

MEDISTIM SUSTAINABILITY REPORT 2025

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GENERAL INFORMATION

B1. BASIS FOR PREPARATION

About the report

24. This sustainability report represents Medistim's commitment to increased transparency and continuous improvement on sustainability matters. Prepared in line with the Basic and Comprehensive modules of the Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME) by EFRAG, the report provides stakeholders with insight into Medistim's sustainability practices, governance and priorities. Reporting in accordance with the VSME standard supports clearer prioritization of material sustainability topics, a stronger foundation for decision-making, and increased transparency.

To enhance clarity and traceability, two types of references are used throughout the report. References to VSME requirements (e.g. B1, B2) indicate specific disclosure requirements of the VSME standard and facilitate navigation of the VSME index included at the end of the report. Internal references (e.g. 24, 25) refer to individual data points within the report.

This sustainability report has been prepared on a consolidated group level which covers the undertaking's significant impacts and performance across all operations.

About Medistim

Medistim ASA is a publicly listed medical technology company on Oslo Stock Exchange (NACE code *32.50)*. Over the past four decades, Medistim's mission has been to serve patients, surgeons and health care providers with innovative and cost-effective medical devices that measure blood flow and visualize atherosclerosis and thereby help improve the quality and outcome of cardiac and vascular surgery.

Medistim ASA serves as the parent company of the group, with wholly owned subsidiaries with marketing and sales organizations in the USA, Germany, China, Spain, Canada, the United Kingdom, Denmark, Sweden, Norway, and a newly established organization in Japan in the beginning of 2026.

SUBSIDIARIES	ADDRESS	POSTAL CODE	CITY	COUNTRY	COORDINATES
Medistim ASA (HQ) & Medistim Norge AS	Økernveien 94	0579	Oslo	Norway	59° 55’ 29.30126” N 10° 47’ 31.24096” E
Medistim ASA (Manufacturing)	Bromsveien 17	3183	Horten	Norway	59° 25’ 24.43034” N 10° 29’ 8.95137” E
Medistim China	KB Dongzhao Building, 515 Dongfeng Middle Road, Yuexiu District	510030	Guangzhou	China	23° 7’ 55.25247” N 113° 16’ 29.95090” E
Medistim Germany	Bahnhofstr. 32	82041	Deisenhofen (Oberhaching)	Germany	48° 1’ 13.63669” N 11° 35’ 8.02004” E
Medistim USA, Inc	14000 25th Ave N, Ste 108	55447	Plymouth, MN	USA	45° 0’ 27.51502” N 93° 27’ 33.57594” W

The group employs 159 full-time employees and primarily operates in Norway, where both the headquarters and production site are located. In addition, Medistim rents office space in Plymouth (US), Oberhaching (Germany), and Guangzhou (China). All physical locations are leased. Apart from these locations, the group has no physical offices, and employees working outside these locations do so remotely.

Medistim achieved a turnover in 2025 amounting to 63.7m EUR, supported by a balance sheet of 60m EUR as of 31.12.2025.

C1. STRATEGY: BUSINESS MODEL AND SUSTAINABILITY – RELATED INITIATIVES

47. Medistim is a medical technology company providing intraoperative flow measurement and ultrasound imaging solutions for cardiac and vascular surgery. Its main products consist of integrated imaging systems and associated probes, which provide surgeons with real-time information to support intraoperative decision-making. The systems are used during surgery to measure blood flow and create ultrasound images by placing small probes directly on blood vessels or grafts, enabling surgeons to immediately assess whether a procedure has been successfully performed.

The company operates primarily in B2B markets, supplying hospitals and surgical centers globally. Medistim's key markets include the Americas, Europe, and Asia-Pacific, with sales conducted through a combination of direct sales operations and distributors.

Medistim has around 200 tier 1 suppliers, mostly within manufacturing located in Scandinavia and Europe. The main business relationships include hospitals and surgical teams as end users, distribution partners in selected regions, and a global network of suppliers of medical-grade components and manufacturing services. The company also collaborates closely with surgeons and clinical centers in product development and clinical validation.

Sustainability-related elements of Medistim's strategy are primarily embedded in its product offering and innovation focus, aiming to strengthen human health by improving surgical quality and outcomes. This includes continuous investment in research, clinical documentation, and product development to support safe, effective, and evidence-based medical procedures.

B2 AND C2. PRACTICES, POLICIES AND FUTURE INITIATIVES FOR TRANSITIONING TOWARDS A MORE SUSTAINABLE ECONOMY

26. 27. 28. In 2025, Medistim advanced its sustainability journey by completing a double materiality analysis in line with the European Sustainability Reporting Standards (ESRS) together with consultants from CEMAsys. The process involved both internal and external stakeholder engagement and provided the company with a structured assessment of its impact materiality and financial materiality, identifying key sustainability-related impacts, risks, and opportunities across the value chain. The following topics were identified as material:

MATERIAL TOPICS FROM DMA	
ESRS E1	Climate change
ESRS E2	Pollution
ESRS E5	Resource and circular economy
ESRS S2	Workers in the value chain
ESRS S4	Consumers and end-users
ESRS G1	Business conduct

The double materiality analysis strengthened internal understanding and alignment on sustainability matters and resulted in a clearer prioritization of material sustainability topics, which will be used as a reference point for future strategic decision-making and further development of the company's sustainability approach. Medistim intends to review and reassess its material sustainability topics on an annual basis to ensure continued relevance considering business developments, regulatory expectations, and external factors.

49. The current governance structure comprises the Board of Directors, which has the overall and ultimate responsibility for sustainability matters at Medistim, including the alignment of the company's strategy with sustainability considerations and oversight of sustainability-related risks. This responsibility covers the approval and implementation of sustainability-related practices, policies, and future initiatives supporting the Medistim's transition towards a more sustainable economy. The Board is supported by the Audit Committee, which monitors and supervises the sustainability reporting process, including related internal controls, risk management and the assurance of sustainability-related information.

48. The practices currently in place for selected material topics, as well as identified areas for further development, are described below.

Practices

Product quality and patient safety

Product quality and patient safety represent a core sustainability priority for Medistim, given their importance for consumers and end users. 25.[1] The company operates a quality management system aligned with ISO 9001:2015 (Medistim Norge AS) and ISO 13485:2016 (Medistim ASA), supporting compliance with applicable regulatory requirements for medical device manufacturers. These requirements also extend to the supply chain, where suppliers that may influence product quality are subject to qualifications, selection and assessment procedures, including documentation requirements and, where relevant, audits. The company holds an MDR certificate demonstrating conformity with EU Medical Device Regulation 2017/745. In addition, Medistim participates in the Medical Device Single Audit Program (MDSAP), which enables a single quality management system audit to meet the regulatory requirements of multiple medical device authorities, further supporting consistent quality management, and efficient regulatory oversight.

1 B1

Supplier due diligence and workers in the value chain

To address social risks related to workers in the value chain, Medistim applies established due diligence routines in line with the Norwegian Transparency Act and the OECD Guidelines for Responsible Business Conduct. These routines primarily focus on Tier 1 suppliers and have been in place for several years.
Where risks are identified, the company seeks to apply appropriate mitigation measures and aims to gradually increase transparency and due diligence coverage further up the value chain over time.

Climate change and greenhouse gas emissions

Climate change was identified as a material topic due to its relevance to Medistim's operations. Medistim has implemented systematic procedures to map and monitor greenhouse gas emissions. During 2025, relevant personnel received training in the GHG Protocol, and the company completed reporting for Scope 1 and Scope 2 emissions, as well as selected material Scope 3 categories for reporting year 2025. Medistim is working towards a more comprehensive GHG inventory to support improved risk assessment and future target setting. Responsibility for emissions reporting and follow-up lies with the finance function.

Circular economy and product life-cycle considerations

Circular economy are considered material due to environmental impacts linked to material use, waste, and product life cycles. While some of these impacts are addressed through greenhouse gas mapping, Medistim recognizes that circularity extends beyond emissions alone. For Medistim's products, this entails the efficient use of resources throughout the entire product lifecycle, from design to end of life. Medistim applies circular economy principles in its daily operations and through product development, with intentions to strengthen related routines and practices over time.

Business conduct

Business conduct includes established governance structures, quality and compliance processes, supplier due diligence routines, and alignment with applicable legislation and recognized international guidelines. Together, these practices contribute to managing risks and promoting responsible business conduct across Medistim's operations and value chain.

Policies

Medistim has an overarching ESG policy covering environmental, social and governance matters, as well as a Code of Conduct (CoC). During 2025, the ESG policy and CoC were reviewed with support from an external ESG consultancy. The review concluded that while the ESG policy provides a high-level framework, it could be further developed to provide clearer guidance for implementation. Building on insights from the double materiality assessment and policy review, Medistim plans to update the ESG policy in 2026 as part of a broader review of its policy framework.

Future initiatives

In 2025, Medistim initiated work on developing a strategic roadmap to strengthen sustainability governance, improve reporting, and support the integration of sustainability considerations into the overall company strategy.

In the short term (0–2 years), Medistim aims to establish a clearer governance structure to strengthen accountability for material sustainability topics. As part of this work, Medistim has set a goal to achieve compliance with the voluntary sustainability reporting standard (VSME) during the first half of 2026. In parallel, Medistim aims to prepare for an auditable sustainability report for the reporting year 2026, including the establishment of robust and reliable greenhouse gas (GHG) emissions data. This includes strengthening processes, documentation, and controls related to sustainability reporting to support audit readiness.

In the medium term (2–3 years), Medistim's ambition is to further integrate sustainability into corporate strategy and to develop relevant objectives, targets, and key performance indicators aligned with material topics and stakeholder expectations. The company also aims to establish a complete GHG inventory covering Scope 1, 2 and 3 emissions to support future target setting and audit readiness.

Targets

Medistim has not yet established formal sustainability targets for its material topics. Target setting will be informed by improved governance structures, enhanced data availability, and further development of relevant KPIs.

GOVERNANCE METRICS

B11. CONVICTIONS AND FINES FOR CORRUPTION AND BRIBERY

43. Medistim is committed to a zero-tolerance approach to corruption and strictly oppose all forms of corrupt practices. The anti-corruption handbook outlines the company's anti-corruption policy and provides clear guidance on how employees are expected to act to prevent illegal or unethical conduct in interactions with existing and potential business partners.

The ethical guidelines and anti-corruption manual apply to all employees, including subsidiaries and members of the Board of Directors, as well as to business partners involved in sales and distribution. All employees and relevant partners are required to confirm in writing that they have read, understood, and will comply with these guidelines. This acknowledgement process is repeated following any revisions or updates. Violations of the guidelines may result in consequences for employment or business relationships.

In 2025, Medistim recorded no convictions or fines related to corruption or bribery.

C8. REVENUES FROM CERTAIN SECTORS AND EXCLUSION FROM EU REFERENCE BENCHMARKS

63. Medistim is not involved in the business areas of controversial weapons, tobacco cultivation and production, the fossil fuel sector, or chemical production.

64. Medistim is excluded from the EU's Paris-aligned benchmarks. This is because Medistim does not have:

i) more than 1% of our revenues from the exploration, mining, extraction, distribution, or refining of anthracite and lignite;
ii) 10% or more of our revenues from the exploration, extraction, distribution, or refining of heating oil;
iii) 50% or more of our revenues from the exploration, extraction, production, or distribution of fuel gas; or
iv) 50% or more of our revenues from electricity production with a greenhouse gas intensity of more than 100 g CO_2e/kWh.



C9. GENDER DIVERSITY RATIO IN THE GOVERNANCE BODY

65. The Board of Directors has the overall responsibility for aligning Medistim's strategy and sustainability considerations, while the day-to-day responsibility lies with the CEO, supported by the Group management.
The Board of Directors in Medistim is composed of six members, including three women. The gender diversity ratio is one – for every female member there is one male member.

ENVIRONMENTAL METRICS

B3. ENERGY AND GREENHOUSE GAS EMISSIONS

Medistim's business operations contribute to climate change through greenhouse gas emissions from energy usage, transportation, and emissions in the upstream and downstream value chain.

29. Medistim's energy usage is presented in the table below. The energy consumption stems from purchased electricity, district heating, natural gas, and fuels related to company cars. The renewable energy share for electricity is based on marked-based principles and is considered 0 as Medistim does not purchase any renewable energy certificates. For district heating, the grid emission factor has been used to determine the split between energy sources.

For fuels, the shares of renewable and non-renewable energy consumption are based on the biofuel content embedded in the emission factors applied by Medistim. For example, for Diesel (B7), a renewable energy share of 7% has been used, reflecting the biofuel component included in the emission factor.

	RENEWABLE	NON-RENEWABLE	TOTAL
Electricity	0.0	532.4	532.4
District heating	56.1	74.5	130.6
Natural gas	0.0	86.8	86.8
Fuels	34.2	441.7	475.9
Total	90.3	1 135.4	1 225.7

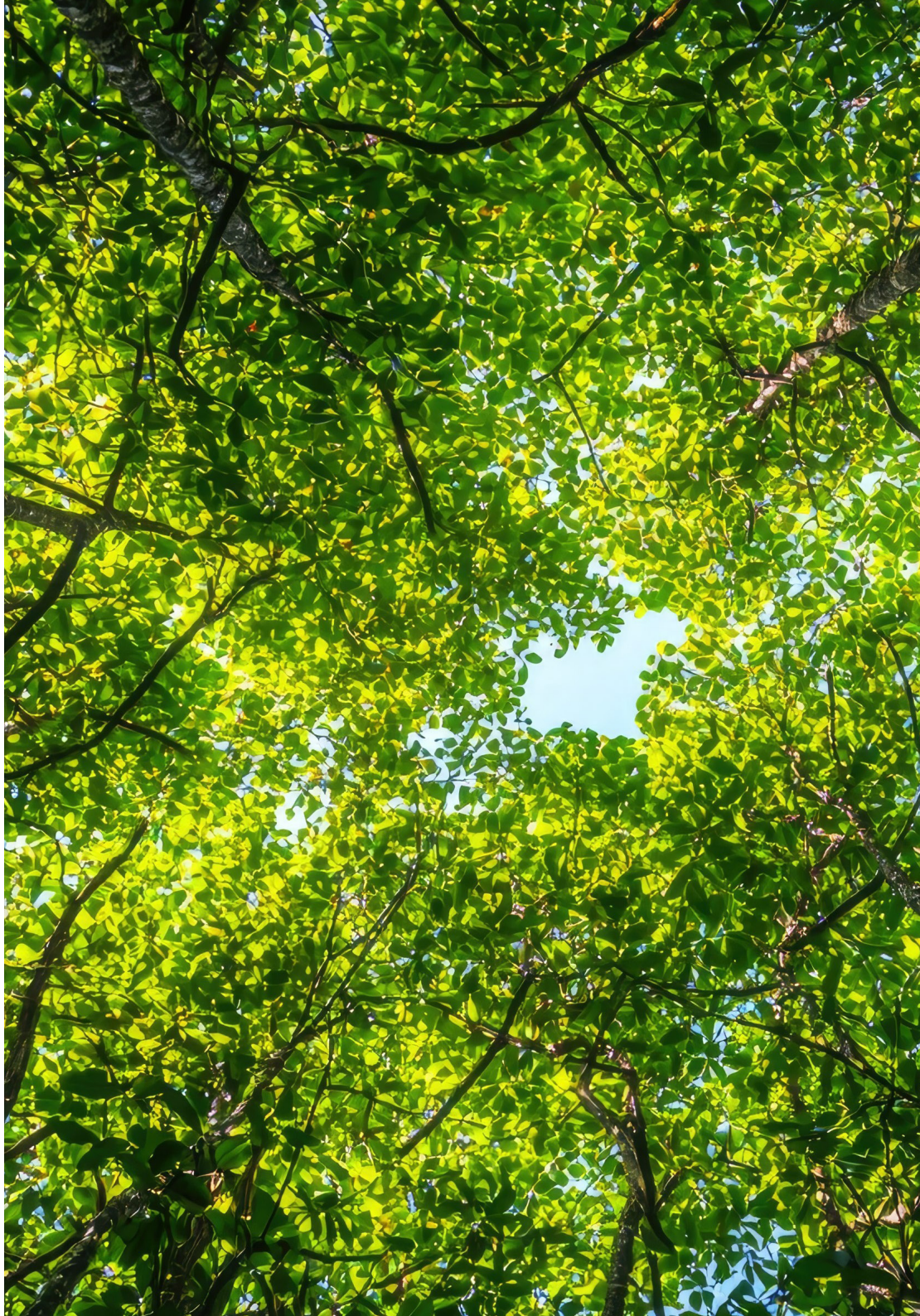
30. In 2025, Medistim reported on Scope 1, Scope 2, and selected Scope 3 categories. The goal is to have a complete Scope 1, Scope 2 and Scope 3 reporting within the next years.

Medistim follows the standards and guidance from the Greenhouse Gas Protocol (GHG Protocol). The consolidation approach used in the reporting is Operational Control.

	2025 GHG EMISSIONS (TCO2E)
Scope 1	116.7
Scope 2 Location-based	43.2
Scope 2 Marked-based	306.3

Scope 1:

Total calculated Scope 1 emissions were 116.7 tCO2e in 2025. Scope 1 are direct emissions from sources that are owned or controlled by Medistim. Medistim reports on mobile combustion from company cars in Scope 1.





Scope 2:

Total calculated Scope 2 emissions were 43.2 tCO2e (location-based). Medistim reports on purchased electricity, district heating in Oslo and Munich, natural gas for heating in US, and electric vehicles.

Several of Medistim's employees are only working remotely, and these Scope 2 emissions are not included in the boundary of Medistim's GHG emissions accounting. This is relevant for Medistim in Canada, Spain, UK, and Medistim Norge AS in Sweden and Denmark.

50.51. 52. Scope 3:

Total calculated Scope 3 emissions were 797.4 tCO2e in 2025. Scope 3 includes indirect emissions resulting from other value chain activities not included in Scope 1 or 2. As a starting point, Medistim has included selected Scope 3 categories in the reporting, focusing on those assessed as most relevant or where data was easily available. This approach provides a foundation for gradually expanding Scope 3 coverage and improving data quality over time.

In 2025, Medistim reported on the following Scope 3 categories (the reported Scope 3 categories are not considered complete for all reporting units in Medistim):

	TCO2E
Cat. 1 Purchased goods and services	4.4
Cat. 3 Fuel-and-energy-related activities	41
Cat. 4 Upstream transportation and distribution	126.8
Cat. 5 Waste	13.6
Cat. 6 Business travel	607.4
Cat. 7 Employee commuting	4
Cat. 9 Downstream transportation and distribution	0.1
Total Calculated Scope 3 GHG emissions	797.4

31. The greenhouse gas (GHG) intensity in 2025 was 14.8 tCO_2e per €1 million of revenue. The GHG intensity measures the level of greenhouse gas emissions generated by the company in relation to its economic activity.

C3. GHG REDUCTION TARGETS AND CLIMATE TRANSITION

54. 55. 56. Based on NACE code classification, Medistim operates within the manufacturing sector, which is generally considered a high climate-impact sector. As of today, Medistim has not yet established GHG emissions reduction targets nor a transition plan. The first step for Medistim is to develop a complete greenhouse gas inventory for Scope 1 and Scope 2 emissions, followed by Scope 3. Reduction targets and a transition plan will be set after a base year is in place, first for Scope 1 and 2, afterwards for Scope 3. Medistim has a complete Scope 1 and 2 inventories for reporting year 2025.

In 2025, Medistim initiated work to create a strategic roadmap including short- and medium-term actions to strengthen sustainability governance, reporting, and integration into company strategy, supporting compliance and long-term resilience. This roadmap will be a basis for Medistim's sustainability work going forward.

C4. CLIMATE RISKS

57. 58. In 2025, Medistim conducted a high-level assessment of climate-related impacts, risks and opportunities as part of the company's double materiality assessment (DMA) carried out in accordance with the European Sustainability Reporting Standards (ESRS). This assessment provided an initial overview of how climate-related risks and opportunities may affect Medistim's operations, supply chain, cost structure and market position across short-term (0–1 year), medium-term (2–5 years) and long-term (more than 5 years) time horizons, based on currently available information. Identified climate-related risks were grouped into physical risks and transition risks.

The assessment was qualitative in nature and evaluated each identified risk based on its potential financial impact and likelihood of occurrence. Financial impact was assessed using internally defined quantitative thresholds on a scale from 1 to 5, where 1 represented very low and 5 represented very high potential financial impact. Based on this approach, approximately 45 % of the identified climate-related risks were assessed as having a medium to very high potential financial impact.

While the DMA process provides an initial risk overview relevant to Medistim, it does not constitute a detailed climate risk assessment aligned with specific climate standards such as IFRS S2. Medistim recognize that this analysis may be further developed over time, for example through the application of more detailed methodologies, including climate scenario analysis aligned with recognized climate-reporting frameworks.

Medistim monitors climate-related developments as part of its overall business risk awareness. The company's ambition is to further develop its approach to climate risk management in the coming years, including considering more detailed climate risk analyses and assessing the need for climate-related adaptation measures. At this stage, the assessment has not resulted in the identification of specific, concrete action points for climate change adaptation.

A summary of the climate-related physical hazards and transition events identified through the DMA is presented below, reflecting varying degrees of potential impact and likelihood.

Climate-related physical hazards
The main physical climate risks identified for Medistim relate to flooding and extreme precipitation and weather events, encompassing both acute and chronic risks. Within the value chain, there is a risk that key input materials, such as steel and electronic components, may be produced in regions increasingly exposed to flooding and extreme weather events, potentially resulting in delays, increased costs or reduced availability. In Medistim's own operations, rising water levels, heavy precipitation, and more severe snowfall may restrict access to facilities and personnel, which could temporarily disrupt production activities and customer deliveries.

Climate-related transition events
Transition-related risks identified for Medistim are primarily associated with regulatory, market, policy, and reputational developments linked to the transition towards a low-carbon economy. Regulatory changes related to greenhouse gas emissions, environmental requirements, and sustainability reporting may increase compliance complexity and associated costs. At the same time, evolving customer preferences and raising sustainability expectations may influence competitiveness and access to certain markets. Financial institutions are also increasingly incorporating climate-related considerations into lending and investment decisions, which could affect access to capital. In addition, carbon pricing mechanisms, increasing material costs, and potential carbon-related tariffs may contribute to higher operating and input costs over time.

B4. POLLUTION OF AIR, WATER AND SOIL

32. Medistim is not required by law or other national regulations to report its emissions of pollutants to competent authorities.

B5. BIODIVERSITY

Medistim can affect biodiversity through its operations, supply chain, products, and land use, both directly and indirectly. As part of the DMA process, Medistim assessed how Medistim's activities create impacts, risks, and opportunities on biodiversity and ecosystems across the value chain.

33. Medistim's direct operations consist of five business locations: four office sites in the US, China, Germany and Norway (Oslo), and one manufacturing site located in Horten, Norway. In addition, Medistim employs staff in the UK, Germany, Canada, and Spain - however, these employees work remotely and no physical offices are established in these countries.

In line with VSME standard guidance (§135), the proximity of the operational sites to biodiversity-sensitive areas were assessed using recognized global biodiversity data sources, including Protected Planet and the IBAT Alliance. This mapping provided an understanding of potential impacts and helped identify whether action is needed. The findings are presented in the following table.

LOCATION	AREA (HECTARES)	BIODIVERSITY SENSITIVE AREA	SPECIFICATION
China, Guangzhou (office)	<1 hectar	No protected areas near site	
Germany, Oberhaching (office)	<1 hectar	No protected areas near site	
Norway, Horten (manufacturing site)	<1 hectar	Hortenskogen (1km) Vealøs (Island, 3km drive)	**Hortenskogen** (1km): Terrestrial and inland waters protected area. Wildlife/ Botanical Conservation Area. **Vealøs** (Island, 3km drive): Marine Protected areas. Nature reserve.
Norway, Oslo (office)	<1 hectar	No protected areas near site	
US, Plymouth (office)	<1 hectar	No protected areas near site	

A biodiversity sensitive area was identified 1 kilometer from the manufacturing site in Horten. According to the Norwegian Environment Agency (Miljødirektoratet), the area is not currently threatened. It is, however, a regionally significant deciduous forest with old hollow trees that provide national conservation value for insects. The site also holds regional and national importance for plant biodiversity and is a key habitat for mistletoe, a protected species.

Medistim has assessed that the production processes in Horten have low likelihood of causing pollution to air or water. Given that Hortenskogen is located approximately 1 km from the manufacturing site and Medistim's operations though potential pollution or noise do not pose direct threats, no immediate action is required. However, Medistim will continue to monitor proximity to biodiversity-sensitive areas and ensure that future developments do not impact protected habitats.

The conclusion of the findings is that Medistim's office locations are not located in or near a biodiversity sensitive area. Near, in the context of B5 – Biodiversity, refers to an area that is (partially) overlapping or adjacent to a biodiversity sensitive area (§136).

B6. WATER

35. Water withdrawal is the amount of water drawn into the boundaries of the organization. Medistim ASA's total reported water withdrawal was 8567 m^3in 2025. To determine whether Medistim operates in an area of high-water stress, all office locations have been screened with WRI's Aqueduct Water Risk Atlas[2], in accordance with the VSME standard guidance (§156). Baseline water stress measures the ratio of total water demand to available renewable surface and groundwater supplies. Higher values indicate more competition among users. The office location in the US was identified as located in an area with high water stress, nevertheless the amount of water withdrawal is relatively small, only 71 m^3 in 2025.

	SITE	WATER STRESS	WATER WITHDRAWAL (M3)
	China, Guangzhou	Low (<10%)	28 m3
	Germany, Oberhaching	Low (<10%)	2 m3
	Norway, Horten	Low (<10%)	7600 m3
	Norway, Oslo	Low - Medium (10-20%)	866 m3
	USA, Plymouth	High (40-80%)	71 m3
All Sites	All sites total	8567 m3	
Sites in areas with water stress	USA, Plymouth	High (40-80%)	71 m3

36. As Medistim solely withdraws water from the public water network and discharges it into the sewer, water consumption will be close to zero (§152).

B7. RESOURCE USE, CIRCULAR ECONOMY AND WASTE MANAGEMENT

37. Medistim applies circular economy principles in its daily operations and through product development.

For Medistim's products, this implies efficient use of resources throughout the product lifecycle, from design to end of life.

2 WRI's Aqueduct Water Risk Atlas

This includes designing durable and reusable products, enabling upgrades and repairs to extend product lifetime, and reducing waste without compromising patient safety or regulatory compliance. As an example, Medistim's flow probes are designed for up to 50 uses and imaging probes for up to 100 uses in the USA and unlimited in other markets when properly handled. These reusable components support circularity by reducing material consumption and waste.

In addition, all electrical components in the probes comply with relevant environmental standards, ensuring responsible material use. At end of life, hospitals and treatment centers are responsible for safe and compliant disposal, contributing to proper resource management and environmental protection.

In daily operations, circular economy principles are actively applied. Established routines ensure the safe management of chemicals and waste, while employees are encouraged to reduce consumption and minimize waste from daily business activities. Circularity is also promoted across the value chain through sustainability expectations in supplier agreements, including the use of environmentally friendly materials and transport.

38. An overview of total annual generation of waste broken down by type (non-hazardous and hazardous) and the total annual waste diverted to recycling or reuse is provided in the table below.

WASTE GENERATED KG		
	Total waste, generated, of which:	
	Waste diverted to recycle or reuse	Waste directed to disposal
Non-hazardous waste	13 716	21 878
Recycling and other recovery operations	13 716	-
Incineration	-	21 878
Hazardous waste	148	900
Recycling	148	-
Other recovery operations	-	900

Medistim does not have an overview of the annual mass-flow of relevant materials used. This will be a focus in the years to come as the GHG emissions accounting will be further developed.

SOCIAL METRICS

Medistim is committed to being a responsible employer and promotes an open and strong corporate culture. The company supports internationally recognized human rights and labor standards, as defined by the International Labour Organization's (ILO) fundamental conventions and the UN Declaration of Human Rights.

B8. WORKFORCE – GENERAL CHARACTERISTICS

39. At year-end 2025, Medistim had 159 employees, compared to 154 in 2024. The Group has an almost equal gender distribution, with 51% women and 49% men. All employees have permanent contracts and there are no part-time employees.

GENDER	Number of employees (FTE)
Male	78
Female	81
Total employees	159

COUNTRY (of employment contract)	Number of employees (FTE)
Norway	116
Sweden	1
Denmark	1
USA	24
UK	1
China	4
Canada	2
Germany	5
Spain	5
Total employees	159



40. Medistim strives to be an attractive workplace that offers challenging and motivating jobs and equal development opportunities for all. Medistim's employee turnover rate for 2025 was 5.60%.

B9. WORKFORCE – HEALTH AND SAFETY

41. Medistim promotes a productive and inclusive working environment that is free from harassment, discrimination, and disrespectful behavior. All employees are provided with equal opportunities in recruitment, compensation, training, and career development, regardless of gender, age, ethnicity or national origin, religion, sexual orientation, social background, or other personal characteristics.

Sick leave for the year totaled 3.3 % or 1 330 days. No recordable work-related incidents or accidents were registered in 2025 (0). There were no fatalities as a result of work-related injuries and work-related ill health.
To improve the working environment, measures are being implemented to reduce static workload for production operators and to minimize exposure to dust, gases, and chemicals. Over the longer term, Medistim aims to increase the level of automation in the production process.

Furthermore, Medistim has established a company sports team, of which taking part in the Holmenkollen relay race was a highlight also in 2025. Additionally, vegetarian lunch every Tuesday is implemented at the Head Quarter in Oslo.

B10. WORKFORCE – REMUNERATION, COLLECTIVE BARGAINING AND TRAINING

42. All employees in Medistim receive pay that is above applicable minimum wage for the country it reports in, determined directly by the national minimum wage law or through a collective bargaining agreement. The percentage of employees covered by collective bargaining agreements was 29% in 2025.

When comparing men and women within the same employee groups, compensation terms are equal. Total compensation includes both fixed salary and bonuses. When assessing compensation, a distinction is made between educated and skilled employees. Skilled employees are typically trained internally by Medistim and do not require formal education. Overall, a higher proportion of women are employed in the skilled category. This distribution explains the difference in average salary levels. The gender pay gap is approximately 31%, calculated as the difference in average remuneration between men and women.

Medistim's long-term success depends on its ability to attract and retain skilled employees. A competence matrix is in place to identify required skills, and resource needs to ensure product and service quality and to meet customer requirements. Individual training plans are established for employees during onboarding and as part of ongoing competence evaluations. Training is role-specific and may include mentoring, as well as participation in internal and external courses, seminars, and other relevant learning activities.

Starting in 2025, the Medistim Academy training program was established, offering separate Cardiac and Vascular courses with certification upon completion. The initiative has proven highly effective and has been widely valued by the sales organization. The programs also include dedicated sales training under the Medistim-branded STIM Selling concept.

Medistim does not have an overview of the average number of annual training hours per employee.

C5. ADDITIONAL (GENERAL) WORKFORCE CHARACTERISTICS

59. The management team consists of 14 members, of whom 6 are women and 8 are men. The President and CEO is female. This corresponds to a female-to-male gender ratio of approximately 0.75 within the management team.

C6. ADDITIONAL OWN WORKFORCE INFORMATION - HUMAN RIGHTS POLICIES AND PROCESSES

61. Compliance with national, regional and international laws and regulations is mandatory in all of Medistim's activities, but good business ethics go beyond mere compliance. To fulfill Medistim's mission and values and achieve its strategic objectives, everyone has a responsibility to act in a manner that protects the interests of Medistim and its stakeholders. By doing so, Medistim continues to build trust and credibility as a foundation for sustainable operations over the long term.

Medistim's framework for good business conduct includes ethical guidelines and an anticorruption handbook that together shall ensure compliance and sustainable operations across the company and its supply chain. Medistim's ethical guidelines are built on UN and ILO conventions and principles for human and labor rights and reflect Medistim's values and ethical view on good business conduct. The guidelines clarify Medistim's expectations to employees' behavior and cover areas such

as discrimination and harassment, child labour and forced labour, human trafficking, substance abuse, confidentiality and protection of information, privacy protection, conflicts of interest, accident prevention, inside information and whistle blowing. Medistim has established routines for reporting concerns related to illegal or unethical conduct, including a whistle blowing channel for discrete and confidential handling of any potential reports. There were no reported concerns during 2025.

C7. SEVERE NEGATIVE HUMAN RIGHTS INCIDENTS

62. Medistim has conducted due diligence on suppliers and business relationships for many years and has established well-defined routines for these processes. In line with the Norwegian Transparency Act, which is based on the OECD Guidelines for Multinational Enterprises, Medistim is required to carry out human rights and decent work due diligence and to follow up risks throughout the supply chains and business relationships. In 2025, no confirmed incidents were identified within Medistim's own workforce, value chain, or affected communities related to child labour, forced labour, human trafficking, or discrimination.

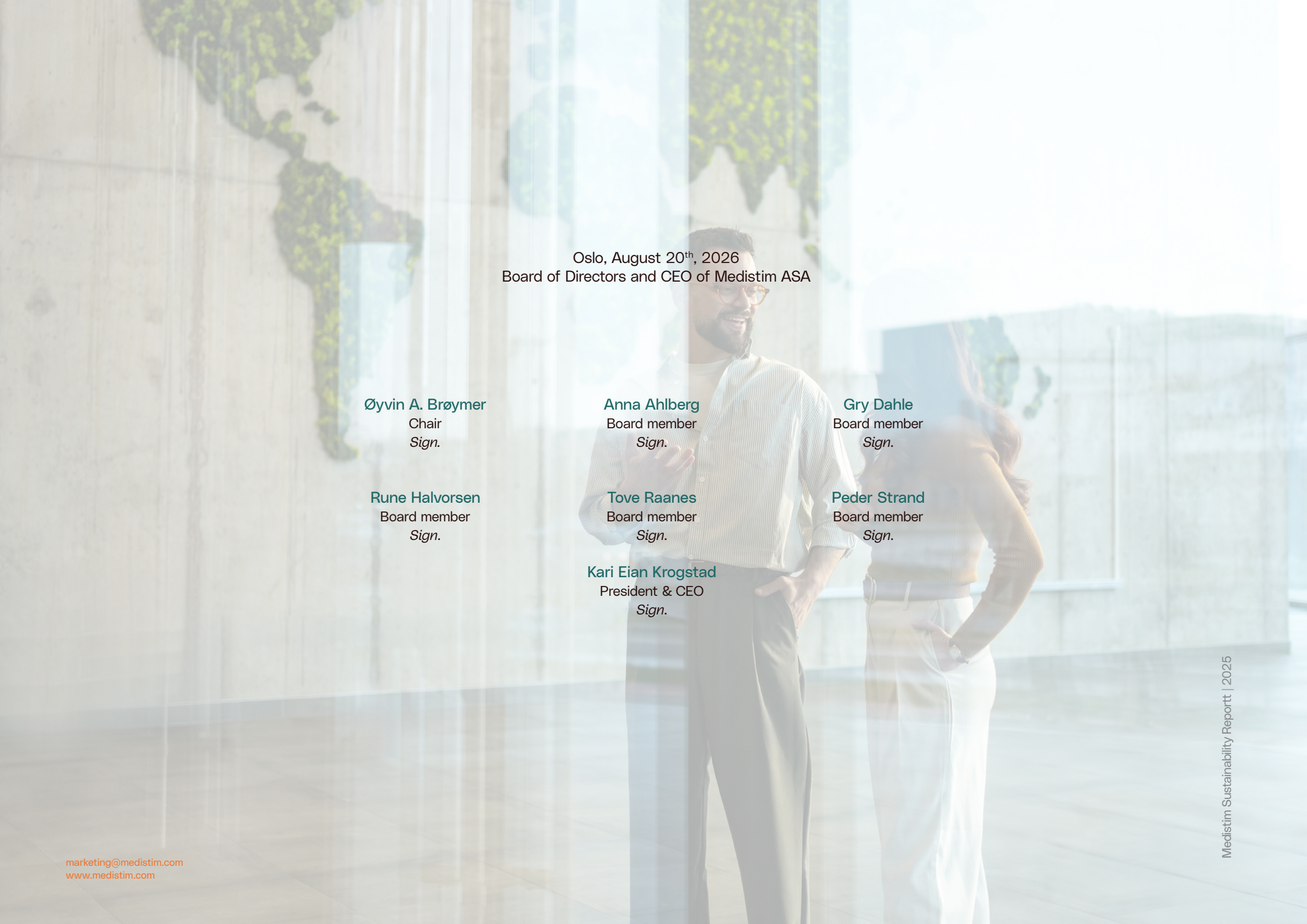
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Oslo, August 20th, 2026
Board of Directors and CEO of Medistim ASA

Øyvin A. Brøymer
Chair
Sign.

Anna Ahlberg
Board member
Sign.

Gry Dahle
Board member
Sign.

Rune Halvorsen
Board member
Sign.

Tove Raanes
Board member
Sign.

Peder Strand
Board member
Sign.

Kari Eian Krogstad
President & CEO
Sign.

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