

2024

Sustainability report





Sebastian Büchert, Group CEO

At Bentley, we are dedicated to improving lives by advancing medical innovation and upholding the highest standards of corporate responsibility. Our continued focus on innovation, clinical outcomes, quality and service reinforces our commitment to improving global healthcare.

This sustainability report details our ongoing efforts to integrate sustainability into our strategy and operations. We recognise that long-term value creation depends on a balanced and forward-looking approach.

Innovation in healthcare must improve lives in a sustainable way. As we invest in the future of patient care, we are committed to ensuring that our actions align with the broader goals of environmental stewardship, social impact and good governance.

We are proud of the progress outlined in this report and are committed to driving meaningful outcomes for all our stakeholders.

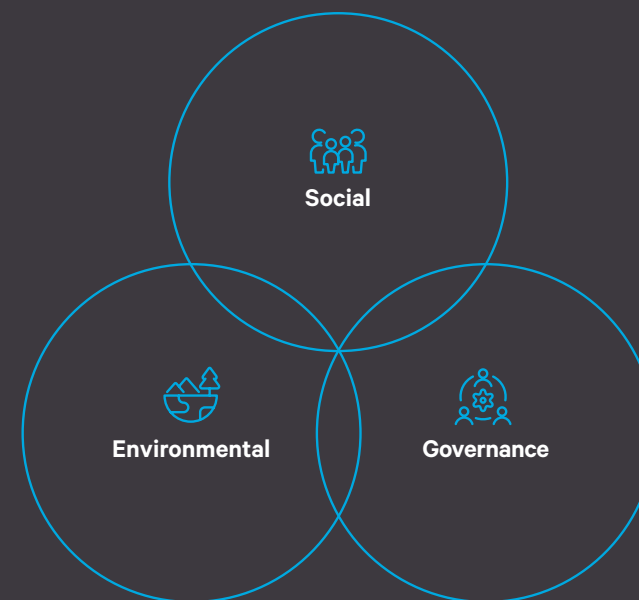
Our commitment to innovation, sustainability, and patient care

At Bentley, we are dedicated to improving lives and making a positive contribution to society and the environment. Our passion lies in the development, manufacturing and marketing of innovative implants and catheters for minimally invasive treatment of vascular diseases. We believe that high-end medical technology is helping customers to enhance efficiency and is key in improving patient care and health outcomes. Sustainability is an integral part of our business strategy driving us to expand access to our innovations while developing products and services that:

- **Improve patient outcomes**
- **Reduce the total cost of care**
- **Reduce environmental impact**

Our focus on innovation, clinical outcomes, quality and service is ultimately aimed at enhancing patients' quality of life while ensuring a sustainable value chain.

Strong partnerships with our customers and distribution partners are essential to increasing access to our products and services, reinforcing our commitment to global healthcare advancement.



Advancing sustainability integration in 2024

In 2024, we took further steps to integrate sustainability into our operations by conducting a double materiality assessment in aligned with the European Sustainability Reporting Standards (ESRS). These standards are part of the new Corporate Sustainability Reporting Directive (CSRD) and this initiative serves as a key step in preparing for CSRD compliance.

The objective was to identify the most relevant environmental, social and governance (ESG) topics for future reporting in accordance with CSRD requirements.

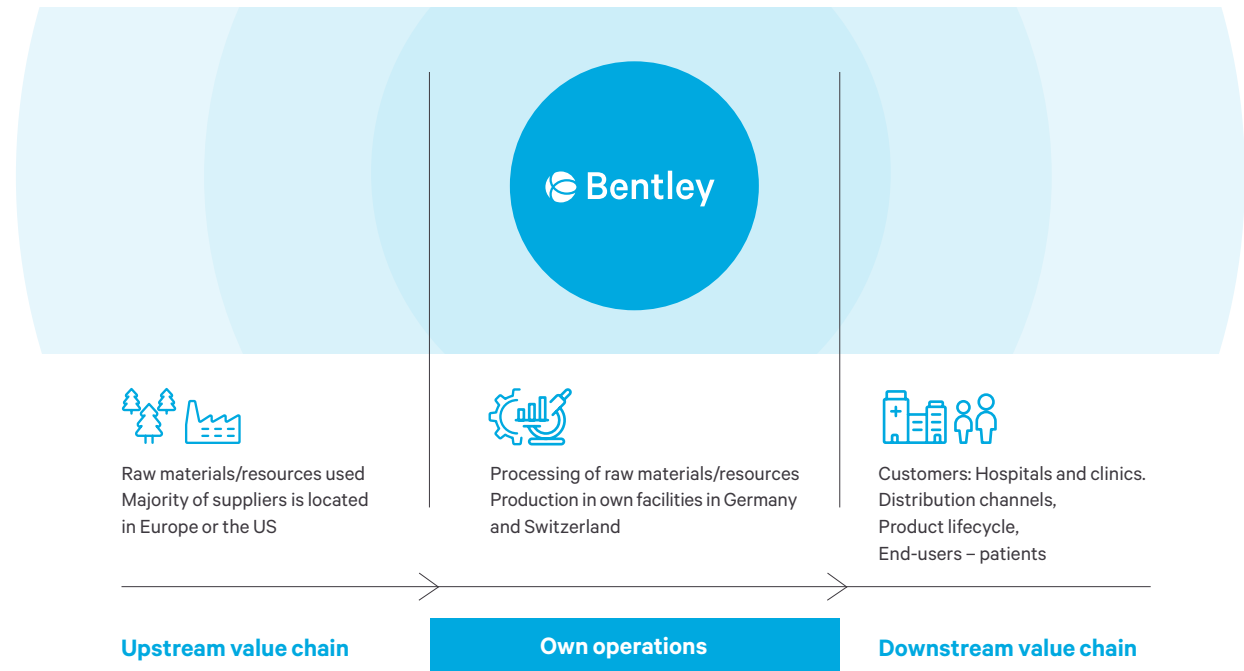
A strong, ethical and sustainable value chain

Bentley operates with an almost fully integrated European value chain, ensuring best-in-class customer service and accessibility at the core of our operations. Reliable deliveries are a key part of our supply chain and customer service, and we are committed to maintaining environmentally responsible logistics and transportation, always prioritising patient safety.

Ethical business conduct is fundamental to our approach. We are dedicated to protecting human rights, fostering safe working environments, working to combat corruption, and promoting fair labour practices across all sites, our supply chain, and throughout the entire value chain.

Our ongoing efforts reflect our commitment to making a meaningful impact for all stakeholders. Our work is guided by the following fundamental principles:

- **Innovation and product development**
- **Reducing our environmental impact**
- **Collaboration and partnerships**
- **Empowering our employees**
- **Upholding ethical business practices**



Innovation and product development

Innovation and product development are key strategic pillars for Bentley, with the primary goal of improving access to new innovations that enhance patient outcomes and quality of life. We currently invest 13 per cent of our sales in research and development and have a dedicated innovation centre in Germany. By the end of 2024, we had successfully launched three new products to further improve clinical outcomes, enhance patients' quality of life, and reduce treatment times. Notably, we are proud to be the first to market with an on-label stent, having received CE-mark approval for the FEVAR indication for our BeGraft stent graft system, further improving safety and reducing the risk for physicians. In November, we also received CE-mark approval for our BeFlared stent graft system. This further strengthens our position in the market as it is the first dedicated bridging stent for FEVAR globally.

Clinical studies, product development, and quality assurance

We are conducting several clinical studies to expand the range of applications for our products and to have them approved accordingly enhancing safety and reducing risk for patients and healthcare providers. These studies also aim to broaden our reach and improve access to our products. Key to our product development is a strong commitment to quality assurance and product safety. We adhere to all industry-specific regulations and requirements.

All our products are subject to industry-specific regulations and requirements and comply with relevant patient safety requirements, such as the European Medical Device Regulation (MDR) (EU) 2017/745. The products are developed, manufactured, marketed and sold in accordance with established quality-control processes and procedures. These processes involve continuous improvements in quality, safety and effectiveness of the products. Bentley's products represent state-of-the-art medical technology, offering proven reliability, high safety standard and performance combined with ease of use – ultimately delivering great benefits for patient health.

Key certificates

- EU certificate of conformity regarding the quality assurance system in compliance with Annex II excluding section 4 of Council Directive 93/42/EEC concerning coronary stent graft systems, peripheral vascular stent systems, peripheral vascular stent graft systems and aortic stent graft systems (Bentley InnoMed GmbH).
- EU Quality Management Certificate (conformity assessment procedure described in Annex IX, Chapters I and III of Regulation (EU) 2017/745 on Medical Devices) for design, production and final product inspection/testing of class IIb implantable non-WET medical devices and class III medical devices (Bentley InnoMed GmbH).
- Certificate ISO 13485:2016 concerning design and development, manufacturing and distribution of stent systems, stent graft systems for the application in coronary, aortic and peripheral vasculature and distribution of total chronic occlusion devices (Bentley InnoMed GmbH).
- Certificate ISO 13485:2016 concerning contract manufacturing and sales of peripheral balloon catheters (Bentley Switzerland AG).

Reducing our environmental impact

At Bentley we strive to reduce our environmental impact over time. We are committed to responsible manufacturing and sourcing, with the goal of contributing to sustainable development through active and systematic environmental efforts.

Our main manufacturing facilities in Germany and Switzerland work actively to reduce the environmental impact throughout the production process. This includes implementing energy efficiency measures and increasing the use of renewable energy sources. While our facilities are not energy intensive, we are focused on preserving resources and reducing energy consumption, CO₂ emissions, pollutant emissions and waste.

We also consider the environment in every aspect of our purchasing, product development and operational processes. We actively work to reduce

and replace hazardous substances and materials in our operations, products, services and processes.

Our ambition is to limit direct and indirect environmental impacts throughout the entire value chain, and we strive to ensure that all logistics and transportation activities are carried out with a focus on environmental impact.

In our manufacturing operations, we ensure compliance with environmental regulations, particularly in hazardous substance management and other processes relating to the manufacturing of our products. We have implemented comprehensive guidelines for managing hazardous substances and the electropolishing of our stents. Additionally, we conduct standardised and mandatory Health and Safety training regularly to ensure ongoing compliance and employee awareness.

The most important policies within the environmental area are:

[WI Hazardous Substance Management](#)

[WI Electropolishing CoCr-Stents](#)

[WI Etching CoCr-Stents](#)

[WI Product Labelling](#)

[GD Digital Issuance of User and/or Patient Information](#)

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Social

People and partnerships: the foundation for Bentley's success

People are at the heart of everything we do. The individuals and teams dedicated to our environmental, health, and safety programmes play a crucial role in the success and development of our safety culture. This shared commitment to accountability is essential as we strive for continuous improvement through training, proactive measures, and the prioritisation of occupational health and safety. We firmly believe that this approach creates and sustains a workplace where risks are minimised, and everyone can thrive.

Throughout Bentley's 15-year history, our entrepreneurial culture and spirit have been key drivers of business growth and continuous expansion. Maintaining our unique corporate identity – the “Bentley Style” – is essential in positioning ourselves as a preferred employer.

Our People: training, development, and open communication

Our employees are fundamental to our success. To support their growth, we have implemented a special training concept focused on career development, professional training, and personnel advancement. Additionally, we prioritise working conditions to ensure a positive and supportive environment.

We advocate an open and transparent workplace through structured communication formats that encourage dialogue between employees and management. By the end of 2024, Bentley had 484 employees, the majority based in Hechingen in Germany, with an employee turnover rate of 3.4 per cent – a testament to our strong workplace culture.

Example of initiatives to encourage openness and transparency:

- **BeOpen: opportunity for employees to ask the management team questions.**
- **BeCreative: opportunity for employees to make suggestions for improvement.**
- **“Trusted Persons”: designated individuals who gather employee concerns and liaise with HR.**

Strong partnerships: a key to growth

Our success and growth are built on strong partnerships with our distribution partners and key suppliers. Today, Bentley collaborates with distributors in more than 70 countries. We conduct regular supplier audits, including informal exchanges with workers in the value chain, to ensure compliance with our standards. It is of the utmost importance that our distribution partners and key suppliers adhere to the Bentley Code of Conduct.

The Bentley Code of Conduct: our guiding principles

The Bentley Code of Conduct serves as the foundation for our corporate responsibility and ethical business practices. It provides guidance in our efforts to fully meet our responsibilities towards patients, medical professionals, suppliers, business partners, investors and employees. The Code of Conduct is the umbrella for diversity policy, our environmental policy and our anti-corruption, anti-money-laundering and anti-bribery policy. It provides general explanations of ambitions around human rights, employment, data protection, health, safety and environment (HSE) and communication. All relevant employees receive training on the Code of Conduct and associated policies to ensure alignment with our ethical standards and business principles.

Key framework

Code of Conduct

Diversity Policy

Data Privacy Policy

Whistleblower Policy

Governance

At Bentley we are committed to taking full responsibility for everything we do. Our Code of Conduct serves as the foundation for our sustainability approach, acting as an overarching framework for our anti-corruption, anti-money-laundering, anti-bribery and whistleblower policies. It provides a general explanation of our ambitions in the areas of ethics, anti-corruption and anti-bribery, antitrust, trade laws and laws against unfair competition and conflicts of interest.

As a manufacturer, business partner and employer we need to ensure that we uphold our responsibilities towards patients, physicians, suppliers, business partners and employees. We are firmly committed to human rights, labour rights, environmental protection and anti-corruption efforts, and our Code of Conduct outlines our responsibilities in these areas. We are also operating in a highly regulated industry. Bentley therefore also meets high standards of product safety, quality control, IT security and corporate governance.

All new distribution and sales agency agreements include a reference to our Code of Conduct, and future supply contracts will also incorporate a similar commitment.

To further uphold sound business ethics, we encourage all employees to report any behaviour that does not align with the Bentley Code of Conduct. Concerns can be raised with the employee's managers, HR or a legal representative, or through the Bentley Whistleblower channel, a secure system provided by a third-party supplier that can be accessed via our website. Reports of serious misconduct can be made anonymously and are promptly investigated. Employees who raise concerns in good faith are protected against retaliation under the Bentley Whistleblower Policy. In 2024 one case was reported and resolved.

Key framework

Code of Conduct

Anti-Corruption and Anti-Bribery Policy

Whistleblower Policy

Our values are at the core of everything we do

BeInnovative BeResponsible BeDedicated BeEffective

Cem



Cem Yurdakul: From bus driver to Deputy Group Leader in Medical Technology

Cem Yurdakul's journey to Bentley began with a fortunate coincidence and has since transformed into an inspiring career trajectory. Formerly a bus driver, Cem joined the production department in 2023 and swiftly advanced to the role of Deputy Group Leader in the clean room within just a few months.

The support of the Bentley Academy played a pivotal role in his rapid ascent. Through the Academy's specially designed 'Specialist in Medical Technology' training programme, certified by the Chamber of Industry and Commerce (IHK) in Germany, Cem quickly gained the essential knowledge for his new role. He further expanded his expertise by training as a Laser Protection Officer — another opportunity actively encouraged by the company.

"At Bentley, I am not only given the chance to learn new skills but also to take on responsibility," says Cem. His career progression is testament to Bentley's commitment to nurturing talent and fostering individual growth — a proven model of internal career development.

Komal

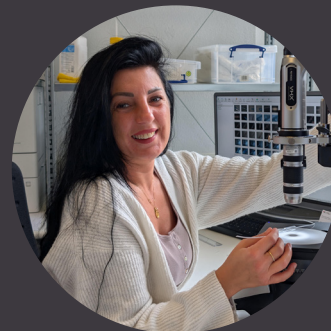


Komal Vithlani: From ambitious sales professional to National Sales Manager

In 2017, Bentley relied on indirect sales through a distributor in the UK. At the same time, a young and ambitious professional was seeking a new challenge. Komal Vithlani's decision to join Bentley proved to be a game-changing move in the company's growth strategy to win the UK market. The first major step in this strategy was that she brought in her largest customer, St Thomas' Hospital — which led to an immediate increase in sales, exceeding all expectations. While direct and indirect sales initially coexisted, it quickly became evident that Komal's drive, and passion were outpacing the original plan. As a result, Bentley transitioned to exclusively direct distribution, with Komal's first sales representative starting in February 2018.

Seven years, seven regional sales managers, and one Brexit later, Komal — now the National Sales Manager — reflects: "The UK is my baby. Bentley has enabled me to build the self-confidence to develop the market while starting a family in my private life. This is what drives me every day and allows me to continue with passion."

Amine



Amine Mehmedi: From hairdressing to a dual role in Quality and Administration

After years in the hairdressing industry, Amine Mehmedi transitioned to a new career path in 2018, joining Switzerland AG (formerly Qmedics AG) as part of the balloon catheter production team.

Recognising her ambition for professional growth, the company supported her training as a Quality Technician and after some time she also took on the role of Administrative Assistant.

Today, Amine has fully honed her skills and discovered her true professional passion — driven by her courage to embrace new challenges and by leadership that nurtures her potential. "It brings me great joy to be part of the team, and I am grateful to be surrounded by colleagues at Bentley in Switzerland who continuously support, motivate and recognise my potential," says Amine.

About Bentley

Bentley Endovascular Group (“Bentley”) is a global medical technology company developing, manufacturing, and marketing implants and catheters for the endovascular treatment of peripheral vascular and aortic diseases. Bentley was founded in 2009 by the serial entrepreneur Lars Sunnanväder and inventor Milisav Obradovic in Hechingen, Germany, a centre for medical innovation. Built on a foundation of innovation, quality, and strong customer service, Bentley serves customers in more than 80 countries through direct and indirect sales. In 2024, number of employees were around 480 in more than 10 countries with revenue amounting to EUR 97 million.



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