

Shaping a Sustainable Tomorrow

Governance

External Policies and Standards

Internal stakeholders' intrinsic desire to build on our sustainability legacy, and commitment to being part of the solution to current and future sustainability challenges.

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Strategy

- Policies
- Programs

Material Priorities

Metrics, Goals, Action Plans

- Plastics and Packaging
- Product Design and Lifecycle Management
- Research, Development, and Innovation
- Waste Management
- Data Security and Privacy; Patient Empowerment and Data Access

Internal Tracking and Reporting

External Disclosure and Communications

Mission, Vision, Values

Purpose of Sustainability Strategy

The Trudell Medical Group of Companies' (TMG) Sustainability Strategy, *Shaping a Sustainable Tomorrow*, is intended to provide clarity to stakeholders on the expectations for the Group to pursue and achieve Environmental, Social, and Governance (Sustainability) goals as business priorities. Specific, measurable goals will be developed and communicated by each Company in the TMG in alignment with this Strategy.

It also serves to confirm TMG's commitment to integrating sustainable practices into organizational culture and core operations. TMG seeks to balance its ongoing business success with environmental stewardship and social responsibility. *Shaping a Sustainable Tomorrow* reflects the Group's dedication to fostering positive change for its stakeholders.

Shaping a Sustainable Tomorrow has been developed with robust inputs and expert support. It is in context with leading sustainability practices and frameworks, legislative considerations, cross-company perspectives, third party consultation, and ownership support. *Shaping a Sustainable Tomorrow's* success will be enriched by the passion shown by TMG stakeholders, particularly employees who are proactively pursuing sustainable initiatives within the scope of their existing work.

Approach to Sustainability at Trudell

TMG will engage with subject matter experts, seek out best practices, promote inter-Company collaboration, and engage internal and external stakeholders for inputs and validation of its work to achieve *Shaping a Sustainable Tomorrow*. It will draw on proven, peer-reviewed, and situationally appropriate methodologies to drive impactful results.

TMG will approach *Shaping a Sustainable Tomorrow* with a growth and evolution mindset by perpetually cycling through a process of establishing material priorities, determining what should be measured to address those material priorities, responsibly setting meaningful goals, and achieving the goals. TMG will take a holistic view of challenges and opportunities as it considers and pursues its sustainability goals.

Responsible sustainability goal setting requires a clear and objective understanding of starting or baseline measures. Therefore, appropriate care and attention will be given to making the right decisions about WHAT to measure, and HOW to measure.

TMG will be focused on Sustainability over the life of this Strategy so that systems and processes can be created and refined, while working towards a longer-term goal of integrating Sustainability into existing systems and structures. Trudell Medical Limited (TML) will ensure appropriate and value-added oversight and Governance of its Sustainability responsibilities and goals and will ensure the provision of proper resources to fulfil its commitments during the execution of this initial Strategy, and on an ongoing basis for the long-term.

To achieve all of this, and to create a healthier future for all, TMG will lean on its purpose-driven mission, team culture, and lived values of Respect, Integrity, Trust, Duty, Innovation and Patient First.

Net-Zero Commitment

TMG is committed to reducing its carbon emissions and is committed to the pursuit of a net-zero target.

The crucial first step in this pursuit is for TMG to fully understand its baseline state, as it will directly impact the net-zero target trajectory. Establishing a baseline state requires extreme diligence and TMG will engage in a robust approach to completing this exercise.

Once the baseline state has been established, TMG will then begin the work of determining HOW and WHEN it can achieve a net-zero target. The final steps of TMG's pursuit of achieving a net-zero target will be to establish, communicate, and execute on a detailed plan for success.

Strategic Choices: Material Priorities in Focus 2024 to 2030

TML will oversee the creation and execution of Action Plans to address five Material Priorities across the TMG:

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|--|--|--|
| 1 Plastics and Packaging | 3 Research, Development, and Innovation | 5 Data Security and Privacy; Patient Empowerment and Access to Data |
| 2 Product Design and Lifecycle Management | 4 Waste Management | |

TMG will explore the potential for unlocking new value in two additional priorities:

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| 1 Supply Chain Management | 2 Diversity, Equity and Inclusion (DEI) |
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TMG will pay continued attention and maintain existing commitments to six additional table stakes priorities:

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|-------------------------------------|----------------------------|---|
| 1 Improved Patient Outcomes | 3 Business Ethics | 5 Environmental Compliance |
| 2 Product Quality and Safety | 4 Employee Wellness | 6 Talent Recruitment, Development, and Retention |

TMG will measure the overall success of its sustainability efforts using five Key Performance Indicators (KPIs):

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| Brand Perception and Recognition | Market Share | Communications | Employee Retention | Internal Policies and Programs |
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Transparency

Along its Sustainability Journey, TMG will communicate with stakeholders proactively as Action Plans are created, goals are realized, and learnings occur.

About the Trudell Medical Group of Companies

TMG's focus is on respiratory care, select areas of the hospital operating room and providing pathways for virtual care. Its vision is to provide patients throughout the world with medical devices and healthcare services that make their lives better. TMG manufactures and markets globally some of the leading brands in respiratory care including the **AeroChamber**[®] brand of spacers, the **Aerobika**[®] OPEP devices, and the **Aeroclipse**[®] brand of nebulizers. The TMG Sustainability Strategy encompasses the Corporate office of Trudell Medical Limited and its Operating Companies as listed below.

Trudell Medical Limited



TRUDELL MEDICAL
LIMITED

Trudell Medical International



TRUDELL MEDICAL
INTERNATIONAL

Trudell Medical UK Limited



TRUDELL MEDICAL
UK LIMITED

ProResp Inc.



Monaghan Medical Corporation



Trudell Healthcare Solutions Inc.



TRUDELL
HEALTHCARE SOLUTIONS

Trudell Solutions Santé



TRUDELL
SOLUTIONS SANTÉ

Northgate Technologies, Inc.



Aetonix Systems Inc.



APPENDIX**Acronyms and Terminology**

Best Practices: proven methods for achieving TMG's goals efficiently and effectively. Sources may be internal i.e. within the TMG, or external, e.g. industry, community, regulators, etc.

Goals: target outcomes; metrics will begin with a baseline, objective measurement. Goals will use the starting baseline as reference when setting the degree of improvement to be achieved. TMG will rely upon industry standards (e.g. UN SDGs) and stakeholder inputs to set improvement goals.

GRI: Global Reporting Initiative

Material Priorities: specific dimensions or elements of Sustainability that can reasonably be expected to have an impact on TMG or its stakeholders. Dimensions are organized into one of three categories: Environmental, Social, or Governance.

Metric: specific outcome that will be objectively measured. TMG will rely upon industry standards (e.g. SASB, GRI) and subject matter experts to inform what it will measure in pursuit of its Sustainability goals.

Outcomes: actual results that TMG achieves in each metric.

SASB: Sustainability Accounting Standards Board

Stakeholders: TMG patients and customers; TMG employees; TMG ownership; communities in which TMG operates; TMG supply chain partners.

Table Stakes: non-negotiable areas of priority for TMG.

UN SDG: United Nations Sustainable Development Goals