



TRUETT MEDICAL
INTERNATIONAL



Sustainability Report 2026

inspiring the **next** breath



Report methodology

Voluntary Sustainability Reporting Standard (VSME)

Due to the voluntary nature of this standard, any data points listed in the framework that are not deemed applicable by the reporting company can be omitted with a short explanation.

The Voluntary Sustainability Reporting Standard for SMEs (VSME) is a lightweight framework developed by EFRAG under the European Commission's sustainability initiatives. Specifically designed for non-listed enterprises, it provides a structured, proportionate approach to disclosing environmental, social, and governance (ESG) impacts. By utilizing the VSME standard, we can transparently report our sustainability progress and seamlessly fulfill ESG data requests from financial institutions and supply chain partners who are subject to the broader Corporate Sustainability Reporting Directive (CSRD).

This report has been prepared primarily under the Basic Module of the VSME standard (covering disclosures B1 through B11) with select Comprehensive Module disclosures included where available and relevant to Trudell Medical International's sustainability priorities. The company has not undertaken a complete Comprehensive Module reporting approach in this first reporting year.

Disclosure points included in the report:

- B1:** Basis of preparation (how we put the report together)
- B2:** Practices, policies, and future initiatives for transitioning toward a sustainable business
- B3:** Energy and GHG emissions (Scope 1 & 2)
- B7:** Resource utilization and waste prevention
- B8:** Working conditions and employment structure
- B9:** Health and safety
- B10:** Remuneration, collective agreements and training

Disclosure points omitted from the report - either not applicable or material:

- B4:** Air, water and soil pollution
- B5:** Biodiversity, ecosystems and land use
- B6:** Water consumption and water stress management
- B11:** Convictions and fines for corruption, bribery or anti-competitive behaviour



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Our mission is to help patients around the world **breathe better** so they can **live fuller** lives.

We know there's a direct link between respiratory health and air quality. That's why we're taking meaningful and measured actions to enable positive patient outcomes that significantly reduce our carbon emissions.



Messages from the Board Chair and CEO



George Baran
Board Chair, Trudell Medical Limited

My father, Mitch Baran, who led Trudell Medical from 1967 until 2015, strongly believed in what he called “the virtuous cycle”; creating products that help patients and then reinvesting profits into the communities where we live. This philosophy is foundational to who we are as a company and continues to guide us today.

We recognize our responsibility as a respiratory health care company extends beyond the clinicians and patients we serve to caring for our communities and environment, including the air we share. It shapes how we operate every day in running efficient facilities, reducing our environmental impact, and empowering our employees to continue innovating and advancing respiratory health.

We recognize our responsibility as a respiratory health care company extends beyond the clinicians and patients we serve to caring for our communities and environment.

Guiding these efforts is a robust governance framework set by our Board of Directors and Senior Leadership Team. Strong governance ensures that integrity, accountability, and ethical oversight remain at the heart of every decision, keeping “Patient First” as our guiding mission. This striving for continuous improvement, driven in part by our sustainability initiatives, is reflected by our recognition in Canada’s Best Managed Companies program for five consecutive years.

In Trudell Medical International’s inaugural Sustainability Report, we are taking the next step forward in our journey. Through our **Shaping a Sustainable Tomorrow** strategy, we are introducing greater operational transparency and establishing clear targets in how we measure our progress as we continue building a more sustainable future.

Sincerely,

George Baran



Gerald Slemko
CEO, Trudell Medical Limited

Our **Shaping a Sustainable Tomorrow** strategy aims to transform our aspirations into concrete action. Since adopting the strategy in 2022, we have focused our sustainability efforts around five material priorities:

1. Reducing plastics and packaging
2. Advancing product design and lifecycle management
3. Driving R&D and innovation
4. Enhancing waste management
5. Safeguarding patient data security and privacy

Our sustainability strategy is also a reflection of our Core Values, that define who we are as a company, and shape the actions of our people every day. For example:

- **Patient First:** Delivering innovative medical devices that enhance the quality of life for people of all ages.
- **Innovation:** Harnessing research and engineering to improve product recyclability and minimize packaging impact.
- **Duty:** Taking responsibility for our footprint by assessing value-chain emissions and managing resources sustainably.

With a clear strategy in place and 1,500 employees around the globe united, we are turning shared purpose into measurable progress. Together, we will continue pushing the boundaries of innovation, protecting the environment we share, and advancing human and respiratory health for generations to come.

This is how we are **Shaping a Sustainable Tomorrow**.

Regards,

Gerald Slemko



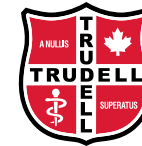
Structure and values

Trudell Medical International is part of the Trudell Medical Group of companies, a global enterprise delivering innovative medical devices and services to patients and health care professionals.

Since 1922, the group has been dedicated to improving lives through innovation and patient-focused care.

Today, the Trudell Medical Group of companies employ over 1,500 people around the world, all united by shared values: respect, integrity, trust, duty, patient first and innovation.

This report covers the operations of Trudell Medical International on an individual basis. This report does not include the operations of subsidiaries, the parent company, or other Trudell Medical Group affiliated entities.



**TRUDELL MEDICAL
INTERNATIONAL**

Part of the Trudell Medical Group of Companies





Message from the President



Ian Heynen
President, Trudell Medical International

The ability to breathe freely is more than a biological function. It's the foundation for living fully, connecting with loved ones, and pursuing one's greatest joys and passions.

Unfortunately, over half a billion people suffer from a chronic respiratory disease, like asthma and Chronic Obstructive Pulmonary Disorder (COPD).^{1,2} Even when well-managed, these conditions can diminish quality of life. At their worst, they can be life-threatening. Sadly, over four million people die from complications of a chronic respiratory condition each year.³

At Trudell Medical International, we believe we have a duty to help people around the world breathe better so they can live fuller lives.

We recognize the inherent link between respiratory health and air quality.^{4,5} That's why we're taking meaningful and measured actions to enable positive patient outcomes that significantly reduce our carbon emissions.

In our inaugural sustainability report, you'll see how we're bringing our enterprise sustainability strategy to life. We've highlighted three themes that are most impactful to those we serve:

1. The air we share
2. Innovation with intention
3. Empowering our people

Each theme is intentionally linked to the United Nations Sustainable Development Goals. This framework provides a shared roadmap that we, our customers, and our suppliers are using to guide our sustainability commitments and initiatives.

While there is still much to be done, we're proud to showcase our progress. From product development to patient support, we continue to make meaningful, measured strides towards a more sustainable tomorrow.

Regards,

Ian Heynen

We believe we have a duty to help people around the world breathe better so they can live fuller lives.

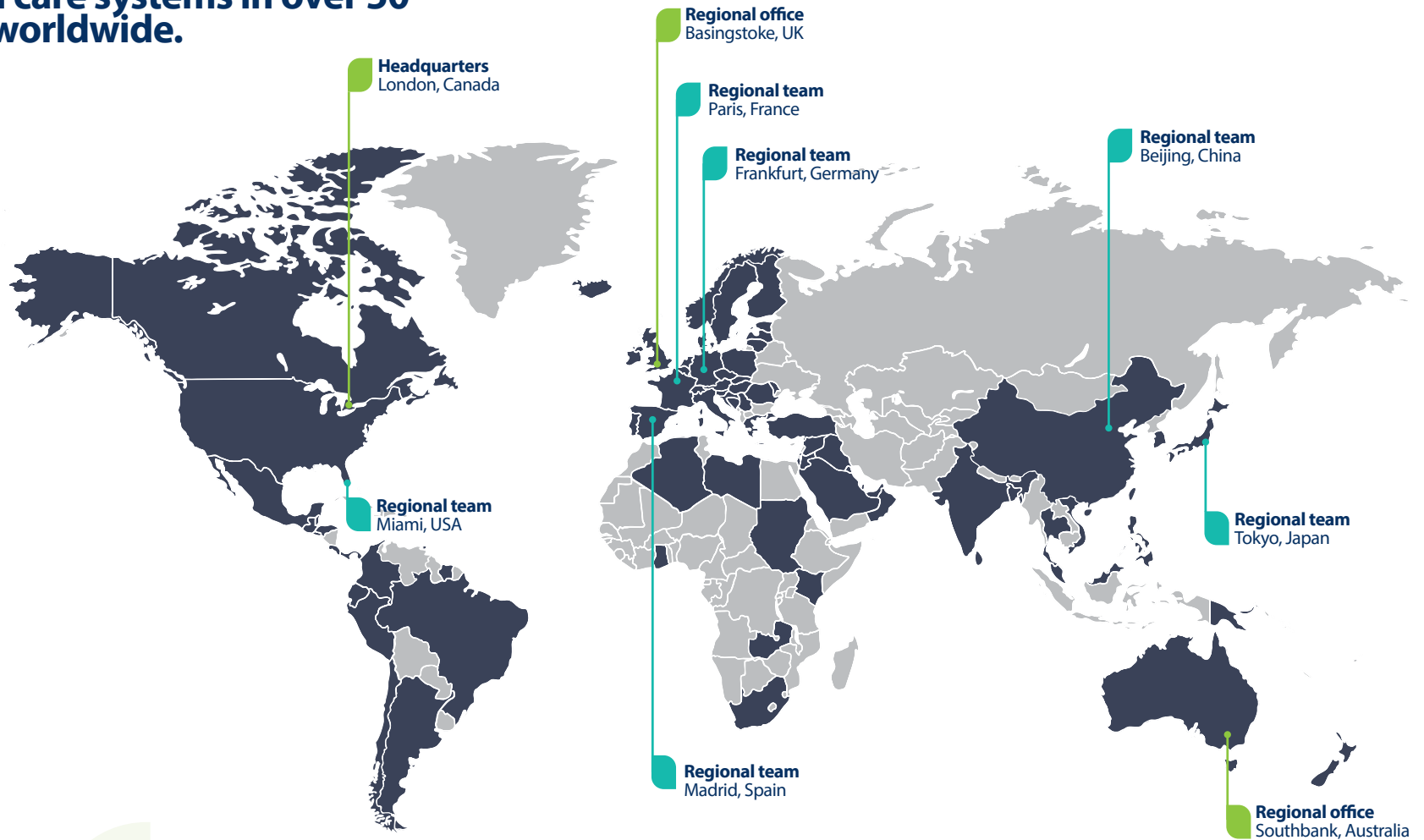
¹ World Health Organization, Asthma Fact Sheet (May 6, 2024) ² World Health Organization, COPD Fact Sheet (November 6, 2024) ³ Nature Medicine, "Global, regional, and national burden of chronic respiratory diseases and impact of the COVID-19 pandemic, 1990-2023: a Global Burden of Disease study," <https://www.healthdata.org/research-analysis/library/global-regional-and-national-burden-chronic-respiratory-diseases-and-2026-6-Jan>. ⁴ Ambient (outdoor) air pollution. World Health Organization. [https://www.who.int/news-room/fact-sheets/detail/ambient-\(outdoor\)-air-2024-Oct-16](https://www.who.int/news-room/fact-sheets/detail/ambient-(outdoor)-air-2024-Oct-16). ⁵ Household air pollution. World Health Organization. <https://www.who.int/news-room/fact-sheets/detail/household-air-pollution-2024-Oct-16>.



Global impact

We provide support to patients, clinicians,
and health care systems in over 50
countries worldwide.

- Retail presence
- Physical office
- Team coverage





U.N. SUSTAINABLE
DEVELOPMENT GOALS

3 GOOD HEALTH
AND WELL-BEING



9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



13 CLIMATE
ACTION



The air we share

- | Carbon emissions
- | Waste management
- | Plastics and packaging



Carbon emissions

Our operational emissions are low compared to peers due to Ontario's highly efficient grid and our localized supply chain.

In 2026, utilizing EcoOnline software, we were able to quantify our greenhouse gas emissions for the first time. EcoOnline provides an analyst that reviews all of the inputted data to ensure traceability and accuracy in the reported data.



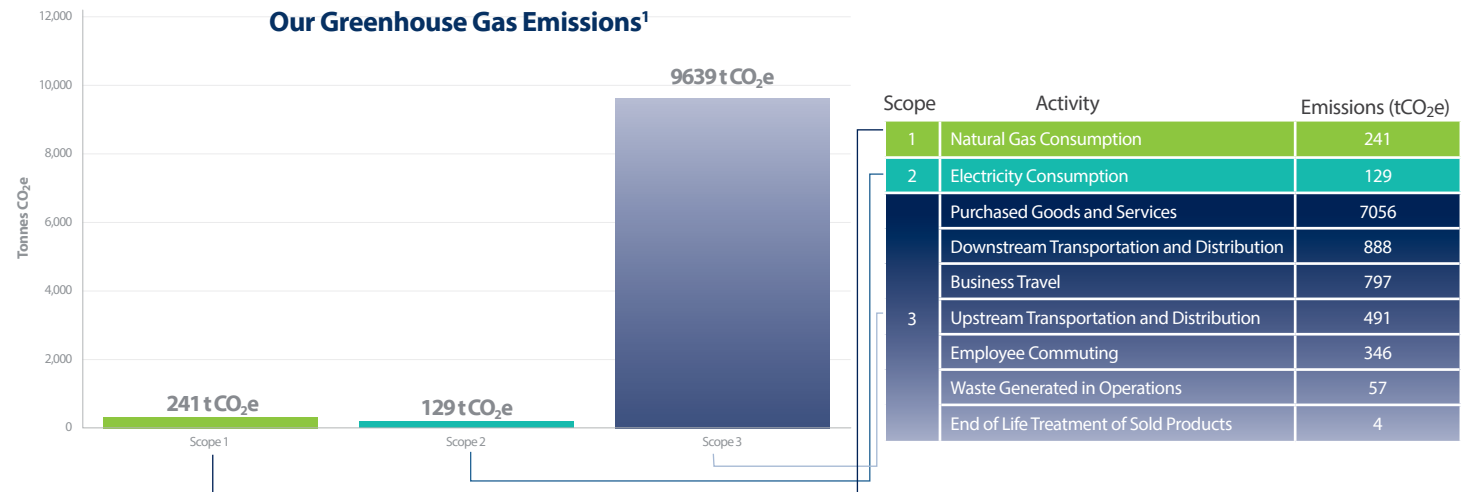
Scope 3 emissions account for roughly 96% of our total carbon footprint, with purchased goods and services and transportation and distribution representing two of our largest sources of impact. We are currently working with our consulting partner Delphi to set emissions reduction targets in line with science-based criteria.



According to EcoVadis benchmarking:

Our scope 1 emissions are **~48% lower** than industry peers

Our scope 2 emissions are **~91% lower** than industry peers.



¹ Trudell Medical International internal data, 2026.



Waste management

Our products are manufactured at our headquarters in London, Canada, where the electricity grid is predominantly renewable and low-carbon.



92%

Electricity used in manufacturing comes from clean energy sources¹



90%

Headquarters waste diverted from landfill²



0

Water used in the manufacturing process²

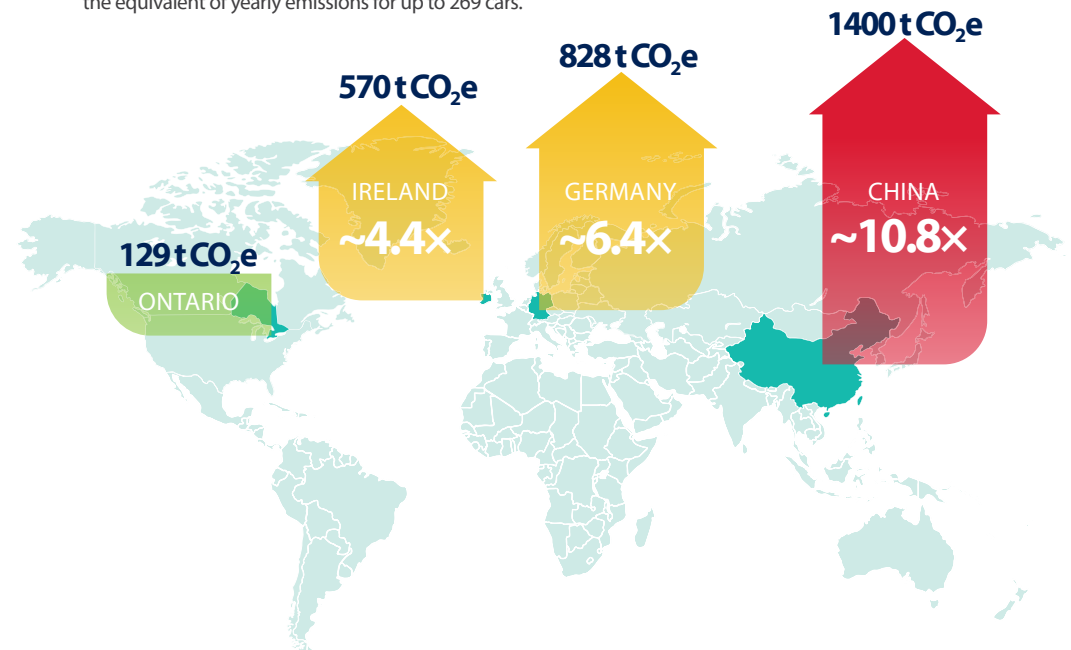


83%

Supplier spend is within a 5-hour radius of our headquarters²

How would our Scope 2 emissions change if we manufactured in another country?³

By manufacturing in London, Ontario, TMI prevents the equivalent of yearly emissions for up to 269 cars.⁴



Based on Current Scope 2 (electricity): 129 tCO₂e, this graphic illustrates what TMI's potential energy usage would look like if TMIs products were manufactured in locations other than Canada.



Plastics and packaging

In order to achieve and maintain our 90% waste diversion rate within our headquarters, we have taken meaningful steps towards reducing the plastics and packaging materials entering landfills.

Total waste diverted from the landfill through recycling and composting programs¹:

766,380 lbs =

Which includes:





U.N. SUSTAINABLE
DEVELOPMENT GOALS

8 DECENT WORK AND
ECONOMIC GROWTH



9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



Innovation with intention

- | Research, development, and innovation
- | Product design, and life cycle management
- | Quality and governance standards

Research, development, and innovation

Our dedication to scientific rigour, ethical standards and person-centred solutions makes us a trusted leader in respiratory care.

For over a hundred years, we have consistently set and surpassed industry benchmarks. We go above and beyond by applying our deep clinical expertise and data-powered insights to drive real-world outcomes for patients and health systems around the world.

Guided by our people-centric culture, we leverage design-thinking methodology and engage real device users in product development.

We're proud to be a trusted leader in respiratory care, and a partner for researchers and pharmaceutical manufacturers around the world,

Our capabilities:



Research & Innovation

Identify unmet needs



New Product Development

Design solution to meet the needs



Aerosol Lab

Test and validate the solution

Our impact¹:



350+

Granted patents



100s

of international publications citing our research



40+

Years of partnership with pharmaceutical companies

¹ Trudell Medical International internal data, 2026.



Product design and life cycle management

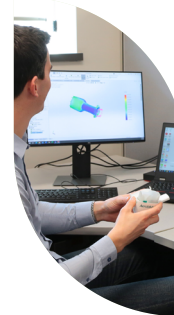
100% of new products complete a Lifecycle Assessment (LCA) to inform sustainable design decisions including process emissions, resource consumption, and material choices.¹



AeroChamber2go[®] 2-in-1 Spacer and Protective Case
Winner, GOOD DESIGN[®] Award for the device's innovative design, which benefits patients, the healthcare system, and the environment.



Aerobika[®] OPEP Device is curbside recyclable
helping to reduce plastic waste at the end of product life.²



¹ Truett Medical International internal data, 2026.

² The Aerobika[®] OPEP Device is recyclable. Recycling may be limited in your jurisdiction or local regulations may not permit it. Please consult with your community's recycling guidelines to determine availability of curbside recycling or recycling at a drop-off facility. Clean your device prior to recycling.



Quality and governance standards

We bring our commitment to quality to life across the organization through stringent governance standards.



Quality Management Standards

Operating a Quality Management System certified to ISO13485:2016, the internationally recognized quality management system standard specifically for the medical device industry.



Company Code of Conduct

Reflects our commitment to high standards of business conduct and ethics and compliance with all applicable laws and regulation.



Supplier Code of Conduct

Ethical, operational, and regulatory standards applicable to third-party suppliers, vendors, and contract manufacturers. Includes labour and human rights, and information and data privacy.



Anti-Bribery & Anti-Corruption Policy

Prohibits giving, offering, or promising anything of value (directly or through third parties) to gain a commercial advantage or improperly influence a purchasing/prescribing decision.



Modern Slavery Report

Summarizes the steps taken to prevent and reduce the risk that forced or child labour is used at any step of the production of goods that are produced, imported, sold, and/or distributed by Trudell Medical International.



Healthcare Professional Policy

Sets explicit rules for non-promotional vs promotional interactions, compensation, and support provided to healthcare professionals. Includes consulting and advisory arrangements, travel and lodging, and transparency.

Lighthouse Program

Third-party managed service which allows enterprise employees, providers, vendors, or other third-parties to report, in good faith, potential compliance violations.



As part of the **Trudell Medical Group** of companies, we're proud to be recognized as a five-time winner of Canada's Best Managed Companies program. We continue to be part of the exclusive Gold Standard winner category.



U.N. SUSTAINABLE
DEVELOPMENT GOALS

3 GOOD HEALTH
AND WELL-BEING



9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



Empowering our people

- | Patient and caregiver empowerment
- | Employee empowerment
- | Community engagement



Patient and caregiver empowerment

We help expand access around the world to provide patients with respiratory devices that make a meaningful difference in their lives.



+50 M

devices manufactured annually¹



+30 M

people served around the world¹



+60

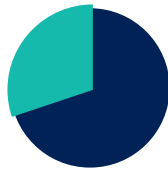
countries across the globe¹

In a recent survey to select myAero Community program subscribers, respondents told us²:



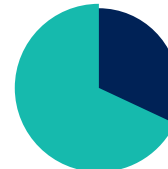
38%

have had to limit their activity due to their asthma or COPD



31%

have had an asthma or COPD attack that left them fearful for their life



66%

said our **myAero Community** program resources are important or very important to them



myAERO
Community

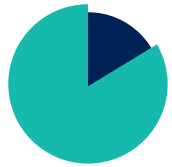
The **myAero Community** patient communication program serves over 50,000 subscribers.



Employee empowerment

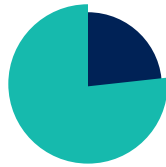
With our core values as our compass, we've built a strong and motivated workforce, unified in our mission to help patients breathe better and live fuller lives.

Diversity, Equity, and Inclusion



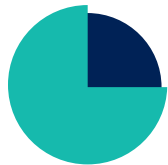
82%

of employees agree our organization cares about its people.¹



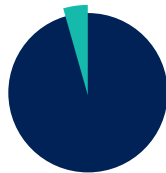
89%

of employees agree diverse identities, ideas and ways of thinking are valued at our organization.¹



75%

of employees agree they have continuous opportunities to learn and grow professionally.¹



10%

of employees received an internal promotion in the last fiscal year,¹ compared to 7% industry benchmark.²

¹ Truett Medical International internal data, 2026. ² Reference is Society for Human Resources Management (SHRM)



Health, Safety and Wellness



26

annual/bi-annual training courses as a minimum standard for all employees



24/7

Employee Assistance Program, OpenUp



Community engagement

We are proud to support the wellbeing of the communities in which we live and work.



Employee volunteerism:
devoting time working
for local charitable
organizations



Employee-led giving,
selecting local charities to
support each year



\$29,986

donated last year in
company-matched
payroll deductions¹

We partner with
post-secondary
schools to host
internships,
helping to develop
the health care
professionals of
the future.



22

student internships
in 2025¹



¹ Trudell Medical International internal data, 2026



inspiring the **next** breath

Our actions proudly support Trudell Medical Group of Companies' (TMG) Sustainability Strategy, ***Shaping a Sustainable Tomorrow.***