

2025

Corporate Social Responsibility Report



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TECEx
MEDICAL



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Introduction

This report covers the TecEx Group for the reporting period 1 January to 31 December 2025. It is prepared voluntarily. In preparing this report, TecEx Medical has used the EFRAG Voluntary Sustainability Reporting Standard for SMEs (VSME) as a reference framework.

TecEx Medical has identified the sustainability topics covered in this report based on their relevance to our operations, stakeholders, and value chain. Topics have been selected where they are material to our business performance or where our activities may have a positive or negative impact on people or the environment. TecEx Medical remains committed to aligning our Company strategy with the Ten Principles on human rights, labor, environment, and anti-corruption.

As a services business operating in international trade and logistics, our most material topics are: greenhouse gas emissions (particularly from employee commuting and business travel), human and labour rights across our value chain, data security, anti-corruption and ethics, and workplace safety and inclusion.

Sustainability governance at TecEx Medical is the responsibility of the COO. Sustainability performance is reviewed on a bi-annual basis, and the COO has ultimate accountability for approving this report and the commitments it contains. The company's sustainability strategy and targets are set at the executive level and monitored through management reviews.

TecEx Medical has committed to setting science-based emissions reduction targets through the Science Based Targets initiative (SBTi). Our 2025 Scope 1 and 2 emissions baseline is 882.1 tCO₂e. Our primary decarbonisation levers are: engaging our landlords to source renewable energy, reducing business travel through virtual collaboration, and working with our supply chain to reduce Scope 3 emissions to adopt SBTi. We aim to publish specific SBTi targets in our 2026 CSR report.



Message From the C00

As we publish our third Corporate Social Responsibility report, I am proud to reflect on the continued maturity of TecEx Medical's approach to sustainability.

In 2025, we strengthened the quality of our environmental reporting by improving access to landlord-provided energy data, enabling more reliable calculations of our Scope 1 and Scope 2 emissions. While some estimates remain, this represents an important step forward in building a robust foundation for tracking our SBTi commitments.

Our people remain central to our success. Women represent 58.06% of our workforce and 58.62% of executive and senior management, reflecting our commitment to advancing gender equality and ensuring merit-based progression.

While this report remains voluntary and our ESG disclosure continues to evolve, we are committed to strengthening the rigor and scope of our reporting with each edition. I look forward to sharing our continued progress.

Justin Treger
Group CEO

Human and Labor Rights

TecEx Medical conducts human rights due diligence as part of both its internal operations and supplier onboarding process. Human rights risks are identified and assessed through our supplier due diligence questionnaires, contractual human and labour rights clauses, and an internal complaint mechanism available to all employees and contractors.

TecEx Medical's Human Rights Policy covers the prohibition of forced labour, child labour, human trafficking, and all forms of discrimination and harassment. No human rights violations were identified in TecEx Medical's own operations during the 2025 reporting period.

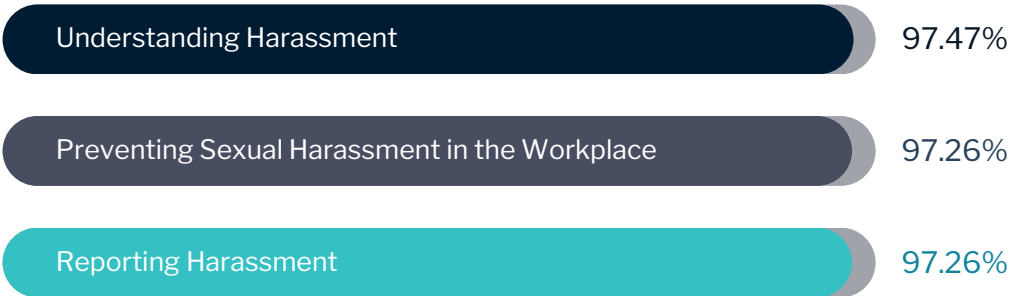


Sustainable Development Goal 5.5.2
Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life

>>> Harassment Policy

✔ 475 employees were enrolled in Harassment training in 2025

>>> Completion Percentages



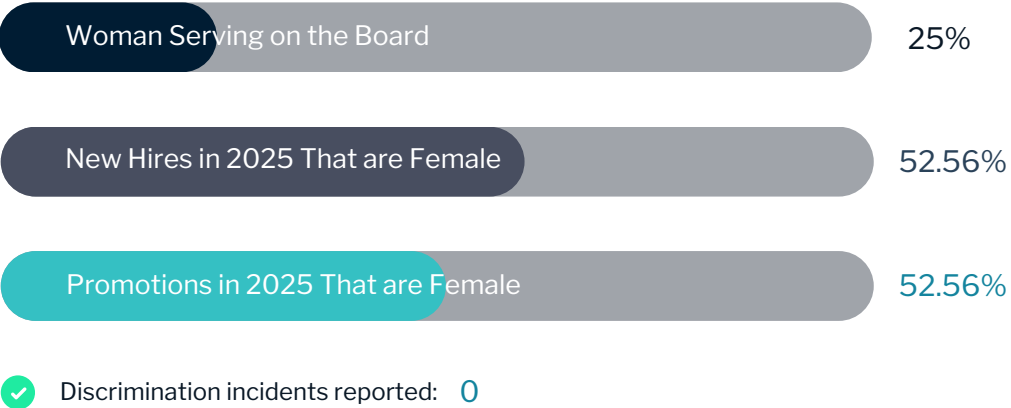
>>> Gender Split (General)

Year	Male(%)	Female (%)	Non Binary (%)
2024	42.86	56.64	0.5
2025	41.94	58.06	0

>>> Gender Split (Executive and Upper Management)

Year	Male (%)	Female (%)
2024	53.85	46.15
2025	41.38	58.62

>>> Metrics



Human and Labor Rights



Sustainable Development Goal 8.5

By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value

>>> Metrics

✓ Employees under 18: 0

Employees Under 30 66.32%

Executive and Upper Management Under 30 68.75%

NPS Promoter score for Off-boarded Employees for 2025 62.3%

Average Female Salary vs Male Salary	Women at TecEx Medical earn 97% of the equivalent male salary at the same job level.
Entry-level vs Minimum Wage	Entry-level employees earn 4 times minimum wage*. *(Government Gazette No. 52053, 4 February 2025 published national minimum wage for 2025 as R28,79).
Average Salary vs Living Wage	The average TecEx Medical salary is more than 3 times above the estimated South African living wage*. *Living wage calculated Living Wage South Africa Network estimate of 2022, adjusted for inflation

>>> Qualification Split

Highest Level of Education	# of Employees
NQF Level 10: Doctorates/PhD	1
NQF Level 9: Master's Degree	49
NQF Level 8: Honours Degrees, Postgraduate Diploma and Professional Qualifications	284
NQF Level 7: Bachelor's Degree and Advanced Diplomas	135
NQF Level 6: Diploma and Advanced Certificates	3
NQF Level 5: Higher Certificate or Advanced National (Vocational) Certificate	1
NQF Level 4: Grade 12 Certificate or FET (Private and Public) Certificate	11

>>> Qualification Split (Executive and Upper Management)

Highest Level of Education	# of Employees
NQF Level 10: Doctorates/PhD	1
NQF Level 9: Master's Degree	7
NQF Level 8: Honours Degrees, Postgraduate Diploma and Professional Qualifications	20
NQF Level 7: Bachelor's Degree and Advanced Diplomas	3
NQF Level 6: Diploma and Advanced Certificates	0
NQF Level 5: Higher Certificate or Advanced National (Vocational) Certificate	0
NQF Level 4: Grade 12 Certificate or FET (Private and Public) Certificate	1

Human and Labor Rights

HEALTH AND SAFETY



Sustainable Development Goal 8.8
Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment

0 **Fatalities**
2025 Reporting Period

3 **Recordable injuries**
Minor injuries only

0 **Lost-time injuries**
Zero days lost to injury

0 **Near misses**

>>> Types of Incidents

1	Fatality	An injury that causes death
2	Lost Time/Serious Incidents	Injuries that can cause an employee permanent/temporary injury that keeps them out of work
3	Minor Injury	Injuries that require first aid and/or medical attention but do not keep an employee out of work
4	Property Damage	An incident that damages TecEx Medical Property
5	Near Miss	Incidents where no one is injured, but it was a close call
6	Unsafe Acts	Situations that might not produce direct danger to anyone but are seen as matters to be fixed
7	Positive Observations	Observations that highlight safe behaviour at the workplace

All employees and visitors are required to report any incident that they are involved in or witness, regardless of severity, as soon as practicably possible. Reporting is completed via an online Incident Report Form, accessible through a QR code displayed at all office locations and available on the company's SharePoint. Incidents may also be reported directly to appointed Health and Safety Representatives at each location.

In 2025, three minor injuries were recorded, and each was formally investigated by the Health and Safety team. No near misses or unsafe acts were formally reported during the reporting period.

TecEx Medical is committed to fostering and maintaining an open reporting culture to ensure that all incidents, including minor occurrences and precautionary observations, are captured.

>>> Training

99% **Employees trained on H&S**
New employees passed training

8 **Certified first aiders on site**
Trained and certified staff

6 **Certified fire marshals on site**
Trained and certified staff

3 **SHE Reps**
H&S Representatives

>>> Training Drills and Preparedness

2 **Drills per building**
Conducted in 2025

5-8 min **Evacuation time**
All employees accounted for

Environmental Protection



Sustainable Development 13.2
Integrate climate change measures into national policies, strategies and planning.

As part of our ongoing commitment to improving data accuracy and transparency, TecEx Medical made significant progress in 2025 in engaging landlords to obtain more reliable consumption data. This has enabled more precise reporting for the 2025 reporting period. While the improved data quality has resulted in a higher reported figure compared to our original base year, it provides a more robust and credible foundation for tracking progress against TecEx Medical’s SBTi targets in the years ahead

>>> Water Footprint

Parameter	Unit of Measure	2025 Value
Water Withdrawals	kilolitres	107,8
Effluent	kilolitres	2,67

>>> Waste Footprint

Parameter	Unit of Measure	2025 Value
Waste Generated	tonnes	34,46
Waste Landfilled	tonnes	15,34
Waste Recycled	tonnes	0,31



>>> Air Pollution Footprint

Parameter	Unit of Measure	2025 Value
NOx Emissions	tonnes	1,05
SOx Emissions	tonnes	8,35
Particulates	tonnes	12,93

>>> Carbon Footprint

Parameter	Unit of Measure	2025 Value
Scope 1 Emissions	tCO2e	8,03
Scope 2 Emissions	tCO2e	874,08
Scope 1 and 2 Emissions	tCO2e	882,1
Scope 1 and 2 Emissions Intensity	tCO2e/employee	2,27
Scope 1 and 2 Emissions Intensity	tCO2e/m2	0,09
Scope 3 Emissions	tCO2e	23 225,22
• Business Travel	tCO2e	447,2
• Employee Commutting	tCO2e	22 742,62
• Homeworking	tCO2e	18,08
• Purchased Goods and Services	tCO2e	0
• Waste Handling and Disposal	tCO2e	17,31

Ethics



Sustainable Development Goal 16.4

By 2030, significantly reduce illicit financial and arms flows, strengthen the recovery and return of stolen assets and combat all forms of organized crime.

Sustainable Development Goal 16.5

Substantially reduce corruption and bribery in all their forms.

TecEx Medical conducts its business in compliance with all applicable laws, regulations, and legal requirements in the jurisdictions in which it operates and in its dealings with clients, regulators, and other stakeholders. This includes, where applicable, laws and regulations relating to:

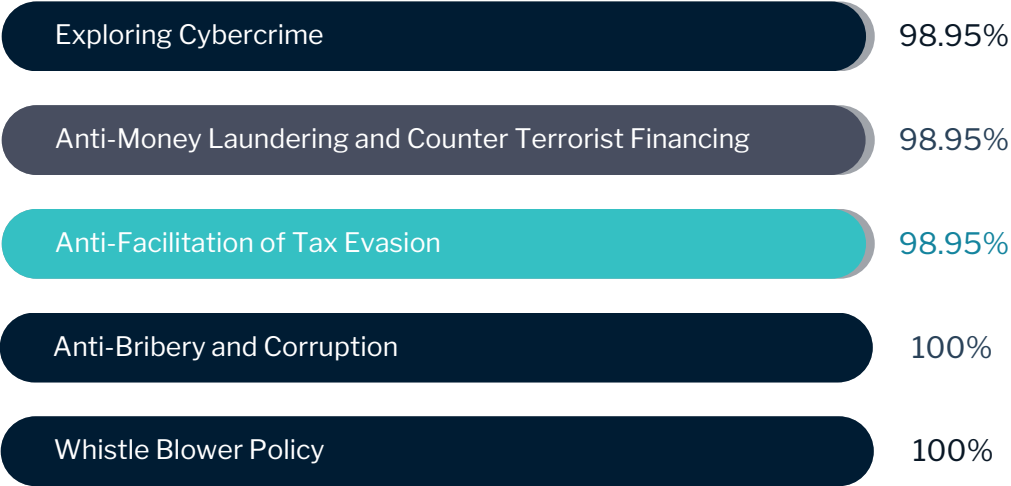
- Labour and employment
- Health and safety
- Environmental protection
- Anti-corruption and anti-bribery
- Anti-money laundering
- Competition and antitrust
- Intellectual property
- Data protection and privacy
- Consumer protection

>>> Metrics



This figure is based on shipments delivered between the period 1 January 2025 – 31 December 2025. All ethics incidents are investigated, monitored and closed following our formal incident report procedure.

>>> New Employees Training



Supply Chain

TecEx Medical is committed to a sustainable supply chain that integrates environmental, social, and ethical considerations into our procurement practices. We aim to mitigate sustainability risks, drive continuous improvement, and reduce our overall footprint. This is in line with our science-based climate targets and the expectations of our customers, employees, suppliers, and certification bodies.

All suppliers are evaluated against objective criteria and assessed for sustainability-related risks as part of both selection and ongoing management.

>>> Supply Chain Risk Areas

Given our operations across multiple jurisdictions in international trade and logistics, we actively monitor and manage risks across four key areas:

Risk Area	Key Considerations
Social and Labor	Modern slavery, forced labour, unsafe working conditions
Ethics and Governance	Corruption, bribery, fraud, conflicts of interest
Data and Privacy	Responsible handling of client data in line with GDPR
Environment	Carbon footprint of third-party digital and logistics services

>>> Our Commitments

- Biannual supply chain sustainability risk assessments
- Supplier Code of Conduct sign-off required for all suppliers
- Sustainability criteria embedded in supplier due diligence
- Regular review and update of supplier selection criteria
- Progress tracked and reported through management review

In 2025, TecEx Medical received its third EcoVadis sustainability rating, achieving an overall score of 53/100. This represents a strong result, reflecting the maturity of our existing sustainability practices. Looking ahead, we aim to achieve a minimum score of 56 in our 2026 assessment.

We also engaged seven suppliers on the EcoVadis platform and supported them in assessing and improving their sustainability performance. We will continue to expand this engagement as part of our broader commitment to building a more sustainable and responsible supply chain.

>>> Metric



100% of New or Requalified Suppliers have signed the TecEx Medical Code of Conduct for the 2025 reporting period.



Conclusion

TecEx Medical has made measurable advances: our environmental reporting is now grounded in actual building energy data, our workplace is more gender-balanced, our employees operate in a safe, harassment-trained, and ethically governed environment and our supply chain is underpinned by a Code of Conduct signed by 100% of new and requalified suppliers.

Our priorities for the year ahead include expanding Scope 3 emissions coverage, deepening salary equity transparency, and continuing to engage our supply chain on sustainability standards.

We are grateful to our clients, employees, suppliers, and stakeholders for their continued trust and for holding us to account.



Learn more at tecexmedical.com
or email us at info@tecex.com