



Environmental sustainability policy

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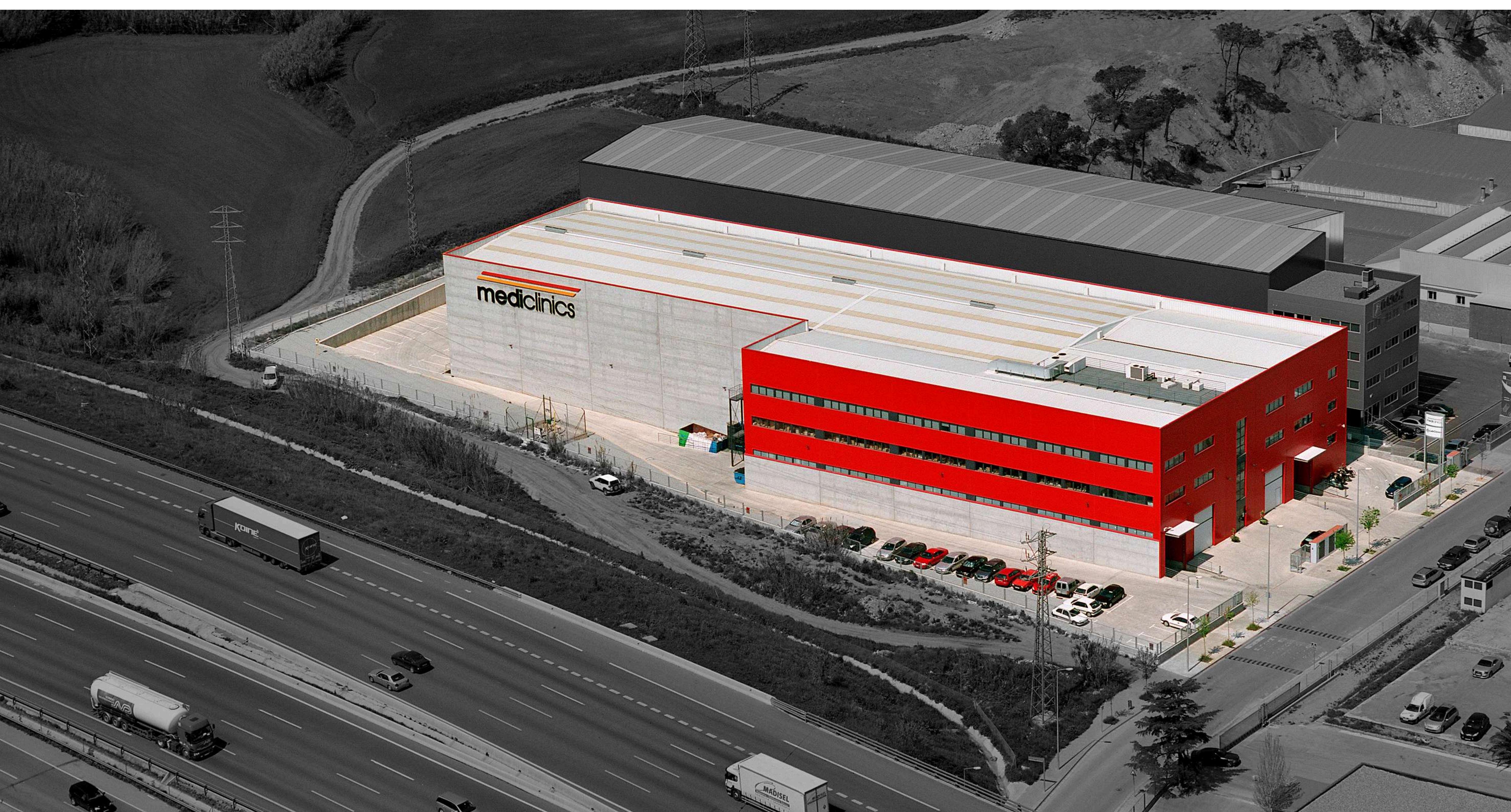
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May de 2025	1.0	First edition of the Environmental Sustainability Policy of Mediclinics S.A.	Approved

Introduction

Founded in Barcelona in 1974, Mediclinics has become a global benchmark in the design, manufacturing at the Spanish production plant and marketing of equipment for restrooms. We are distinguished by our commitment to innovation, quality and sustainability of our products.

In alignment with our core values and with the aim of improving our management and operational processes, at Mediclinics we have developed this Environmental Sustainability Policy, which stands as one of the key pillars of our sustainability strategy. We acknowledge the importance of minimizing our environmental impact and we are committed to developing and implementing the best possible practices across our organization. Through this Policy, we reaffirm our commitment to sustainable development and we promote environmentally responsible solutions throughout all areas of our business.

Therefore, this Policy seeks to establish a science-based framework for action that enables us to mitigate our environmental impact by optimizing resource use, reducing emissions and improving waste management; while encouraging a responsible business model, grounded in operational efficiency, continuous innovation and quality in every aspect of our activities and products.



Principles and general objectives

This Policy proposes a balance between our economic growth and our development of sustainable practices, thereby strengthening our international positioning and addressing the main current demands of our stakeholders. In general terms, we present the key objectives on which this Policy is based:

- Ensure compliance with current environmental legislation applicable to the organization, as well as respond to other voluntary requirements that contribute to improving the company's environmental performance.
- Define and communicate measurable and quantifiable environmental goals, reducing the impact and promoting the environmental benefits that our operations can provide.
- Guarantee quality, safety and innovation throughout the lifecycle management of our products.
- Promote responsible management of environmental sustainability-related risks and opportunities.
- Maximize the positive impact of our business line and current projects to meet customer expectations, while minimizing the negative environmental impacts associated with the organization's operations and activities.

Scope

To achieve the proposed objectives, the Sustainability Department has been established to ensure the integration of the most relevant environmental criteria across all areas of the company's operations. This department will oversee the proper implementation of this Policy, it will ensure its effective application within all necessary internal processes and it will align its actions with Mediclinics' corporate strategy. Furthermore, this Policy must be interpreted in conjunction with other internal company policies.

The principles and established commitments are of general application and must be considered across all business areas and activities carried out by the company.

Commitments

Energy efficiency and climate change



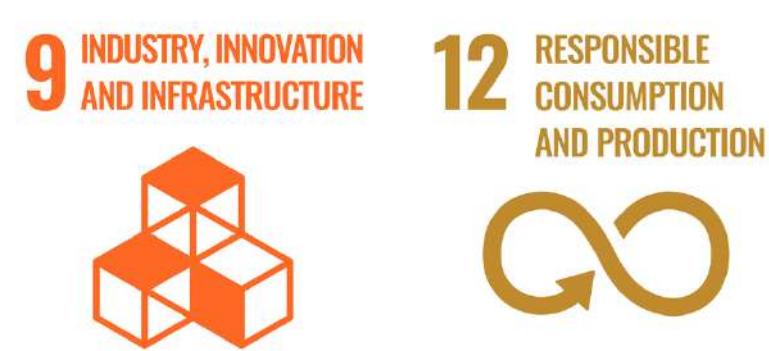
At Mediclinics, we recognize the importance of taking actions against climate change and, within our field of activity, we are working to minimizing our contribution to greenhouse gas (GHG) emissions. This is why we are committed to improving our energy efficiency and reducing our carbon footprint through measures aligned with internationally recognized climate change commitments.

To achieve these goals, we have established the following actions:

- Monitor our emissions through an annual GHG inventory prepared in accordance with the GHG Protocol, covering all 3 scopes.
- Reduce our direct (scope 1) and indirect from energy consumption (scope 2) GHG emissions by 63% by 2035; this reduction target is based on the Science Based Targets initiative, aligned with the goal of limiting the average global temperature increase to no more than 1.5°C, as set out in the 2015 Paris Agreement.
- Prioritize the transition to renewable energy sources to meet our emissions reduction goals related to energy consumption.
- Implement an energy-efficient lighting system to optimize electricity use across our facilities.
- Conduct product life cycle assessments to identify the most significant environmental impacts and implement targeted reduction measures in those key stages.
- Promote and inform about the most resource-efficient options in our product catalogue, to encourage responsible resource management in restrooms.

Commitments

Circular economy and waste management



At Mediclinics we are committed to a waste management approach that avoids landfilling and incineration, aiming instead to recover and recycle waste so it can be reintegrated into the production cycle as new raw materials in the value chain.

To achieve these goals, we have established the following actions:

- Prioritize the use of recycled raw materials in the manufacturing of our products and evaluate new sourcing alternatives that allow a higher incorporation of recycled content, without compromising the quality and durability of our products.
- Guarantee that the materials used in our products are recyclable, enabling their reintroduction into the value chain.
- Ensure proper internal waste management, promoting the correct segregation of at least 90% of our waste at source and ensuring appropriate classification of each waste stream to avoid unnecessary disposal, all of that through employee training and awareness campaigns.
- Investigate ways to reduce the amount of waste generated by our operations sent to landfill and increase the share of waste sent for recovery (with a minimum target of 80%); working in collaboration with authorized waste management partners to ensure the optimal treatment.
- Review current packaging practices to eliminate unnecessary materials and minimize associated environmental impacts, while exploring packaging alternatives that include a significant percentage of recycled content.
- Reduce paper consumption in our offices by digitalizing administrative processes.
- Investigate ways to extend the end-of-life of electronic products, improve product disassembly to facilitate component recycling, increase its recyclability rates.

Commitments

Safety and health



At Mediclinics we design and manufacture products that not only comply with environmental regulations but also ensure safe use for the user.

To maintain and strengthen compliance with these objectives, we carry out the following actions:

- Ensure the electrical, mechanical and thermal safety of our electrical and electronic products in accordance with EN 60335-1 (Household and similar electrical appliances - Safety) and EN 60335-2-23 (Particular requirements for appliances for skin or hair care).
- Ensure compliance with the RoHS Directive 2002/95/EC (Restriction of Hazardous Substances) and REACH Regulation (Registration, Evaluation, Authorization and Restriction of Chemicals).
- Ensure the control and limitation of polycyclic aromatic hydrocarbons (PAHs) in components and plastic materials that may come into direct contact with user's skin.

Control and improvement

The Sustainability Department is responsible for managing the implementation of this Policy, as well as periodically reviewing it in collaboration with the company's General Management, in line with the evolution of Mediclinics' sustainability strategy and/or any organizational, legal or business changes. Environmental performance will be monitored at least once a year.

All employees must be aware of, understand and comply with the provisions set out in this Policy, and besides are expected to report any incidents or breaches related to its implementation.

Reference framework

- Sustainable Development Goals
- Paris Agreement
- IPCC Fifth Assessment Report: Climate Change (AR5)
- Global Reporting Initiative
- UN Global Compact
- United Nations Development Programme
- Science Based Target initiatives

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