

reinforcing

a sustainable and ethical approach in everything we do



All sustainability activities have been optimised and managed by a single team across AMS. We believe this will help to drive further ESG activities to support AMS's long-term sustainable growth.

Eddie Johnson
Chief Financial Officer



Message from the Board

As we continue to deliver results for our stakeholders, we are committed to undertaking our business responsibly and devoting significant time and resource to our ESG strategy.

Building an innovative, sustainable and resilient business is more important than ever in today's world. By focusing on the most important issues facing the business, while integrating sustainable business practices into our core processes, we will continue to generate value for our stakeholders in the long-term.

We monitor our progress through carefully selected metrics which reflect the values of the Group, developed by focusing on sustainability over a number of years and assessing outputs from key projects, including our Carbon Reduction Plan, Carbon-related Financial Disclosures and ongoing work on Corporate Sustainability Reporting Directive ('CSRD').

The development of our Purpose, Mission and Values in 2025 further reinforces our ESG Strategy.

Eddie Johnson
Chief Financial Officer & ESG Lead

1 May 2026

MSCI rating increased to

AAA

in 2025



Carbon target 2045

Net Zero

+ implementing the
Science -Based Targets Initiative
(SBTi) in 2026



EMPOWERING AMBITIOUS CORPORATE CLIMATE ACTION

- A** ADVANCING SUSTAINABILITY
- M** MINIMISING ENVIRONMENTAL IMPACT
- S** SOCIALLY RESPONSIBLE



United Nations
Global Compact

ESG Report

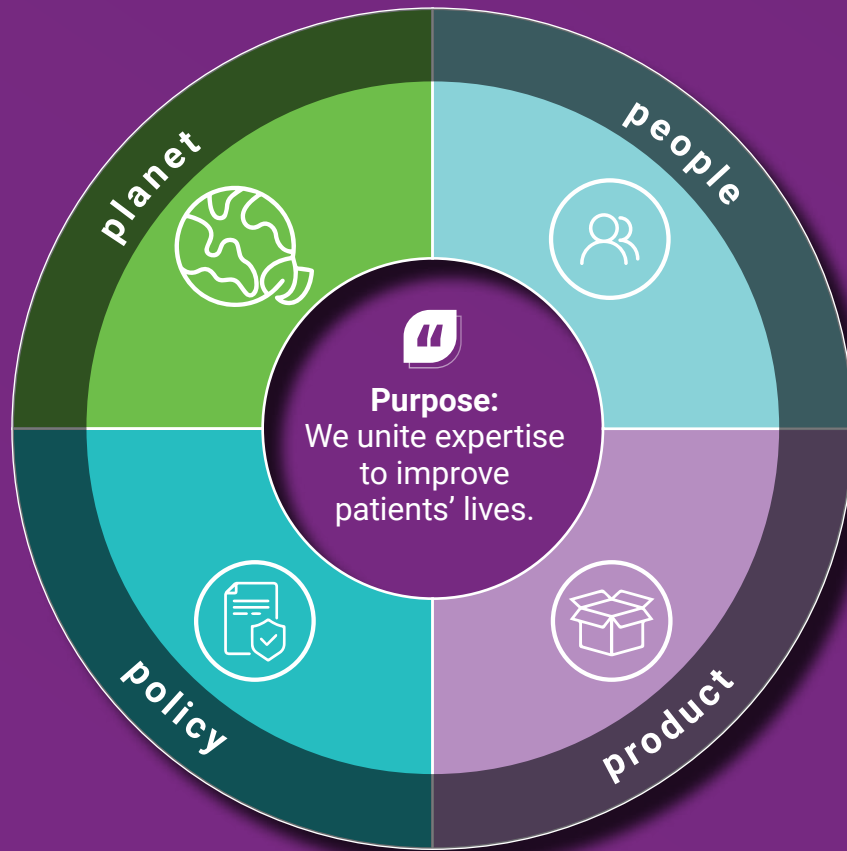
Our approach

ESG Principles



ESG Model

Our Purpose helps us to improve patients' lives by aligning and enabling ESG-related initiatives that support responsible decision-making and long-term value creation for our stakeholders.



ESG Mission

Underpinned by our Values (Be Ambitious, Keep it simple, Own it, Work together), our ESG mission is to drive progress towards our Purpose: We unite expertise to improve patients' lives. Our Purpose allows us to align and enable ESG-related initiatives for the benefit of our stakeholders.

ESG Pillars



Planet

We are committed to minimising any negative impact on the environment and upholding the highest standards of corporate responsibility.



People

We are committed to having a positive impact on the local communities in which we operate and offering our employees a safe, supportive working environment with a positive culture.



Product

We are committed to contributing to society by developing products to improve patient outcomes.



Policy

We are committed to operating in an ethical and responsible manner, upholding the highest standards of corporate governance and to building and developing an ESG reporting framework with meaningful targets.

ESG Framework

Prioritising our Planet, People, Product and Policy Pillars

Our Approach

We are committed to operating our business in a responsible way, minimising our negative impacts and maximising our positive contribution while promoting the sustainability of our business.

Our ESG Framework

Our ESG Framework is what makes us unique and identifies the key areas of focus to drive action on the most impactful areas to assure the future of our business for the longer term.



planet

Principles

- Minimise any negative impact on the environment.
- Uphold the highest standards of corporate responsibility.

Stakeholder engagement

- Communities and Environment.
- Supply Chain.
- Investors.

Commitments

We are committed to minimising any negative impact on the environment and upholding the highest standards of corporate responsibility.

Link to SDGs



people

Principles

- Having a positive impact on the local communities in which we operate.
- Offer our employees a safe, supportive working environment with a positive culture.

Stakeholder engagement

- Patients, Partners, Clinicians.
- Employees.

Commitments

We are committed to having a positive impact on the local communities in which we operate and offering our employees a safe, supportive working environment with a positive culture.

Link to SDGs



product

Principles

- Operate in an ethical and responsible manner.
- Contribute to society by developing products to improve patient outcomes.

Stakeholder engagement

- Regulators.
- Supply Chain.

Commitments

We are committed to contributing to society by developing products to improve patient outcomes.

Link to SDGs



policy

Principles

- Uphold the highest standards of corporate governance.
- Build and develop an ESG reporting framework with meaningful targets.

Stakeholder engagement

- Investors.
- Partners.
- Employees.








Commitments






We are committed to operating in an ethical and responsible manner, upholding the highest standards of corporate governance and to building and developing an ESG reporting framework with meaningful targets.

Link to SDGs







ESG Focus Areas




ESG pillar	ESG focus areas	Our ambition	KPIs	2025
 planet	 Climate change and emissions	Reducing our impact on the environment. <ul style="list-style-type: none"> Net Zero by 2045. Reduce energy use at our sites. Increase use of renewable energy. 	1. Total Scope 1 and 2 emissions (tCO ₂ e)**	7,774 (2024: 7,654)
	 Circular economy	Make the most efficient use of material resources across our business. <ul style="list-style-type: none"> Minimise waste to landfill and increase recycled waste. Reduce water use at our sites. Operate at or work towards Environmental Management Standards ISO 14001. 	2. Total electricity consumption (kWh)**	14,339,960 (2024: 14,976,820)
			3. Percentage of electricity from renewable sources**	5% (2024: 18%)
 Social and community engagement		1. Total waste (tonnes)**	1,432.9 (2024: 910.8)	
		2. Waste to landfill (%)	N/A (2026 metric)	
  		3. Water usage (m ³)**	100,627 (2024: 56,600)	
		1. Establish an approximate KPI for community engagement	N/A (2026 metric)	
		2. Amount donated to charitable causes or sponsorship	£52,371 (2024: £93,563)	

ESG pillar	ESG focus areas	Our ambition	KPIs	2025
 people	 Health and safety	Working to be injury free.	1. H&S: IFR (Injury Frequency Rate – Number of injuries per 1,000,000 hours worked)*	41.14 (2024: 42.29) Target: 40.17
	 Talent and workforce development	Where employees feel valued, invested in and want to recommend AMS as a great place to work.	2. Fatalities**	0 (2024: 0)
			1. Employee Engagement Score* (positive or neutral responses based on external benchmark) based on the external benchmark of our Engagement Score	N/A (2024: N/A, 2024: 83%)
	 Equality, Diversity and Inclusion	Equality, Diversity and Inclusion are key aspects of integration and sustainable growth.	2. Total employees turnover*	13% (2024: 11%)
3. Number of training hours per employee			N/A (2026 metric)	
 Ethical conduct and integrity	Operate with integrity and respect to regulation and laws in all dealings.	1. Gender diversity**	Male: 45% Female: 55% (2024: Male : 46%, Female: 54%)	
		1. Proportion of eligible employees who received Business Ethics training	N/A (2026 metric)	
		2. Total number of investigated breaches of Code of Conduct	N/A (2026 metric)	
		3. Reported incidents of discrimination*	0 (2024: 2)	

Key:
 * Legacy AMS (sites prior to the acquisition of Peters Surgical in 2024).
 ** No comparator data is available for Peters Surgical for 2023. Due to this, prior year comparators have not been included for the targets as it does not reflect in year performance.

ESG Focus Areas

ESG pillar	ESG focus areas	Our ambition	KPIs	2025
 product	 Innovative and efficient products	Drive growth through high-quality, sustainable products.	1. Number of new product launches*	1 (2024: 2)
	 Product quality and safety	Design, manufacture and/or supply high-quality and safe products.	2. Proportion of revenue from products launched in the last five years**	6.5% (2024*: 9.8%)
	 Supply chain management	Ensure our supply chain operates in line with our ESG standards by applying our new supply chain policy.	1. Establish an approximate KPI for product quality and safety	N/A (2026 metric)
			2. Key materials suppliers met with, visited and/or audited in the past year (%)	N/A (2026 metric)

ESG pillar	ESG focus areas	Our ambition	KPIs	2025
 policy	 Compliance	Meet or exceed all compliance requirements.	1. Reported incidents of human rights violations in our supply chain**	0 (2024: 0)
			2. Fines or sanctions from non-compliance with environmental laws and/or regulations**	0 (2024: 0)
				3. ESG Steering Committee Meetings held during 2025*
	 Employee behaviours	Ethical and responsible behaviour.	1. Incidents of bribery or corruption**	0 (2024: 0)
			2. Whistleblowing reports**	4 (2024: 0)
			3. Spend on political campaigns, lobbying or think tanks**	£0 (2024: £0)



Key:

* Legacy AMS.

** Enlarged Group (Legacy AMS sites and sites post acquisition of Peters Surgical in 2024). No comparator data is available for Peters Surgical for 2023.

Installation and monitoring

of technology to support sustainability



Installation of Circuit Level Monitoring

ISO Certification (50001)

We engaged an external provider to support us with installing Circuit Level Monitoring ('CLM'), a critical part of energy management, at two of our key sites (Winsford and Plymouth). ClearVue's system allows the centralised management and assessment of energy data from all sites, supported by a dedicated Energy Manager.

Moving forward with energy reduction

CLM will identify where energy use can be reduced, leading to monthly savings, managing energy spikes and assessing where equipment may fail (therefore helping to prevent downtime).

We will roll out CLM initially at our other ISO Certified site (Nantes), followed by other key sites once details of the site rationalisation are finalised.

ESG Case Study

UN Sustainability Development Goals

The SDGs which we consider to be most relevant to AMS are:

UN Goal	How AMS contributes	
3 GOOD HEALTH AND WELL-BEING	Ensure healthy lives and promote wellbeing for all at all ages	Improve patient outcomes. Focus on employees (mental, wellbeing, Employee Assistance Programme, flexible working).
5 GENDER EQUALITY	Ensure gender equality and empower all women and girls	Ensure equal opportunities during recruitment and promotion. Equality, Diversity and Inclusion programme.
8 DECENT WORK AND ECONOMIC GROWTH	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	Work closely with clinicians and partners investing in industry-leading training and education.
10 REDUCED INEQUALITIES	Promote innovative and sustainable economic growth, full and productive employment and decent work for all	Ensure employees are engaged, skilled and motivated. Pay living wage and support lower earners.
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Ensure sustainable consumption and production patterns	Ensure all products meet highest standards of quality, safety and efficiency, and are ethically sourced.
13 CLIMATE ACTION	Take urgent action to combat climate change and its impacts	Committed to reduce our carbon footprint, reduce waste and utilise renewable energy, where possible.
17 PARTNERSHIPS FOR THE GOALS	Strengthen the means of implementation and revitalise the Global Partnership for Sustainable Development	Engage and invest in projects in developing countries where we operate.

Other key ESG activities

Modern Slavery Act
AMS takes its responsibility to protect human rights very seriously. We do not tolerate slavery or human trafficking either internally or in our supply chain. We will never knowingly deal with any organisation which is connected to slavery or human trafficking.

Our full compliance statement can be found on the Company website www.admedsol.com

Gender Pay Gap Reporting – Ensuring Opportunities for All

AMS believes in being an inclusive and diverse employer.

We remain confident that employees are paid equally for doing equivalent jobs, and have opportunities for development and advancement.

Our latest report under the Gender Pay Gap Regulations is available on the Company website www.admedsol.com