

### SHL Medical at a glance

Governance structure

Sustainability strategy 2030

Risk management

# SHL Medical at a glance

**SHL Medical is a global provider of drug delivery solutions, specializing in the design, development, and manufacturing of autoinjectors, pen injectors, and specialty delivery systems for large-volume and high-viscosity formulations.**

SHL Medical further provides final assembly, labeling, and packaging solutions, delivering full turnkey services from device development to distribution.

In addition to drug delivery systems, SHL Medical offers design-to-build and contract manufacturing services for laboratory equipment, neurosurgical instruments, and industrial applications in sectors such as integrated circuits and semiconductors.

Founded in 1989, SHL Medical is a privately-owned company with global operations across Switzerland, Sweden, Taiwan, the United States, Mexico and China where each location supports specific business functions.

In November 2024, SHL Medical announced the establishment of SHL Advantec, dedicated to providing tooling and automation solutions to the healthcare sector and other industries. SHL Advantec consists of SHL Medical's recent strategic acquisitions – LCA Automation, SMC Mould Innovation, and Superior Tooling, with offices and production sites in Switzerland, China, Taiwan, Mexico, and the US<sup>1</sup>.

<sup>1</sup> SHL Advantec is not included in the scope of this sustainability report unless explicitly stated.

## 35+

Years of pioneering in the drug delivery industry

## >50

Combination products launched globally

## >6,000

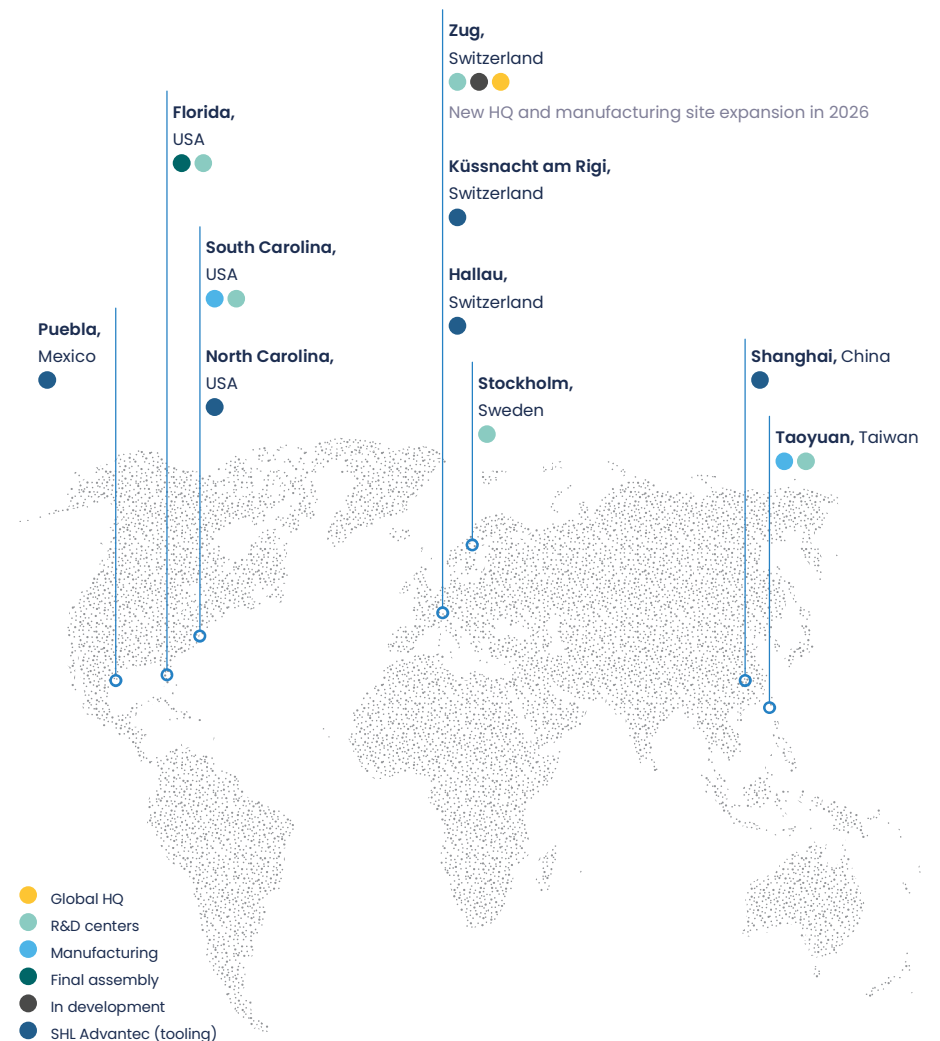
Employees worldwide at the end of 2024

## ↑ 25

Majority of pharma/biotech companies in partnership with SHL Medical

## 227

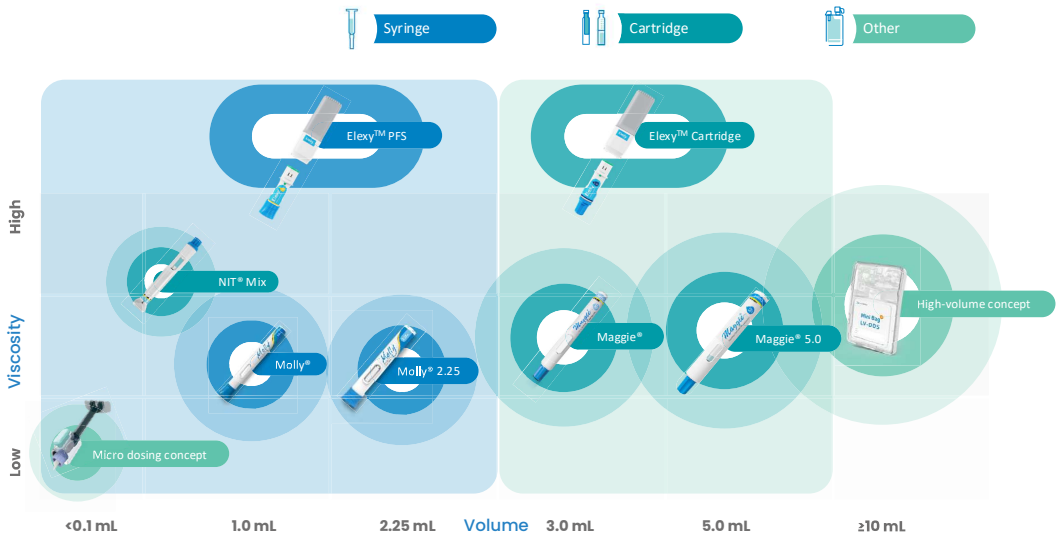
Active patent families for single-use autoinjectors



Our product line across viscosity and volume

SHL Medical's products serve the pharmaceutical and biotechnology industries by enabling the self-administration of injectable therapies.

SHL Medical recognizes the increasing demand for self-treatment and personalized healthcare solutions. As a result, the company continues to develop patient-centric solutions that balance safety, usability, and sustainability.



## Relevant business developments in 2024



### Expanding our presence in the US

A new manufacturing site in North Charleston, South Carolina has been established and started operations in the summer of 2024.

### Groundbreaking Taiwan

In July 2024, SHL Medical announced the construction of its new manufacturing site in Taoyuan, slated for opening in 2027.

### SHL Advantec

In November 2024, the establishment of SHL Advantec was announced. SHL Advantec consists of previously acquired Swiss-based LCA Automation (including their subsidiaries in China and Mexico) and SMC Mould Innovation as well as US-based Superior Tooling.



### Elexy™

In September 2024, SHL Medical launched Elexy™ – a reusable electromechanical drug delivery solution aimed to support digital therapeutics and a wide range of injection profiles.

### Expanding our presence in Switzerland

A European manufacturing site in Zug, Switzerland is under construction and expected to start operations in 2026.

### Localized vertical integration

Localized vertical integration means controlling multiple stages of production and distribution within a specific region. By keeping operations geographically close, companies reduce costs, improve efficiency, and respond faster to market changes. This approach strengthens local partnerships, enhances quality control, and supports sustainability by cutting down transport emissions. It's an effective strategy for building resilient, agile supply chains in an increasingly complex global market.



# Value creation

**SHL Medical manufactures drug delivery devices in-house, utilizing modular product design to enhance production efficiency.**

By insourcing critical manufacturing capabilities, including tooling and final assembly, SHL Medical maintains greater flexibility and control over its supply chain operations.

This approach enables faster product distribution to local markets, supporting the growing demand for autoinjectors while ensuring operational efficiency and supply chain resilience.



# Governance structure

**SHL Medical has established a structured governance framework to ensure sustainability is embedded across strategic and operational decision-making.**

The Board of Directors holds the highest level of oversight, providing strategic guidance on sustainability matters and reviewing progress against corporate sustainability objectives. The Audit Committee supports the Board by overseeing financial and sustainability reporting.

At the executive level, the Executive Management Team (MMT) is responsible for setting sustainability priorities and ensuring alignment with business strategy. The Sustainability Management Committee (SMC) directs the sustainability strategy, monitors key programs, and takes decisions on resource allocation and target setting.

Operational execution is driven by dedicated steering committees focused on specific sustainability areas. Additionally, ad hoc working groups are established to support emerging initiatives.

Sustainability policy commitments are formally approved by the CEO, reflecting their integration into SHL Medical's core governance framework and ensuring their applicability across all SHL Medical companies.



For additional details on sustainability governance responsibilities and processes, please refer to page 56 of the Metrics and Disclosures section of this report.

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Governance structures

▾ Sustainability strategy 2030

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# Journey to 2030

## Where we have been

- ▾ First CDP disclosure
- ▾ Established GHG emissions baseline across the value chain
- ▾ Launched new Sustainability Strategy 2030
- ▾ Became a signatory to the UN Global Compact principles
- ▾ Near-term climate targets approved by SBTi
- ▾ Extended 100% renewable electricity at our Florida, USA site

2020

2021

2022

2023

## 2024 activities

### Progress on 2025 targets

- ▾ Eco-design principles developed
- ▾ Revised Supplier Code of Conduct issued, reinforcing sustainability commitment
- ▾ Gender diversity and engagement targets achieved
- ▾ Ethics training launched and completed by all employees
- ▾ Human Rights Risk Assessment completed

2024

Reached 100% renewable electricity at both sites in the USA

Enhanced the cross-functional sustainability governance framework

Integrated climate and sustainability risk assessment into business risk management

## Where we are going

- ▾ Over 8 million patients reached
- ▾ SBTi-validated GHG emissions reduction targets on track
- ▾ 100% renewable electricity across all sites
- ▾ Eco-design integrated in all new product launches
- ▾ Digital tools leveraged to amplify sustainability outcomes
- ▾ Strengthened health and safety practices targeting LTIR <1
- ▾ Deeper supplier engagement for sustainable sourcing
- ▾ Reinforced Corporate Ethics across all operations

Short to mid-term

Mid-term to 2030

- ▾ Achieved 100% renewable electricity at EU sites

- ▾ Committed to SBTi climate targets
- ▾ Achieved ISO 14001 and ISO 45001 certifications for Taiwan sites

- ▾ ISCC+ certification for Taiwan site
- ▾ Roll-out of eco-design principles across new product portfolios
- ▾ Standardized approach to sustainability in supplier management
- ▾ Employee training and engagement on sustainability

# Strategy overview

**In 2023, we developed our Sustainability Strategy 2030, informed by extensive engagement with employees, partners, and key stakeholders. This strategy aims to create value for shareholders, customers, and society as a whole, while strengthening business resilience and minimizing environmental impact.**

A foundation for our strategy was the materiality assessment, ensuring that sustainability priorities are business-driven and stakeholder-informed. The relevant sustainability topics identified in this assessment formed the basis of our three strategic pillars:

- **Driving patient health and independence**
- **Reducing our ecological footprint**
- **Ensuring responsible business practices**

Each pillar is supported by targets, enabling us to track performance, refine our approach, and drive continuous improvement. By embedding sustainability principles into our operations and decision-making, we ensure they guide our daily actions and long-term business strategy.

Sustainability is a critical enabler of SHL Medical's long-term success, ensuring we meet customer expectations and contribute to improved patient outcomes.

**By 2030, we will expand our portfolio by innovating and pioneering devices to improve patient outcomes and independence.**

**>8M**  
Patients enabled  
to be independent

**By 2030, we will significantly reduce GHG emissions, introduce circular principles and reduce waste impact.**

<b>100%</b> New products adhering to eco-design principles by 2025	<b>-30%</b> Environmental impact per device by 2030	<b>-42%</b> GHG emissions Scope 1 + 2 by 2030
	<b>-51.6%</b> GHG emissions Scope 3 per unit sold by 2030	<b>100%</b> Renewable electricity by 2030
	<b>80%</b> Recycled waste by 2025	<b>-20%</b> Waste by 2030



**<1**  
Lost time injuries  
per mio. of working  
hours by 2030

**100%**  
Employees  
trained on ethics  
by 2025

**>7.8**  
Employees  
engagement  
score by 2030

**30%**  
Share of women in  
senior management  
roles by 2025

**100%**  
Strategic suppliers  
signing Supplier Code  
of Conduct by 2025

**100%**  
Relevant suppliers  
covered by a sustainability  
assessment by 2025

**By 2030, we will manifest a sustainable business foundation for our people and supply chain.**