

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

Anti-corruption: Businesses should work against corruption in all its forms, including extortion and bribery, and pursue transparent anti-corruption policies. By signing up to the UN Global Compact, we have committed to providing regular reports on our progress in implementing these principles across our business strategies and operations. In addition, the UN Global Compact provides a platform where participants can share proven business practices, build partnerships, and collaborate with other stakeholders.



Hamilton Bonaduz AG
Mr. Martin Frey, CEO
Mr. Christoph Messmer, Director of Compliance
Mr. Mike Bernhardt, Sustainability Manager
Via Crusch 8
Bonaduz, CH-7402

Zurich, 14 August 2023

Welcome to the UN Global Compact (UNGC)

Dear Mr. Frey,
Dear Mr. Messmer,

It is our pleasure to welcome Hamilton Bonaduz AG as a participant of the UN Global Compact (UNGC). Every organization engaging with the UNGC is automatically a member in the local network of its country of origin and benefits from all services and advantages the local network offers. You are therefore now part of the UN Global Compact Network Switzerland and Liechtenstein (GCNSL).

Each new member engaging with our Network contributes positively to the outreach efforts which we are driving collectively to promote the UNGC Principles and to contribute to the SDGs in our country. Our aim is to offer our UN Global Compact participants a strong, dynamic, and open network which supports and accompanies its members in the implementation of the Ten Principles.

To do so, we deeply rely on the active participation and involvement of each member. Therefore, we encourage you to engage with us in the design of the network's activities. Do not hesitate to inform us about your needs, your expectations, and your challenges in integrating sustainability in your business. We can offer you a powerful network, inspiring events, and trainings as well as substantial information. We also encourage you to showcase your good practices.

The UN Global Compact Network Switzerland & Liechtenstein largely depend on your active engagement, your financial and in-kind support to implement its activities and your annual contribution fee will be shared between the UNGC and GCNSL. Your company is welcome to actively participate and contribute to our activities or to contribute to the network's activity and project fund.

We thank you for your engagement and look forward to a successful collaboration!

Sincerely,

A. Hautle
Antonio Hautle
Executive Director

R. Blumer Lahner
Dr. Ruth E. Blumer Lahner
President of the Board



Donate blood – save a life

The importance of blood banks

Before joining Hamilton Medical, Silvan worked for the emergency services, so he knows only too well how vitally important blood banks are: “Demand for blood donations has increased significantly in recent years, not just for hospitals and clinical settings but also pre-clinical research.” Donated blood only has a limited shelf-life, because important nutrients are lost over time and the blood starts to clot. Red blood cells (erythrocytes) can only be stored for a maximum of 49 days and platelets (thrombocytes) for just seven days. The challenge is that only 2.5% of the Swiss population regularly give blood.

Employee experiences of giving blood

At Hamilton, we organize four blood donation campaigns each year at our sites in Bonaduz and Domat/Ems, so that employees have the opportunity to give blood at work during their usual working hours. By organizing these campaigns, we aim to remove some of the barriers to giving blood and ultimately save lives.

Hamilton employee Christina has been giving blood regularly for the past ten years. She usually donates twice a year and wherever possible takes up the opportunity to give blood at work. In fact, she first started giving blood at one of the blood donation sessions organized by Hamilton. She recommends that anyone interested in donating should read the questionnaire carefully and make sure they understand the risks involved. After donating, she also recommends listening to your body, getting plenty of rest, and drinking lots of fluids. Christina gives blood because she believes it is important and you never know when you might need a blood transfusion yourself (good karma as she puts it with a wink!).

Mihai, who is one of our team in Romania, gives blood because of his personal experience: “Two years ago, the parents of a good friend were involved in a car accident and I donated blood for the very first time to help them. The experience taught me that one ‘lost’ hour for me could give someone else many more years of life. Ever since then, I’ve given blood regularly. I am part of an apheresis donation program and in the past year alone my blood has helped ten children undergoing heart surgery.”



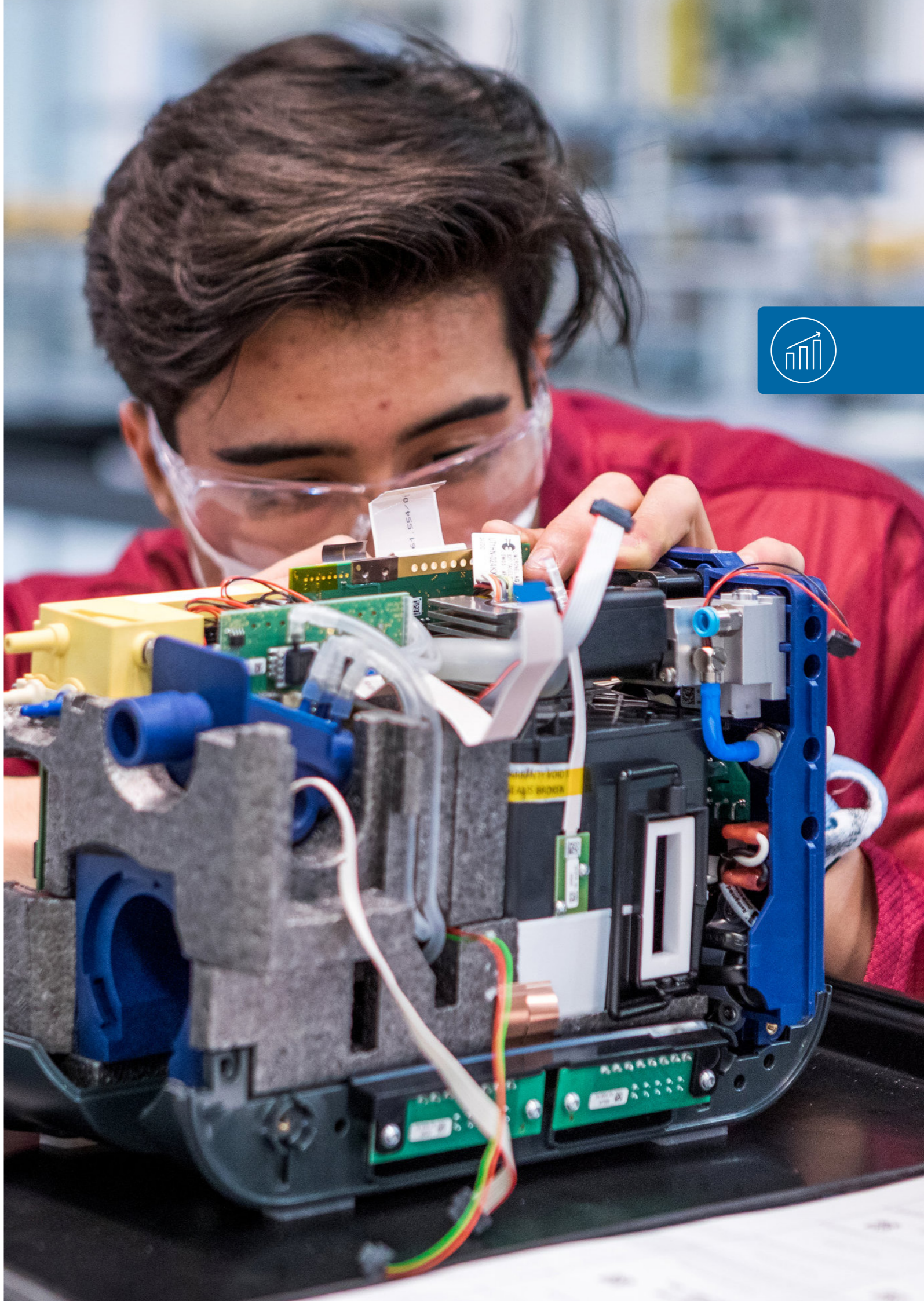
Our technologies

The Microlab STAR pipetting platform from Hamilton Robotics plays an important role in analyzing blood samples. Thanks to the platform, several blood samples can be analyzed together as part of a “pool.” If any of the results come back positive, these specific samples can then be sent for further testing. One of our customers that uses this technology is the Red Cross regional blood donation service for Graubünden, which is based in Chur, Switzerland, not far from our sites in Bonaduz and Domat/Ems. “We use Hamilton’s Microlab STAR platform twice a week to pipette a 2 ml sample from each donation test tube into a serological plate for testing. The system ensures complete traceability so that we can ultimately keep patients safe,” explains Nicole Heim, who is one of the team that runs the laboratory for the Graubünden blood donation service.

In short, Hamilton is there for the complete blood donation cycle: from our employees generously giving their time and blood cells, through to our high-precision analysis technology that ensures blood donations are safe and can ultimately save lives. For us, donating blood is more than just an act; it is part of our story.



Profit





New metal production facility at the Giarmata (RO) site

In 2022, we decided to create our own internal production facility for the sheet-metal components used by all Hamilton divisions. The aim of this move was to make us more self-sufficient and remove our reliance on the increasingly unpredictable market for the procurement of these components. By investing over 10 million euros in the new facility at the Hamilton Central Europe site in Timișoara, Romania, we have also succeeded in improving our performance across all four pillars of our sustainability strategy (Innovation, People, Planet, and Profit). Featuring integrated software solutions, the new facility is a state-of-the-art smart factory that is fit for the future of Industry 4.0.

Sheet-metal working department – a bespoke project realized in partnership with Amada

Work on implementing all sheet-metal working processes was completed at the end of 2023. This custom project, featuring state-of-the-art machinery with both semi and fully-automated functionality, was developed in partnership with Amada, one of the world's leading manufacturers of sheet-metal machinery. The department now takes care of the complete production cycle for our sheet-metal components (made primarily from stainless steel, aluminum, and steel), including laser cutting, bending, leveling, engraving, punching, welding, and attaching components by pressing or riveting.

Greater productivity, improved quality, and reduced electricity consumption

The production system in the new sheet-metal working department is fully automated and features some of the most advanced technologies currently available on the market. It even includes a smart module that continually monitors and adjusts the necessary parameters in order to optimize production of different components. The high-performance machinery offers a wealth of advantages that make it a very worthwhile long-term investment,

not least through reduced raw material loss and wastage, reduced energy consumption, faster production times, increased production capacity, greater precision, and improved quality standards.

For instance, the Ventis laser cutting machine with its innovative locus beam control (LBC) technology, combined with the new 4 kW single-diode-module fiber laser engine, delivers the same production capacities and cutting speeds as much more power-hungry machinery (6 kW and higher) and, as such, enables us to consistently reduce our costs per component or waste product (see example below).

Increased comfort and safety for operators

Thanks to the automated in-feed and output mechanisms, operators no longer need to manually feed materials into the machinery or separate and sort components. The production system can therefore operate for long periods without interruption and throughput times are reduced since components are immediately passed on to the next processing step.

Laser cutting areas are also enclosed by a table-top cabin and a shutter to provide complete laser light shielding. This solution requires less space than fully enclosed machines and maintains high safety standards for operators.

Likewise, the machinery used for bending the sheet metal is ergonomically designed to ensure the bending process is both fast and comfortable for operators. Consequently, operators have the comfort, space, and tools they need to work productively throughout the day.



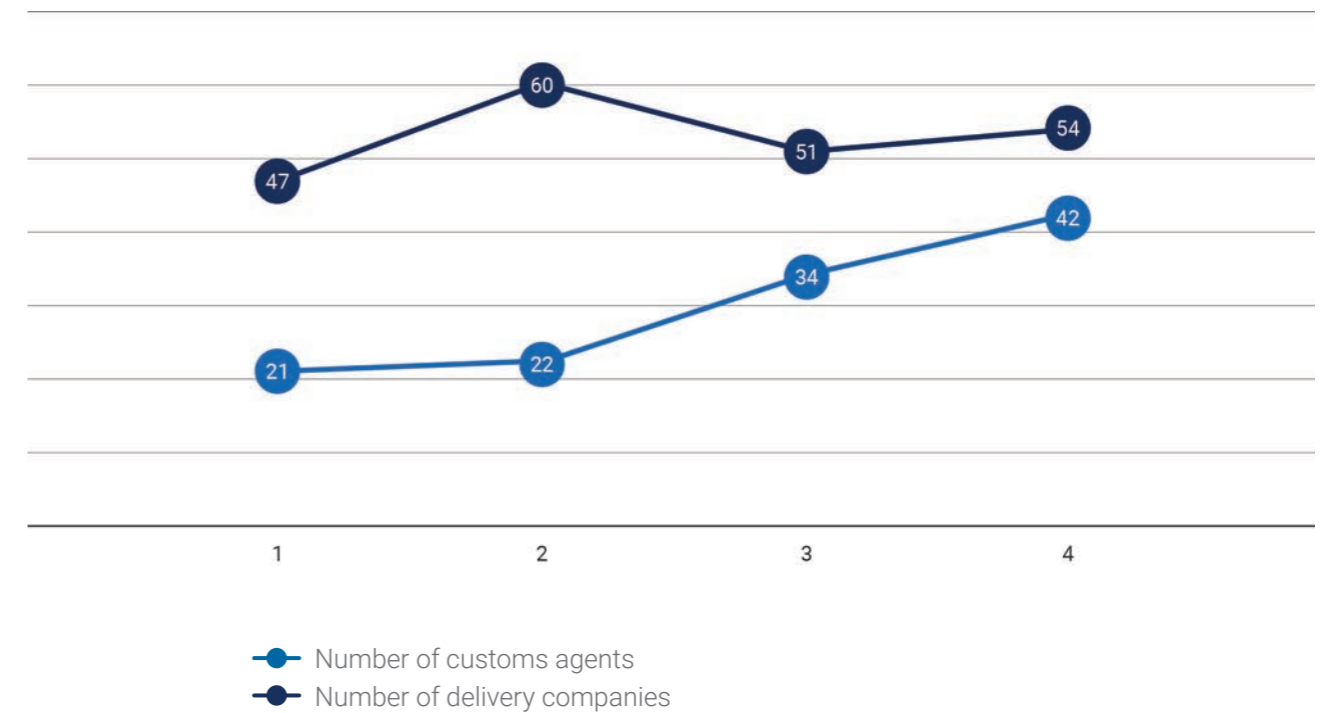
Project: Cost and time efficiencies in logistics and customs

In the past, we have used a large number of delivery companies and customs agents to assist with our transport operations. Using many different partners has, however, caused considerable challenges, not least high costs, significant time inefficiencies, and highly complex logistics processes. To resolve these challenges, we are taking action on several fronts to reduce the time and costs involved.

These actions should significantly increase the quality of our delivery services, while also ensuring that we meet all legislative requirements. First, we are consolidating our supplier base and streamlining our transport routes, so that we can avoid bottlenecks and minimize delays. We are also monitoring our supply chains more carefully, so that we can maintain better control of all our transport operations. Another important step to reduce our costs and increase efficiencies is to improve the quality of our master data. By maintaining standardized and accurate databases, we can avoid errors and misunderstandings and ensure our transport operations run smoothly. Likewise, we are looking at ways to standardize our transport processes and introduce greater automation, so that we can reduce the manual workload involved and speed up our delivery times.

In addition, we are introducing a system of regular checks and audits to ensure compliance with legislation and legal standards. This will enable us to quickly identify and resolve any potential risks and, in doing so, strengthen our legal compliance standards and avoid incurring any fines or penalties.

Number of service providers used for transport/ imports



Innovation





Alternative materials

This year, we have decided to increase the use of alternative materials in our products wherever possible. In doing so, we aim to curb our reliance on fossil-based raw materials and, in turn, significantly reduce the carbon footprint of our business.

To help us in this task, we will be using the ISCC PLUS certification scheme (International Sustainability & Carbon Certification), which is a global certification program designed to promote the bioeconomy and circular economy.

The certification ensures traceability across the complete supply chain. With an ISCC PLUS certification, companies guarantee that every aspect of their supply chain – from the farm to the finished product – has been audited and verified. The certification covers all kinds of products, including those based on waste, residual, and recycled materials. ISCC also helps companies calculate their carbon emissions at each stage of the value chain.



Advantages of ISCC Plus certification

The creation of a circular economy is essential if we are to achieve the world's climate targets. Only by thinking beyond the linear economy's wasteful system of extract-manufacture-dispose can we combat climate change and preserve resources in the long term.

ISCC certification supports the transition to a circular economy and bioeconomy and brings many benefits for both businesses and the planet:

- ✓ Traceability across the complete supply chain
- ✓ Transparent rules for mass balance or physical segregation of materials
- ✓ Clear classification of certified materials thanks to mass balance approach
- ✓ Calculation of carbon emissions and their transmission through the complete value chain
- ✓ Identity verification for raw materials
- ✓ Unequivocal data verified by third parties
- ✓ Protection of biological diversity and areas with large coal deposits
- ✓ Greater trust thanks to certification by independent certification bodies such as DNV
- ✓ Use of credible and recognized ISCC labels

Combating allegations of greenwashing

- ✓ ISCC PLUS certification ensures claims are credible and trustworthy
- ✓ ISCC PLUS standards align with key sustainability initiatives
- ✓ ISCC PLUS certification is recognized by many organizations across a wide range of sectors and major markets



Digital product development

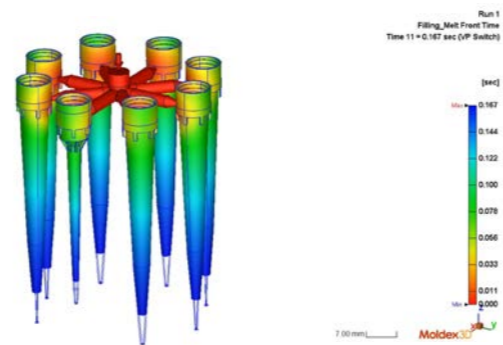
Digital product development, in particular for new products, has the potential to speed up development times, reduce costs and resources, and keep testing time to a minimum. However, to be successful, it requires an accurate and efficient approach. Below are a few examples of proven methods and techniques:

Agile development methods: Agile methodologies such as Scrum and Kanban enable researchers to iterate designs quickly and focus their efforts on developing functional prototypes. Design adjustments can be made quickly and easily thanks to regular stand-up meetings and short development cycles.

Prototyping and rapid prototyping: Prototyping tools can be used to quickly visualize an idea and assess its feasibility before investing additional resources in its development. Rapid prototyping is a technique that allows product developers to quickly fabricate a series of functional prototypes and gather feedback, so they can make ongoing improvements to their design.

Modular and reusable components: Modular and reusable components are an effective way to save time during development and cut costs. By using existing libraries, frameworks, or open-source solutions, development teams can access and adapt tried-and-tested code rather than programming from scratch every time.

Automated testing: Automated test processes speed up testing and reduce the likelihood of human error. By automating unit tests, integration tests, and regression tests, teams can verify that their changes will not negatively impact on the product, without wasting lots of time on manual testing.

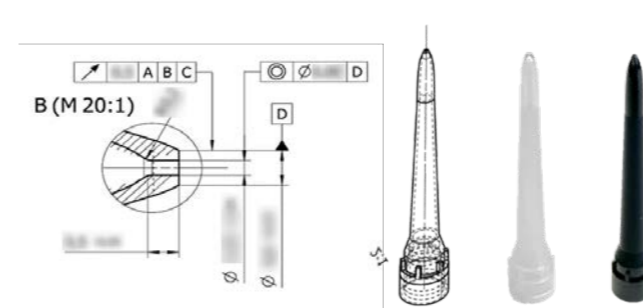


Cross-functional teams: Cross-functional teams, comprising experts from different areas such as R&D, design, quality assurance, and project management, are much better placed to make decisions quickly and remove bottlenecks. They are also able to identify problems earlier and find solutions.

Continuous integration and delivery: CI/CD pipelines enable development teams to integrate, test, and deploy their changes on an ongoing basis. This gives them and their quality assurance teams quick access to feedback, so that they can ensure the product fulfills its brief at all times.

When designing a product component such as a tip, digital development techniques allow us to test even the most complicated design options. Rather than testing a physical prototype to destruction, we can ascertain the technical limits of different materials or designs simply by comparing the data. At Hamilton, we use a combination of different digital methods and techniques to accelerate our product development process, while at the same time reducing our costs and use of resources.

For us, it is a win-win: top-quality, innovative products developed and tested in the shortest possible time.



General





Ambitious targets for the future

At Hamilton, we are committed to promoting sustainability and climate action, which is why we have set ourselves a new set of ambitious targets for 2024. These targets cover all four pillars of our sustainability strategy.

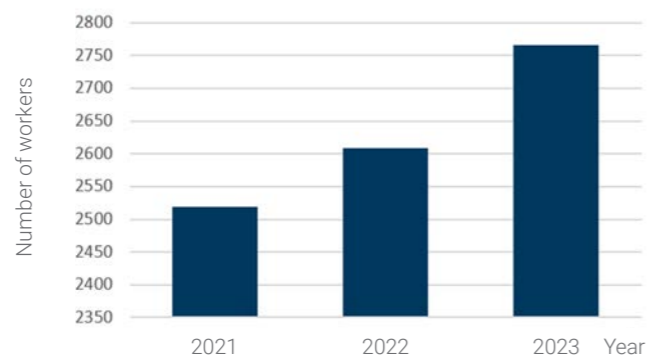
Our primary target is to reduce our Scope 3 carbon emissions by 5% in comparison to the previous year. This will require us to radically rethink our business processes, introduce new and advanced technologies, and take consistent action to identify potential efficiencies and capitalize on these. We also intend to define and implement our net-zero targets in line with the Science Based Targets initiative (SBTi), as well as increasing our efforts to engage our customers and employees in our sustainability actions. We want to strengthen awareness of environmental issues and encourage all stakeholders to play an active role in our sustainability initiatives.

By setting these ambitious targets and encouraging collective action across our organization, we believe that we can make a positive contribution to the future of our planet. We are committed to improving our processes and determined to find innovative ways to achieve our climate targets and reduce our carbon footprint.

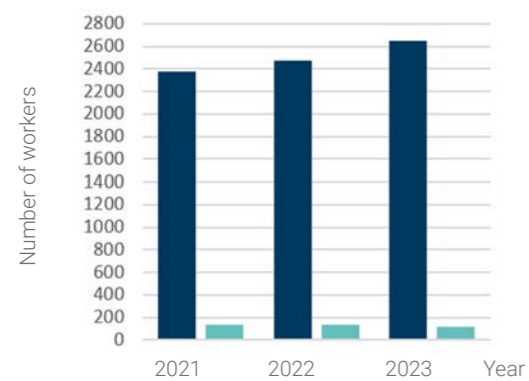
The following table provides an overview of our key sustainability targets for 2024

Planet	People	Stakeholders
Reduce Scope 3 carbon emissions by 5% compared to 2023	Maintain our position as an attractive employer in the local region, so that we can continue to attract skilled workers	Introduce sustainability criteria as part of our supplier selection process
Improve our EcoVadis score by at least 10 points	Maintain our current staff turnover rate	Support our customers in achieving their own sustainability targets
Commit to our SBTi net-zero targets	Introduce more sustainability projects that directly involve or benefit our employees	Innovation
Expand our fleet of EVs		Achieve our first ISCC PLUS certification for consumables made from sustainable raw materials
Start preparing for our ISO 14001 certification		Start implementing the EU EcoDesign regulation for Hamilton products

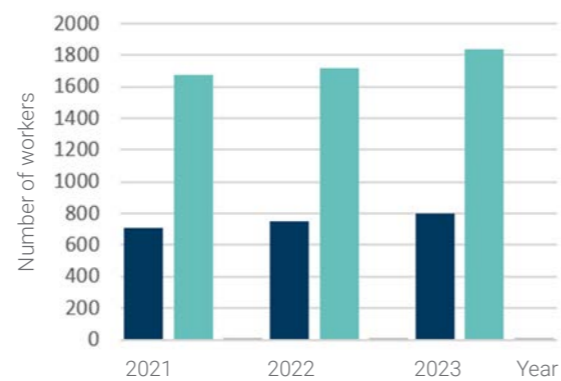
Overview of workforce figures for 2021–2023



■ Total workers

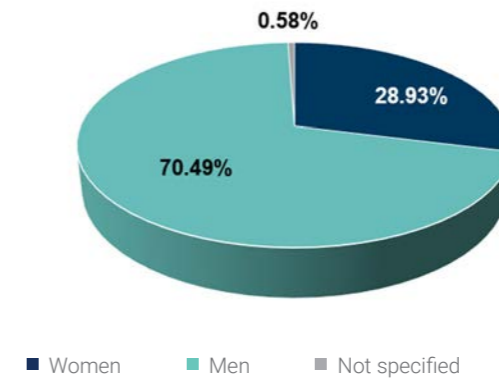


■ Employees ■ Contingent workers



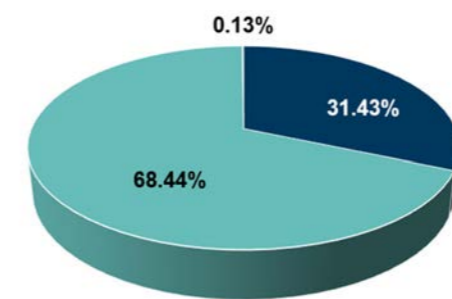
■ Women ■ Men

Number of workers aged <30 in 2023



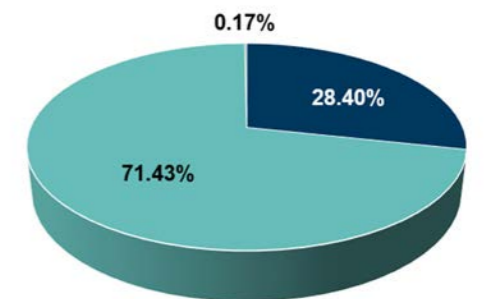
■ Women ■ Men ■ Not specified

Number of workers aged 30–50 in 2023



■ Women ■ Men ■ Not specified

Number of workers aged >50 in 2023



■ Women ■ Men ■ Not specified

Key figures for 2021–2023

People

Key figure	Unit	2021	2022	2023
Number of workers across the company*	Total	2'519	2'609	2'766
Contingent workers	Total	137	137	120
Employees	Total	2'382	2'472	2'646
Women*	Total	708	751	801
Men*	Total	1'674	1'716	1'839
Not specified	Total	11	5	6
Proportion of permanent employees*	%	96.89	96.47	95.47
Proportion of temporary workers*	%	0.04	3.53	4.54
Proportion of female workers*	%	29.58	30.38	30.27
Proportion of women in management roles*	%	2.27	2.47	2.27
New appointments*	Total	309	359	360
Staff turnover	%	12.87	15.89	12.09
Workers aged <30*	Total	556	516	515
Women	%	27.16	27.71	28.93
Men	%	71.76	71.90	70.49
Not specified	%	1.08	0.39	0.58
Workers aged 30–50*	Total	1304	1411	1543
Women	%	31.06	28.70	31.43
Men	%	68.87	63.64	68.44
Not specified	%	0.08	0.14	0.13
Workers aged >50*	Total	522	545	588
Women	%	29.12	27.89	28.40

Key figure	Unit	2021	2022	2023
Men	%	70.69	67.71	71.43
Not specified	%	0.38	0.37	0.17
Proportion of women in leadership (C-level) roles	%	n/a	n/a	7.14
Hamilton Bonaduz AG	%	0	0	0
Hamilton Medical	%	0	0	0
Hamilton Service AG	%	33.33	33.33	33.33
Apprentices, trainees, and students	Total	79	80	80
Number of workplace accidents (Swiss sites)	Total	44	39	36

Planet

Key figure	Unit	2021	2022	2023
Total electricity consumption	MWh/year	10'452.16	10'321.43	11'180.21
Swiss sites	MWh/year	8'755.24	8'549.44	9'041.98
Romania	MWh/year	1'696.92	1'771.99	2'138.23
Total electricity purchased	MWh/year	10'130.60	9'648.57	10'270.99
Swiss sites	MWh/year	8'433.68	7'997.89	8'535.79
Romania	MWh/year	1'696.92	1'650.68	1'735.20
Total self-generation	MWh/year	321.56	672.86	909.22
Swiss sites	MWh/year	321.56	551.55	506.19
Romania	MWh/year	0.00	121.31	403.03
Total self-consumption (PV systems)	MWh/year	321.56	672.86	909.22
Swiss sites	MWh/year	321.56	551.55	506.19
Romania	MWh/year	0.00	121.31	403.03

Key figure	Unit	2021	2022	2023
Proportion of self-generation (PV systems)	%	3.10	4.20	8.13
Swiss sites	%	3.70	5.00	5.60
Romania	%	0.00	1.18	18.85
Total plastics	t/year	210.06	158.19	101.57
ABS plastic waste	t/year	21.24	13.40	4.23
PP plastic waste	t/year	86.65	64.53	28.06
Natural PP plastic waste	t/year	10.54	9.74	12.06
PET plastic waste	t/year	11.47	6.73	3.91
Cardboard/paper	t/year	296.38	202.56	196.11
General waste	t/year	200.24	205.88	173.64
Total water consumption	m3/year	43,888	56,299	54,506
Wastewater	m3/year	36,543	42,770	46,506
Electrical waste collected in line with WEEE Directive	t/year	3.32	7.34	7.21

Profit and Innovation

Key figure	Unit	2021	2022	2023
Number of customer audits conducted at Hamilton	Total	5	4	12
Number of supplier audits conducted by Hamilton	Total	10	26	19
Number of patent applications submitted	Total	51	34	36
Number of patents awarded	Total	35	51	83

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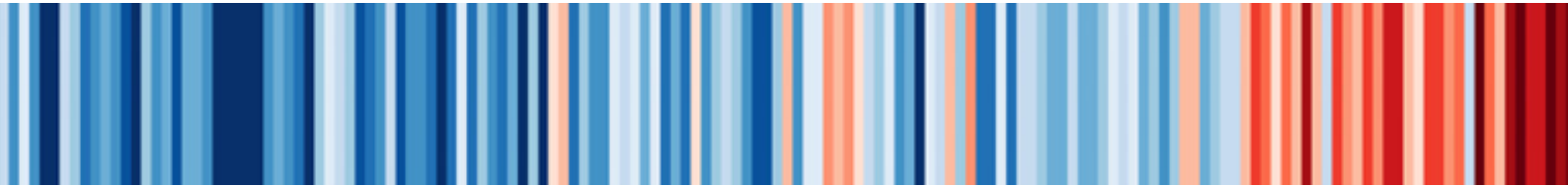
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Corporate Communications Specialist
Hamilton Services AG

Editorial note

All the information contained in this report has been compiled from a variety of sources with due care and attention. To the best of our knowledge, we believe the facts, figures, and data presented to be accurate and true.

Nonetheless, we cannot be held liable for the accuracy and completeness of this information. This report was originally written in German. In the event of any discrepancies, the German version overrides the English translation.



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