

Environmental, Social and Governance Report



Table of Content

- I. Introduction 3

- II. Our Material Topics 4
 - 1. Environment 4
 - 1.1 Our Commitment 4
 - 1.2 Key Focus Areas 5
 - 1.3 Monitoring 5
 - 1.4 Looking Ahead. 5
 - 2. Corporate Values & Culture. 6
 - 2.1 Our Commitment 6
 - 2.2 Key Focus Areas 7
 - 2.3 Monitoring 8
 - 2.4 Looking Ahead. 8
 - 3. Partners & Customers 9
 - 3.1 Our Commitment 9
 - 3.2 Key Focus Areas 10
 - 3.3 Monitoring 11
 - 3.4 Looking Ahead. 11
 - 4. Accessibility of Products 12
 - 4.1 Our Commitment 12
 - 4.2 Key Focus Areas 13
 - 4.3 Monitoring 13
 - 4.4 Looking Ahead. 13

- III. Outlook 14

Environmental, Social and Governance

I. Introduction

At MedSkin Solutions Dr. Suwelack AG, we understand that our responsibility extends beyond the laboratory and the marketplace. As a company rooted in science and driven by purpose, we are committed to shaping a future where innovation, sustainability, and social responsibility go hand in hand.

This ESG strategy outlines our strategic direction and actions across four material topics that emerged from our double materiality analysis: **Environment, Corporate Values and Culture, Partners & Customers, and Accessibility of Products.** These topics reflect the areas where our business has the most significant impact and where we can create the most meaningful change.

Our ESG journey is not a standalone initiative. It is embedded in our identity, aligned with our mission to advance regeneration with science you can feel, and guided by our vision to be the partner of choice in regenerative medicine and skin care. We believe that by integrating ESG principles into our operations, we can enhance our resilience, strengthen stakeholder trust, and contribute to a healthier, more equitable world.

This report is structured to reflect our commitment to transparency and accountability. Each chapter outlines the rationale behind the material topic, the actions we have taken, and the goals we have set. It is both a reflection of where we stand today and a roadmap for where we are headed.

We invite all stakeholders—employees, customers, partners, and the broader community—to join us on this journey. Together, we can build a company that not only delivers exceptional products but also creates lasting value for people and the planet.





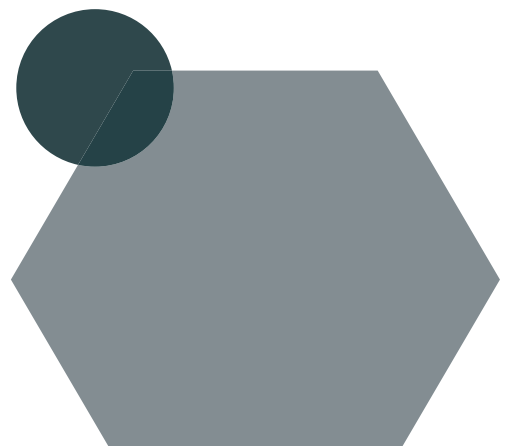
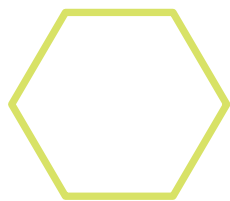
II Our Material Topics

1. Environment

At MedSkin Solutions Dr. Suwelack AG, we recognize that environmental responsibility is not optional—it is essential. As a company that develops regenerative medical and skin care solutions, we are deeply aware of the impact our operations can have on the planet. That is why environmental sustainability is one of our core material topics and a central pillar of our ESG strategy.

1.1 Our Commitment

We are committed to reducing our environmental footprint across all areas of our business including energy consumption, emissions, packaging and waste. Our approach is guided by the principles of prevention, efficiency, and innovation. We aim to not only comply with environmental regulations but to exceed them wherever possible.



1.2 Key Focus Areas

a. Decarbonization of Operations

We have set an ambitious goal to achieve net-zero greenhouse gas emissions by 2045. To reach this target, we are implementing a range of measures including:

- Transitioning to renewable energy sources
- Phasing out natural gas in our production facilities
- Exploring alternative heating technologies such as hydrogen and electric boilers
- Offsetting unavoidable emissions through certified programs

b. Energy Efficiency

Our production processes are energy-intensive, and we are taking concrete steps to reduce their impact:

- We operate an ISO 50001-certified energy management system
- We conduct regular energy audits and implement targeted shutdowns of steam systems
- We are investing in heat recuperation technologies and optimizing our building infrastructure

c. Sustainable Sourcing and Packaging

We are rethinking how we source materials and package our products:

- We investigate local sourcing of animal skins to reduce transport emissions
- We are transitioning to mono-material packaging in our Skin Care Solutions portfolio
- We use FSC-certified paper across all branded packaging
- We are exploring compostable and recyclable alternatives for future packaging lines

d. Waste Reduction and Circularity

We are committed to minimizing waste and promoting circular economy practices:

- We have implemented a scrap reduction program that improves raw material productivity
- We reuse and repurpose production waste where feasible
- We have introduced digital signatures and thinner packaging to reduce material use

1.3 Monitoring

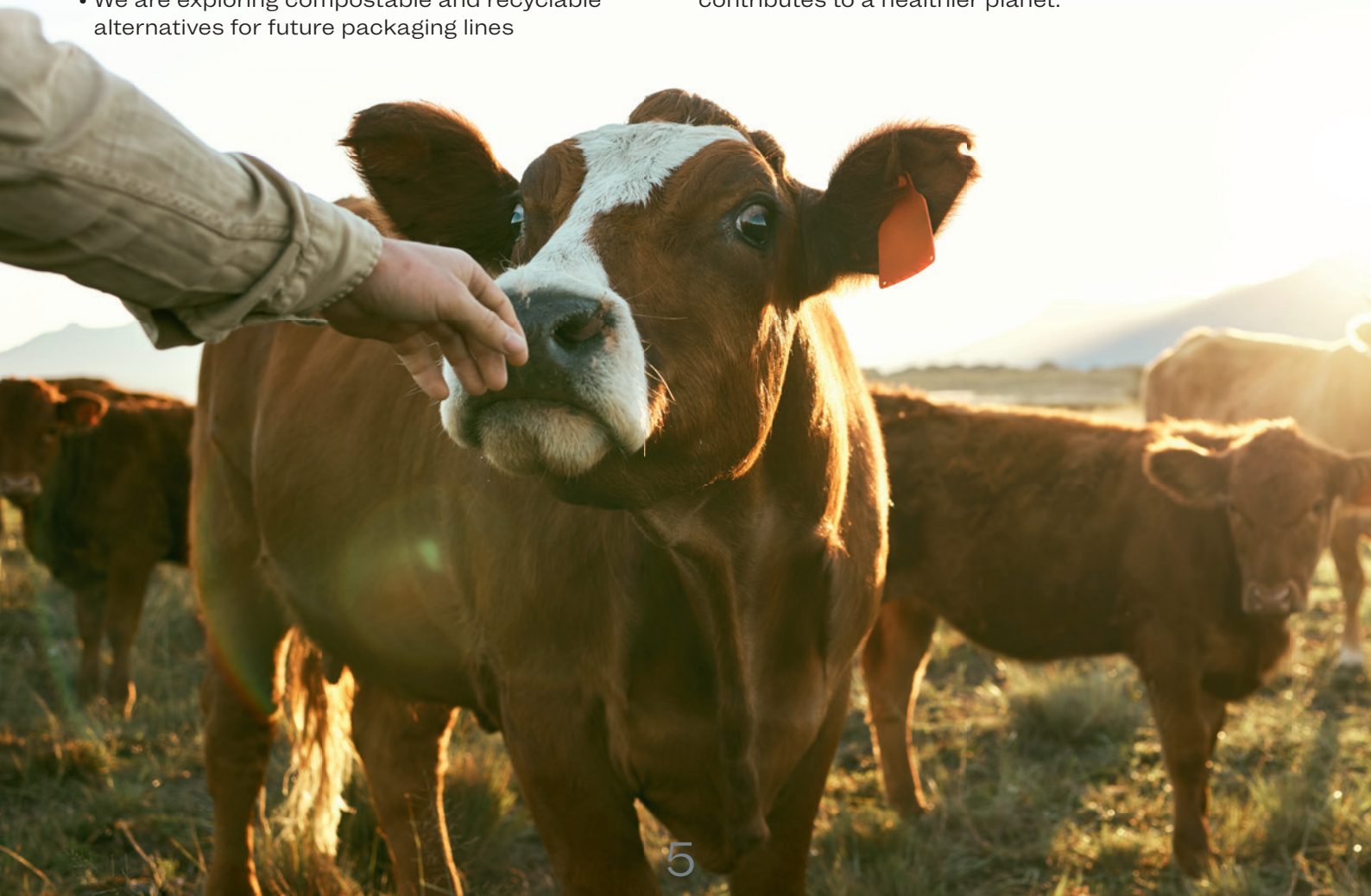
Our environmental performance is tracked through a set of KPIs, including:

- Energy consumption per unit of production
- CO₂ emissions from operations and logistics
- Waste generation and recycling rates
- Progress toward ISO 14001 certification

We adjust our strategy based on data, stakeholder feedback, and technological advancements.

1.4 Looking Ahead

Environmental sustainability is a journey, not a destination. We will continue to invest in clean technologies, collaborate with partners, and engage our employees in climate action. By embedding environmental thinking into every decision we make, we aim to be a future-ready company that contributes to a healthier planet.



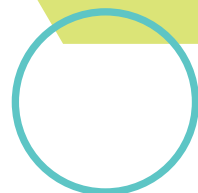


2. Corporate Values & Culture

At MedSkin Solutions Dr. Suwelack AG, our people are the foundation of everything we do. We believe that a strong, values-driven culture is essential for long-term success—not only for our business, but for the well-being of our employees, the satisfaction of our customers, and the trust of our partners. That’s why “Corporate Values and Culture” is one of our core ESG material topics.

2.1 Our Commitment

We are committed to creating a workplace where people feel empowered, respected, and inspired. Our values—integrity, innovation, quality, customer-first, and continuous improvement—are not just words on paper. They guide our decisions, shape our behaviors, and define how we work together across functions, hierarchies, and geographies. We recognize that a healthy corporate culture is not static. It evolves with our people, our environment, and the challenges we face. That’s why we continuously invest in initiatives that strengthen our culture and align it with our strategic goals.



2.2 Key Focus Areas

a. Health and Well-being

We take a holistic approach to employee well-being, addressing both physical and mental health:

- We offer access to medical support, fitness initiatives, and preventive health programs.
- Our “Fitte Firma” and “HafenCityRun” initiatives promote physical activity and team spirit.
- Our intranet hosts a central hub for health-related resources and benefits.

b. Empowerment and Development

We believe in unlocking the full potential of every employee:

- Our “Powered by People” strategy focuses on retention, engagement, and leadership development.
- We offer upskilling opportunities, language training, and apprenticeships for the next generation.
- We support career growth through structured feedback, mentoring, and performance management.
- Our budget for people development in 2025 exceeds €70,000, reflecting our commitment to continuous learning.





c. Diversity, Inclusion, and Psychological Safety

We strive to create an inclusive environment where everyone feels they belong:

- We conduct inclusive leadership training and unconscious bias workshops.
- Our onboarding program emphasizes cultural integration and shared values.
- Monthly team lunches and cross-functional events foster connection and collaboration.
- We actively promote gender equity, accessibility, and intergenerational dialogue.

d. Compliance and Ethical Conduct

Our values are reinforced by clear policies and transparent processes:

- Our Code of Conduct outlines expectations for ethical behavior and decisionmaking.
- We operate a secure, anonymous whistleblower platform in line with the EU Whistleblower Directive.
- We regularly review and update our internal policies to reflect evolving legal and ethical standards.

2.3 Monitoring

We track the health of our culture through:

- Annual Employee Survey measuring engagement, satisfaction, and psychological safety
- KPIs such as turnover rate, absenteeism, and internal promotion rates
- Feedback loops from onboarding, exit interviews, and leadership check-ins

2.4 Looking Ahead

As we grow, we remain committed to nurturing a culture that reflects who we are and who we aspire to be. In 2026, we will launch a revision of our leadership principles to ensure they remain relevant and future-focused. Our goal is simple: to be a company where people love to work, grow, and make a difference.



3. Partners & Customers

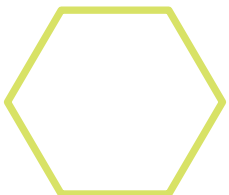
At MedSkin Solutions Dr. Suwelack AG, our partners and customers are not just stakeholders, they are co-creators of our success. We believe that long-term value is built through trust, transparency, and shared purpose. That’s why “Partners & Customers” is one of our core ESG material topics.

We are committed to delivering products that meet the highest standards of safety, quality, and scientific credibility, while also ensuring that our customer relationships are grounded in empathy, responsiveness, and mutual respect.

3.1 Our Commitment

We place our customers at the center of everything we do. Whether we are developing a new regenerative therapy or refining an existing skin care solution, we begin by listening—to patients, to clinicians, and to our distribution partners. Their insights shape our innovation pipeline, our service model, and helps shape the topics we address in our communications.

We also recognize that our partners—suppliers, research collaborators, and healthcare professionals—play a critical role in delivering on our promise. We hold them to the same high standards we set for ourselves and work collaboratively to continuously raise the bar across the value chain.



3.2 Key Focus Areas

a. Product Safety and Quality

Our products are designed to improve lives. That responsibility demands rigorous quality assurance:

- We adhere to strict regulatory standards and conduct regular audits across our production sites.
- We invest in continuous improvement of our manufacturing processes and product testing.
- We maintain robust post-market surveillance systems.

b. Scientific Credibility and Transparency

We are a science-based company, and we take pride in the integrity of our research:

- We publish clinical data and case studies in peer-reviewed journals.
- We organize regular scientific conferences and Key Opinion Leader (KOL) meetings.
- We ensure that our claims are evidence-based and clearly communicated.

c. Customer Engagement and Feedback

Understanding our customers' needs is essential to our innovation process:

- We conduct regular customer satisfaction surveys and Net Promoter Score (NPS) assessments.
- We use feedback to adapt product development, packaging design, and service enhancements.
- We maintain open channels for dialogue through our sales teams, digital platforms, and events.

d. Ethical Partnerships

We expect our partners to share our values and commitment to sustainability:

- Our Code of Conduct outlines expectations around human rights, environmental responsibility, and business ethics.
- We engage suppliers in ESG discussions and support them in meeting our standards.
- We prioritize long-term relationships based on transparency, fairness, and shared goals.



3.3 Monitoring

We track our performance in this area through:

- Product quality metrics (e.g., complaint rates, returns, audit findings)
- Customer satisfaction scores and retention rates
- Supplier compliance rates and ESG risk assessments
- Number of scientific publications and educational events

3.4 Looking Ahead

As we expand our geographic reach, we will continue to strengthen our partnerships and deepen our understanding of customer needs. We aim to be more than a supplier—we strive to be a trusted advisor, a collaborative innovator, and a responsible industry leader. Our promise to our partners and customers is simple: we listen, we deliver, and we grow—together.





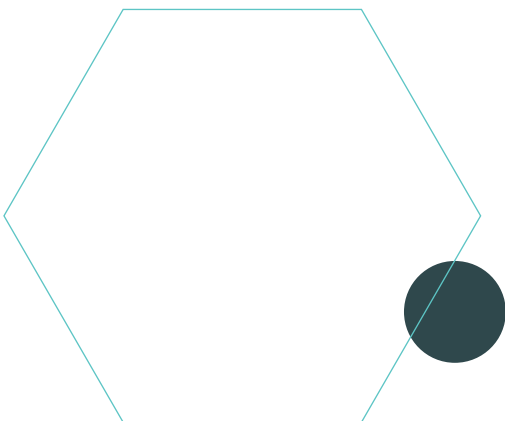
4. Accessibility of Products

At MedSkin Solutions Dr. Suwelack AG, we believe that innovation must be inclusive. Our mission to improve lives through regenerative science is only meaningful if the people who need our products can access them. That's why "Accessibility of Products" is one of our core ESG material topics.

We are committed to breaking down barriers—economic, geographic, and demographic—that limit access to high-quality medical and skin care solutions. This commitment is especially important in the context of an aging global population and rising healthcare costs.

4.1 Our Commitment

We envision a future where our products are available to all who need them, regardless of income level, location, or age. Accessibility is not just a commercial objective—it is a social responsibility and a strategic imperative.



4.2 Key Focus Areas

a. Cost-Efficiency and Affordability

We are actively working to reduce the cost of our products without compromising on quality:

- We optimize production processes to lower cost of goods sold (COGS).
- We reduce packaging volume and material use to cut transport and storage costs.
- We explore price differentiation strategies to serve diverse markets and customer segments.

Our goal is to ensure that price is not a barrier to access, especially for vulnerable populations.

b. Targeted Solutions for Aging Populations

As life expectancy increases, so does the demand for products that support healthy aging:

- We develop specialized solutions for chronic wounds, skin regeneration, and age-related conditions.
- We design products that are easy to use, even for individuals with limited mobility or dexterity.
- We monitor demographic trends and adapt our portfolio to meet the evolving needs of older adults.

We see the aging population not as a challenge, but as an opportunity to create meaningful impact.

c. Geographic Reach and Market Expansion

We are expanding our reach to underserved regions:

- We assess local healthcare needs and regulatory environments to tailor our market entry strategies.
- We collaborate with distributors and healthcare providers to ensure reliable product availability.
- We invest in education and training to support proper product use in new markets.

Our ambition is to make our solutions available wherever they are needed most.

d. Inclusive Innovation

Accessibility is embedded in our innovation process:

- We conduct user research with diverse populations to adapt product design.
- We evaluate accessibility as a criterion in product development and lifecycle assessments.
- We engage with patient advocacy groups and healthcare professionals to better understand the challenges our stakeholder face.

We believe that inclusive design leads to better outcomes for everyone.

4.3 Monitoring

We track our impact on accessibility through:

- Percentage of revenue from products targeting aging populations
- Cost benchmarks compared to competitors
- Geographic coverage and market penetration
- Customer feedback on usability and affordability

4.4 Looking Ahead

In the coming years, we will continue to expand our accessibility initiatives. This includes launching new products tailored to underserved needs, exploring digital health solutions, and strengthening our presence in emerging markets. By making our products more accessible, we not only fulfill our social mission—we also build a stronger, more resilient business.



An aerial photograph of a winding, light-colored road or path that curves through a dense, lush green forest. The trees are tall and thin, creating a textured canopy. The road starts from the top left and winds down towards the bottom right. In the top right corner, there is a partial view of a dark circular graphic element.

III Outlook

At MedSkin Solutions Dr. Suwelack AG, our ESG strategy is not a side initiative—it is a core part of who we are and how we operate. This strategy has outlined our commitments and actions across four material topics: Environment, Corporate Values and Culture, Partners & Customers, and Accessibility of Products. Each of these areas reflects our belief that responsible business practices are essential to long-term success.

We are proud of the progress we have made, but we are also aware that the journey is ongoing. The challenges we face—climate change, demographic shifts, social inequality—require continuous learning, adaptation, and collaboration. That is why we have chosen a step-by-step approach to ESG implementation, allowing us to respond to regulatory developments, stakeholder expectations, and internal growth.



Our Next Steps Include:

- Deepening our data collection and reporting capabilities
- Strengthening our internal ESG governance structures
- Expanding our communication efforts to engage employees, customers, and partners
- Preparing for CSRD-aligned reporting and external audits

We will continue to monitor our performance through clear KPIs, transparent reporting, and regular stakeholder dialogue. We are committed to being a company that not only delivers exceptional products but also contributes meaningfully to a sustainable and inclusive future. Together—with our employees, partners, and customers—we are advancing regeneration with science you can feel.



medskin  solutions
DR. SUWELACK

