



Shaping the Future Together

Sustainability Report 2025

Foreword

Dear readers,

with this report, we present our second sustainability report. It demonstrates how we are consistently continuing on our path towards even more sustainable corporate management. Having defined specific sustainability targets for the first time in the previous reporting period, we are pleased to report today that we have achieved many of these targets or made significant progress towards them. This confirms that we have set the right priorities and are effectively putting our sustainability strategy into practice step by step.

We are particularly proud of our first assessment by EcoVadis, in which we were awarded the Bronze medal straight away. This achievement represents a significant milestone for us. It confirms our commitment to the environment, labour and human rights, ethics and sustainable procurement. At the same time, we do not view this assessment as an end in itself, but rather as an incentive to continuously improve our processes and performance.

The demands placed on businesses are constantly changing. Issues such as climate protection, transparency, supply chain responsibility and sustainable corporate governance are becoming increasingly important. We see this as an opportunity to position our company for the future and to make a positive contribution to our customers, employees, business partners and society.

The progress we outline in this report would not have been possible without the commitment of our employees, the trusting collaboration with our customers and suppliers, and the support of our partners. We would like to express our sincere thanks for this.

Now is the time to make forward-looking decisions with courage and optimism. We view sustainability as a process of continuous improvement – and we are convinced that acting responsibly forms the basis for our long-term corporate success.

Carina Bertram

on behalf of the VBM Management team

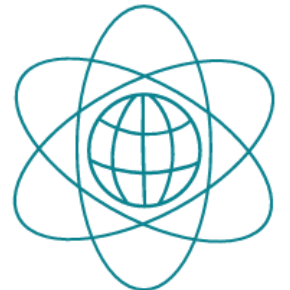
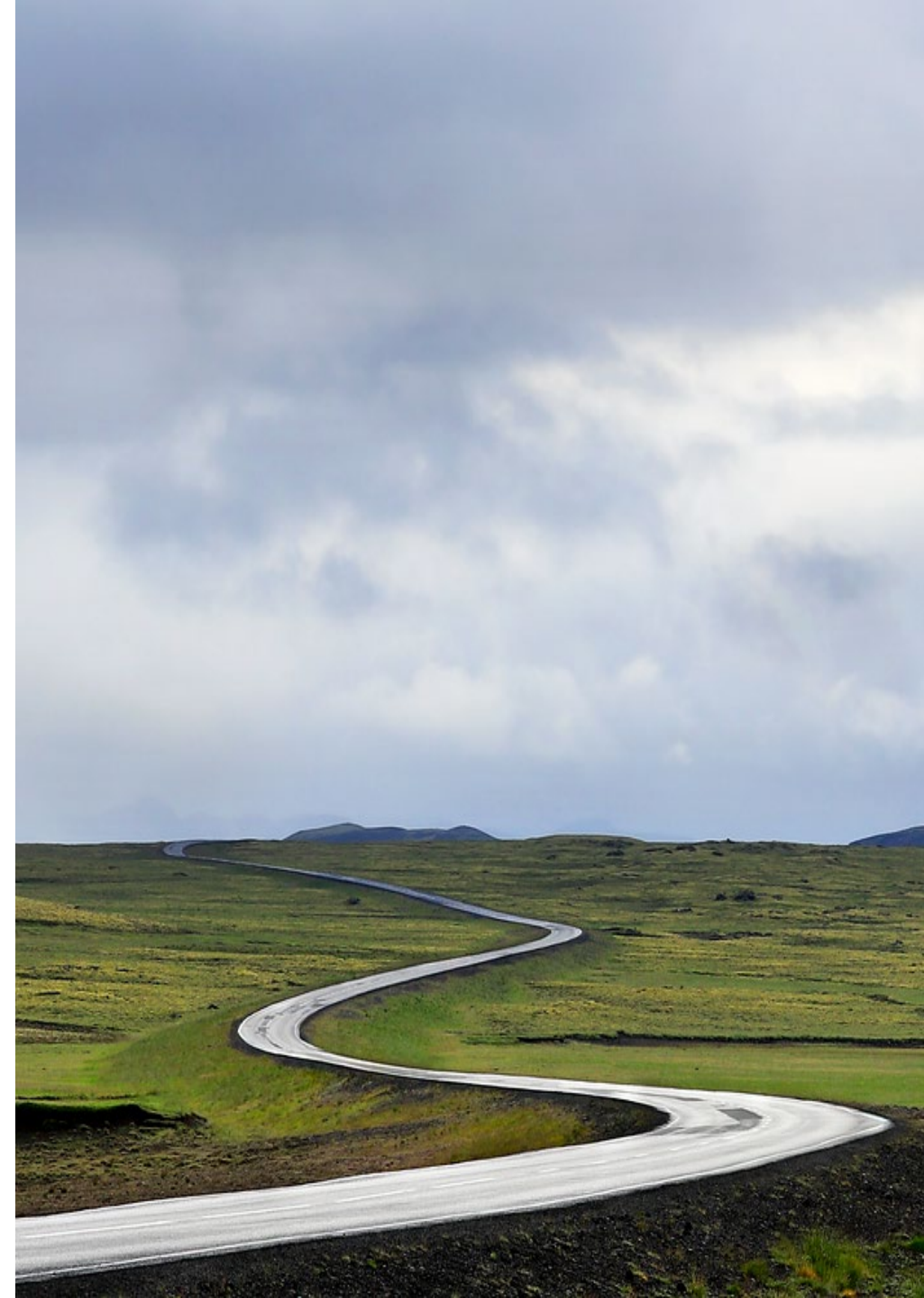


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About this report

Reporting Standards and Frameworks

This report contains information on the sustainability strategy of VBM Medizintechnik GmbH. The report has been prepared in accordance with the CSRD. However, it sets out our sustainability approach with clear objectives and very specific measures. Our reporting covers our sole site in Sulz am Neckar.

The report covers the period from 1 January 2025 to 31 December 2025. In order to present our commitment to sustainability as comprehensively and up-to-date as possible, activities extending beyond the reporting year that had taken place by the editorial deadline (March 2026) have also been included where indicated.

The report serves to measure our progress in the area of sustainability and to continue to meet the requirements of the CSRD. The following chapters contain information on the key economic, environmental and social aspects over which VBM has an influence or which are considered significant by our stakeholders. Against this background, we focus in particular on the aspects of corporate governance, regulatory compliance, the environment and social responsibility.

This report has been prepared on a voluntary basis. We have drawn on current sources and data in its preparation



Company profile and strategy

About VBM

Sustainability strategy

Sustainability targets



About VBM

VBM Medizintechnik GmbH is a family-run business operating globally in the field of medical technology. We develop and manufacture innovative products for airway management, accessories for anaesthesia and intensive care, and tourniquets for surgical procedures in a bloodless field.

Our company was founded in 1981 by Volker Bertram and has been run by Carina Bertram, representing the second generation of the family.

The company is based in Sulz am Neckar and employs around 200 people in the areas of development, production, quality management, sales, service and marketing.

We distribute our products through national and international retail partners. Our service is reflected in the long-standing and personal collaboration with our customers. Close contact with our distributors and users forms the basis for our commitment to the continuous improvement of our products and the development of new solutions for their needs. We are mindful of our responsibility towards patients and users, and keeping the high quality of our products at the heart of our daily work.

At VBM, we are thinking about the future. As a family-run business, we have the courage to think long-term and make sustainable decisions. Our aim is always to provide our customers – and ultimately patients – with high-quality products.



Our values

Our VBM culture has evolved over the last 40 years, but many values are deeply rooted in our culture, and this is reflected in everything we do. Together with our team, we have developed our VBM Value Label – the labelling of medical devices plays a very important role for us, which is why our Value Label was the perfect way to illustrate this.

Vision

We think about the future. We have the courage to think long-term and make long-term decisions. We are an internationally active company with innovative products, optimised processes and future-oriented staff development.

Optimism

We are optimists! We take a positive approach to challenges and change. We rise to the tasks at hand and, as a team, develop creative solutions that are in line with VBM's values. Trust: we trust one another. We give our staff the freedom to make decisions for the good of the company and place our trust in their independent and goal-oriented way of working.

Respect

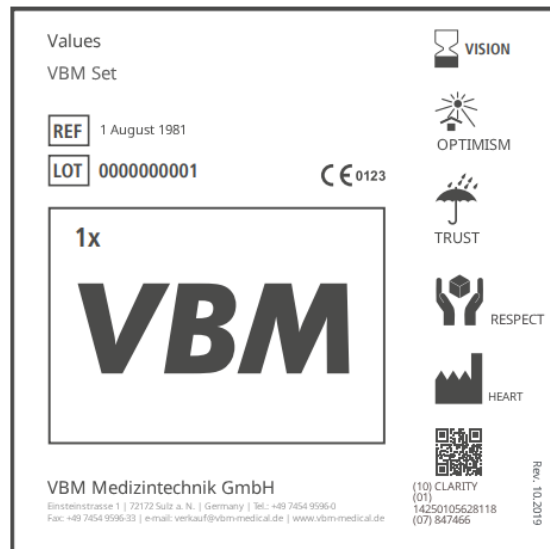
We respect one another, other people and other opinions – and you can see and hear that at VBM. We respect our environment, and that includes acting sustainably. We ensure that our tone is one of mutual respect. We talk to one another, not about one another. We accept other opinions and can also stand behind them.

Heart

Helpful, friendly, compassionate – that's US. We fulfil our social responsibility as a family-run business. We ensure a good work-life balance. We take pleasure in what we do.

Clarity

Strength lies in clarity. We practise transparent processes, set clear targets and rely on their implementation. We communicate openly and give honest feedback. We have a clear and transparent product portfolio.



Our strategy

Five pillars of change



Sustainability



Customer Loyalty



Our Site in Sulz



Digitalisation



Innovation

THE BUILDING PILLARS OF OUR
SUCCESS

Sustainability strategy

Our sustainability strategy is an integral part of our corporate strategy and is based on five pillars:



Sustainability



Customer loyalty



Sulz site



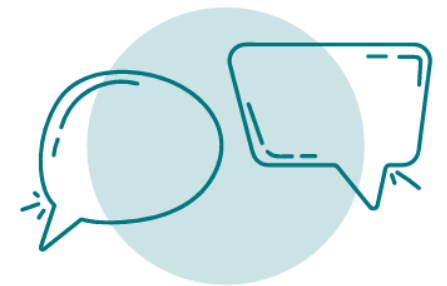
Digitalisation

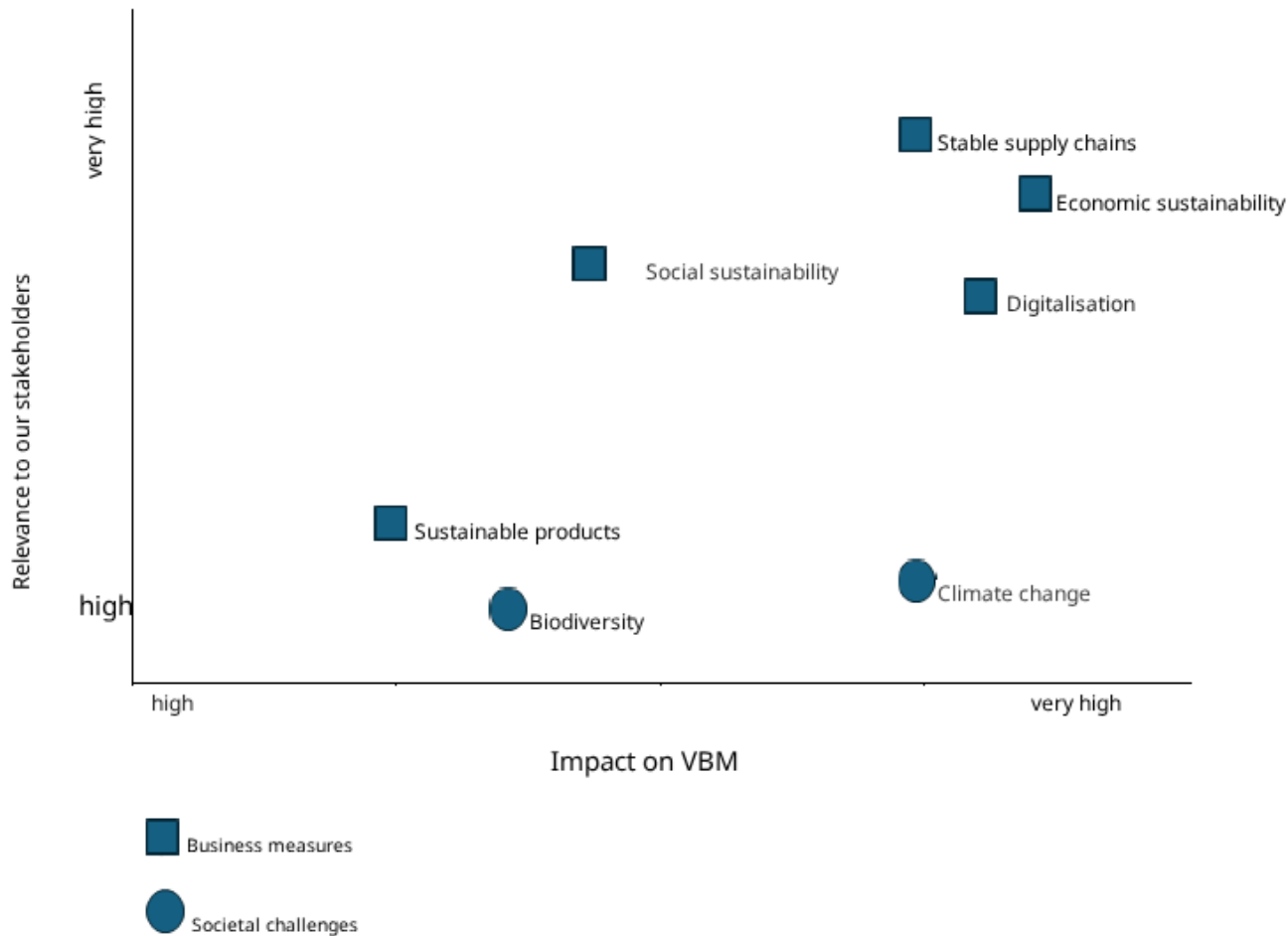


Innovation

Materiality Analysis

Our sustainability strategy is based on a dual materiality analysis carried out in the 2024 financial year. In workshops with our internal 'Sustainability' strategy group, we first identified and assessed the significant impacts of our business operations on the environment and society. At the same time, with the involvement of stakeholders, the risk-opportunity analysis (outside-in perspective) was identified and assessed. This was carried out primarily through an employee and customer survey. The key topics for the 2025 reporting year were reconfirmed by our strategy team.





Materiality analysis

A materiality analysis helps companies to identify and prioritise their most important sustainability issues. This enables the sustainability strategy to be specifically tailored to these topics.

The following issues have been identified as particularly relevant:

Economic sustainability
Stable supply chains
Digitalisation

We have grouped these topics into three specific areas of action:

In the area of **Environment** , we have continued to focus on economic sustainability.

The aim here is to structure the company's profit-making in such a way that the resources required for this are not damaged in the long term. This involves the continuous review and optimisation of our resource use, as well as the promotion of circular economy approaches.

In the area of **Governance** , the focus is on the digitalisation of business processes. We will further enhance the efficiency and security of our internal processes by expanding digital solutions, thereby reducing paper consumption. The initiatives launched last year to reduce paper consumption have been systematically extended to other areas in order to further improve our environmental performance.

Another key priority remains ensuring stable **supply chains**.

Quantitative and qualitative targets have been formulated for these and other topics as the next step.

Sustainability objectives

VBM has defined its sustainability goals across the three ESG dimensions: environmental, social and governance/compliance. The goals were prioritised on the basis of the dual materiality analysis mentioned above.

In the **environmental sphere**, we aim to achieve net-zero emissions within our own organisation (in Scopes 1 and 2) by 2040. Linked to this is the goal of expanding the use of electricity from renewable sources and increasing this to 100 per cent wherever possible.

The materiality analysis highlighted another key aspect relating to paper reduction – digitalisation. Various software products are to be used to further reduce paper consumption. Electronic user manuals will also play a significant role in reducing paper use.

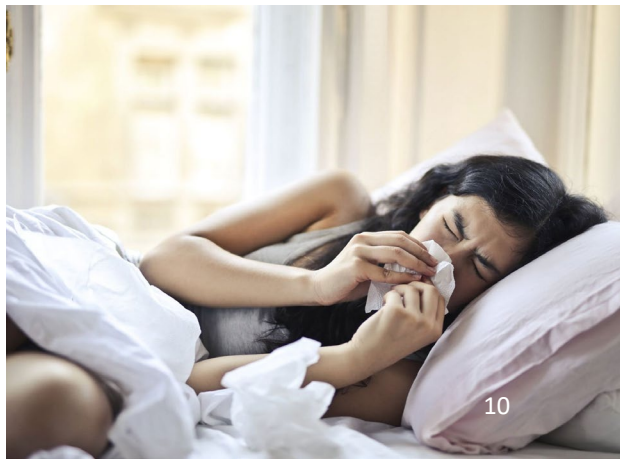
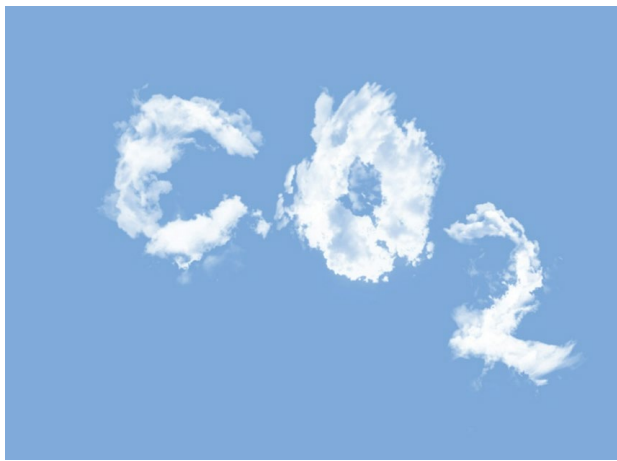
The objectives for the **social dimensions** of sustainability are aligned with the defined

key areas. In the area of Diversity, Equity and Inclusion, the proportion of women in the total workforce is to remain as high as it has been to date. We have a very good proportion of women at middle management level and wish to maintain this. We also have a good proportion of women in the senior management team and wish to maintain this at the very least. All in all, VBM already practises legal and social equality between women and men.

In the area of Talent Management & Engagement, the aim is to attract the best talent and inspire employees to remain with the company in the long term. In our ‘Strategy 2028’, we have therefore set out to further develop our location here at our headquarters in Sulz am Neckar. In doing so, we are focusing on three key areas: further developing our location by supporting apprentices and students.

In addition, we aim to further develop our employer branding and make working time models and time accounts more flexible.

Our **ethical corporate governance** forms the foundation of our actions. We are committed to transparency, integrity and adherence to the highest standards in all areas. Our aim is to maintain an impeccable track record in the future too – free from breaches of labour law, incidents of corruption or similar violations of the rules. Through clear guidelines, regular training and an open corporate culture, we ensure that these values are put into practice within our company and that our governance objectives are achieved in a sustainable manner.



Governance

Corporate Governance and Structure
Ethics and Integrity
Laws, Standards and Guidelines
Risk Management
Cyber Security



Corporate Governance and Structure

Responsible corporate governance encompasses not only compliance with laws and respect for human rights, but also adherence to internal regulations and binding voluntary commitments. **Our aim is to prevent or rectify compliance and human rights breaches within VBM.**

At VBM, we think about the future. As a family-run business, we have the courage to think long-term and make sustainable decisions. Always with the aim of supplying our customers – and ultimately patients – with high-quality products.

We are convinced that long-term economic success, fair competition and social acceptance are based on a reliable and **responsible corporate governance.**

Responsible corporate governance means that we not only comply with the law and respect human rights, but also adhere to internal rules and binding voluntary commitments.

VBM maintains flat hierarchies. Company resources are used judiciously, and expenditure is limited to what is necessary and appropriate, in line with our business needs.

Through exemplary behaviour in both word and deed, everyone has the opportunity to positively influence VBM's culture as a whole. We have set out this culture in our values for all employees.

Through regular strategy workshops, VBM's strategy is continuously reviewed and realigned.

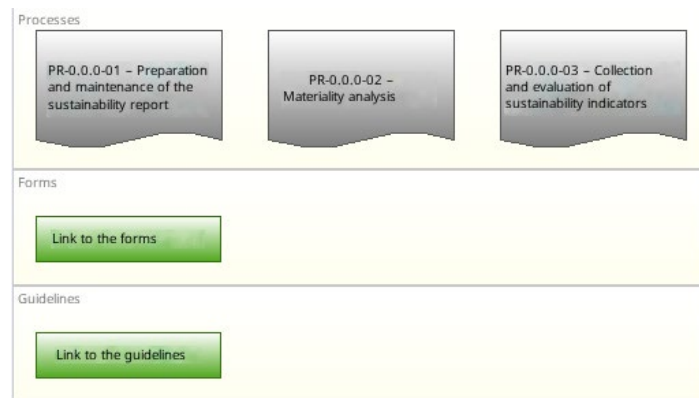
The strategic objectives, first developed in a workshop in 2017, were successfully implemented over a three-year period. In October 2023, VBM's management met again to define the 'Strategy 2028' for VBM. Five key themes were identified during a workshop. These strategic objectives are designed for implementation in the medium term (five-year plan) and are being driven forward by the individual teams.

Sustainability has now become an integral part of VBM's day-to-day business, both internally and externally. We pursue a sustainability strategy that is put into practice throughout the company. For this reason, overall responsibility lies directly with the management and is implemented within the company by our sustainability strategy team.

Our **Strategy Team** comprises the management team and representatives from the areas of human resources, production, development, logistics and quality management.

We are committed to putting sustainability into practice; VBM's quality policy has been adapted accordingly and expanded to include the aspect of sustainability.

At VBM, we practise sustainability. This is not just a statement, but a fact. This is because, for us, sustainability is integrated into VBM's quality management system. We have developed processes which we oversee and provide training for.



Quality Policy

“We offer excellent product quality for products in the field of airway management, accessories for anaesthesia and intensive care, and tourniquets by adhering to international standards, meeting the requirements for maintaining the effectiveness of the quality management system, and working closely with our customers.

Our corporate culture forms the basis for a motivated and skilled workforce. Our quality management system is based on effective processes that are understood and put into practice by our staff.

Through sustainable corporate governance, we promote long-term health and quality of life and pave the way for an environmentally responsible future.

Ethics and integrity

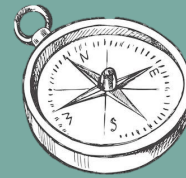
VBM attaches great importance to **transparency, integrity and compliance with all legal requirements**. These values form the basis for all business activities and guarantee fair and free competition.

VBM Medizintechnik GmbH is committed to conducting its business in an ethically, legally and socially responsible manner. We expect our business partners to share these principles and to integrate them into their corporate culture. Furthermore, VBM strives to continuously improve its processes and products and encourages its suppliers to participate in these efforts.

Our principles are based on our jointly defined VBM values and serve as a guide for our decisions and actions. Our internal 'Code of Conduct' forms the basis for this, and all employees have undertaken to comply with it.

Our Ethical and Conduct Principles

- Integrity
- Quality
- Professional Conduct
- Fair business practices
- Data protection
- Respect, diversity and fair treatment of one another
- Career development
- Anti-corruption
- Social responsibility



The VBM Code of Conduct for Suppliers sets out the requirements expected of our suppliers in relation to compliance with laws and regulations, corruption and bribery, social and working conditions, child labour and the external environment. Our aim is to work with our suppliers to ensure full compliance with these requirements, which they in turn apply to their own employees, representatives, subcontractors and suppliers with whom they work.

Corruption damages our reputation and undermines our integrity. The success of our company is based on the high quality of our products and services, as well as on the values we uphold. Bribery is not an acceptable method for us to promote our business. It not only jeopardises our long-term business objectives but also poses a potential risk.

All colleagues confirm their commitment to our principles as part of their training on our internal Code of Conduct. They also take part in compulsory, role-specific anti-corruption training.

Data Protection

Our employees' personal data is protected against unauthorised collection, processing and disclosure in order to safeguard individual privacy. VBM complies with all legislation, such as the GDPR, aimed at preventing data misuse by third parties.

Whistleblowing Office:

In an effort to help maintain integrity and compliance, breaches of any kind can be reported via a dedicated internal whistleblowing scheme.

This portal is based on the Whistleblower Protection Act, which was developed by the EU following a whistleblower scandal to provide a secure and confidential means of reporting concerns or breaches of company policies.

The whistleblower portal offers the opportunity to report potential irregularities anonymously.

Reports from whistleblowers help the company to identify and resolve problems at an early stage, thereby ensuring a fair and safe working environment for everyone. In 2025, there were no reports of breaches.



Laws, standards and guidelines

The basis for our responsible corporate governance at VBM is our internal **Code of Conduct** and our Staff Handbook. Our Code of Conduct sets out VBM's key principles, with which all our staff must be familiar. A breach of our Code of Conduct can cause significant damage and may therefore also have far-reaching consequences for the employee concerned. All staff members receive training on our Code of Conduct, and it is freely available to everyone.

VBM has a separate Code of Conduct for suppliers, which sets out the binding requirements for these companies.

We operate in the highly regulated field of medical technology. It goes without saying that we comply with all relevant laws, standards and guidelines. We regularly monitor external regulatory documents that are necessary to ensure the conformity of the VBM QMS, the state of the art of VBM medical devices, and compliance with national, country-specific and international requirements. These include laws, standards (including harmonised standards), regulations, directives, common specifications and guidelines.

With regard to the sustainability laws and guidelines relevant to us at EU, federal and local levels, we are currently in the process of establishing a system that continuously monitors these and assesses changes in terms of their applicability to our company.

Our key laws, standards and guidelines:

ISO 13485:2016, Quality Systems – Medical Devices

➤ Australia:

Therapeutic Goods (Medical Devices) Regulations 2002 (TGA);
Schedule 3, Part 1 – Full Quality Assurance System

➤ Brazil:

RDC ANVISA No. 665/2022 – Good Manufacturing Practices

RDC ANVISA No. 551/2021

RDC ANVISA Resolution No. 67/2009 – Vigilance

➤ Canada:

Medical Device Regulations SOR/98-282

➤ Japan:

MHLW Ministerial Ordinance No. 169 (2004), as amended by MHLW

Ministerial Ordinance No. 60 (2021) Japan PMD Act

➤ US:

21 CFR Part 820 – Quality System Management Regulation

21 CFR Part 803 – Medical Device Reporting

21 CFR Part 806 – Reports of Corrections and Removals

21 CFR Part 807 (Subparts A to D) – Establishment Registration and
Device Listing

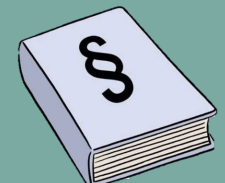
➤ Council Directive 93/42/EEC of 14 June 1993 on medical devices –
“Medical Device Directive” (MDD)

➤ Regulation 2017/745 – Medical Device Regulation (MDR)

➤ Medical Devices Implementation Act (MPDG)

➤ The relevant articles of the Korea Medical Device Act and the Korea
Good Manufacturing Practice (KGMP)

➤ Taiwan Good Manufacturing Practice (TGMP)



Financial crime

At VBM, we monitor fines and other sanctions imposed for non-compliance with laws or regulations. There were no such fines or penalties in 2025. Nor were there any legal proceedings arising from anti-competitive behaviour or the formation of cartels and monopolies.

The payment of taxes is a key link between legislators, countries, local authorities and companies. We are committed to our responsibility towards our stakeholders in the countries in which we operate. This includes the correct assessment and the timely and full payment of taxes. We reject aggressive tax strategies designed solely for the purpose of tax avoidance.

Cyber Security

Cyber and information security are crucial prerequisites for successful digitalisation at VBM. The challenges relating to cyber security are growing rapidly – the increasing sophistication of cyber extortion, the serious consequences of ransomware attacks, the growing variety of malware and its variants, and critical vulnerabilities in widely used software products are just the most significant reasons.

In strengthening our cyber security, we focus on risks arising from the loss of intellectual property, coupled with business losses and the failure to adequately meet regulatory and compliance requirements.

We regularly train and raise awareness amongst our employees regarding cyber threats through online courses, training sessions and video formats. The participation rate in cyber security training stood at 100 per cent in the reporting year. We also carry out phishing test campaigns; in 2025, there were 32 such campaigns.



Environment

Carbon footprint, energy consumption and waste management

Resource use and circular economy



The best form of environmental protection is to prevent harmful environmental impacts from the outset. In some areas, we are already implementing this successfully; in others, we are still relatively at the beginning.

In doing so, we deliberately avoid statements such as ‘Environmental protection has always been part of our DNA’, which are often bandied about at present. What we have, however, deeply embedded in our DNA is the Swabian principle of thrift and ‘entrepreneurial’ common sense, which our company founder, Volker Bertram, continues to champion to this day. As a Swabian company, for example, we have always focused on high-quality products and avoided the unnecessary – whether in packaging or in trade fair giveaways, which often end up in the bin very quickly. The thrifty and conscious use of resources has always been important and remains so to this day.

For VBM, the effects of climate change and the resulting environmental changes pose direct risks, such as increased health risks for staff, as well as higher costs due to air conditioning, limited availability of resources or property damage caused by extreme weather events.

Through our sustainability strategy, we aim to counteract these risks and make targeted investments that drive forward the sustainability transformation.

The Executive Board bears ultimate responsibility for implementing our sustainability strategy, together with the strategy team, which is responsible for sustainability.

VBM was awarded a bronze medal – a recognition for the top 35 per cent of companies assessed by EcoVadis in the twelve months leading up to the award. This accolade reflects the quality of the company’s sustainability management system and underlines its commitment to greater transparency throughout the entire value chain.

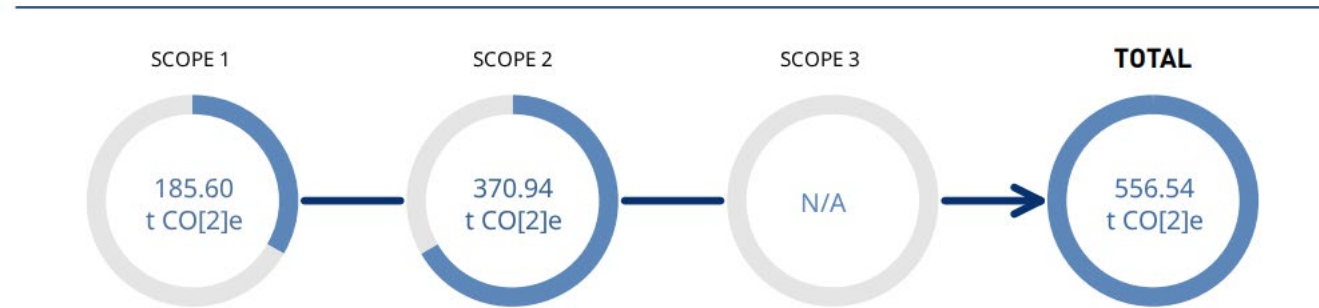


CO₂ footprint, energy consumption and waste management

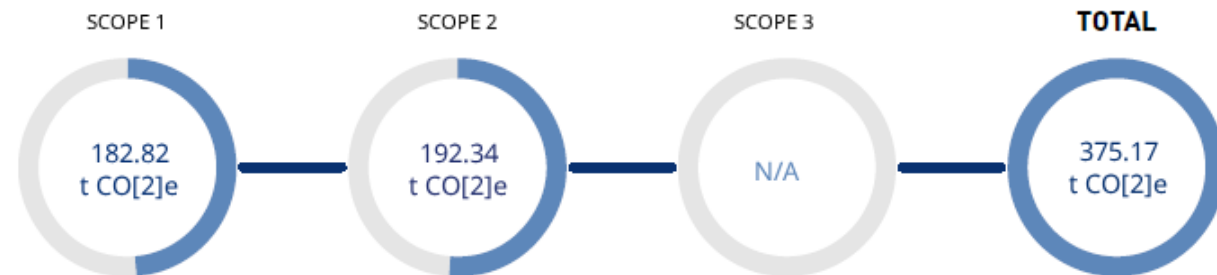
The most significant environmental aspect of the company's operations is its direct and indirect CO₂ emissions. Direct emissions arise from the combustion of energy sources such as natural gas for heating and vehicle fuels. The consumption of electrical energy also indirectly leads to CO₂ emissions from electricity generation. Outside our own site, emissions are caused by transport processes in distribution logistics, as well as by business travel.

We have currently calculated our Scope 1 and Scope 2 emissions. When calculating emissions, we take into account not only direct emissions from the combustion of energy sources and fuels in company cars (Scope 1), but also emissions from the purchase of energy (Scope 2).

Emissions & Description of the Balance Room



Our emissions at VBM in 2024.



Our emissions at VBM in the 2025 reporting year. A significant reduction in Scope 2 emissions was achieved through the partial switch to green electricity.

The continuous reduction of our greenhouse gas emissions is a key component of our sustainability strategy. In the reporting year, we were able to further reduce both our direct emissions (Scope 1) and our indirect emissions from purchased energy (Scope 2).

In the Scope 1 category, direct emissions fell from 185,000 CO₂ in 2024 to 182,820 CO₂ in the reporting year. This continues the positive trend of gradual emissions reduction. Despite this development, the figure still exceeds our long-term target of 150,000 CO₂, meaning that further measures are required to improve energy efficiency and reduce the use of fossil fuels.

Progress is particularly evident in the Scope 2 category. By using more renewable energy and optimizing our energy sourcing, we were able to reduce indirect emissions from purchased energy from 371,000 CO₂ to 192,340 CO₂.

In doing so, we not only met our target of 200,000 CO₂, but actually fell short of it. This development confirms the effectiveness of the measures we have implemented and underlines the importance of a sustainable energy supply for achieving our climate targets.

An efficient **energy management** is a key component of our sustainability strategy. We have already implemented numerous measures to reduce our energy consumption and drive forward the transition to renewable energy.

Further measures include:

- **Lighting:** Almost all lights in our buildings have been converted to energy-saving LED technology, enabling us to significantly reduce electricity consumption for lighting.
- **Optimisation of heating, ventilation and air-conditioning systems:** By installing modern control systems and carrying out regular maintenance, we are reducing the energy consumption of our HVAC systems.
- **Raising staff awareness:** Training sessions and information campaigns promote energy-efficient behaviour in day-to-day working life, for example through the consistent use of energy-saving modes on devices.

- Energy-efficient IT infrastructure: By virtualising servers and using modern, energy-efficient hardware, we are helping to reduce energy consumption in our IT systems.
- Sustainable mobility: We encourage the use of electric vehicles by expanding our network of charging points and support staff in using bicycles.



Water management

As we at VBM carry out exclusively packaging and assembly processes, we operate in a less water-intensive sector. Our water requirements are significantly lower than those of traditional major consumers such as the chemical, metal, paper or food industries.

We source our water exclusively from the municipal water supply and use it primarily for sanitary facilities, cleaning and occasional technical processes, but not for large-scale cooling or production processes as in the sectors mentioned above.

There are several rainwater tanks on the premises. The rainwater collected is used to water our outdoor areas.

During the reporting year, water consumption fell from 1,525 m³ in 2024 to **1,420 m³**. This represents a reduction of around 7 per cent. With a current figure of 1,420 m³, we are already close to our target of 1,400 m³ and have achieved around 76 per cent of our reduction target.

This development shows a positive trend and confirms the effectiveness of the measures implemented to date. In order to fully achieve the target and further reduce water consumption in the long term, we will consistently continue our measures for efficient water use. These include the continuous review of our processes, raising our employees' awareness of the need to use water sparingly, and identifying further potential for savings.

Waste management

Waste from our production processes and other activities is predominantly classified as non-hazardous and can usually be reused. The largest volumes consist of cardboard/paper, plastic and waste similar to household waste.

During the reporting year, the individual waste fractions showed varying trends.

Paper waste was reduced from 45,690 kg in 2024 to 45,590 kg. Although the reduction of around 0.2 per cent is comparatively small, the positive trend is continuing. However, further measures are required to reach the target of 43,000 kg.

Plastic waste, on the other hand, rose from 4,550 kg to 5,170 kg. Consequently, the targeted reduction was not achieved in the reporting year.

This trend makes it clear that additional measures are required, for example by avoiding single-use packaging, increasing the use of reusable materials and optimising procurement and packaging processes.

At 26,000 kg, residual waste remained unchanged from the previous year and thus continues to exceed the target of 25,000 kg. In future, improved waste separation, raising staff awareness and further waste prevention measures are intended to help reduce the volume of residual waste in the long term.

A positive development worth highlighting is the trend in hazardous waste. As in the previous year, no hazardous waste was generated during the reporting year. This means the defined target was fully achieved, making an important contribution to environmental protection and the conservation of resources.

Safe disposal by users

Some of our products, such as the Tourniquet Touch with a lithium-ion battery, are subject to specific disposal requirements. Consumers are obliged to dispose of these products in accordance with the applicable regulations:

Within the EU: Disposal must be carried out in accordance with Directive 2012/19/EU (WEEE Directive). Electrical and electronic equipment must not be disposed of with household waste.

Outside the EU: Disposal must be carried out in accordance with local legal requirements.

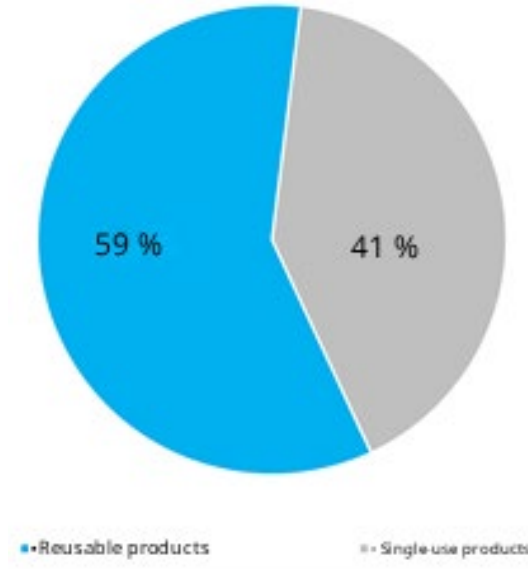
Through these measures, we ensure that our products are disposed of in an environmentally sound manner and that the recycling of valuable raw materials is promoted. Together with our customers, we thus contribute to a more sustainable use of resources.

Resource use and circular economy

VBM attaches great importance to the sustainable use of resources and actively promotes the principles of the circular economy. A key contribution to this is our portfolio of reusable medical devices, with which we have positioned ourselves as a niche supplier.

Whilst the market has increasingly relied on single-use products in recent years – primarily due to strict hygiene requirements and standardised procedures in hospitals – we have deliberately invested in the development and provision of reusable solutions. These products are characterised by their durability, reliability and ease of reprocessing, which not only reduces the volume of waste but also significantly lowers CO₂ emissions throughout their entire life cycle.

In total, VBM offers 567 active products [as of 2024]. Of these, 59 per cent (334 products) are reusable and 41 per cent (233 products) are single-use. This means that the proportion of reusable products is already significantly higher than that of single-use products, which underlines our clear commitment to sustainability and the conservation of resources.



Our customers benefit from this diversity and can choose the right solution depending on the area of application. Reusable products in particular offer a significant environmental advantage: a reusable product can be remanufactured and used up to 100 times, which equates to 100 uses compared with a single-use product that is used only once. This leads to a significant reduction in resource consumption, waste generation and CO₂ emissions, and actively supports a sustainable circular economy. Nevertheless, single-use products retain an important place in VBM's product range, particularly for applications with specific requirements regarding hygiene, safety and flexibility.

Products and innovation

Sustainable product development
Quality and regulatory approval
Inclusion
Market focus and continuous improvement
Selection of materials



Sustainable product development

VBM continues to develop products in the fields of airway management, anaesthesia and intensive care accessories, and tourniquet systems that meet the needs of everyone.

We consciously take into account the diversity of users, including different age groups, vulnerable population groups and specific requirements. By developing innovative and adaptable products, we ensure that medical devices and solutions are accessible and usable by everyone – regardless of age, height or individual needs. This approach contributes to a more inclusive and equitable healthcare system and underlines our commitment to a sustainable future in healthcare.

VBM takes sustainability aspects into account right from the planning, development and manufacturing stages. New products are developed in accordance with the relevant international standards, specifications and regulatory requirements. Manufacturing requirements are derived from the product specifications. Robust evidence is provided to demonstrate that the product specifications meet users' requirements and are suitable for their intended purpose.

Our customers expect environmentally friendly products – not just during the usage phase, but throughout the entire life cycle.

As part of our commitment to environmental product responsibility, we focus on sustainable packaging solutions and well-thought-out eco-design to minimise our environmental impact. In doing so, we place particular emphasis on the durability of our products so that they can be used for as long as possible.

Another key focus is on the further development of recyclable products. We view environmental protection not only as an obligation, but also as an opportunity to gain genuine competitive advantages.

Through these measures, we are actively committed to responsible and sustainable product development, with a focus on innovation, environmental protection and patient safety.

Sustainable product development

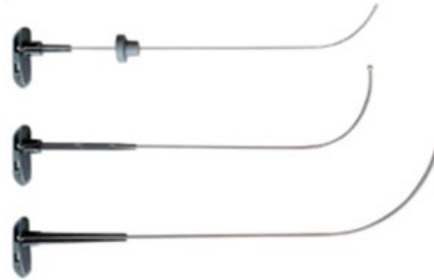
During the reporting year, the existing portfolio was specifically further developed with regard to user-friendliness, packaging and material efficiency.

With regard to sustainability aspects, there is a tension between the high hygiene requirements in medical applications and the objective of reducing waste. Single-use products avoid resource-intensive reprocessing procedures, but at the same time lead to increased material consumption.

VBM takes these conflicting objectives into account when further developing its products and continuously explores ways to optimise material usage and packaging.

The further development of existing products has taken place gradually, as technical and regulatory requirements, as well as market conditions, limit the scope for short-term adjustments.

Below are some examples of developments in which sustainability aspects were taken into account during the reporting year:



The Stylet is a single-use product designed to support airway management and contributes in particular to patient safety and the reduction of infection risks. Thanks to the feature "handle can be removed after use", we have ensured that the materials can be recycled separately.



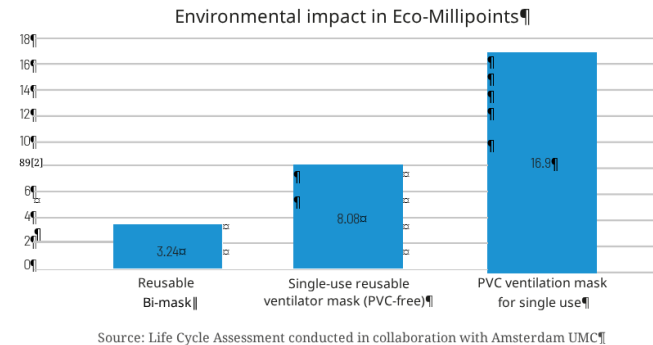
The silicone face mask is available in 5 sizes and can be reprocessed up to 100 times.

A study conducted by VBM in collaboration with the 'Centre of Sustainable Healthcare, Amsterdam UMC' showed that reusable solutions offer significant environmental benefits compared to single-use products. It is based on a life cycle assessment (LCA) in accordance with ISO standards 14040/14044 and evaluates the environmental impact of each mask – from raw material extraction to end-of-life disposal.

Sustainable product development

The Bi-Mask achieved the lowest environmental impact in the areas of human health, ecosystem quality and resource use. The study thus confirms the positive contribution that reusable product concepts make to reducing environmental impact.

Particularly noteworthy is the robustness of the results: even when disposed of prematurely after just 50 uses – instead of the intended 100 usage cycles – the Bi-Mask still has a lower environmental impact than both conventional disposable masks and PVC-based alternatives. The findings thus highlight the potential of durable and reusable products to conserve resources and reduce environmental impacts throughout their entire life cycle.



The study thus confirms the approach of placing greater emphasis on reusability, durability and resource-efficient materials in product development in order to create sustainable solutions for our customers.



As part of the continuous improvement process, insights from customer feedback were used to further optimise the device in a targeted manner. The resulting adjustments led to a further reduction in service calls and returns. This made it possible to reduce emissions associated with transport and service processes, as well as the use of resources and energy.

Sustainable product development



During the development of a supraglottic airway device, particular emphasis was placed on resource efficiency. By reducing the number of parts and components, less material is required and the volume of waste generated during production is reduced. At the same time, the use of auxiliary materials and energy is reduced, as fewer adhesive, assembly and processing steps are required.

Further improvements result from the standardisation of components. One example of this is the use of a single connector colour, rather than several colour-specific variants. In addition, the syringe supplied with the device – which was printed in multiple colours on the previous model – is now supplied with a single-colour print, thereby eliminating the need for additional printing and labelling processes.

Packaging and logistics processes have also been optimised. For instance, the instructions for use (IFU) are now supplied as part of the pack of 10, thereby reducing the need for separate orders and additional transport. In the medium term, the paper-based version will be replaced by a digitally available version.

Thanks to smaller transport packaging, the number of cartons per pallet has increased from 16 to 25.

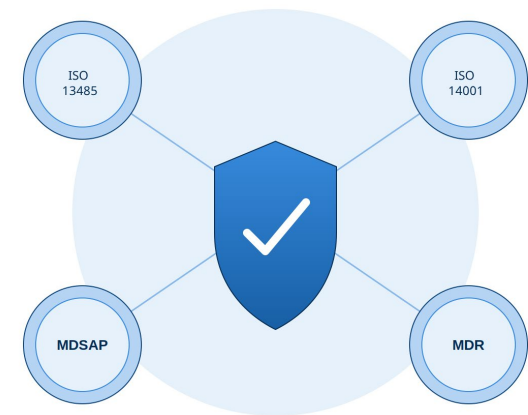
Quality – continuous improvement – market focus and regulatory approval

An important milestone is our certification to ISO 13485 and MDSAP. This underlines our commitment to developing and manufacturing high-quality medical devices in accordance with strict quality and safety guidelines. We also ensure that our entire product portfolio is authorised in accordance with the requirements of the Medical Device Regulation (MDR). This authorisation guarantees that our products comply with current European standards and have been developed sustainably to ensure the long-term safety and well-being of our users.

During the reporting year, we have systematically further developed our management system. We are aiming for ISO 14001 certification by 2026. By linking quality and environmental management, we are creating an integrated management system that harnesses synergies.

With the integration of ISO 14001, we are setting another milestone on our path towards a holistic management system.

Our products are presented at national and international trade fairs, conferences and workshops. This enables us to gain new insights from the market and continuously optimise our products. To further develop our portfolio in line with market needs, we rely on regular dialogue with users. This dialogue is actively fostered in particular by the VBM Clinical Evaluation Manager and the VBM medical device consultants.



Selection of materials

When selecting materials for product development, we place great emphasis on sustainability right from the outset.

VBM produces an 'Annual Material Compliance Report' which examines the entire material selection process across the product lifecycle.

In particular, we consider the materials used in our products, as well as packaging materials and paper consumption in our user instructions.

As part of our supplier management, we place great importance on the traceable origin of the materials used. Requiring proof of origin supports transparency throughout the supply chain and lays the foundation for further assessments regarding environmental and social risks.

VBM adopts a holistic approach to reducing material consumption and to the responsible management of materials and chemicals in the medical technology sector.

Even before the actual product assembly takes place, we ensure – as part of our material selection processes – that the materials used individually meet the highest quality and environmental standards. This ensures that only tested and environmentally compatible materials are used in the subsequent development and manufacturing processes.

To ensure compliance with legal and regulatory requirements, the relevant provisions of the REACH Regulation (EC No 1907/2006), the Regulation on Persistent Organic Pollutants (POP Regulation (EU) 2019/1021) and the Directive on the restriction of the use of certain hazardous substances in electrical and electronic equipment (RoHS Directive 2011/65/EU) are taken into account.

We take particular care to avoid conflict minerals. We achieve this by obtaining and verifying the necessary material information from suppliers at an early stage. In this way, we ensure that our products are manufactured in an environmentally friendly and responsible manner.

Social Responsibility



Social responsibility

Our nearly 200 staff members appreciate the collaborative atmosphere, the short lines of communication and the flat hierarchies within the company. We see ourselves as a team with shared goals and visions, drawing on the experience of long-serving staff and the fresh ideas of our younger colleagues. This keeps us moving forward.

We place great importance on the wellbeing of our staff and regard it as a central pillar of our company's success. That is why, in addition to a pleasant working environment, we also offer them support in challenging situations. In the event of crises, stress or personal difficulties, professional counselling is available to our staff.



Dear staff members,

we would like to remind you that Ms Karin Beilharz remains available to you as an external staff counsellor to offer guidance during difficult times. Anyone struggling with burnout during periods of stress, crises or personal setbacks, and who feels they can no longer cope with the demands of their working life, is welcome to arrange an appointment with her.

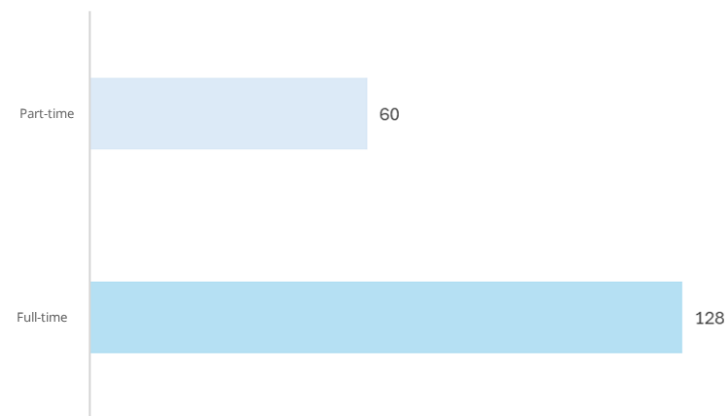
Through this service, we aim to ensure that everyone in our team feels well looked after and receives the support they need to emerge stronger from difficult times.

We offer our staff two paid coffee breaks a day. These breaks are designed to ensure that all staff have sufficient time to rest and recharge. This enables them to tackle their tasks feeling refreshed and motivated, which benefits both staff wellbeing and productivity.

Work and private life must be in harmony. Flexible working arrangements and working from home support our employees' work-life balance. We offer a wide variety of flexible working time arrangements.

Social responsibility

Furthermore, we offer our staff both full-time and part-time working arrangements to accommodate different stages of life and individual needs. The current breakdown is as follows:



Ratio of part-time to full-time employment at VBM in 2025

As at 31 December 2025, our team consisted of 188 employees with an average age of 45. To give employees a sense of stability and security, VBM offers only permanent contracts.

VBM is characterised by a low staff turnover rate of 6.4 per cent. The few staff changes are largely due to retirement, meaning that the adjusted turnover rate stands at 3.7 per cent.

The average length of service of our staff is eleven years,

which underlines the long-term loyalty of our workforce and reflects the attractiveness of our working environment.

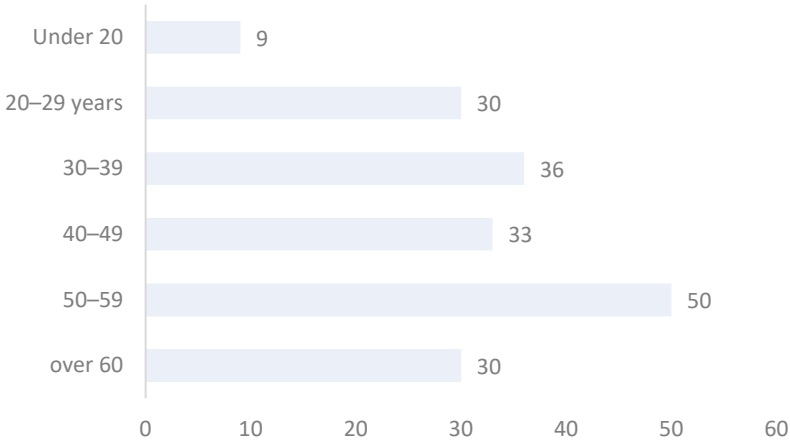
Long-serving staff members make a significant contribution to the company’s ongoing development through their knowledge, experience and commitment.

Our stable, long-standing team forms the foundation for our consistent quality, our expertise and our culture of trust.

High staff retention is an important indicator for us of a sustainable HR policy and a corporate culture based on trust.

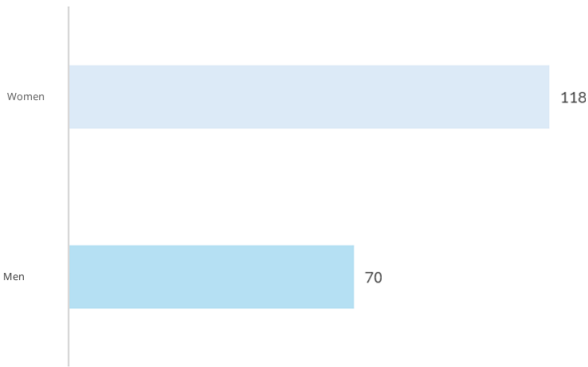
Social responsibility

Our age structure at VBM reflects all age groups.



Staff distribution by age

The team is predominantly female. 63 per cent of our staff are women. This figure remained virtually unchanged in 2025. In 2025, no one identified as non-binary.



Proportion of women at VBM out of the total workforce in 2025

The high proportion of women is found in operational roles. Looking at the gender distribution in management positions at VBM, one might get the impression that significantly more men hold management roles. Breaking this figure down by departmental and management roles, 14 out of 35 team and departmental roles are held by women, which corresponds to a proportion of 40 per cent. The executive board currently consists of five managing directors, with women accounting for 40 per cent.

Our workforce is international in composition. In total, our staff come from ten different countries.

Furthermore, 5 per cent of VBM’s staff have a disability (greater than 50 per cent).

Diversity, inclusion and corporate culture

Equal opportunities and diversity

Corporate culture

Health and Safety

Training and further education

Supply chain management

Social engagement



Equal opportunities and diversity

At VBM, equal opportunities are not just lip service, but a way of life. Regardless of ethnic origin, gender, age, religion, beliefs, disability or sexual identity, we treat everyone with equal respect. For us, a diverse workforce is not an end in itself – different personalities, cultural backgrounds and ways of thinking make us stronger and more innovative as a company.

The remuneration of women and men follows the same grading principles. The only determining factor is the requirements of the role in question.

Our organisational structure is deliberately kept lean: flat hierarchies and working independently characterise everyday life at VBM. Direct communication between staff and team leaders is actively supported through regular meetings and information sessions.

Relevant decisions made by the management are communicated promptly and transparently. Furthermore, our 'open-door policy' promotes a collaborative environment where concerns can be openly addressed at every level – entirely in line with our values: we talk to one another, not about one another.

We are particularly committed to the inclusion of people with disabilities – both in society and in the workplace. That is why we maintain an active partnership with ZAW in Bisingen. VBM creates challenging jobs for people with intellectual or multiple disabilities, as well as those with mental health conditions, who are unable to find employment in the general labour market. We give priority to awarding outsourced services to ZAW, provided they fall within its range of services.

As a result, further services relating to development and manufacturing were once again awarded to ZAW last year. The ongoing dialogue and active collaboration are just as important to us as the commercial partnership.

Good work requires a good environment. That is why we make a conscious effort to invest in a corporate culture in which all staff feel at home and enjoy coming to work. Joint team events, company parties, workshops and sporting activities foster connections – across departmental boundaries. What emerges from this cannot be dictated, but can be actively encouraged: an open, appreciative atmosphere in which every individual feels they are part of something shared.

Corporate Culture

Sustainability can only be achieved through continuous commitment and concrete action. Over the past year, we have provided important impetus through various projects, events and awards, and have further advanced our sustainable corporate development. The examples below demonstrate how we constantly strive to embody our corporate culture and to develop it further on an ongoing basis.



7 January 2025

Update: Winter Sports Day 2025

Update 7 January 2025 "Happy New Year, everyone! The Winter Sports Day is just around the corner,...



7 July 2025

Invitation to the Half-Year Update

Halfway through the year! This week, we'd like to present our half-year figures to you and also



26. Januar 2026

Erste Hilfe Kurs

Am 11. November nahmen 17 Mitarbeiter*innen am Kurs für betriebliche Ersthelfende teil...



6 March 2025

Consultation Day on Company Pension Scheme

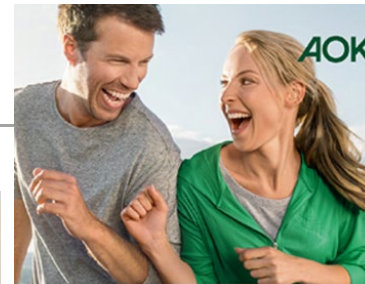
On 19 March 2025, a consultation on occupational pension take place here at our p



27 March 2025

Games Night 2025

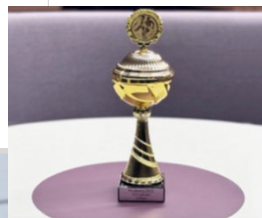
On Thursday 10 April, we'd like to invite you to the 8th VBM Games Night in the canteen. We...



13 February 2025

AOK Health Day

The Health Day will take place next week on 19 February 2025 from 7.45 am to 5.00 pm...



29 January 2025

THE TEAM impresses at the Company Cup – 3rd place!

What a success! After a few attempts and plenty of training sessions, it...



9 May 2025

VBM Tennis Cup 2025

The VBM Tennis Cup is taking place again this year at the tennis centre...

SUMMER EVENT 2025

23 April 2025

Summer Event 2025

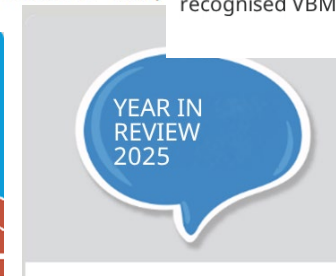
Summer is coming! Let's spend a few adventurous hours together...



20. Mai 2025

Yoga-Kennenlernkurse

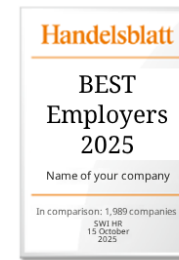
Im Juni und Juli 2025 bieten wir Yoga-Kennenlernkurse an – ideal, um...



14 January 2026

YEAR IN REVIEW 2025

We warmly invite you to the 2025, which will take place...



22 October 2025

"Best Employers 2025"

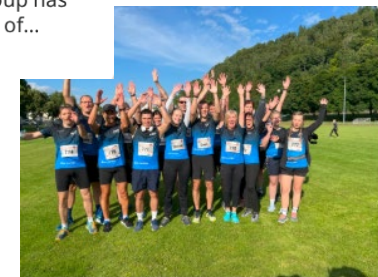
We are delighted that the Handelsblatt Media Group has recognised VBM as one of...



5 September 2025

Update: Cannstatter Volksfest 2025

Good news: The bus will stay on site + a coach...



21. August 2025

Impressionen Firmenlauf 2025

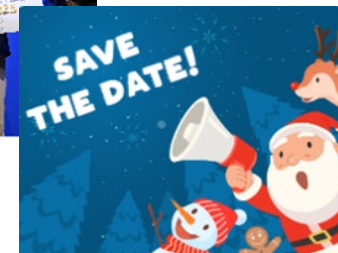
Der 8. AOK- – und ... war unser...



13. November 2025

Auszeichnung für VBM

Das Ehrenamt im Bevölkerungsschutz ist ein unverzichtbarer Bestandteil unserer Gesellschaft, weil es...



16 December 2025

Christmas Party Registration

The registration list for the Christmas party is now on display in the canteen....

Health and Safety

The health and safety of our staff is our top priority. We organise our work processes in such a way as to avoid hazards or reduce them to a minimum. In doing so, we consistently comply with all relevant legal requirements – in particular those under health and safety legislation and the provisions of statutory accident insurance – and supplement these with binding internal regulations.

All employees are obliged to comply with safety, hygiene and operational instructions, to ensure order and cleanliness in the workplace, to use the prescribed personal protective equipment as intended, and to use work equipment only when it is in a safe condition.

Accidents, near-misses, identified hazards and safety-related deficiencies must be reported immediately to the relevant line manager or the health and safety officer so that appropriate measures can be taken to prevent incidents and continuously improve health and safety at work.

To strengthen safety awareness and raise awareness of potential risks, all employees receive compulsory training on occupational safety at least once a year.

Training and Further Education

Training and further development initiatives for our staff are crucial to VBM's sustainable development. They promote professional and personal development, strengthen staff retention and enhance our appeal as an employer.

In 2025, a total of 2,663 training sessions were held for a workforce of 188. On average, each employee took part in 14 training sessions.

At VBM, we value and promote the training and further education of our staff and actively support them, both financially and organisationally. We are happy to support individual, subject-specific further training and offer, amongst other things, the option to arrange part-time study.

We place particular emphasis on apprenticeships. VBM successfully took part in a study and was awarded the DEUTSCHLAND TEST seal 'Germany's Best Apprenticeship Companies 2025' in the medical technology companies category. We came second in this category, ranking ahead of far better-known companies.

VBM organises an annual 'Boys' and Girls' Day'. On this special day, we open our doors to give school pupils an insight into the various career fields within medical technology. The aim is to inspire the next generation to pursue different career paths. We also offer work placements for school pupils and students.



5 June 2025

Dual Study: Germany's
Top Trainers 2025

Which companies stand out
particularly, both in their own eyes
and in the eyes of others...



6. März 2025

Girls' Day and Boys' Day

Training and Further Education

VBM is constantly striving to inspire young people to take up an apprenticeship. We support these efforts, amongst other things, through public appearances at apprenticeship fairs such as the KAZ.

With a training ratio (dual-study students and apprentices) of 9 per cent, we are well above the industry average for a medium-sized medical technology company. On average, 80 per cent of apprentices are offered permanent employment.



4 June 2025

Filming the training video

Reminder: As previously announced, the video shoot will take place on Friday. On 6 May...



13. Februar 2025

HGV-Messe Oberndorf

Am Dienstag waren unsere Azubis und Studenten erstmals auf der HGV-Messe in...



2 July 2025

Working together for our future: Support JobXperience!

Hello everyone, 11 July 2025 is the big day – JobXperience...



23 October 2025

Visit to the KAZ Fair

Tomorrow, Friday 24 October, our apprentices and students will be at the KAZ training fair...



4 June 2025

Starter Fair 2025

Apprentices will be there on Friday 27 June from 9 am to 4 pm and...

Supply Chain Management

When selecting our suppliers, we make a point of giving preference to regional suppliers in order to minimise logistical costs.

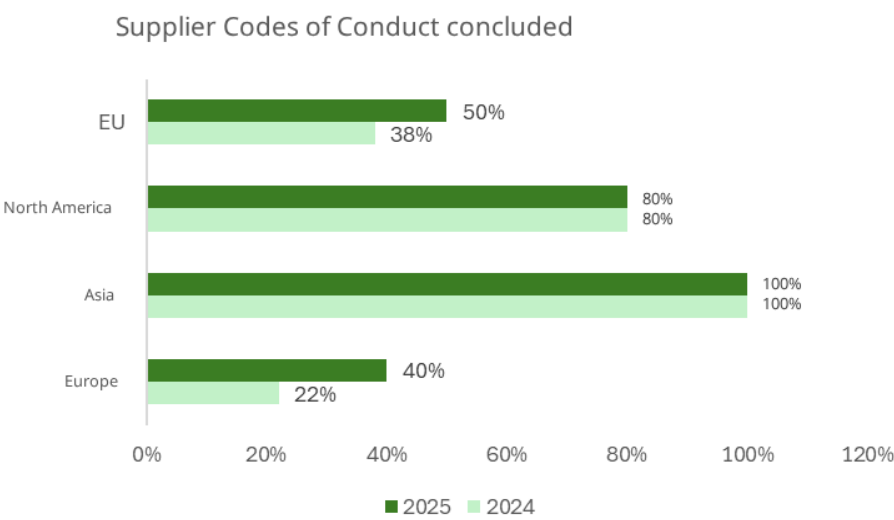
VBM is committed to conducting its business in an ethical, legal and socially responsible manner. We expect our business partners to share these principles and integrate them into their corporate culture. Furthermore, VBM strives to continuously improve its processes and products and encourages its suppliers to participate in these efforts.

To this end, VBM has drawn up a Code of Conduct for Suppliers (the ‘Code’). This sets out the requirements expected of our suppliers with regard to compliance with laws and regulations, corruption and bribery, social and working conditions, child labour and the external environment.

Our aim is to work with our suppliers to ensure full compliance with these requirements, which they in turn apply to their own employees, agents, subcontractors and suppliers with whom they work.

The Supplier Code of Conduct forms an integral part of all contracts between VBM and its suppliers. If suppliers fail to comply with any part of the Supplier Code of Conduct, they are expected to take immediate corrective action. The Code comes into force upon signature by both parties.

As a first step, VBM has focused on suppliers outside the European Economic Area. Our aim is to extend this Code of Conduct to all our suppliers who provide us with components for our medical devices by the end of 2027.



Social Engagement

Our company places great importance on social commitment and therefore supports various important projects in our community. Through our donations, we support a wide range of projects and organisations in the region to help people with disabilities or those in precarious living conditions.

Here are a few examples of organisations we support:



For people living with MS.

ARCHE NOAH



Support for children on ventilators and in intensive care children in need.



Food that is due to be taken off the shelves is distributed to those in need.



Sonderpädagogisches Bildungs- und Beratungszentrum mit Förderschwerpunkt Lernen

Special school for children and young people with developmental difficulties.



A workshop for sixty people with disabilities.

In addition, the Kulturlabor Foundation was established by the Bertram family in 2021. The foundation supports numerous cultural projects and creative initiatives. As a result, the Halle 16 project was able to continue in 2025 for the fourth year running. This is a socio-cultural space in Sulz am Neckar.

As part of our work, we are also committed to animal welfare and help to ensure the well-being of animals.

As part of our action days, our apprentices are actively involved with Lebenshilfe and work alongside people with disabilities.

Through these initiatives, we aim to make a positive contribution to our society and work together to shape a better future.

Customer Satisfaction



Customer satisfaction

Our customers' satisfaction is at the heart of everything we do. We are convinced that sustainable success is only possible through a close connection with our customers and their needs. That is why we place great importance on actively seeking feedback and continuously improving our products and services.

We use various channels to measure our customers' satisfaction. We place particular emphasis on face-to-face discussions at trade fairs and conferences. These direct encounters give us the opportunity to gather individual requests and suggestions first-hand and incorporate them into our ongoing development.

This enables us to gain valuable insights and respond to individual requests and suggestions. Through this structured approach, we can systematically identify trends, confirm our strengths and pinpoint areas for improvement.

The positive feedback we receive confirms that our approach is the right one. It motivates us to continue operating transparently and in a customer-focused manner in the future. Our customers appreciate the open communication and the high quality of our services, which is reflected in the consistently excellent feedback we receive.

We regard customer satisfaction not merely as a goal, but as an essential component of our sustainable corporate strategy. For it is only through satisfied customers that we can achieve long-term growth and make a positive contribution to society and the environment.

Customer satisfaction is assessed annually and documented as part of the management review.

Below are the results of the latest survey from 2025:

Customer satisfaction

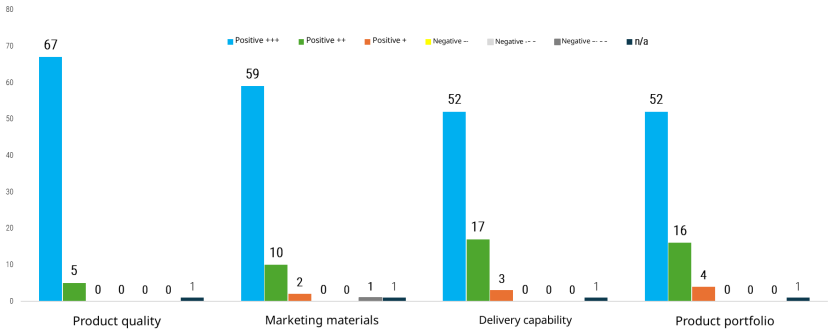
How would you rate communication with our departments?

Number of responses: 73 (16 National Sales + 57 International Sales)



How satisfied are you with our products and our service?

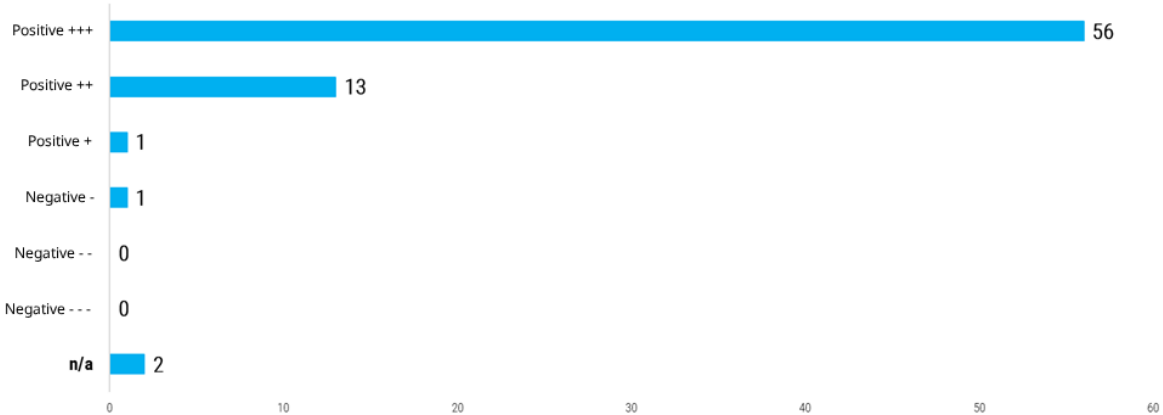
Number of responses: 73 (16 National Sales + 57 International Sales)



What feedback do you receive from users regarding the use of the product?

(e.g. user-friendliness, application issues, clarity of the instructions for use, etc.)

Number of responses: 73 (16 National Sales + 57 International Sales)



Stakeholder Engagement

Dialogue formats and outcomes
Partnerships and collaborations



Stakeholder Dialogue

It is important to us that we communicate openly and transparently with our stakeholder groups. We are convinced that only those companies that act responsibly, are trusted by people and are open to continuous improvement can be successful. It is important that we listen carefully to how we are perceived by those around us. The most important stakeholder groups for VBM include:



Employees: Through regular information sessions, open-door days and annual staff appraisals, we seek the views of our staff in order to improve based on their feedback and to foster dialogue. We maintain contact with former staff through meetings tailored to specific groups.

Customers: Ongoing dialogue with our customers is an essential part of our sustainability management. Through regular dialogue, we gain valuable insights into the requirements and expectations of our key stakeholders. At the same time, this dialogue enables us to further develop our products, services and sustainability activities in a targeted manner.

Suppliers: Our suppliers are key partners in achieving our sustainability goals. A trusting and long-term dialogue forms the basis for a responsible and resilient supply chain. Together, we work to meet environmental, social and economic requirements throughout the entire value chain.

Policy-makers and public authorities: As a company, we monitor national and international legislative processes as well as new regulatory requirements affecting our industry. This dialogue takes place, amongst other things, through trade associations, expert committees, information events and direct contact with the relevant authorities. This enables us to identify regulatory changes at an early stage and adapt our processes and products accordingly.

Stakeholder engagement

It is important to us that we communicate openly and transparently with our stakeholder groups. We are convinced that only those companies that act responsibly, are trusted by people and are open to continuous improvement can be successful. It is important that we listen carefully to how we are perceived by those around us. In doing so, we aim to strengthen the trust of our stakeholders – customers, suppliers, employees, families and relatives, job applicants, competitors, trade associations, politicians, the town of Sulz and our immediate neighbours – whilst also taking on board their views and suggestions for improvement.

Dialogue with our stakeholders is an ongoing part of our day-to-day operations and covers a wide range of topics and initiatives.

Key issues in 2025 continued to include our portfolio rationalisation, sustainability reporting, the shortage of skilled labour and, in some cases, disrupted supply chains.

The main communication channels we use for this purpose are set out in the following overview:

	Conversta tions	Meetings	Visits and open days	Website Social media	Surveys	Trade fairs, conference s
Customers						
Suppliers						
Staff						
Job applicants						
Associations, politics, the town of Sulz						

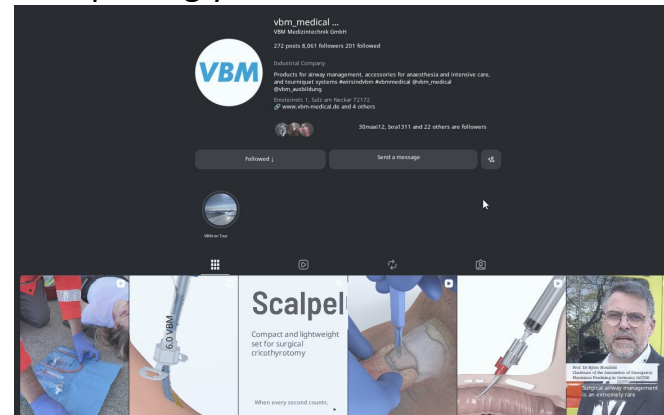
Dialogue formats and outcomes

We place great importance on dialogue with our stakeholders. It enables us to understand different perspectives and to critically examine our own views. In this way, we gain valuable insights into current and future societal and sector-specific challenges in medical technology.

Furthermore, engaging with our stakeholders helps us to recognise market trends and developments at an early stage and to better assess their impact on our business. This makes it easier for us to identify potential opportunities and risks early on and to make VBM more resilient.

A key event in the VBM calendar is the annual Medica trade fair in Düsseldorf. Here, we are able to reach many of our international distributors directly and thus maintain a direct dialogue with them. For this reason, we have decided to conduct the stakeholder survey at Medica again in 2025. It is important to us that we share and pass on the insights gained from this within VBM.

We have also further expanded our presence on social media platforms such as Instagram, LinkedIn and Facebook during the reporting year.



We are actively involved at all levels. Political stakeholders are always welcome to gain an insight into our work. We value active dialogue with a wide range of political representatives. Mutual understanding forms the basis of a sustainable corporate strategy that is in line with current requirements.

We are involved at national, European and international levels within the International Organisation for Standardisation (ISO) and contribute, through our own standardisation expert, to the development of new standards specifically within our core area of expertise: ISO/TC 121/SC 2 'Airway devices and related equipment' and DIN NA 176-05-05 AA 'Medical devices for the respiratory system'.

Partnerships and Collaborations

Our partnerships and memberships reflect our commitment to sustainability, innovation and regional development.

As a member of the Schwarzwald-Baar-Heuberg Chamber of Commerce and Industry (IHK) and the Technology Mountains e.V. association, we actively promote the exchange of expertise and collaboration in forward-looking technologies. We are particularly involved with Medical Mountains in Tuttlingen, a network for medical innovations, and the Climate Protection Business Network, which drives forward concrete measures for a sustainable economy.

A highlight of our activities is our significant support for JobXperience in Sulz am Neckar, which offers young talent guidance and career prospects. Furthermore, our managing partner serves on the advisory board of the Schwarzwald-Baar-Heuberg Economic Development Agency and helps to shape the region's economic development in a sustainable manner.

These partnerships are essential for working together with strong partners to overcome the challenges of the future and drive forward our vision of a sustainable and prosperous region.

We have registered to speak at the Regularia event organised by Medical Mountains in 2026 to share our experiences and our approach to sustainable corporate development with others.

As a medium-sized medical technology company, we would like to demonstrate how sustainability can be integrated into business processes in a practical and step-by-step manner.

In our presentation, we will draw on real-world examples, share our experiences to date and provide other companies with concrete insights into the implementation of sustainability measures.

Appendix

Sustainability Risk Management
Sustainability Key Figures



Table: Sustainability Risk Management

Topic	Inside-out		Outside-in		ESRS Reference	Possible implications
	Positive	Negative	Positive	Negative		
Environmental sustainability						
Resource conservation		X		X	E2; E5	The production of VBM requires material resources. Resource scarcity may have negative consequences for the company.
Reduction of CO ₂ emissions		X		X	E1	We generate CO ₂ emissions, for example through our production, travel, etc. By monitoring our emissions may also result in financial losses (outside-in).
Waste reduction and recycling	X		X		E2; E5	VBM has a waste management system. We recycle our paper and cardboard packaging, and our plastic (inside-out). In the medium and long term, however, we must reduce our waste in general and must expect higher costs for waste management. VBM currently makes very little use of renewable energy in production. External pressure e
Use of renewable energy		X		X	E1	VBM currently makes very little use of renewable energy in its production processes. External pressure to energy will be very high in the medium term.
Sustainable development						
Ecological Development: Sustainable Packaging solutions; Eco-design; Products; Durability of the Reusable rather than Disposable.	X		X		E2; E5	ecological development has a positive impact on our carbon footprint and on the reduction of waste.
Climate change						
Climate change		X		X	ESRS E1	Through our emissions, we have a direct impact on climate change. Furthermore, climate change has financial consequences for us, through climate-related disasters such as heatwaves, storms, etc.
Social Sustainability						
Compliance of occupational health and safety obligations, occupational safety	X			X	S1 and S2	VBM is based in Germany and complies with the German Occupational Health and Safety Act. However, value chain, however, there are upstream sectors operating in countries where the standards regarding occupational safety are less stringent (inside-out). In the long term, VBM must expect that complex monitoring processes will be required to ensure occupational health and safety is upheld by suppliers as well (Supply Chain Due Diligence Act).
non-discrimination to ensure non-discrimination, equal treatment and equal opportunities	X			X	S1 and S2	VBM has defined equal treatment and equal opportunities in its Code of Conduct through its management. However, VBM must expect that, in future, suppliers will be assessed in this regard must.
Payment of a fair and equal pay	X			X	S1 and S2	VBM has defined fairer remuneration in the Code of Conduct through management. VBM must , however, must expect that suppliers will need to be audited in this regard in future.
Prohibition of slavery, forced and child labour	X			X	S1 and S2	The company is based in Germany and complies with the German Occupational Health and Safety Act, which prohibits child labour and slavery. However, there are upstream sectors in the value chain (suppliers) operating in countries where child labour cannot be ruled out (inside-out), but is highly unlikely. The company must, in connection with this, is highly unlikely. In connection with the Supply Chain Due Diligence Act, the company must also expect that complex monitoring processes will be to rule out child labour among suppliers as well, which will place a financial burden on the company. burden on the company.
Employee health and well-being	X		X		S1 and S2	VBM has recently introduced programmes for employee wellbeing. This is expected to have a positive impact on well-being and sick leave. Among job applicants, this is also viewed positively and leads to lower staff turnover.

Topic	Inside-out		Outside-in		ESRS Reference	Possible implications
	Positive	Negative	Positive	Negative		
training and training programmes to be offered	X		X		S1 and S2	VBM has introduced a training programme for internal processes. External training courses are approved as and when required. Further study leading to master's degrees or higher qualifications is also where required. In the area of applicant management, this is viewed positively and leads to lower staff turnover.
Supporting work-life balance	X		X		S1 and S2	VBM offers flexible working time arrangements to support a healthy work-life balance. The corporate culture also places great emphasis on team spirit and attaches great importance to activities (e.g. sporting events, celebrations, etc.) outside the company. At present, VBM sees no risk arising from further external requirements (outside-in).
Economic sustainability and governance						
Responsible corporate governance Establish	X		X		G1	VBM is a family-run business and has a responsible management team. It is reasonable to assume that potential female applicants will also view this aspect positively and that this will have positive financial implications in the future, as the search for will be viewed positively and will lead to positive financial consequences in the future, as the search for new staff will be easier and lower staff turnover is to be expected.
Sustainable corporate strategy develop	X		X		G1	VBM has implemented sustainability into its corporate strategy this year. It is reasonable assumed that stakeholders view this positively and that this will result in positive financial implications.
Transparent Supply chain Establish	X		X		G1 and S2	Thanks to our long-standing business relationships and contracts with our suppliers, we know where and with what our products are manufactured. This is also viewed positively by our customers, as this transparency is essential in the medical technology sector.
Implementing Implement	X		X		G1	VBM has implemented a Code of Conduct setting out the key compliance guidelines. This has a positive impact on applicants, customers and suppliers.
Ethical business practices promote	X		X		G1	VBM has implemented a Code of Conduct that sets out the key compliance guidelines. This has a positive impact on applicants, customers and suppliers.
Anti-corruption	X		X		G1	VBM has implemented a Code of Conduct setting out the key compliance guidelines. This has a positive impact on job applicants, customers and suppliers.
Should sustainability reporting (e.g. in accordance with GRI-Standards)		X		X	G1	VBM is currently in the process of introducing sustainability reporting. However, this ties up resources within company. Financial losses are also to be expected externally, for example due to customer audits that require certification.
Supply chain and procurement						
Sustainable procurement guidelines Develop		X		X	G1	VBM is currently in the process of introducing sustainability reporting. However, this ties up resources within company. Financial losses are also to be expected externally, for example due to customer audits that require certification.
Supplier audits Sustainability aspects carry out to		X		X	G1	VBM is currently in the process of introducing sustainability reporting. However, this ties up resources within company. Financial losses are also to be expected externally, for example due to customer audits that require certification.
Fair working conditions in the supply chain ensure	X			X	S3 and S4	VBM has already concluded many contracts with suppliers regarding working conditions. However, monitoring the results will require significant resources.
cooperation with suppliers to improve sustainability	X			X	G1	In the medium term, VBM will need to work closely with suppliers to. This is viewed positively in terms of the corporate strategy. However, it will involve a great deal of internal resource.

Topic	Inside-out		Outside-in		ESRS Reference	Possible implications
	Positive	Negative	Positive	Negative		
Customer focus and the market						
Customer about sustainable Use and disposal inform	X		X		S4	VBM is bound by regulations that prohibit the reuse of materials used consequently, this sector is highly regulated and offers VBM little scope for manoeuvre.
Sustainability benefits in Integrating into marketing strategies	X		X		S4	"Developing recyclable products, where technically feasible and accepted by the market, in order to achieve a more efficient and resource-conserving use of the product. Depending on the user: positive: resources may be conserved. Negative: recycling processes must be adequately validated and designed for the materials in question. This could have a negative impact on the costs borne by the end-user. Sustainable use and disposal signal affect the costs borne by the end user. Sustainable use and disposal signal to the customer that the company is acting responsibly, thereby opening up new customer contacts Customer feedback is currently being incorporated in the areas of price, quality and performance, as well as service. sought.
Customer feedback on Sustainability aspects Gather and implement	X		X		S4	VBM will conduct a stakeholder survey to gather feedback.
Innovation and research						
Development of ecological carbon footprint	X		X		E5; G1	Digital solutions can establish the company as a forward-looking partner in the healthcare sector and significantly simplify data exchange with public authorities and notified bodies. Change and streamline reporting structures.
digitalisation to increase efficiency for	X			X	S1; G1; E5	VBM is committed to digitalisation. There is a risk that some countries may, for example, not recognise digital signatures not to accept.

Table: Sustainability indicators

Target for key sustainability issues	KPIs	Unit	Target details			Values		2025 Comments
			Target value	Target achievement	Target Trend	2024	2025	
Internal control processes								
Regular review of key performance indicators	Number per year	Number	1	100%	increasing/ stable	ja	ja	
Project monitoring								
Digitalisation project 'automatic database search'	Monitoring of safety reports in the area of VBM		has been implemented	100%	achieved	ja	n/a	
User guides are to be made available for download online by the end of 2024	Download section for IFUs		has been implemented	100%	achieved	ja	n/a	
Ecovadis certification	Initial Ecovadis certification in 2025		has been implemented	100%	achieved	n/a	ja	In 2025, we were awarded the Bronze medal by Ecovadis.
Produce a sustainability report	Produce an initial sustainability report		has been implemented	100%	achieved	n/a	ja	
Environmental indicators								
Scope 1	Direct emissions	CO2	150,000	6.24%	decreasing	185,000	182,820	The trend is downward. But not yet 182820 satisfactory in terms of the rate of decline.
Scope 2	includes all indirect emissions resulting arise from the generation of purchased energy	CO2	200,000	100%	decreasing	371,000	192,340	Here, we were able to save a significant proportion of our emissions. 192,340 Target adjustment required.
Reduction in water consumption	Total water consumed	m³	1400	76%	decreasing	1,525	1420	Downward trend. A large part of the target has already been achieved.
Reduction in paper waste	Total paper waste	kg	43,000	3.72%	decreasing	45,690	45,590	
Reduction in plastic waste	Total plastic waste generated	kg	4,300	-20%	decreasing	4,550	5,170	
Reduction in residual waste	Total residual waste generated	kg	25,000	0%	decreasing	26,000	26,000	
Reduction in hazardous waste	Total amount of hazardous waste	kg	>5 kg	100%	decreasing	0	0	
Labour and human rights indicators								
Reduction in the annual accident rate	Work-related accidents per year	Number	max. 3	-67%	decreasing/ stable	3	5	All accidents were assessed. These were mainly commuting accidents or accidents at sporting events. Only one workplace accident occurred at Workplace.
Ensuring that the workforce is adequately trained.	Number of training sessions per employee/ Year	Number training sessions	14	100%	increasing/ stable	18	15	
Diversity within the company	Women in leadership roles	%	at least 30%	100%	increasing/ stable	37%	41%	(11 women, 16 men as at 31 December 2025)
Diversity within the company	Ratio of women to men	%	at least 50%	100%	increasing/ stable	65% proportion of women	65 per cent female representation	
Diversity within the company	Employees with a disability	%	5%	100%	increasing/ stable	5%	5%	
Reduction in staff turnover	Staff turnover	Number	30	100%	decreasing/ stable	17	13	
Ethical indicators								
Incidents of corruption	We do not tolerate any incidents of corruption	Number	0	100%	decreasing/ stable	0	0	
Data breaches	We do not tolerate data breaches.	Number	0	100%	decreasing/ stable	0	0	
Supply chain key figures								
of suppliers covered by a signed Code of Conduct by 2028	Coverage of component suppliers	%	80%	10%	increasing	0	26	Component suppliers: 241 Of which with CoC: 26 (more to follow as soon as the German version of the CoC 26 is available)
Number of planned supplier audits relating to sustainability	Supplier audits	Number per year	4	50%	increasing	0	3 planned; 2 carried out	3 planned (Multimedical, Aries, VP) 2 carried out (Multimedical, VP / Aries to be carried out in 2026)
digitalisation								
Number of print jobs at VBM - the target is a 25% reduction by 2026	Number of printouts at VBM	Number per year	Reduction of 25 per cent by 2026	39%	decreasing	392,329 sheets	364,671 documents	In 2025, we used 7% less paper.



Publisher:

VBM Medizintechnik GmbH
Einsteinstraße 1
72172 Sulz a.N.
Germany
www.vbm-medical.de

Contact:

Sustainability Team
info@vbm-medical.de

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