Sustainability Report

2024

HAMILTON | HAMILTON MEDICAL

"We drive innovation to improve people's lives."

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Foreword

Hamilton Bonaduz AG – CEO Thomas Liner

As one of the leading companies in the Grisons, we take responsibility for the environment and society. Sustainability is not a trend for us, but an integral part of our philosophy. Ecological, economic, and social responsibility shape everything we do. Our strategy is built on four pillars: Planet, People, Innovation, and Profit. We reduce emissions in line with our science-based targets, promote an inclusive work environment, drive progress, and act ethically along the entire value chain.

In this report, we show how Hamilton combines innovation and sustainability to set new standards in laboratory and ventilation technology. Our vision, "We drive innovation to improve people's lives.", motivates us every day. Hamilton Bonaduz AG makes a significant contribution to medical research and production. Our precise instruments enable technological breakthroughs – from basic research to the production of life-saving medications.

We focus on sustainable materials, reduce packaging waste, and apply circular economy principles to medical consumables. What unites us at Hamilton is the belief that sustainability and top quality go hand in hand – for a better medical care and a livable future.

Kind regards,
Thomas Liner, CEO Hamilton Bonaduz AG

Hamilton Medical AG – CEO Bob Hamilton

Our vision at Hamilton Medical is to contribute to the well-being of society through our tireless efforts. We are proud of what we have achieved: Our ventilation solutions save lives every day and support medical professionals in their demanding work. Whether in the intensive care unit, where our state-of-the-art devices help seriously ill patients to breathe, or in emergency transport with mobile systems – our technologies stand for the highest precision, safety, and efficiency.

Hamilton Medical stands for innovation, quality, and genuine commitment. We are not only pioneers in medical technology – we think ahead, beyond the conventional. Every new development reflects our passion for world-class respiratory care. Our intelligent ventilation systems automatically respond to the individual needs of patients, enabling optimal therapy. But our commitment does not end with technology: We are actively engaged in providing sustainable healthcare solutions – through the responsible use of resources and a clear commitment to social responsibility.

Our achievements are the result of continuous research, passionate commitment and the deep conviction that everyone deserves access to the best possible medical care. Together, we can create the best technology at Hamilton Medical AG that tangibly improves the lives of many people.

Best regards
Bob Hamilton, CEO Hamilton Medical AG

History

From visionary idea to global innovation

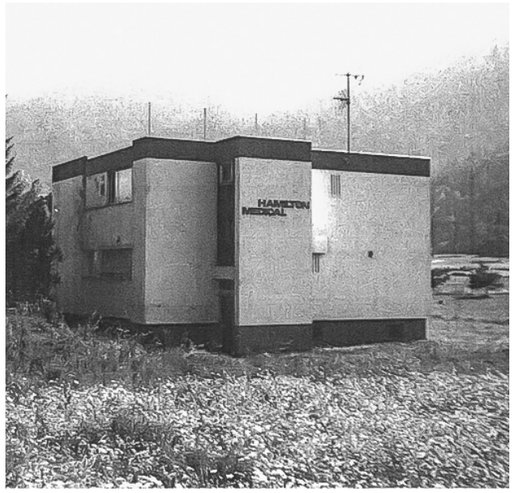
Hamilton's history dates back to the late 1940s, when chemical engineer and MIT graduate Clark Hamilton developed a lead-shielded syringe for handling radioactive isotopes. After moving to Whittier, California, he focused on developing the microliter syringe, which, for the first time, made it possible to handle liquids in the microliter range in a precise and reproducible way. In 1950, he founded the Hamilton Company, which quickly established itself as a world leader in sample handling in chromatography. In 1960, the company moved out of the Hamilton family garage and into its first rented premises, then spent the following years setting new standards in the science of handling liquids – something it continues to do to this day.

Clark Hamilton, inventor of the microliter syringe

Global expansion

In 1968, Clark Hamilton founded Hamilton Bonaduz AG in Switzerland to manufacture microliter syringes for the European market. A short while later, in 1970, the company's US site relocated to Reno, Nevada. Clark's son, Steve Hamilton, took over management in 1974 and continued developing the first pipetting robots. Under his leadership, Hamilton became the largest provider of automated liquid handling solutions, paving the way for automated whole blood screenings for AIDS and hepatitis. Hamilton Medical AG was founded in 1983 and would go on to launch the first microprocessor-controlled ventilator on the market in 1984. The 1980s saw the business tap into new markets with innovations such as ventilators from Hamilton Medical AG and process sensors from Hamilton Bonaduz AG. One particular milestone was the creation of the Process Analytics (PA) business unit in 1989.

Employee of Hamilton Bonaduz AG during the production of a microliter syringe



First building of Hamilton Medical AG in Switzerland

Hamilton today and tomorrow

Hamilton founded Hamilton Storage Inc. in the USA in 2007 and Hamilton Storage GmbH in Switzerland in 2015 to tap into new markets with its automated sample storage systems. In addition, it set up a new plant in Domat/Ems, Switzerland, in 2018, which was expanded in 2023 to include a fully automated high-bay warehouse and additional production halls. In 2023, the site in Giarmata, Romania, was also expanded and new production space was added, including a newly created sheet metal processing unit. Important components for all Hamilton companies are produced and installed here in line with the highest standards of quality. This once again underscores Hamilton's innovative spirit and its emphasis on providing maximum efficiency and automation to deliver world-class quality to customers and patients alike.

Today, the Hamilton companies are still family-owned and employ more than 4,000 people worldwide. As of 2024, the company operates in 15 countries, with a total of six development and production sites in Switzerland, Germany, Romania and the US, along with a further 17 sales and service organizations. Hamilton is now managed by Steve's sons Bob Hamilton, as CEO of Hamilton Medical AG, and Matt Hamilton, as part of the senior management team. The company remains true to its original vision of improving people's lives through innovation and supporting the scientific community.

Our purpose "We drive innovation to improve people's lives." is the principle that guides our actions day after day. Our technology lays the foundations for groundbreaking advances in healthcare, research and industrial applications. This entrepreneurial spirit is also an essential part of our sustainability strategy and will continue to play a key role in our endeavors to develop and open up new markets for the benefit of our customers and patients – always with the aim of setting new standards in innovation, precision and quality.

Company

Hamilton Company
Founded: 1950
Reno, Nevada, USA

Hamilton Bonaduz AG
Founded: 1968
Employees worldwide: 1249
Bonaduz, Domat/Ems, Schweiz

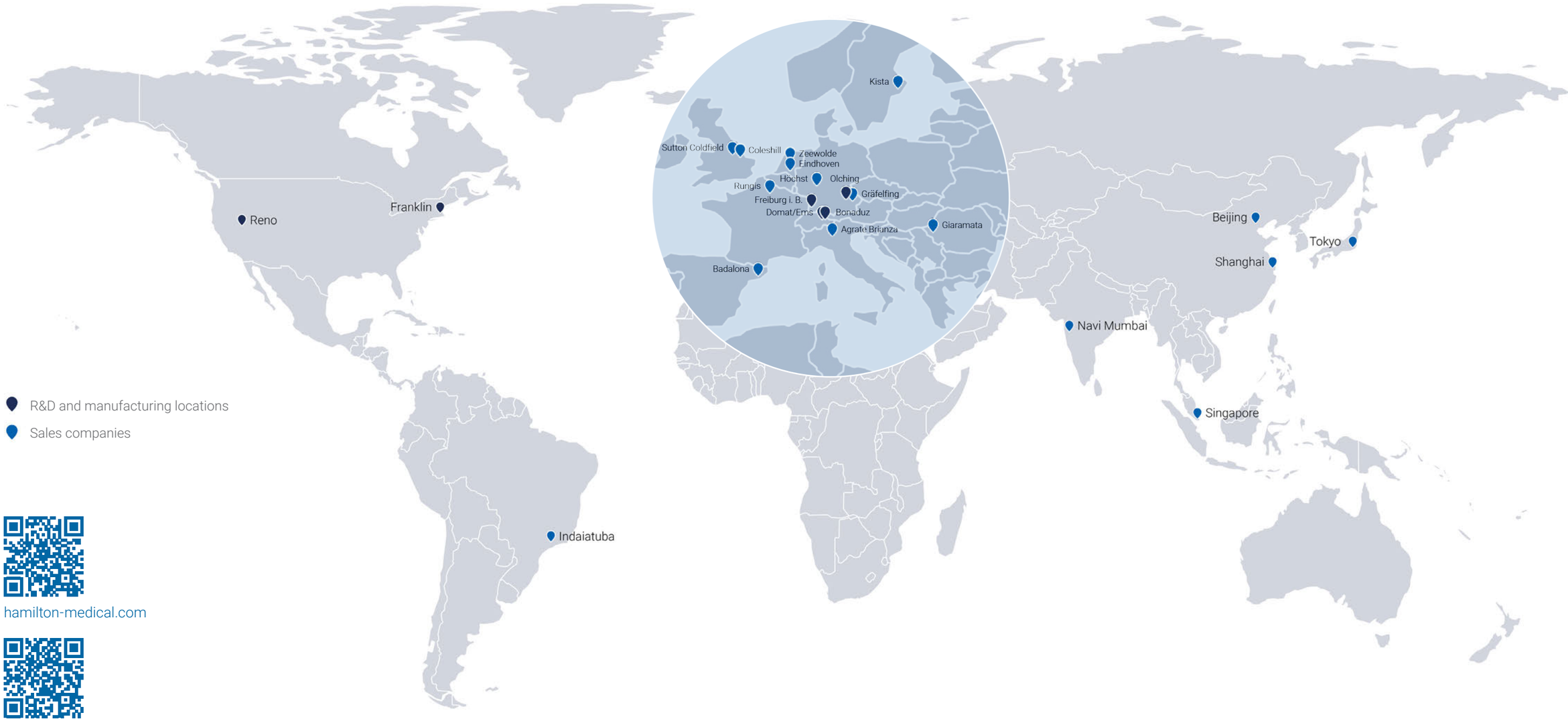
Hamilton Services AG
Founded: 2021
Employees: 287
Bonaduz, Domat/Ems, Schweiz

Hamilton Central Europe SRL
Founded: 2013
Employees: 415
Giarmata, Rumänien

Hamilton Storage Technologies, Inc
Founded: 2015
Employees: 147
Franklin, Massachusetts, USA

Hamilton Medical AG
Founded: 1983
Employees worldwide: 958
Bonaduz, Domat/Ems, Schweiz

Hamilton Storage GmbH
Founded: 2015
Employees: 94
Bonaduz, Domat/Ems, Schweiz



R&D and manufacturing locations

Sales companies

hamilton-medical.com

hamiltoncompany.com

Products

The right ventilator for every situation

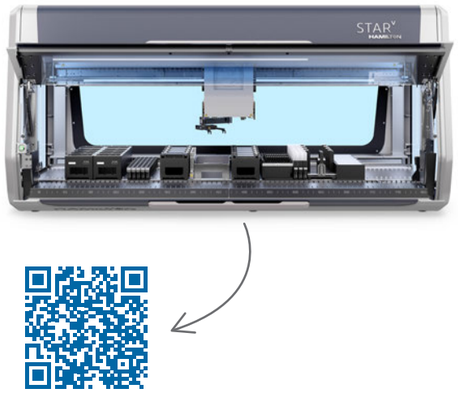
Hamilton Medical develops and manufactures ventilators for a wide range of applications – from intensive care units to mobile settings with limited space. Our devices combine state-of-the-art technology with excellent user-friendliness and can be adapted to accommodate complex patient requirements. All components that connect the device with the patient play a crucial role in ensuring optimal therapy. That is why we manufacture these key consumables ourselves – with a focus on quality, safety and ease of use. We are constantly developing and enhancing our solutions with innovative features such as automated ventilation modes.

Flexible storage solutions for sample management

Hamilton Storage offers automated sample storage systems with temperatures ranging from -80°C to room temperature, providing maximum integrity, flexibility and reliability for life science research. The range includes storage solutions, bench-top devices and consumables designed for all kinds of applications. Thanks to energy-efficient cooling technology and continuous innovation, we can offer high operational efficiency without compromising on environmental responsibility.

Smart and powerful process sensors

Hamilton Process Analytics uses high-precision measurement technology to improve the control of critical process parameters – not just in the biopharmaceutical sector, but in many other industries as well. Since the development of the first pH sensors in 1989, the company has been growing steadily. Today, our portfolio includes sensors for measuring parameters such as pH, ORP, CO_2, conductivity, dissolved oxygen, and total and viable cell density. This range is supplemented with accessories including cables, fittings, transmitters, buffers and standards, and rounded off with a broad service offering.



Fast and flexible liquid handling

Hamilton Robotics automates various applications in the fields of biological and analytical research. Systems such as the automated liquid handling device Microlab STAR support laboratories in the pharmaceutical, biotechnology and diagnostics industries by providing modular and flexible automation solutions. This enables experiments, tests and processes to be standardized in an efficient way and made available to more people. One key benefit this offers is consistent data collection, which provides a basis for making informed decisions and improving AI models. Hamilton is thus making a significant contribution toward enhancing quality and efficiency in diagnostics, biotechnology and the pharmaceutical industry.

Top-quality precision liquid measurement instruments

Hamilton's original product, the microliter syringe, is still one of the top precision liquid measurement instruments on the market in terms of quality. We offer the most comprehensive range of syringes for a wide range of applications and have maintained our leading position for the past 75 years. Our portfolio has now been expanded to include high-precision instruments for analytical and research laboratories (pumps, valves, needles and our unique pipetting modules), which we manufacture at our site in Giarmata, Romania. In all our new ventures, we maintain the same high technical standards in development and manufacturing that have helped Hamilton succeed in the past.

Strategy

Our sustainability commitment

As both one of the largest industrial companies in the Grisons and a business that operates globally, we are aware that we have a responsibility toward the environment and society both locally and internationally. For us, sustainability is much more than just a response to the climate crisis – we consider it an integral part of our corporate philosophy and something that shapes our role in society in every country where we do business.

At Hamilton, we see sustainability not only as a duty, but also as an opportunity and a key hallmark of the quality of our products and services. Our vision "We drive innovation to improve people's lives." is what spurs us on to play a meaningful part in the development of new drugs, diagnostics and medical technology. We are particularly proud of the longevity of our products, as well as their economic and environmental sustainability. They make our solutions not just innovative – they're future-proof, too. At the same time, we are aware that many products and materials in the healthcare sector are subject to stringent hygiene standards and therefore often rely on consumables. This is also something that we are actively incorporating into our strategy, which involves integrating circular economy principles into existing consumable products.

Sustainability as a quality guarantee

At Hamilton, sustainability is not just a commitment – it is an integral part of our understanding of quality and our corporate responsibility. We firmly believe that the highest quality standards can only be achieved by adopting a sustainable approach. By consistently integrating sustainability principles into our processes and products, we create solutions that not only meet the demands of today, but also ensure a worthwhile future for generations to come. This not only strengthens our market position, but also forms the basis for systematically and sustainably aligning our entire value chain toward net zero, as set out in our climate targets.

Our sustainability strategy

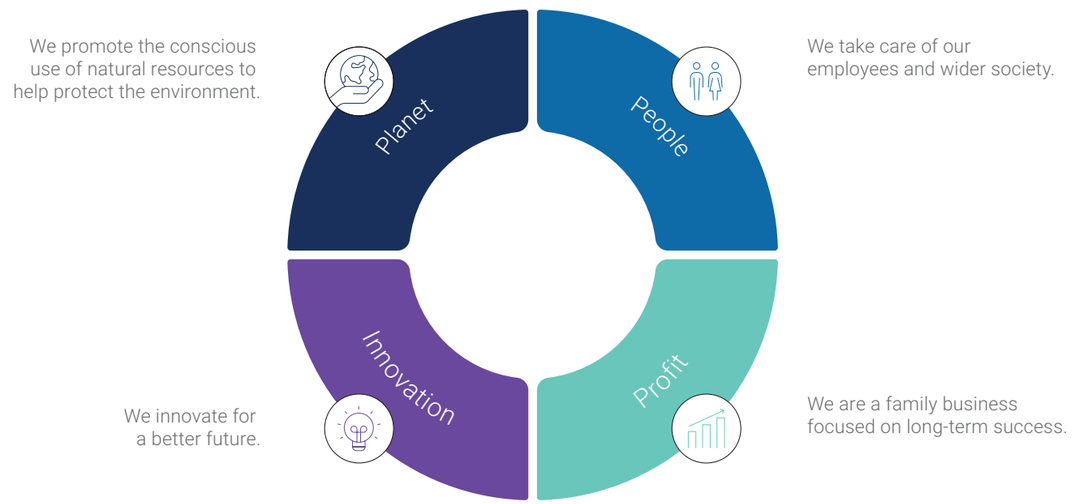
Our sustainability strategy is based on four pillars. These ensure that Hamilton fully embraces its environmental and economic responsibilities and considers social aspects, both within the company and along our supply chains. In addition, we have deliberately prioritized innovation by making it a pillar in its own right. After all, ever since Hamilton was founded, our innovative strength has been a key driving force behind our commercial success. We are now focusing this innovative strength on creating a sustainable future.

Planet
Using natural resources sparingly is something we do as a matter of course. That is why we are always working on minimizing our products' environmental footprint and establishing sustainable processes across all areas of our business. Our science-based target set in 2023 gives us clear objectives for reducing our emissions with a view to creating a net-zero future. Find out more under Planet

People
Our employees are at the heart of our success. We support and promote their health, safety and personal development and take responsibility for the society in which they live. Our aim is to create an inclusive working environment that values diversity, strengthens cooperation and makes everyone feel part of the company. The HR department actively promotes measures to ensure equal opportunities and the well-being of our teams. Find out more under People

Innovation
Innovation is deeply embedded in our DNA. For as long as the company has existed, we have been continuously developing advanced solutions that improve the lives of our patients around the world. Through intensive research and development, we are constantly pushing the boundaries of what is possible and opening up new markets. Innovation also has a crucial role to play in the decarbonization of our processes and products. Find out more under Innovation

Profit
As a family business, we adopt a long-term mindset. We make targeted investments in sustainable business models that not only ensure financial success, but also make a positive contribution to society and the environment. Ethical and responsible conduct is a matter of course for us – not only in our factory halls and offices, but throughout our value chain as well. Find out more under Profit



Double materiality analysis

The basis for a forward-looking and responsible sustainability strategy at Hamilton

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.

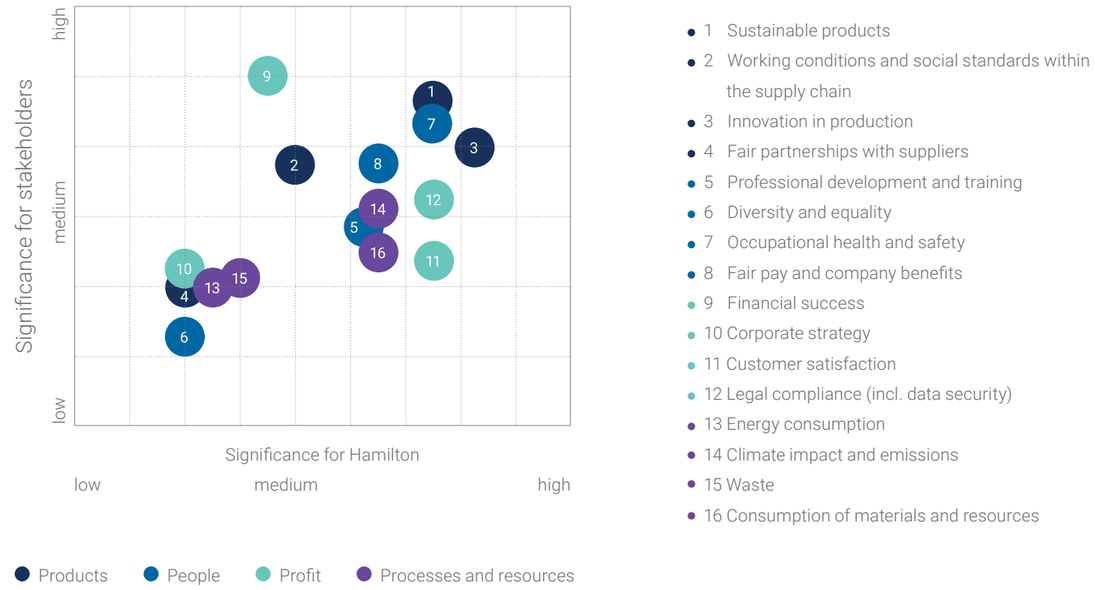
To prepare our sustainability strategy, we carried out a double materiality analysis among the Hamilton companies in 2023. The aim of this structured process was to systematically identify and prioritize the sustainability topics that are relevant to Hamilton. Our methodological approach is reviewed and refined every two years as part of a strategic reorientation to make sure our focus is always in line with current developments and requirements. In doing so, we ensure that the impact of new societal or company-related events can be reflected in our strategy – and that measures that have already been initiated are given sufficient time to demonstrate their impact.

Our approach was centered around the question "how?": For the analysis, we conducted a survey of selected stakeholders within the organization to shed light on the most important issues from two perspectives. The "inside-out" perspective examined the impact that Hamilton has on various areas of sustainability through its products, services and operations. In addition, we analyzed the impact of external factors – such as regulatory requirements, environmental impacts and social expectations – on our company from an "outside-in" perspective.

The topical structure of the analysis is based on our four sustainability pillars: Planet, People, Profit and Innovation. This structure enables us to ensure that all topics identified can be clearly assigned to the four pillars of our sustainability strategy.

By linking the two different perspectives, we were able to gain a holistic understanding of the material sustainability topics for our organization. Thanks to the extensive involvement of our stakeholders and our methodical approach, we are able to make well-founded decisions that create added environmental and economic value in the long term. The results of the 2023 materiality analysis now provide a solid basis for further developing our sustainability strategy and help us to fulfill our responsibility toward the environment and society proactively and effectively.

The analysis has yielded a number of insightful findings. The following topics have been highlighted in particular:



Under the Planet category, climate impact and emissions and consumption of materials and resources are considered to be particularly material. This underlines the awareness of the risks of climate change and the need to use resources efficiently. At the same time, there is also a greater focus on our products and their environmental sustainability – not least because of rising expectations among external stakeholders such as customers and the general public. This trend became even more pronounced in 2024. We expect consumption of materials and resources in particular to become even more important in 2025 (see Planet).

There are also clear priorities in terms of social aspects: occupational health and safety, fair pay and company benefits, and professional development and training are all key concerns for both our employees and external stakeholders. These issues are at the heart of the People sustainability pillar and are discussed in detail in the People section.

Within the area of Innovation, the main focus is on sustainable financial success and ensuring legal compliance. These priorities are rooted in the Hamilton companies' heritage as a third-generation family-run enterprise. Legal compliance is particularly important for a medtech business like Hamilton, as our products and services have a direct impact on the well-being of patients each day (see Profit).

Moreover, internal and external stakeholders have cited sustainable products and innovations in production as particularly material topics. Innovation has always been part of Hamilton's identity and is deeply embedded in our DNA – as is evident, for example, in the progressive automation of our production systems at our sites in Domat/Ems, Switzerland, and Giarmata, Romania. At the same time, we recognize the need to take action to consistently develop our product portfolio in the coming years so we can offer sustainable alternatives to inpatient ventilation technologies and consumables, such as through the use of circular materials (see Innovation).

The UN Sustainable Development Goals at Hamilton

The United Nations' 17 Sustainable Development Goals (UN SDGs) provide governments and companies around the world with a clear and measurable framework for steering their sustainability initiatives and managing them effectively. For Hamilton, too, these goals serve as a valuable guide for giving our sustainability strategy a clear structure and direction.

Based on our double materiality analysis and in line with our overarching sustainability strategy, Hamilton focuses on a selection of UN SDGs that are particularly relevant to our organization.

Sustainability pillar	Materiality analysis	UN SGDs
Planet	→ Climate Impact and Emissions → Consumption of Materials and Resources	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 13 CLIMATE ACTION 14 LIFE BELOW WATER 15 LIFE ON LAND
People	→ Occupational Health and Safety → Fair Pay and Company Benefits → Professional Development and Training	4 QUALITY EDUCATION 5 GENDER EQUALITY 10 REDUCED INEQUALITIES
Profit	→ Financial Success → Legal Compliance → Customer Satisfaction	3 GOOD HEALTH AND WELL-BEING 8 DECENT WORK AND ECONOMIC GROWTH 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
Innovation	→ Sustainable Products → Innovation in Production	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 11 SUSTAINABLE CITIES AND COMMUNITIES 14 LIFE BELOW WATER 15 LIFE ON LAND

Planet

Science Based Targets

Strategy development and net-zero commitment

In 2023, Hamilton Bonaduz AG and Hamilton Medical AG decided to set short-term targets in line with the Science Based Targets Initiative (SBTi). These are ambitious reduction objectives that are set for the immediate future and must be achieved by 2030 at the latest.

Specifically, Hamilton is targeting a 42% reduction in Scope 1 and 2 greenhouse gas emissions and a 52% reduction per Swiss franc converted for Scope 3 emissions.

In 2024, we also committed to the Science Based Targets initiative's net-zero target – a clear indication of our long-term dedication to ensuring a climate-neutral future. By the end of 2025, we are planning to define specific long-term reduction targets aimed at working toward net-zero and will systematically align the measures we take with them. These ambitious goals underscore the joint commitment of Hamilton Bonaduz AG and Hamilton Medical AG to building a sustainable future. By implementing measures across all areas of the company, we are reducing our environmental impact and thus playing an active part in the global climate protection movement – with the overarching aim of limiting global warming to no more than 1.5 °C.

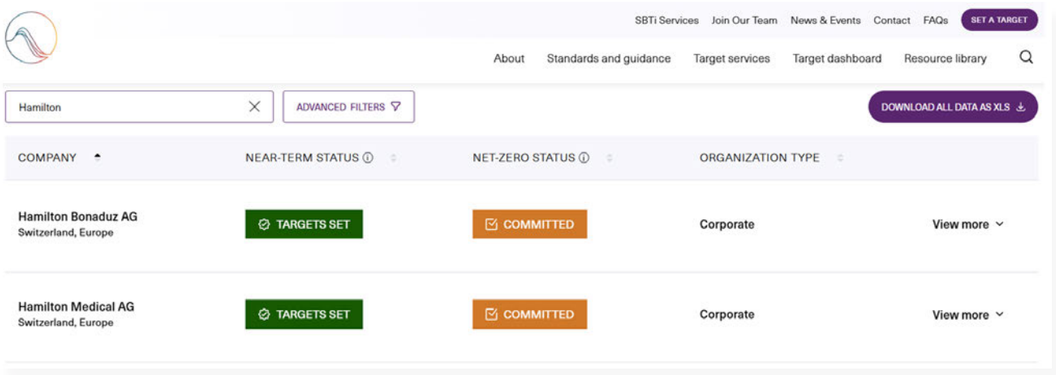
To achieve our climate targets, we are developing a comprehensive reduction strategy geared toward further reducing our emissions in all areas of our business. This includes analyzing and optimizing our production processes, stepping up our use of renewable energy and promoting more sustainable innovations. Every decision we make is based on reliable data, with the aim of continuously improving the measurability and traceability of our environmental performance.

One of the key components of our strategy is our close cooperation with our suppliers. To meet our Scope 3 targets effectively, we need to establish transparency and improved data quality along our supply chain. This includes systematically collecting and analyzing emissions data and actively encouraging sustainable practices among our partner companies. Through this collaborative approach, we will not only reinforce our own actions to protect the climate but also help our suppliers and customers to achieve their own sustainability goals. To achieve our sustainability goals, we need your commitment and support. By working side by side with partners throughout the value chain, we can help drive forward decarbonization across sectors and firmly establish sustainable practices in the industry.

We are aware that this path is a challenging one, but it also opens up significant opportunities for innovation, transformation and sustainable growth. By being proactive and implementing ambitious plans, we are embracing our responsibility, positioning ourselves as a pioneer in our industry and strengthening our market position for the future.

SCIENCE BASED TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION



Systematic carbon footprinting – the basis for sustainable corporate management

Our approach to carbon footprinting

Over the past few years, we have regularly recorded our company-wide carbon emissions and worked specifically on continually improving both the database and the methodology we use for data collection and calculations.

In 2025, we aim to take this a step further: by introducing new carbon management software, we will be able to make our carbon footprinting process even more efficient, accurate and automated in the future.

In the coming years, we also plan to fully integrate carbon footprinting into our environmental management system in accordance with ISO 14001. In doing so, we are laying the foundations for firmly embedding climate-relevant processes within the company over the long term and for pursuing an even more consistent path toward achieving our environmental targets.

Clearer CO_2 allocation thanks to enhanced data collection

This year, emissions for the business unit Hamilton Storage Inc., which belongs to Hamilton Bonaduz AG, were reported separately in the CO_2 calculation for the first time. By adopting this approach, we are improving the granularity and informative impact of our analysis by giving individual business units a more accurate insight into the carbon intensity of their activities. To avoid double counting, the emissions produced by Hamilton Storage Inc. are no longer listed under Hamilton Bonaduz AG. The current overall calculation thus includes:

- Hamilton Medical AG
- Hamilton Bonaduz AG
- Hamilton Shared Services AG
- Hamilton Storage Inc.
- Hamilton Central Europe SRL

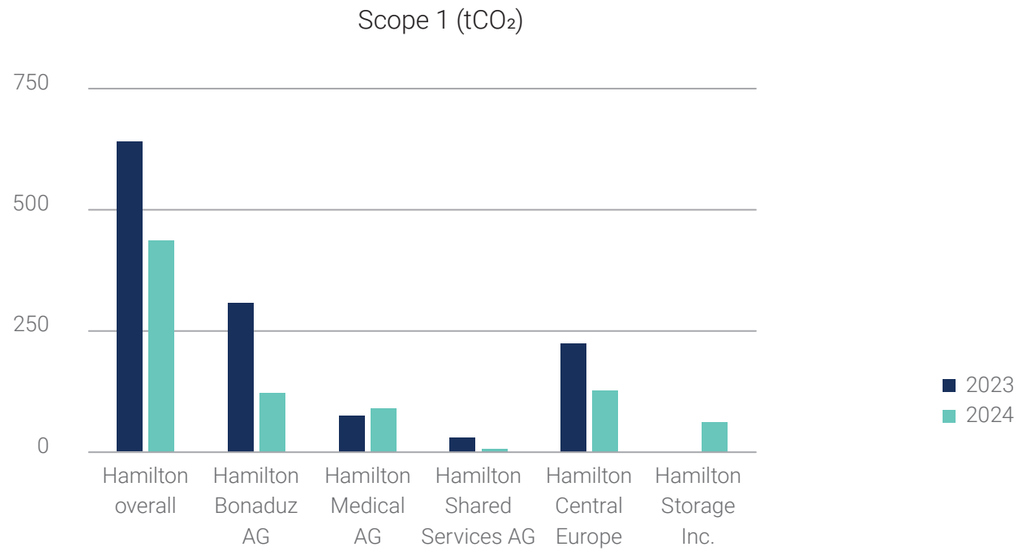
This differentiated method of recording makes our carbon footprint much more transparent and traceable.

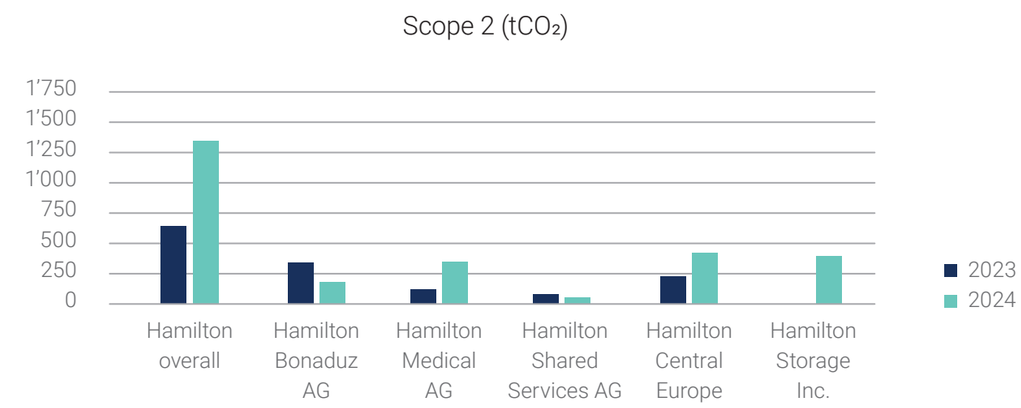
Trend in our carbon emissions and future outlook

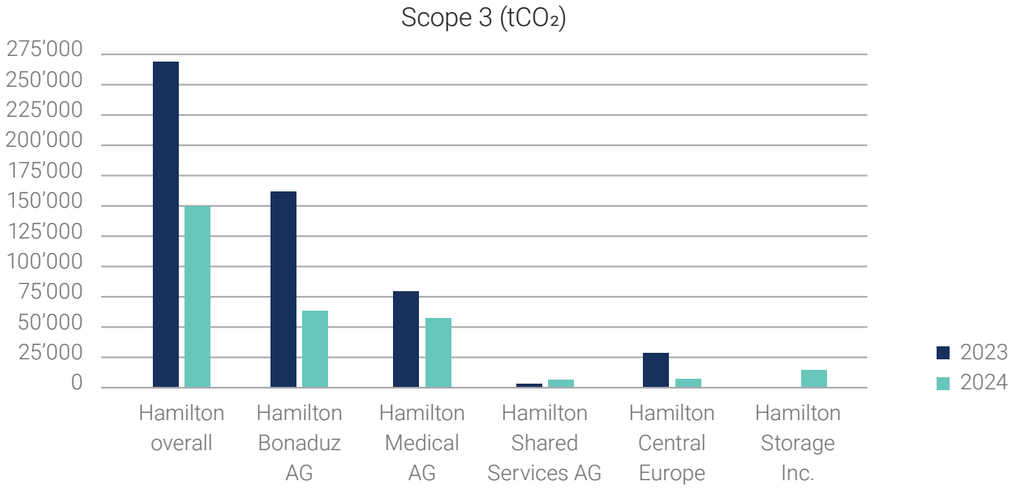
Our carbon emissions have risen steadily in recent years. In 2024, this trend is still partly attributable to the continued strength of our business in light of the coronavirus pandemic. At the same time, we have continuously improved our data collection and quality – particularly by applying a more detailed classification of Scope 3 emissions, such as those relating to purchased goods and services (Scope 3.01).

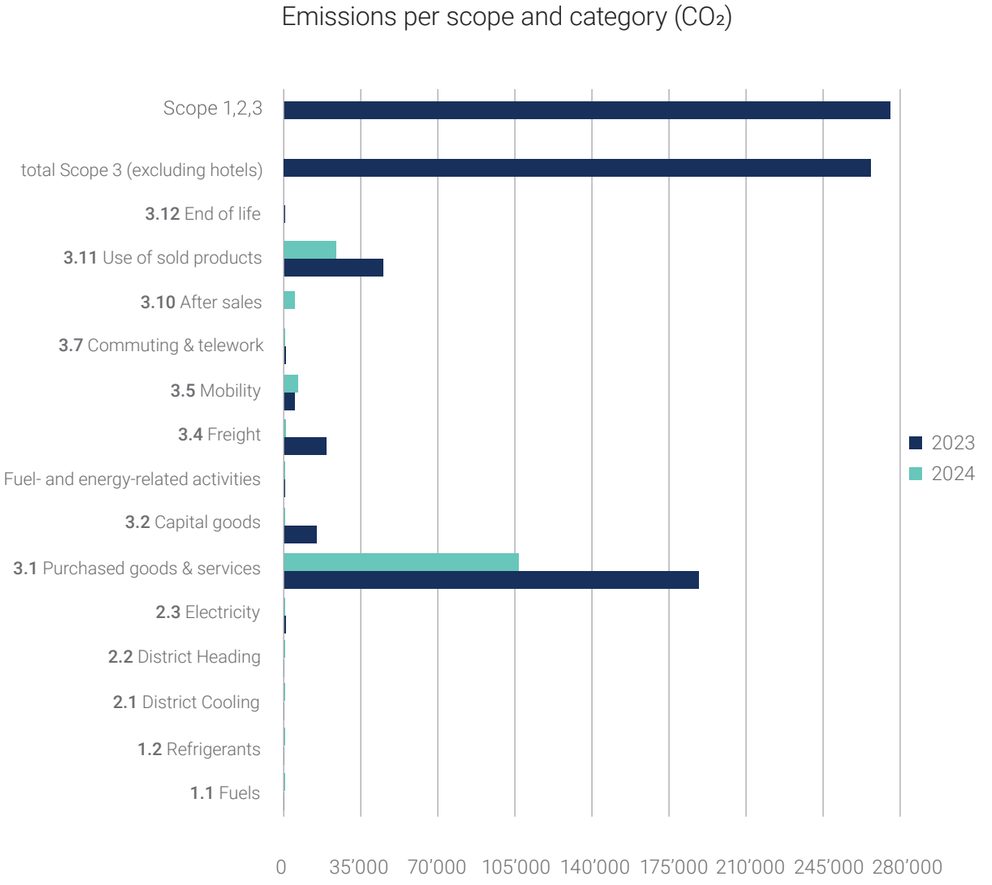
As the data in our database becomes more precise, we can use it for deriving effective reduction measures in a more targeted way. Thanks to increased use of our suppliers' primary data and more specific assignment to the corresponding emission categories, we now have a solid basis for implementing concrete measures to reduce emissions in the value chain from 2025 onward.

For 2024, our total emissions are 151,254 tCO_2e. This figure includes all recorded emissions within our organization. The graphics below provide an overview of the distribution of emissions – broken down by business unit and by Scopes 1, 2 and 3 according to the GHG Protocol.






Scope 3 (tCO₂)
275'000
250'000
225'000
200'000
175'000
150'000
125'000
100'000
75'000
50'000
25'000
0
Hamilton overall
Hamilton Bonaduz AG
Hamilton Medical AG
Hamilton Shared Services AG
Hamilton Central Europe
Hamilton Storage Inc.
2023
2024


Emissions per scope and category (CO₂)
Scope 1,2,3
total Scope 3 (excluding hotels)
3.12 End of life
3.11 Use of sold products
3.10 After sales
3.7 Commuting & telework
3.5 Mobility
3.4 Freight
3.3 Fuel- and energy-related activities
3.2 Capital goods
3.1 Purchased goods & services
2.3 Electricity
2.2 District Heading
2.1 District Cooling
1.2 Refrigerants
1.1 Fuels
2023
2024
0
35'000
70'000
105'000
140'000
175'000
210'000
245'000
280'000

Our sustainability strategy begins to bear fruit

In 2024, as in previous years, we once again had our sustainability initiatives evaluated by EcoVadis, a leading provider of sustainability performance assessments for businesses. EcoVadis' purpose is to enable transparent and consistent comparisons between different companies on aspects relating to the environment, social responsibility, ethics and sustainable procurement. We are therefore extremely pleased that Hamilton Bonaduz AG managed to significantly improve its EcoVadis score in comparison with the previous year, despite more stringent assessment criteria being brought in.

With 66 points out of a possible 100, we were able to increase our overall rating by 16 points and were also awarded a bronze medal by EcoVadis for the first time. Bronze medals are awarded to all companies that rank among the top 35% in the ssessment. With 66 out of 100 points, Hamilton Boanduz AG is even among the top 20% of all companies participating in EcoVadis. This positive development is one of the first outcomes from the consistent implementation of our sustainability strategy.

In 2024, we continued to focus on reducing our company-wide greenhouse gas emissions. This includes the expansion of renewable energy at the Hamilton sites in Switzerland and Romania and the introduction of more sustainable product lines, such as the Hamilton GreenLine, with a reduced carbon footprint. Although we have made progress compared to the previous year, we aim to carry on refining our strategy and the measures associated with it. We see room for improvement across all four assessment categories. With the help of a comprehensive action plan, we will continue to develop our sustainability program in 2025, as we aspire to achieve an even better rating next year.

EcoVadis Score of Bonaduz AG for 2025

Location Domat/Ems – winner of the Swiss Solar Prize 2024

We are delighted to announce that our production facility in Domat/Ems has been awarded the prestigious Swiss Solar Prize 2024. This accolade highlights our commitment to using innovative solar technologies and sustainable construction.

Together, our sites in Bonaduz and Domat/Ems have a combined installed photovoltaic capacity of 2.283 MWp. In 2024, these extensive photovoltaic systems generated around 1,170,608 kWh of carbon-free solar power – which corresponds to an impressive self-consumption rate of 89%. The photovoltaic systems cover the roofs and facades on the south, east and west sides of the building and are based on a well-planned and site-specific energy scheme.

The seamlessly integrated solar panels are instrumental in making the building energy-efficient and raise the bar for industrial electricity production in Switzerland. The electricity generated would be enough to power 468 electric cars individually for around 10,000 kilometers a year – further proof of the effectiveness of our solution and the part it plays in promoting energy independence.

Minergie-P and Minergie-A certification

The new building meets the strict requirements for certification according to Switzerland's Minergie-P and Minergie-A building standards. While Minergie-P is a hallmark of maximum energy efficiency achieved through an exceptionally well-insulated and airtight building envelope, above-average heat protection and controlled ventilation, Minergie-A certifies the maximum use of renewable energy – with the aim of producing more energy than is needed for operations. This combination guarantees minimal carbon emissions while protecting the climate and providing a high level of user comfort at the same time.

Our new building is also the largest Minergie-P-certified industrial building in Switzerland. The heating and cooling energy is generated by groundwater heat pumps to help reduce emissions even further. Thanks to smart building automation, operational processes can be controlled and optimized as required.

Furthermore, we use systematic heat and moisture recovery to ensure energy efficiency while creating a comfortable environment for our staff. One distinctive feature of the new building is its electrochromic facade: When the sun shines, the tint of the glass adjusts automatically, reducing the amount of heat coming in without blocking the view to the outside. This also contributes to saving energy, as it means less cooling is needed in summer.

Fully automated production with optimized energy use

The production processes housed in the new building are fully automated. An autonomous warehouse and an integrated transport system keep everything running smoothly from the receipt of goods through to final dispatch. This automation boosts production efficiency and heralds in a new era of state-of-the-art manufacturing at Hamilton.

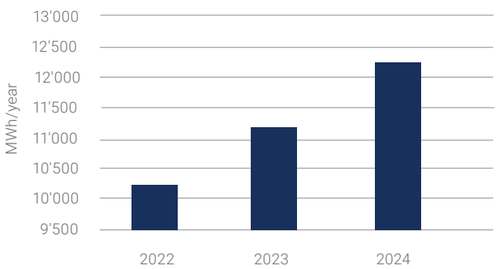
Incorporating these systems into the architectural plan also gave us an opportunity to make significant energy savings: Thanks to transport robots, the fully automated high-bay warehouse can operate at a reduced room temperature, while the intelligent, automatically darkening windows on the facades also help keep heating and cooling requirements to a minimum.

As well as increasing efficiency, the innovative design and construction of Hamilton 2.0 also improve occupational safety and contribute toward reducing our emissions.

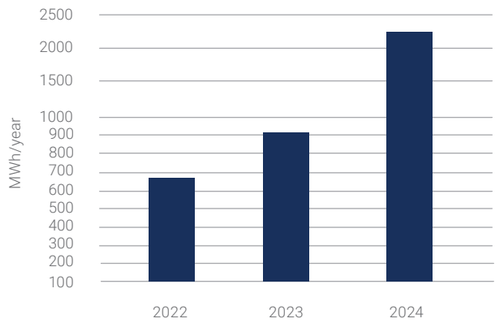
Our new building in Domat/Ems makes a strong statement for sustainable, energy-efficient and pioneering construction. By incorporating state-of-the-art technologies throughout and using resources in intelligent ways, we are demonstrating what industrial buildings might look like in the future.

Total electricity consumption and self-produced electricity at the sites in Switzerland and Romania

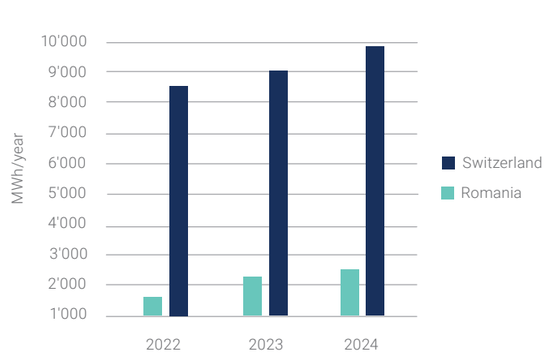
Total electricity consumption



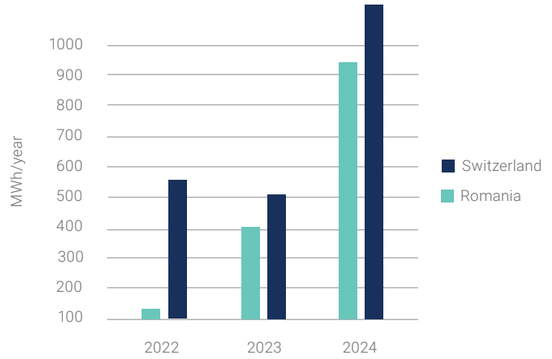
Self-produced electricity



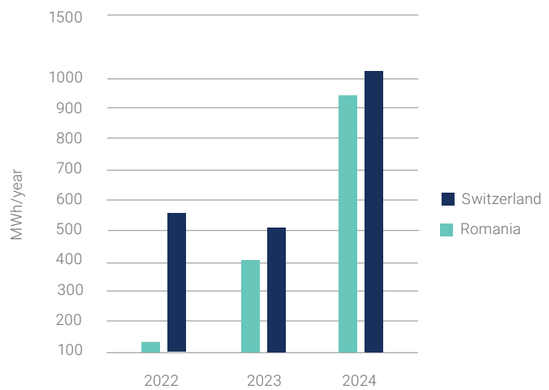
Total electricity consumption per country



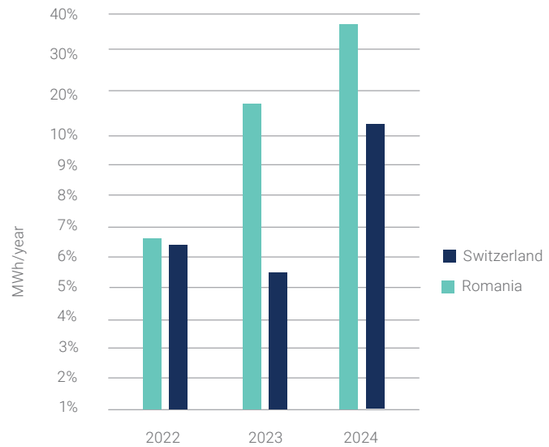
Self-produced electricity



Self-consumed electricity from PV (photovoltaics)



Coverage of electricity demand by PV production



People

Facing the future together: development and cooperation at Hamilton

We live in a time of continuous change. The demands on employers and employees are constantly evolving, and the modern world of work is full of complex challenges. Tackling these challenges calls for a broad range of knowledge and flexible, future-oriented skills.

With this in mind, Hamilton took the decision in 2024 not to focus exclusively on "inclusion" anymore, but to steer more toward "collaboration" instead.

As one of the largest employers in the region, Hamilton is conscious of its responsibility not only to offer its employees secure jobs, but also to support them in developing the skills they need to meet the demands of the future.

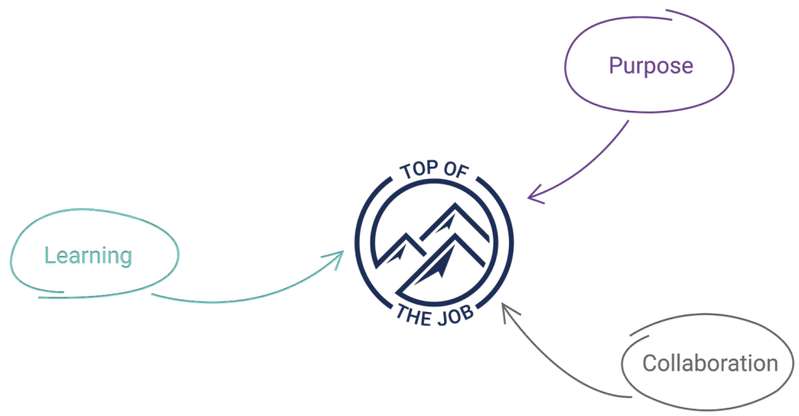
The professional development of its staff has always been – and will continue to be – a top priority for Hamilton. In 2024, for instance, the company celebrated having a total of 139 active training and development agreements in place, with 47 programs having been successfully completed by employees.

Another milestone was the introduction of 300 job profiles and 60 clearly defined career paths. These demonstrate, in a transparent way, the wide range of career opportunities available at Hamilton. Project-based and specialist careers are treated on the same level as management careers, which opens up individual development paths for all employees based on their personal strengths.

Another key issue addressed in 2024 was the question “How do we work together as Hamilton?”

In response to this, the decision was taken to increase the presence of staff in the office as well as reinforcing flexible working time arrangements, with the aim of encouraging personal interaction and more active network engagement. To support this move, a comprehensive concept was developed and rolled out at the start of 2025.

The Hamilton Campus offers ideal formats for this, ranging from networking events and social learning opportunities to health-related prevention schemes. This enables us to create spaces for people to meet, develop and work together – both now and in the future.



From an apprenticeship to two bachelor’s degrees – lifelong learning at Hamilton

Continuous professional development for employees is a key part of Hamilton’s human resources strategy. Anyone who wants to develop on both a personal and professional level will find the support they need here – whether in terms of expertise, financial assistance or flexible work arrangements. Martina Cavegn is an excellent example of this.

After completing her apprenticeship as a design engineer, the Grisons native was keen to seek out new challenges from an early stage. Immediately after her training, she moved to the USA and spent six months assisting Hamilton’s engineering team in Hopkinton near Boston, Massachusetts. This experience abroad not only helped her improve her English language skills, but also broaden her professional expertise.

Back in Switzerland, Martina embarked on a part-time degree in systems engineering with a focus on mechanical engineering at what was then NTB (now OST – Eastern Switzerland University of Applied Sciences). Thanks to Hamilton’s support – in the form of both financial contributions and time off – she was able to complete her studies successfully. Since then, she has been working in the Storage business unit, which develops and operates automated storage systems for samples, so that they can be safely stored and further processed over decades.

A willingness to break new ground is a trait that has not only shaped Martina’s career, but also the development of the Storage business unit as a whole. Her commitment, and that of her team, have been crucial in driving this development. Martina has been working as a systems engineer since 2023 and, among other things, is responsible for testing new systems and the air conditioning for storage systems. This involves working closely with the Development department to make sure new products meet the highest quality standards.

But she still has a thirst for learning and is currently pursuing a second part-time degree in computational and data science at the University of Applied Sciences of the Grisons (UAS Grisons). In this demanding degree program, she combines scientific computing – such as simulations for conducting stability analyses on components – with modern data science, such as analyzing temperature data in Hamilton’s storage systems.

Martina believes her studies complement her work perfectly: “I’ve always enjoyed analyzing data, but I didn’t have the necessary programming knowledge. Now I can combine the two.” And Hamilton benefits from this as well, as team leader Christoph Cajacob is keen to stress: “The amount of data we are generating today has increased enormously. Thanks to specialists like Martina, we can analyze it in a targeted way and enhance our knowledge of the systems.” In particular, the ability to analyze positioning accuracy and temperature stability has a direct impact on the quality and reliability of our products and helps to shorten development times.

Hamilton supports employees looking to pursue further training by contributing toward costs and/or giving them the time off they need, in return for a promise to remain at the company for a certain period of time.

Martina’s career path echoes Hamilton’s philosophy, which actively promotes lifelong learning – for the benefit of both the employees themselves and the company’s innovative prowess. This story highlights just one out of more than 130 training and development agreements in total that Hamilton supported in 2024.

Embracing responsibility and reinforcing values

Integration of the United Nations Global compact and strengthening of ethical standards within the company and the supply chain

With our sustainability strategy, we are pursuing a clear objective: the fulfillment of our environmental, economic and social responsibility both within our company and throughout our supply chains and business relationships.

Joining the UN Global Compact, the world's largest initiative for corporate social responsibility (CSR), is a logical step for us in implementing this strategy further. The call for corporate action to be guided by universal principles in the areas of human rights, labor standards, the environment and anti-corruption is in line with our own values and objectives.

Back in 2023, we made a conscious decision to join this global movement of responsible companies and stakeholders – with the common goal of creating a more socially just and sustainable world. This is a vision we also share at Hamilton and actively incorporate into our business activities.

In 2024, we continued our efforts to firmly integrate the ten principles of the UN Global Compact into our day-to-day work. Our Code of Conduct, published in 2023, reflects these values and also sets out what we expect from our employees as an employer.

It covers key areas such as combating corruption and maintaining high standards of integrity in business transactions, adhering strictly to all applicable labor standards, and promoting a safe, fair and open working environment. Hamilton is also committed to respecting and supporting universal, inalienable human rights and to treating the environment and its limited resources responsibly and with respect. The Code of Conduct serves as a binding internal framework for responsible action. In 2024, we published a code of conduct for suppliers and gradually implemented it in our direct supply chain.

This is based on Hamilton's common values and expressly obliges our suppliers to act in accordance with universal ethical principles and the principles of the UN Global Compact – and to comply with all applicable laws and regulations as well.

By doing this, we have created a binding set of values that are actively communicated and put into practice both internally and along our supply chains. In the coming years, we intend to focus on systematically pursuing and consolidating these areas – with a particular focus on reinforcing ethics, labor and human rights, occupational safety and environmental responsibility in a targeted way.

Whistleblowing hotline and counseling from Movis

We pride ourselves on fostering a culture of trust and respect and on protecting the integrity of both our company and every individual. Grievances such as reports of violations of the Hamilton Code of Conduct, violations of personal integrity (e.g. bullying, sexual harassment, discrimination or violence), and commercial or regulatory offenses can be raised via the Hamilton corporate grievance reporting system: https://hamilton.integrityline.io

Both current and former employees – as well as customers and suppliers – are required to report any observed or suspected violations of legal or internal regulations.

The reporting system is operated externally by IntegrityPlus and offers expert support from an interdisciplinary team in all stages of the grievance management process. The aim of this is to strengthen the integrity of our business and stakeholders within the company on a sustainable basis. The anonymity and dignity of individuals submitting reports are ensured at all times.

In 2024, the reporting system once again received some reports, but these were successfully investigated and resolved. This shows us that we are not perfect, but we use every incident reported as an opportunity to develop and help protect our employees, our company, and our customers and partners.

Employee and specialist counseling services

As part of our sustainability strategy – particularly the “People” pillar – we are delighted to have a thorough and reliable partner at our side in Movis, which offers comprehensive employee and specialist counseling services free of charge to all employees at our Swiss site.

This professional and confidential advice is designed to help our employees, our managers and the HR team to deal with challenges in various aspects of life, including physical and mental health, conflict management, personal integrity and professional reorientation.

Through this initiative, we are boosting the wellbeing and resilience of our staff and making a significant contribution toward ensuring a healthy and positive working environment. This is a key element in our efforts to enhance our employees’ quality of life and enable sustainable growth.

Spotlight on health: Hamilton boosts staff wellbeing

In 2024, Hamilton increased its focus on the issue of employee health. Like other organizations across the whole of Switzerland, the company has seen a rise in staff taking time off sick.

Having healthy employees who are able to remain in work right up to retirement is hugely important to Hamilton. For this reason, the HR department has developed a four-stage absence management system, which is set to be introduced in early 2025.

This concept is based on the belief that Hamilton, as an employer, has a social responsibility to take action at an early stage to support its employees in the event of health issues. The aim is to avoid long-term health impediments as far as possible by addressing problems proactively and seeking individual solutions through dialog between managers and employees.

The Movis external counseling service is already available to staff and managers facing stressful situations. This counseling is confidential and provides targeted support to help boost physical and mental health – whether that involves dealing with stress, preventing burnout, or reflecting on addictive behavior.

This service is set to be expanded further from 2025 onward. Employees will then also have the opportunity to obtain professional guidance and support within the framework of a compass discussion or individual case management – tailored to their personal or work situation.

Looking after our employees' future: excellent pension provisions

Most people would happily spend time planning a two-week dream 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. The pension scheme is an important instrument that helps our employees build a solid foundation for their future at our company.

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 contributions and manage their investments so that they can ensure their pension works best for them. At Hamilton, employees can choose between three different savings plans: Mini, Midi and Maxi. Most employees opt for the Maxi plan.

Profit

Our sustainability management system in accordance with ISO 14001

Last year, we reached an important milestone on our path toward greater environmental responsibility by introducing an environmental management system in accordance with ISO 14001. We had already celebrated our first success back in 2024, when our site in Giarmata, Romania, was certified under ISO 14001.

Building on the ISO 14001 standard, we are now going one step further: we are establishing a comprehensive sustainability management system (SMS) at our sites in Bonaduz and Domat/Ems in Switzerland. This SMS will not only meet the requirements of the ISO 14001 standard, but will also take other key aspects of sustainability into account.

Implementation of the new SMS is expected to be completed in 2025. It will build on our comprehensive sustainability strategy, which is based on four key pillars: Planet, People, Profit and Innovation. This strategy, along with the ISO 14001 certification, enables us to systematically integrate sustainability into all existing work processes – in areas such as occupational safety, product design and innovation management.

The SMS will be introduced within the companies Hamilton Medical AG, Hamilton Bonaduz AG and Hamilton Storage GmbH (part of Hamilton Storage Inc.) at their Swiss locations.

By launching this holistic system, we can not only monitor and improve our environmental impact in a targeted way, but also actively implement measures to promote the well-being of our employees, establish sustainable value chains and develop innovative, future-proof solutions.

One of the key elements of our SMS is the active involvement of all departments and teams. Through targeted training programs and awareness-raising measures, we enable our employees to incorporate sustainability aspects into their day-to-day work and to actively contribute toward achieving our sustainability goals. This creates a common understanding of sustainability, enhances the potential for collaboration across the entire process landscape and also strengthens the corporate culture. We thus create the conditions to consistently achieve our objectives under the SMS in all four pillars: Planet, People, Profit and Innovation.

The implementation of the system is being coordinated by a dedicated project team in close partnership with individual business units. Regular audits and reviews ensure that the requirements of ISO 14001 are met and that continuous improvements are made. We also encourage close collaboration with our suppliers, customers and external partners to involve the entire supply chain in our sustainability efforts.

The introduction of our holistic sustainability management system marks a significant milestone on our path toward greater responsibility and sustainable action across all companies in the Hamilton Group. By consistently integrating sustainability into all business processes and actively engaging our employees, we are committed to minimizing our environmental footprint, promoting the well-being of our staff and making a positive contribution to society and the environment.

By further developing our system, we will be helping to continuously improve sustainability management in our value chain. Furthermore, by systematically expanding existing systems such as the ISO 14001 standard with social and ethical aspects, we are creating a comprehensive tool that will also enable our suppliers and customers to achieve holistic sustainability goals.

Global Transportation Project

In 2024, the Hamilton Group launched a comprehensive project aimed at improving its global transport and logistics processes. The objective was to make global inbound and outbound flows more efficient, more transparent and – where possible – more sustainable. By merging logistics processes across different business areas and national subsidiaries and optimizing the number of logistics service providers, we will eliminate unnecessary redundancies and significantly boost the efficiency of all transport activities at Hamilton. In this project, sustainability criteria were specifically defined and set as binding requirements for all logistics service providers. These criteria form the basis for establishing a transport structure for the Hamilton companies that is environmentally compatible in the long term, and are paving the way for further Scope 3 emission reductions in the coming years.

Focus on sustainability factors

All selected logistics partners had to have a clearly defined sustainability strategy with measurable targets. This strategic focus ensures that environmental responsibility is put into practice not just on an ad-hoc basis, but systematically over the long term – and throughout Hamilton's value chain. Other key elements include regular greenhouse gas footprinting and specific emission reduction plans, which encompass measures such as:

- using low-emission or alternative drive systems (e.g. electric or hybrid vehicles);
- using alternative fuels;
- switching to rail and sea freight wherever possible.

These measures enable a significant reduction in transport-related carbon emissions and have the potential to make a direct contribution toward achieving our climate targets in the coming years.

For Hamilton, conforming to ethical principles and all applicable environmental and social standards is non-negotiable – it forms the basis for everything we do. All partners are committed to adhering to our supplier code of conduct and to making sure these standards are met throughout their supply chain. Targeted bundling of shipments is another means of reducing emissions. Thanks to improvements in container and hold capacity utilization, both the number of transport trips and the emissions generated per transported unit can be reduced.

Transparency is also an essential part of sustainable logistics. All service providers are obliged to report regularly on their key environmental figures – including carbon emissions, energy consumption and waste generation. ISO 14001 certifications and participation in recognized sustainability initiatives such as EcoVadis are required as evidence of systematic environmental management. As these standards are actively adopted by Hamilton itself, this creates trust and makes it possible to conduct an objective assessment of the sustainability performance of all companies throughout the value chain.

By consistently implementing these measures, we believe we have laid the foundations for substantially reducing our Scope 3 emissions in the coming years. As an indirect generator of emissions along the value chain, transport accounts for a significant portion of these emissions. Switching to sustainable logistics solutions is therefore a key factor in achieving our climate targets. The transport and logistics optimization project launched in 2024 is a prime example of this. It demonstrates how environmental responsibility and economic efficiency can be combined to impressive effect – and shows that Hamilton is ready to break new ground even in complex global structures.

New flow sensor facility successfully launched

In November 2024, Hamilton reached a major milestone in the production of its flow sensors: the successful commissioning of a new production plant. Thanks to the launch of this new facility, we have not only been able to significantly expand our production capacities, but also further automate and optimize processes to promote sustainability.

The new plant has been seamlessly integrated into the existing infrastructure and is playing a key role in making our production systems more efficient and flexible while saving resources.

Highlights of the new production facility:

- **Size and capacity:** The new plant is the largest of its kind at Hamilton Medical and is impressive in terms of its sheer size alone.
- **Cost-effectiveness:** Thanks to this investment, production costs have been substantially reduced. The gains in efficiency are leading to significant savings in operating costs.
- **Productivity:** By using robots, the cycle time has been significantly reduced. Our aim now is to further optimize this time while maintaining process stability.
- **Flexibility:** Previously, only one product type could be manufactured at any one time, but the new plant can handle the production of seven different items at once – a clear step forward in terms of modular, future-oriented manufacturing.

Progress through automated quality control and packaging

In the new plant, an automated quality control system has been introduced for the first time. This guarantees complete traceability and enhances quality assurance:

Industrial image processing:

Thanks to the use of modern camera systems, errors can be detected more quickly and the rejection rate can be reduced.

UDI check:

Complete traceability ensures compliance with all relevant requirements and boosts product safety.

Automated packaging:

The final product packaging stage is now fully automated, so that this process is more efficient and saves more resources.

Looking to the future:

Even now that the new facility is up and running, work is still ongoing on further improvements, such as:

- Further enhancing efficiency and reducing cycle times
- Increasing plant availability
- Optimizing the packaging process
- Using the data collected for continuous process improvement

A special thank you goes to all employees who have worked so hard and contributed their expertise to help make this project happen. The new production facility is an excellent example of how technological innovation, economic efficiency and environmental sustainability go hand in hand at Hamilton.

Report of the Hamilton companies Hamilton Bonaduz AG, Hamilton Medical AG, Hamilton Storage GmbH and Hamilton Services AG on due diligence with regard to conflict materials and child labor

Report pursuant to Art. 964j et seq. of the Swiss Code of Obligations (CO) and the Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour (DDTrO)

The Hamilton companies Hamilton Bonaduz AG, Hamilton Medical AG, Hamilton Storage GmbH and Hamilton Services AG (hereinafter referred to as "Hamilton Switzerland") and their subsidiaries recognize their social responsibility as an integral part of their global business activities. Hamilton is committed to conducting all activities in accordance with the applicable laws and regulations and in an environmentally and ethically responsible manner.

The Swiss Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour (DDTrO) governs companies' due diligence and reporting obligations in accordance with Art. 964j–964l of the Swiss Code of Obligations (CO). These refer in particular to the handling of minerals and metals from conflict-affected and high-risk areas and to measures to prevent child labor.

In accordance with these legal requirements, Hamilton has published the following statement for the 2023/2024 financial year (for Hamilton Storage GmbH from July 1, 2023, to June 30, 2024 and for Hamilton Bonaduz AG, Hamilton Medical AG and Hamilton Services AG from December 1, 2023, to November 30, 2024).

Due diligence and reporting obligations in relation to minerals and metals

In the 2023/24 financial year, we reviewed whether, in accordance with Art. 964j para. 1(1) CO, the company had imported any minerals or metals (particularly tin, tantalum, tungsten or gold) that fall under the relevant customs tariff codes and exceed the applicable thresholds or had processed any such minerals or metals in Switzerland.

The review revealed that no such minerals or metals were imported into or processed in Switzerland over and above the defined thresholds during the reporting period.

Hamilton Switzerland is therefore not subject to any due diligence or reporting obligations in relation to minerals and metals from conflict-affected and high-risk areas in the 2023/24 financial year.

Due diligence and reporting obligations in relation to child labor

Ensuring the protection of human rights – especially the rights of children – is a top priority for us. In the 2023/24 financial year, we systematically reviewed our supply chains to check for potential risks related to child labor. We use the UNICEF Children's Rights in the Workplace Index (hereinafter referred to as "the UNICEF Index") as a guide for evaluating our products' countries of origin accordingly.

Our analysis showed that the majority of our suppliers and/or the products purchased come from countries with a low risk of child labor (classification: Basic). Although some individual products originate from countries with an increased risk (classification: Enhanced), we were unable to identify any reasonable suspicion of child labor based on the information available to us, meaning that Hamilton Switzerland is not subject to any due diligence and reporting obligations in relation to child labor in the 2023/24 financial year.

Nevertheless, we have voluntarily decided to implement the requirements of the relevant due diligence and reporting obligations and to take proactive measures to systematically minimize potential risks related to child labor and other human rights violations in our supply chain, both now and in the future. This commitment underlines our clear dedication to ensuring ethically responsible and sustainable business practices.

1. Our commitment to protecting human rights

As part of our firm commitment to protecting human rights, we at Hamilton are actively engaged in making a lasting positive impact on the lives of people around the world. Respecting and promoting human rights throughout our supply chain is an essential prerequisite for us to achieve this vision.

In particular, we focus on ensuring the strict prohibition of child labor and any form of forced labor – both within Hamilton companies and among our business partners along the supply chain.

Our commitment to human rights begins within the company itself: With our binding code of conduct, we set clear standards in relation to human rights, child labor and forced labor. This code applies to all employees and is acknowledged as mandatory by those joining the company. Through targeted training, we ensure that employees are not only familiar with our principles, but also actively put them into practice.

However, our commitment also goes beyond the company: respect for human rights is a further key component of our approach to supplier management. We expect all our partners to adhere to the same high standards, and we systematically review this as part of our due diligence processes.

2. Our supply chain policy

Our management approach is based on a binding supplier code of conduct, which obliges them to uphold internationally recognized labor and human rights. A key element of this is the explicit prohibition of child labor, as defined by International Labour Organization (ILO) Convention Nos. 138 and 182.

In addition, this code makes it mandatory for our suppliers to implement their own due diligence processes within their supply chains. It gives Hamilton the right to access information and carry out audits, and it requires transparency and cooperation from suppliers with regard to verifying compliance with defined standards.

The supplier code of conduct was developed in 2024 and has since been gradually integrated into our framework agreements with our suppliers. The current focus is on suppliers that procure or supply products from countries that are classified as having an "Enhanced" or "Heightened" risk in the UNICEF Index.

We conduct systematic risk assessments using a “Supplier Management Risk Index” that maps country-specific risks such as child labor, sanctions, corruption and money laundering. Based on this index, we can formulate specific compliance requirements for specific suppliers.

Suppliers that operate from or provide products from high-risk countries are obliged to acknowledge the code of conduct and confirm their compliance with it. If they fail to do so, we reserve the right to exclude these suppliers from our portfolio.

3. Our supply chain traceability system

In order to ensure traceability in the relevant risk areas in the long term, we are continuously working to integrate the relevant data from our procurement into our system. The information collected and documented by our Procurement department is supplemented and updated on an ongoing basis. The aim of this is to systematically improve the database for traceability in our supply chains.

Our supplier code of conduct also obliges suppliers to actively support us if necessary and to ensure the necessary transparency with regard to potential human rights risks, particularly in relation to child labor.

4. Our reporting procedure for identifying risks

Since the end of 2023, Hamilton has had a structured reporting procedure in place that gives all individuals the opportunity to report grievances, including ones relating to potential or actual violations of human rights, which includes cases of child labor.

Concerns can be submitted by any person, either anonymously or in the reporter’s name, via Hamilton’s whistleblower reporting office (https://hamilton.integrityline.io). All information reported is checked carefully and investigated. When assessing potential compliance risks, we involve external specialist bodies where necessary. Relevant findings are forwarded to the Executive Board in an appropriate manner.

When reviewing reports, we guarantee the utmost confidentiality and take measures to protect the whistleblower’s identity – regardless of whether the report was made anonymously or not.

Our suppliers are also expressly required to inform us of any possible violations of applicable rights and laws or the supplier code of conduct.

No reports or complaints relating to child labor have been received since the reporting procedure was introduced at the end of 2023.

5. Our risk management system

Detecting and assessing risks early on is a key component of our compliance approach. The aim is to identify potential weaknesses or violations – particularly with regard to human rights and child labor – at an early stage and to counteract them effectively. Our risk analysis helps us to systematically identify, assess and manage compliance risks in a risk-appropriate way to ensure that our business activities comply with applicable laws, internal regulations and ethical standards.

Our risk management system is incorporated into our overarching Enterprise Risk Management. Specific compliance risks are derived from our Enterprise Risk management and then refined. Risk analysis with regards to compliance risks follows the structured approach: (i) Identification of relevant risks; (ii) Risk assessment and prioritization; (iii) Development and implementation of appropriate measures.

In the context of child labor, we see the greatest – albeit largely abstract – risks in the upstream supply chain, especially in the case of products from countries of origin with an increased risk. Based on these findings, we take targeted risk minimization measures, such as the targeted implementation of our Code of Conduct for suppliers with products from high-risk countries and the continuous expansion of our database, as well as trough training, controls, and process optimization.

Through this strategy, we aim to ensure that we meet our strict compliance requirements and prevent any form of legal violations at an early stage, especially in sensitive areas such as child labor, to the best of our ability.

Innovation

Life cycle assessments at Hamilton

When it comes to understanding the environmental impact of products and paving the way for sustainable decarbonization, the importance of life cycle assessments (LCAs) can hardly be overstated. An LCA is a systematic method used for evaluating the environmental impact of a product, process or service over its entire life cycle – from the extraction of raw materials through to production and use, and eventually disposal. The aim of this is to record and analyze the impact at each stage as a basis for making informed decisions to reduce environmental pollution.

Hamilton is committed to achieving net-zero emissions in accordance with the requirements of the Science Based Targets Initiative (SBTi). LCAs are a key tool in this process, as they enable us to adopt a holistic view of the impact our products have on the environment. Based on these assessments, we can make well-founded decisions to help minimize our environmental footprint, while also helping our customers to achieve their own sustainability goals.

A specialist team at Hamilton is responsible for carrying out LCAs. Our experts have a wealth of specialist knowledge and work in line with the international standards ISO 14040 and ISO 14044. This ensures that our assessments are consistent, transparent and scientifically sound. We also liaise closely with other departments to make sure all relevant data is collected and analyzed correctly.

Benefits for Hamilton and our customers

LCAs provide our customers with accurate and reliable information on the environmental impact of our products. This enables them to make informed decisions and take targeted measures to reduce emissions. For Hamilton, this means not only progressing toward our own sustainability goals, but also actively helping our customers to achieve their science-based targets. By reducing the carbon footprint of large devices and consumables in particular, we are making a significant contribution toward decarbonizing the medical technology and biotechnology industry.

We also actively involve our suppliers in this by encouraging them to provide more environmentally friendly raw materials and use more sustainable production processes. LCAs are therefore proving an indispensable tool in our journey toward achieving our net-zero targets together.

Hamilton’s GreenLine – building a more sustainable product portfolio

In late 2024, Hamilton Bonaduz AG introduced GreenLine, a new product line based on the principles of ecodesign and featuring specific product enhancements. The aim of launching this line is to reduce our environmental footprint and provide sustainable solutions that meet our customers’ technical requirements and their climate-related targets. The focus is on low-emission product design, recyclability, and substituting and conserving materials.

GreenLine comprises products that use raw materials with a smaller environmental footprint, but without compromising on performance. A key element of this line is the use of ISCC PLUS-certified, mass-balanced materials as an alternative to conventional options that place greater strain on the environment. As far as Hamilton is concerned, these materials represent the simplest and most readily scalable solution for combining our high quality standards with sustainable approaches.

ISCC PLUS certification:

The ISCC (International Sustainability & Carbon Certification) system facilitates the traceability of sustainable supply chains and ensures that the raw materials used come from sustainable or circular sources. Conforming to the ISCC PLUS standard enables Hamilton to gradually integrate renewable and recycled raw materials into plastics production. The ISCC system’s “mass balance approach” documents the quantities of more sustainable materials that are introduced into the production process and assigned to end products according to defined guidelines. This requires comprehensive, transparent ISCC PLUS certification for all participants along the value chain, which Hamilton is working with ISCC PLUS to ensure.

One example of a recent innovation from GreenLine is our CO-RE II tips, which are made from 65–75% ISCC-certified polypropylene that is based on biocircular raw materials instead of fossil-based ones. Our calculations show that this significantly reduces the carbon footprint of the raw material used. The biocircular material we use cuts the cradle-to-gate footprint by almost 84%.* The actual level of savings made varies depending on the size of the product and the materials used. The calculations are based on data from our polypropylene granulate supplier.

ISCC
International Sustainability & Carbon Certification

Another advantage of using mass-balanced materials is that they do not require any additional validation or qualification. The physical and chemical properties of the polymer – including additives, processing and product specifications – remain the same as those of conventional materials, regardless of where the raw materials come from.

By reducing our carbon footprint, the GreenLine not only contributes toward achieving Hamilton’s sustainability targets, but also helps our customers to achieve their own emission reduction targets. In complex supply chains in particular, which account for the lion’s share of total emissions, making products more sustainable is crucial to reducing emissions over the long term. GreenLine will therefore be a key driver for decarbonization, both within the Hamilton Group and among our customers globally.

The plan is to continuously expand GreenLine over the coming years. New products and innovations are being proactively launched to give our customers access to the most advanced, sustainable solutions – and to help them achieve their own sustainability goals.

For more information about GreenLine products with ISCC PLUS certification and other Hamilton sustainability initiatives, follow the link below:

GreenLine

*All data and associated statements are based on LCA calculations made by Hamilton Bonaduz AG. these LCAs were carried out in accordance with ISO 14040 and ISO 14044.

An award for advanced technologies: “Distinction in Innovation”

We are delighted to announce that the Swiss Chamber of Commerce in Romania (CCE-R) has presented us with its “Distinction in Innovation” award at its annual Swiss gala. This accolade underscores our leading role in the development of pioneering technologies and creative solutions. It confirms our ongoing commitment to making a positive contribution to society and the environment through innovation.

The award ceremony took place in October 2024 as part of an event organized by the CCE-R, with the Swiss Ambassador to Romania, Massimo Baggi, in attendance. The focus was on collaboration, change, and the joint pursuit of sustainable growth between Swiss and Romanian industry. This honor recognizes not only our technological excellence but also our social commitment and clear dedication to developing technologies that improve people’s lives.

Since opening our second European site in Giarmata, Romania, in 2013 to complement our headquarters in Switzerland, we have been manufacturing Hamilton products there for the global market using state-of-the-art technologies.

“This award is a great honor for us and recognizes not only our innovative strength but also our broader impact. With our vision always in mind, we strive for continuous development and aim to be one step ahead with our technology so we can help improve people’s lives. I am especially grateful to the entire Hamilton team for their passion and commitment day after day. They are the key to excellence in medical technology and biotechnology,” says Ciprian Ractei, General Director of Hamilton Central Europe, Romania.

Innovative projects and initiatives

In recent years, Hamilton has implemented numerous projects and initiatives that have been instrumental in fostering innovation and enhancing the efficiency and quality of our products and services. These include:

- State-of-the-art metal production in Romania: this cutting-edge facility sets new standards in quality, automation and efficiency – and strengthens local technological value creation.
- Fully automated logistics and automated injection molding production: these technologies enable exceptionally efficient production in Switzerland while also helping to reduce our environmental footprint.

For us, the “Distinction in Innovation” award is an important symbol of our efforts to create sustainable impetus through top-level technologies and innovative solutions. Hamilton remains determined to push the boundaries of what is possible – for a better quality of life and to protect our environment.

Adrian-Mihai Grosu, Head of Sales Hamilton Central Europe und Laurențiu Ștefănescu, member of CCE-R (Chamber of Commerce Switzerland - Romania) Board of Directors

Boosting efficiency and quality through automation in medical technology

In medical technology, precision, reliability and the highest quality standards are essential. At the same time, demands for efficiency, traceability and delivery reliability are increasing all over the world – especially for high-volume products. To meet these challenges both now and in the long term, Hamilton relies on intelligent automation, state-of-the-art robotics and digital solutions throughout the value chain.

Automation – the key to the future

Demand for medical technology products is rising, driven by a global need for diagnostic and ventilation solutions. Efficiency and consistent quality are crucial for meeting this demand, especially when it comes to consumables such as pipette tips or flow sensors.

One way this is guaranteed is through automated production, as in the case of our flow sensors, which are essential components in modern ventilators. These measure precise volumes, as well as pressure and flow data, and are vital for ensuring correct device settings in patient care. By switching to highly automated production processes, Hamilton has been able to increase its annual capacity from 200,000 sensors to 1.4 million – while maintaining the same excellent level of quality. High-precision robots not only take care of production steps, but also carry out quality assurance.

Automation throughout the value chain

At Hamilton, automation is not just confined to the production line – it starts with the delivery of raw materials and extends right through to packing and warehousing. All steps involved in the production of pipette tips are automated, from filling the plastic granulate to injection molding and packing. An integrated quality control mechanism automatically detects and removes defective parts, which saves resources and reduces rejection rates.

Another example is our intelligent intralogistics system: 64 autonomous robotic carriers (ARCs) operate on a 7.2-kilometer network, delivering the required materials to the right places at the right time. Thanks to an intelligent digital control system, replenishment is triggered automatically as soon as stock levels fall below a defined threshold. This ensures seamless production processes and minimizes downtime. Furthermore, the building concept can also be optimized in terms of energy efficiency by incorporating the ARC system, as it means, for example, that the fully autonomous high-bay warehouse does not need to be heated to the same temperature as other buildings.

Innovation through partnerships and digitalization

Our automation strategy is based on close cooperation with experienced partners. We work together to test and integrate new technologies – such as AI-supported image recognition systems, which are mainly used for quality assurance. This enables us to continuously optimize our processes.

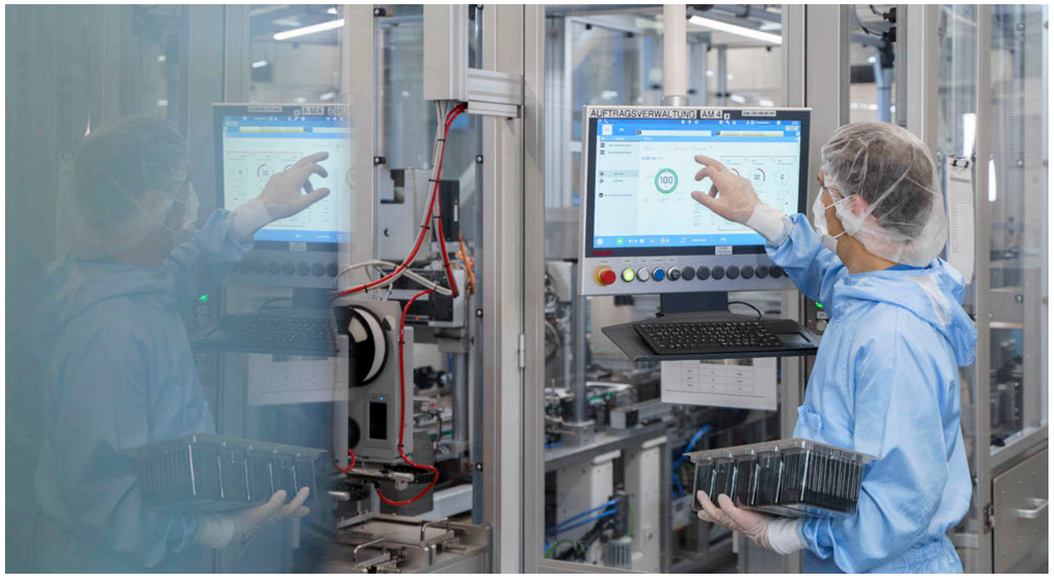
Digitalization is an essential part of this. Our aim is to make our production operations completely paperless, with end-to-end digital processes – from order entry through to ensuring complete traceability. Linking internal and external systems in an intelligent way creates a transparent, error-free and future-proof production environment.

The next step in this development will involve stepping up our use of artificial intelligence. In the future, we want our production systems to be able to independently identify optimization potential and predict maintenance requirements even more accurately, so we can act early to prevent bottlenecks.

Ensuring sustainable competitiveness at the Swiss site

Hamilton has a clear strategy: Using automation and digitalization not only to increase efficiency and quality, but also to ensure the long-term competitiveness of our Swiss production site. Innovative technologies and smart processes enable us to use resources more efficiently, reduce throughput times and consistently ensure the highest quality.

Our products – from flow sensors to pipette tips – benefit medical care worldwide. With our technological expertise and our clear commitment to innovation, we have what it takes to continue playing a leading role in medical technology in the future – with responsibility, efficiency and foresight.



Packaging project: sustainable, efficient, and on brand

Packaging waste is a global problem – and there's no exception for Hamilton. Optimizing packaging is a key issue for us and forms an integral part of our sustainability strategy.

In 2024, the Process Analytics business unit launched a comprehensive project aimed at improving and standardizing the packaging for our process analytics sensors. One of the main aims of this project was to significantly reduce the use of polystyrene and switch to cardboard instead. This change substantially reduces the environmental footprint of our packaging.

By reducing the packaging dimensions, we have not only been able to save material, but also make more efficient use of storage space and optimize transport routes. The result is a much more resource-efficient logistics system. The new "One Hamilton" cross-brand packaging design ensures a uniform appearance across our product range and will strengthen our brand image over the long term. As an added benefit, it will also increase customer satisfaction. The new packaging solution is made mainly of recyclable cardboard, making it not only more compact but also more environmentally friendly.

Overall, this project enables carbon emissions to be reduced by 17.4 metric tons*, primarily due to dispensing with EPS (expanded polystyrene) and PE foam (polyethylene) as padding materials.

The project is a prime example of Hamilton's innovative spirit. Our sustainability initiatives go beyond just product optimization. We are also rethinking our packaging from an environmental, economic and design point of view.

* This is a theoretical emission reduction figure based on the use of EPS and PE foam in 2024 (background data source: Ecoinvent V3.11). In 2025, Hamilton will be able to calculate reliable primary data on the actual reduction rate once the number of products sold with the corresponding packaging dimensions is known.

Outlook

Our long-term goal: net-zero

In 2024, Hamilton made a binding commitment to achieving net-zero emissions. This commitment is far more than just a one-off statement – it is a crucial guiding principle that underpins our business activities. In the coming years, we will continue to refine our climate targets in line with the Science Based Targets Initiative (SBTi) and set an ambitious, long-term reduction goal.

Achieving this goal will require continuous adaptation, innovation and strategic clarity. Key steps in this process include identifying relevant emission sources, developing a realistic roadmap and working closely with partners along the entire value chain. Together, our aim is to drive forward innovative solutions and make a lasting impact.

Systematic reduction of Scope 1, 2 and 3 emissions

We are focusing in particular on systematically reducing our emissions across all three scopes. While Scope 1 and 2 – direct and indirect emissions – can be easily controlled through our own measures, Scope 3 – especially emissions from purchased goods and services – presents a greater challenge.

Our strategy for the coming years includes:

- defining clear sustainability criteria for procurement,
- using a targeted process to select suppliers that share our environmental goals,
- and implementing effective measures to minimize environmental impact along the supply chain.

Sustainability management in accordance with ISO 14001

We reached an important milestone in 2024 with the development of a systematic approach to sustainability management. The ISO 14001 certification we are aiming for in 2025 is just the beginning: our ultimate objective is to continuously develop the system as a means of cultivating a company-wide culture of sustainability.

Sustainability should not be seen as a standalone project, but as an integral part of our corporate identity that is supported by all employees and put into practice across all business units.

GreenLine – innovation for a sustainable future

By continuously developing our GreenLine product line, we are strengthening a key driver in our climate strategy. GreenLine is all about promoting solutions with a reduced environmental footprint – from material selection to the design stage.

This approach enables us to contribute toward our own emissions targets while our customers can actively improve their own carbon footprints, too. We intend to further expand GreenLine in the coming years through targeted research and development, turning it into an integral part of our portfolio.

Hamilton Campus – a space for development and responsibility

Our employees are the key to our long-term success. That is why we are making targeted investments in developing our newly established Hamilton Campus – with modern training schemes, continuing education opportunities and initiatives to promote well-being and a healthy work-life balance.

We are creating an environment that stimulates personal growth and empowers our employees to play an active role in steering change.

A few final words

The path toward a sustainable future is complex, but it is also full of opportunities. For us at Hamilton, sustainability is not just an obligation, but a responsibility we embrace and a driver of our innovation.

We are paving the way for a future worth living through clear goals, consistent action and community commitment.

Together, we are shaping change – with responsibility, innovation and a focus on the future.

Key figures 2022 to 2024

People

Key figure	Unit	2022	2023	2024
Number of workers across the company*	Total	2'609	2'766	3150
Contingent workers	Total	137	120	471
Employees	Total	2'472	2'646	2671
Women*	Total	751	801	826
Men*	Total	1'716	1'839	1956
Not specified	Total	5	6	360
Proportion of permanent employees*	in %	96.47	95.47	95.81
Proportion of temporary workers*	in %	3.53	4.54	4.11
Proportion of female workers*	in %	30.38	30.27	30.92
Proportion of women in management roles*	in %	2.47	2.27	3.07
New appointments*	Total	359	360	307
Staff turnover	in %	15.89	12.09	12.61
Workers aged < 30*	Total	516	515	470
Women	in %	27.71	28.93	27.23
Men	in %	71.90	70.49	72,66
Not specified	in %	0.39	0.58	0.21
Workers aged 30-50*	Total	1'411	1'543	1.595
Women	in %	28.70	31.43	31.78
Men	in %	63.64	68.44	68.09
Not specified	in %	0.14	0.13	0.12
Workers aged >50*	Total	545	588	603
Women	in %	27.89	28.40	29.02

Key figure	Unit	2022	2023	2024
Men	in %	67.71	71.43	71
Not specified	in %	0.37	0.17	0.17
Proportion of women in leadership (C-level) roles	in %	n.a	7.14	9.1
Hamilton Bonaduz AG	in %	0	0	0
Hamilton Medical	in %	0	0	0
Hamilton Service AG	in %	33.33	33.33	33.33
Apprentices, trainees, and students	Total	80	80	77
Number of workplace accidents (Swiss sites)	Total	39	36	29

Planet

Key figure	Unit	2022	2023	2024
Total electricity consumption	MWh/year	10'321.43	11'180.21	12360.27
Swiss sites	MWh/year	8'549.44	9'041.98	9935.75
Romania	MWh/year	1'771.99	2'138.23	2424.52
Total electricity purchased	MWh/year	9'648.57	10'270.99	10252.86
Swiss sites	MWh/year	7'997.89	8'535.79	8765.14
Romania	MWh/year	1'650.68	1'735.20	1487.72
Total self-generation	MWh/year	672.86	909.22	2245.90
Swiss sites	MWh/year	551.55	506.19	1309.09
Romania	MWh/year	121.31	403.03	936.81
Total self-consumption (PV systems)	MWh/year	672.86	909.22	2107.41
Swiss sites	MWh/year	551.55	506.19	1170.61
Romania	MWh/year	121.31	403.03	936.81

Key figure	Unit	2022	2023	2024
Proportion of self-generation (PV systems)	in %	4.20	8.13	8.17
Swiss sites	in %	5.00	5.60	13.18
Romania	in %	1.18	18.85	38.64
Total plastics	t/year	158.19	101.57	92.09
ABS plastic waste	t/year	13.40	4.23	6.21
PP plastic waste	t/year	64.53	28.06	21.97
Natural PP plastic waste	t/year	9.74	12.06	8.77
PET plastic waste	t/year	6.73	3.91	2.05
Cardboard/paper	t/year	202.56	196.11	160.13
General waste	t/year	205.88	173.64	117.96
Total water consumption	m3/year	56'299	54'506	*
Wastewater	m3/year	42'770	46'506	*
Electrical waste collected in line with WEEE Directive	t/year	7.34	7.21	7.99

* At the time of the report's publication, the figures for the municipality of Domat/Ems were not yet known.

Value creation and innovation

Key figure	Unit	2022	2023	2024
Number of customer audits conducted at Hamilton	Total	4	12	16
Number of supplier audits conducted by Hamilton	Total	26	19	21
Number of patent applications submitted	Total	34	36	26
Number of patents awarded	Total	51	83	74

We would like to extend a sincere thank you to all our employees who have poured their passion, creativity and commitment into our sustainability initiatives and the production of this Sustainability Report. Your efforts make a huge difference – together, we can shape the future in a responsible and innovative way. At Hamilton, we are making a strong statement in support of sustainability and playing our part in achieving the net-zero targets. Thank you for joining us on this path forward.

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Editorial note

All information in this report has been compiled from various sources to the best of our knowledge and with greatest care.

Nevertheless, no liability can be accepted for the correctness or completeness of the information. This report is also available in German and Romanian. In the event of discrepancies between the versions, the German document shall prevail.

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