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Corporate
Responsibility
Report



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A Message From Our CEO

Over the past year, Midmark worked hard to uphold our commitment of creating positive social and environmental impacts in our communities and around the world. We supported this commitment through our business operations, products and services as well as our focus on people, teammate engagement, community and philanthropic outreach. We also remain dedicated to our mission of improving the experience between the patient and the caregiver and delivering on our promises to our customers, teammates, communities and stakeholders.

Midmark Corporation's 2024 Corporate Responsibility Report highlights these efforts and achievements as well as demonstrates our passion and focus on transforming healthcare experiences through innovative design.

Jon Wells
President and CEO

Midmark Overview

Midmark designs the seamless clinical care experiences that millions of medical, dental and veterinary visits depend on every day. We do this through the design and manufacture of an ecosystem of products and solutions that harmonize space, technology and clinical workflow.

Our Mission

Improving the experience between the patient and the caregiver is at the heart of everything we do.

Our Vision

To transform healthcare experiences through innovative design.

Our Values

We are passionate leaders, courageous, curious, agile and authentic.



- o Headquarters located in Versailles, Ohio
- o Founded in 1915
- o 2,100+ teammates worldwide
- o United States total square footage: 1,224,358 square feet
- o 11 locations in the United States
- o 2 International Locations: Quattro Castella, Italy + Mumbai, India

PRODUCTS + SERVICES



Medical

Workflow solutions and products that optimize the efficiency and effectiveness of equipment, such as exam and procedure chairs, advanced with RTLS and lean consulting services.



Dental

Solutions and products designed for better ergonomics, safety and performance in the utilization of operator, imaging, digital impressions, instrument processing, dental cabinetry and mechanical room equipment.



Animal Health

Technologies and equipment that enhance veterinary care delivery, such as anesthesia monitoring and dentistry solutions, optimized with clinical training and environmental design services.





Our Focus on People

We recognize *Designing better care*® cannot happen without first being caring. With this, our focus on people begins with a focus on our teammates—the individuals who make what Midmark does possible. From our foundation of committed and caring teammates, we extend our focus on people to the patients and caregivers who interact with our products and solutions each day. Improving the experience between the patient and the caregiver is at the heart of everything we do. We are also very active in caring for our communities and are excited to share some of the many community-outreach and philanthropic efforts that were supported by Midmark during the past year.







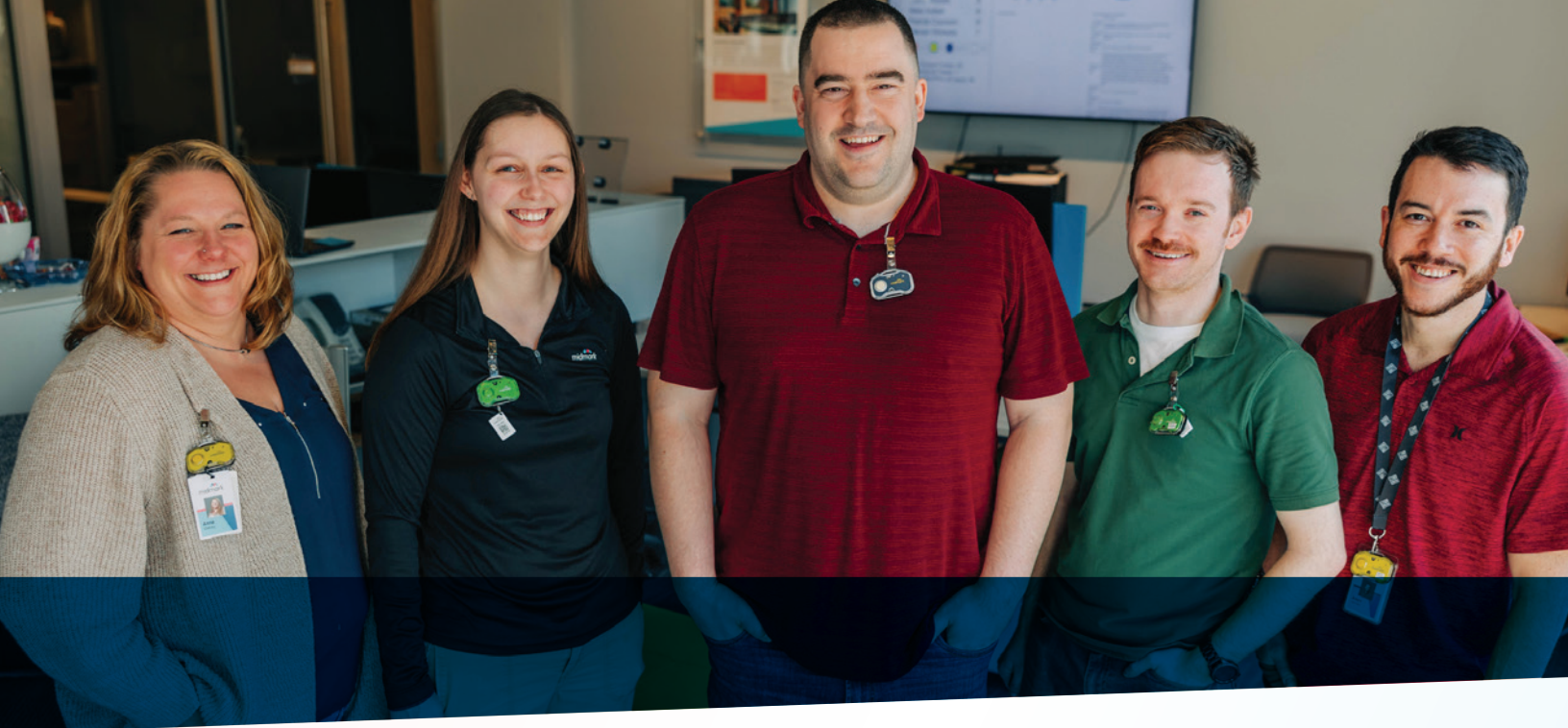
Our Inclusion Efforts

Healthcare impacts all. As such, Midmark strives to address the diverse needs of the millions of patient experiences we touch every day. Our promise to design better care drives us to constantly review and advance our inclusion efforts at Midmark.

We value the contributions made by our teammates of all backgrounds, beliefs and abilities. It is because of the unique perspectives brought by each of our teammates that Midmark has experienced over 100 years of success and has been able to reinvent itself to address the needs of our customers and improve the point of care experience. Midmark fosters a culture where teammates from all backgrounds feel welcome and included. Below are a few examples of the work Midmark has done in this space.

- o In 2024, 12 Midmark Teammates attended the Professional Women in Healthcare (PWH) Leadership Summit in Louisville, Kentucky. In addition, Midmark was honored to celebrate the 20th anniversary of PWH by hosting its annual board meeting and a regional event. The regional event was attended by approximately 80 guests, including PWH board members, Midmark Teammates and leaders from partner organizations. PWH is built upon a strong history of women leaders in the healthcare supply chain industry who continue to create a platform for progressive leadership and mentoring for the next generation.
- o In 2024, veterans at all Midmark locations were honored at corporate events held at our various locations. We are proud to have veterans as teammates and are grateful for their service.
- o We conducted affirmative action training for all managers, directors and executives in 2024.
- o We invested in office accommodations to ensure seamless transitions back to work for our teammates returning from maternity leave or who have other health concerns. Midmark has established a facility standard to include a private health room at all modernized locations for teammates to utilize for personal matters.
- o We partnered with the Ohio Department of Veterans Services to enhance our ability to recruit and retain veteran teammates at Midmark.

One of our core Midmark values is that we are authentic. We look forward to continuing to build an inclusive culture that supports teammates bringing their authentic selves to work each day.



MIDMARK IS COMMITTED TO:



Communication and education for Midmark's Board of Directors and teammates regarding the importance of respect for all. This has been the cornerstone of Midmark's culture for decades.



Ensuring equal pay for equal work through consistent review and benchmarking of our pay practices.



Recruiting and retaining talent with diverse experiences. We will continue to actively monitor and update our recruiting practices.



Providing safe channels of communication for teammates to report any concerns they may have.

Teammate Development

Midmark is dedicated to the professional growth and development of its teammates. To ensure the success of each teammate, we provide access to a wide array of training and development tools that allow our people to be actively engaged in their own career planning and growth.

Comprehensive Performance Management

Midmark has implemented a comprehensive development and performance management program that ensures teammates have opportunities to establish their career goals and receive manager engagement and support in reaching them. One of the centerpieces of this program is a teammate's Individual Development Plan—a structured process for teammates to reflect, plan and execute annualized goals that ensure their continued growth and success, while remaining focused on living Midmark's values and delivering our mission.

Tuition Reimbursement

We also offer a tuition reimbursement program, where teammates can receive up to \$5,250 of tuition reimbursement per year upon successful completion of academic work directed toward associate's, bachelor's or master's degree programs. Encouragement of lifelong learning will continue to be one of our core values.



Learning Opportunities

For many years, we have offered multi-session, small-group leadership training seminars through our Business of People program, which focuses on developing leadership skills at all levels of the organization through effective communication, emotional intelligence and team building. We also regularly provide training to our managers and directors in our leadership meetings.

In furtherance of our focus on teammate training and learning opportunities, we also established and filled the role of Director of Enterprise Learning and Organizational Development in 2022. With a deep understanding of our market landscape and extensive experience in the development of training programs, this role will lead us in further evolving and expanding our training programs and offerings. This role highlights Midmark's ongoing commitment to provide first-class training and learning opportunities for all teammates.

Succession Planning

We take an active and strategic approach to the development of internal talent in ways that will ensure we have a continuum of skilled teammates ready to meet changing business needs and allow us to stay consistently focused on the success of our customers.



Teammate Safety

Midmark maintains comprehensive teammate safety programs at each of its locations. Our philosophy is one of being proactive in our approach to identify and reduce risks by deeply involving our teammates in our safety performance efforts.

As part of these efforts, teammates engage in individual and team-based safety kaizen activities that are in alignment with our Midmark Production System processes. In these activities, teammates proactively identify risks, such as slip and trip potential, sharp edge elimination, areas for personal protective equipment use, motion risks associated with body mechanics and many other types of potential risks.

We continue to foster a culture of leading with safety, where teammate safety is more than a regulatory obligation and becomes an initiative teammates truly believe in and feel genuinely engaged with. Through this continued focus and hard work, 2024 was another excellent year for teammate safety at Midmark.





Teammate Wellness

As a healthcare company, Midmark invests heavily in teammate health and wellness with a focus on early detection and self-, primary and preventative care. In 2024, our ongoing efforts in this area earned us a gold-level Healthy Worksite Award from the Healthy Business Council of Ohio for the second year in a row. The award recognizes Ohio employers who demonstrate a commitment to employee wellness through comprehensive worksite health promotion and wellness programs.

In 2024, we continued our emphasis on mental health. As part of our benefits package, Midmark has always offered free professional support and counseling for both teammates and their families through our Employee Assistance Program. Last year, we went a step further to remove a barrier to care and partnered with a local provider to regularly bring a counselor on site to support the immediate needs of our teammates. To further our efforts to increase awareness, combat the stigma and ensure leaders are equipped to respond in a crisis, Mental Health First Aid Certification courses were offered to all managers, supervisors and leads within the organization.

Our Versailles headquarters boasts fully equipped Fitness and Wellness Centers. The Fitness Center is available to teammates 24/7 and includes strength training and aerobic exercise equipment. For our teammates outside of Versailles, a virtual fitness-on-demand application is available to support their physical fitness. The Wellness Center, which is staffed by a nurse, offers flu shots, occupational health support, blood pressure and other wellness checks throughout the year as well as remote care for teammates at all locations. Through local and regional partnerships, we are able to offer on-site mammograms, vascular and dermatology screenings and medical massages to our teammates.

A focus on the total well-being of our teammates and their families is part of our DNA. We look forward to continuing to provide a wide variety of health and wellness offerings to meet the diverse needs of our teammates.



Clinical Education Efforts

Part of Midmark's mission of improving the experience between the patient and caregiver is empowering clinicians to provide more effective care at the point of care. One of the ways we support this is through our continuous clinical education efforts focused on advancing clinical outcomes.

Today, we continue to educate on the importance of proper patient positioning, as described in our Better BP® solution, in relation to blood pressure (BP) accuracy by leveraging the findings from the independent clinical study performed in 2023. The study showed that Midmark's Better BP solution has a positive impact on BP measurement accuracy, so much so that without proper positioning, millions of Americans are prone to incorrect classification or diagnosis of hypertension and, thus, potentially unnecessary pharmaceutical interventions. We act on the opportunity to improve cardiovascular care through knowledge dissemination and training, including educational materials for patients and providers, on-site education at the point of care and media engagements.

Beyond BP, we help to ensure all our clinical ecosystems are being used effectively, including educational activities for all solutions. Several options are provided, from a complimentary video series to virtual and on-site visits. With thousands of Midmark exam room ecosystems deployed nationally, we are uniquely positioned to make a difference in improving how care is delivered.

Additionally, Midmark has been actively researching Medical Dental Integration (MDI) for over 10 years. MDI focuses on driving collaboration and synergy between oral health professionals and medical clinical professionals to advance the overall health and wellness of individuals and improve clinical outcomes for those with many related chronic diseases. It has long been established clinically that improving oral health in individuals results in meaningful improvement in overall vitality. Also, by improving oral health with a reduction in inflammation, many chronic diseases are easier to manage and respond better to therapeutic interventions.

As a provider of medical and dental ecosystems, we feel it is our responsibility to pave the way with MDI and do our part in improving the health of individuals and reducing the total cost of care. Our actions range from participating in speaking events with the Dental Trade Alliance and American Dental Association to share the benefits and opportunities associated with MDI to advocating for MDI-related legislation to improve care access to oral health providers. Midmark was also invited to the Harvard Oral Health Conference, consisting of a select group of industry leaders, to discuss the MDI movement and how it can be advanced.

Midmark continues to conduct research on ways to bring new capabilities to the medical exam room—to better understand oral health screenings for pediatric and adult patients at the point of care—and the dental operatory—to determine the most effective way of bringing blood pressure and point-of-care testing to the visit. We also continue to conduct research to determine the most effective way of sharing and exchanging data between these groups to facilitate collaboration and drive synergy.

Those facing socioeconomic or societal challenges are at the highest risk for morbidity and mortality when oral health concerns are not effectively treated. All patients deserve a health system where all means to improve wellness and manage chronic conditions are optimized. This can only be accomplished when the oral cavity is included and provided the level of attention it deserves.





Community Outreach + Philanthropy

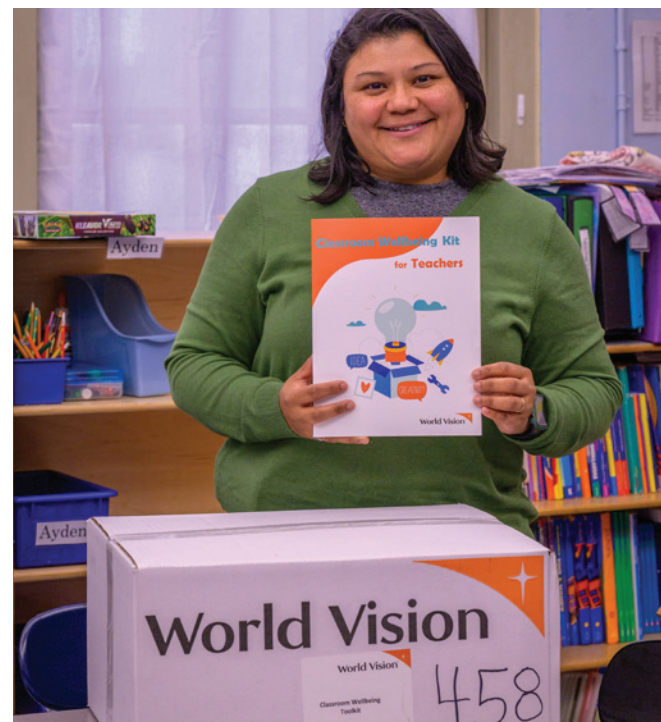
At Midmark, we are passionate about anticipating, creating and leading the best healthcare experience for all. We are committed to carrying out this vision and helping to ensure all patients—human and animal—have access to quality healthcare by addressing healthcare and educational needs globally. Why? Because we care.® Our approach uses a combination of non-profit partnerships, donations, teammate-led fundraising and volunteerism to local and global causes that are carefully evaluated to ensure maximum impact.



Partnering for a Global Reach

Since 2005, Midmark has partnered with World Vision®, a Christian humanitarian organization conducting relief, development and advocacy activities in its work with children, families and their communities in nearly 100 countries.

The Midmark Store, which offers Midmark branded merchandise to teammates and customers, continues to donate 5% of all store purchases to World Vision's Teacher Resource Center. The World Vision Teacher Resource Center donates school supplies to students in need across the United States and ensures students are well-equipped with the best learning tools.



Supporting Our Local Communities

Community Meals

Through our partnership with Trinity Lutheran Church in Versailles, Ohio, and with the help of many teammate volunteers, Midmark was able to provide more than 1,155 community meals to those in need and offer over \$2,700 to local youth groups from donations.

Gifts from the Heart

Gifts from the Heart is a committee that raises funds throughout the year to help underprivileged families in communities surrounding the Midmark headquarters.

Holiday Giving

Midmark Teammates at our Traverse City location packed 100 shoeboxes last year as part of the Samaritan's Purse: Operation Christmas Child project. These teammates also participated in the Paper Angels drive for Child and Family Services of Northwest Michigan, in which teammates collaborated to purchase gifts and create a giving tree to benefit local children.

Blood Donation

In 2024, the Leesburg, Kansas City and Versailles locations participated in 20 blood drives, and teammates donated 1,244 units of blood. Since 2013, teammates at the Versailles location donated over 7,000 units of blood. Each unit can save up to three lives, which means teammates' impact can help save up to 21,000 lives since 2013.

Midmark Technical Scholarship

Each year, Midmark offers a \$20,000 scholarship to a graduating high school senior who is a resident of Darke, Miami, Mercer, Auglaize or Shelby County, Ohio. To be eligible, applicants must pursue a bachelor's degree at an accredited four-year university in engineering, including mechanical, electrical, computer, industrial or software engineering, or computer information systems.

This scholarship offers not only money for tuition but an opportunity to gain experience. The scholarship recipient will intern at Midmark during their summer breaks, beginning in production and gaining more responsibilities each year. After college graduation, the student will receive full time employment with Midmark.

Shared Harvest Food Bank

Midmark began partnering with Shared Harvest Food Bank in 2024 to help distribute food to those in need. Last year, teammates at our Versailles location helped serve 3,973 families in Darke County, Ohio.



Midmark Cares Committee



The Midmark Cares Committee, led by our global philanthropic and corporate giving manager, is comprised of teammate representatives from each of our domestic locations and dedicated to expanding our philanthropic and community outreach efforts. In addition to providing increased opportunities for volunteerism among all our domestic teammates, the establishment of the committee will allow us to make a more consistent philanthropic impact in the communities where our teammates work and live. In 2024, the committee donated over \$45,000 to 14 non-profits in the United States.



Our Focus on Environmental Sustainability

For Midmark, sustainability is not just a business objective—it's a promise to our teammates, communities and customers that we are committed to the health, prosperity and sustainability of future generations.

Our commitment to environmental stewardship and sustainability is ingrained into the business practices we adopt and the products and technology we develop. From our facilities to our product design, Midmark continuously advances that commitment through energy efficiency initiatives, recycling efforts, technology investment and design innovations.

When it comes to sustainability, everyone has a role to play. We believe the more involvement and engagement across our organization, the stronger our commitment grows. That's why we have established a supportive corporate environment where resources and time are allocated, and teammates are encouraged to participate in local and global causes, pursue individual opportunities and offer suggestions and ideas for consideration.

We also work closely with our customers and industry leaders to ensure our products, technology and services can most effectively strengthen their sustainability initiatives and programs.

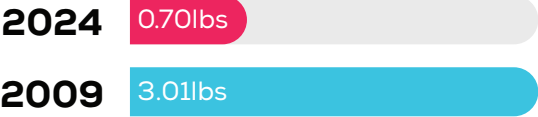
Sustainability In Our Facilities

When it comes to our facilities, we have a responsibility to our teammates and communities to ensure we create environments and buildings that exhibit sustainable principles and environmentally friendly attributes. Fulfilling that responsibility delivers a range of environmental benefits. Here are a few examples of our success.

- o Midmark continues to engage in efforts to increase energy efficiency within our facilities. In 2023, the Versailles location installed a new air compressor system in Plant B that we were able to tie into the air system in Plant A. This project is the main contributor to increasing our annual reduction of carbon dioxide from 3.4 million pounds to 4.6 million pounds. In the future, we plan to tie Plant C into the new air compressor system, thus reducing our annual carbon dioxide emissions even further.
- o We continually review our packaging design to save space, allow for greater packing efficiency and reduce the number of transport miles required. These efforts have resulted in significant environmental improvements, including reduced greenhouse gas emissions and reduced packaging waste. Much of our packaging is also now recyclable and made from renewable sources.
- o Midmark has a very active recycling program. Since 2018, over 1,500 tons of cardboard shipped to us from our suppliers and 19,000 tons of scrap metal have been recycled. We also have an active wood recycling program and have established partners for reuse of excess powder coat paint recaptured from our manufacturing operations.
- o Through our consistent sustainability efforts, we have reduced our amount of waste sent to landfill per \$1,000 of revenue by over 70% since 2009.
- o Midmark is committed to calculating our scope one and two greenhouse gas emissions on an annual basis to share with our supply chain in an effort to elevate our sustainability initiatives.



**POUNDS OF WASTE TO LANDFILL
PER \$1,000 REVENUE**





Sustainability In Our Products

At Midmark, we understand that quality care starts with a better designed care environment. Products that strengthen our customers' sustainability initiatives and contribute to a healthy environment are an important part of our approach. Bolstered by our clinical expertise, our product designs provide a number of sustainability benefits to our customers, including:

- o Our Midmark cabinetry is designed to contribute to specifier strategies and LEED credits that can impact building certification, including water efficiency, construction waste management, material reuse, recycled content, local/regional materials and low-emitting materials.
- o Midmark offers a line of seamless upholstery options for our exam and procedure chairs that offer the look and feel of leather with PVC-free material. Additionally, Midmark has eliminated the use of halogenated, organophosphorus, organonitrogen and nanoscale flame retardants in our upholstery.
- o Midmark offers a line of LED exam, task and procedure lights that reduce energy consumption and increase lamp life.

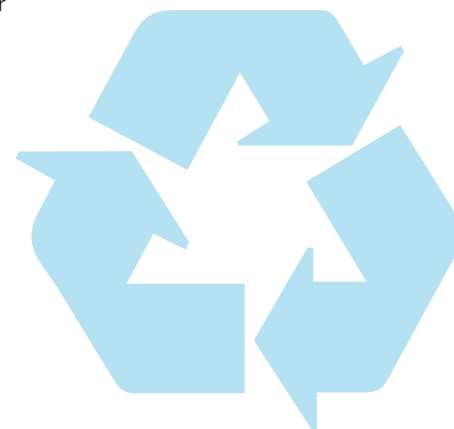
We also remain deeply engaged in efforts around the elimination of chemicals of concern from our products. From the European Union's Restriction of Hazardous Substances (RoHS) to California's Proposition 65, environmental regulatory obligations have a sustainability focus, requiring us to make eco-friendly decisions for parts and materials incorporated into our products. Not only does this reduce human and animal interaction with harmful chemicals but prevents them from ending up in landfills at the product's end-of-life.



To demonstrate our commitment to this effort, Midmark has undertaken formal review projects to examine our continued product compliance with California's Proposition 65 as well as the Environmentally Preferable Purchasing (EPP) standards set by certain key customers. These projects have resulted in the real impact of eliminating lead-bearing metal alloys from our supply and thus waste streams. Furthermore, Midmark has worked to eliminate the use of flame retardant chemicals across all our upholstery offerings and is proud to offer upholstery solutions that are free from flame retardant, phthalate and PFAS chemicals.

An additional and critical aspect of our materials compliance program is a supply chain that shares our commitments and demonstrates knowledge of the parts and materials supplied to Midmark. To assist with the collection of information and documentation from our supply chain, Midmark has made significant investments in a partnership with a leading supply chain compliance management organization. The data collected by this partner, along with the knowledge of our in-house materials engineering experts, will ensure we maintain a robust and verifiable regulatory compliance process.

The global regulatory landscape as it relates to hazardous chemicals is evolving rapidly as governments and states enact new restricted substance requirements and customers demand environmentally friendly products. The resources Midmark has invested in, along with fostering a sustainability mindset, will allow Midmark to respond with agility to these changing demands.





Our Commitment to Good Governance

Our Board of Directors consists of 11 total directors, seven of which are independent directors. Our Board committees include the audit committee, compensation committee and nominating and governance committee. One of our independent directors also serves as the lead independent director and chairs executive sessions of the independent directors, serves as a liaison between the Board Chair and the independent directors and performs other duties and responsibilities as the Board may determine.

At the committee and Board level, our directors are committed to implementing governance practices that will foster Midmark's continued growth and success. To help ensure that the Board and committees are functioning effectively, our directors engage in annual self-assessments of the Board and bi-annual self-assessments of the committees. In addition, each director annually assesses their own knowledge and experience with respect to various dimensions important to Midmark and its business.

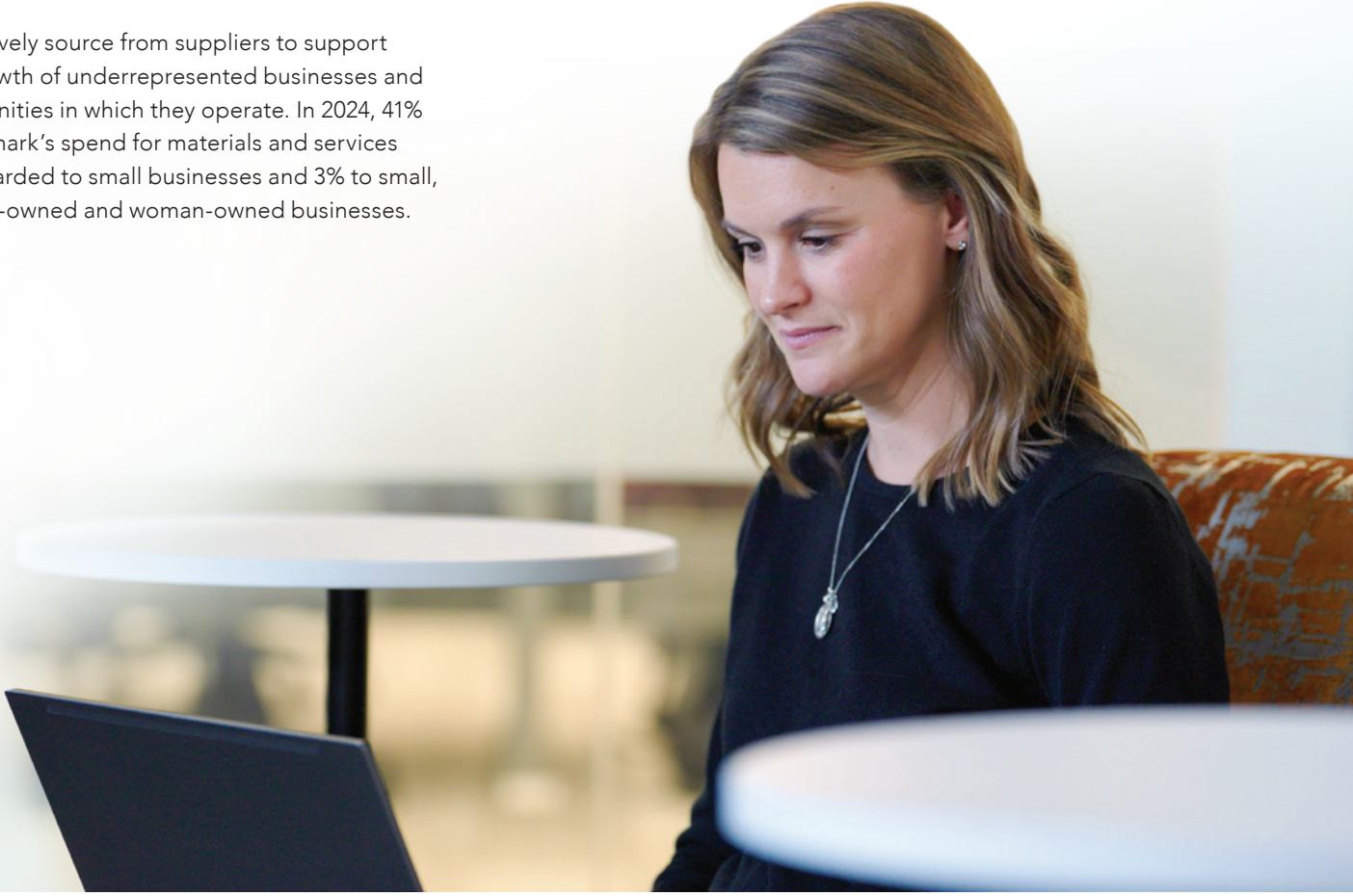
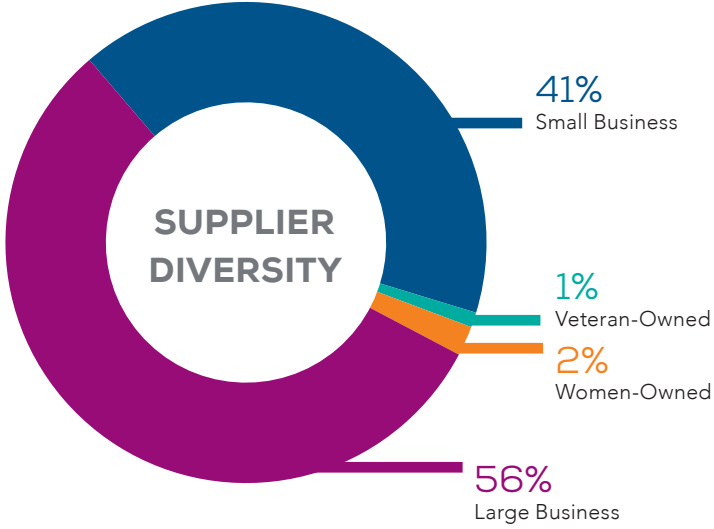
Our Board also deeply invests in succession planning efforts, with a pragmatic and methodical approach to seeking the most highly qualified Board member candidates.

Sustainable Sourcing

We are committed to conducting business in an ethical and lawful manner. We intentionally select and engage with suppliers that share our values and hold a high standard of honesty and integrity. Those who provide materials and services for Midmark products are expected to comply with all applicable national, state and local laws and regulations, including human rights and employee health and safety. Our procurement teammates complete Code of Conduct training annually to ensure they and their supply partners are meeting expectations.

We strive to source close to the point of use and consolidate freight where possible to reduce carbon emissions and cost. In addition, we partner with suppliers to implement reusable and returnable packaging programs to drive down the amount of packaging materials.

We actively source from suppliers to support the growth of underrepresented businesses and communities in which they operate. In 2024, 41% of Midmark's spend for materials and services was awarded to small businesses and 3% to small, veteran-owned and woman-owned businesses.



Enterprise Risk Management

Midmark's Enterprise Risk Committee continued its work throughout 2024. The committee meets on a quarterly basis and is comprised of executives and key leaders from across our business. During these meetings, the committee reviews the latest areas of risk and provides updates and appropriate oversight where there is potential exposure that could adversely impact our reputation and achievement of goals and objectives as well as result in financial loss. The broad range of topics assessed include new and changing regulations, strategies to insure against all areas of company liabilities, cybersecurity management, current litigation matters and internal audits of processes and controls. The work of the committee ensures that Midmark appropriately manages corporate risk, allowing it to confidently deliver on our vision, mission and strategic business goals.

Information Security + Data Privacy

In a world that is becoming more and more connected, we recognize the importance of a robust information security program as a foundation for achieving our strategic business objectives. The Midmark cybersecurity council and management team define and govern our approach to information security for operations and products, ensuring it supports and enables our broader business goals. These groups work diligently to incorporate industry best practices and appropriate compliance controls, effectively securing the data of our business, teammates and customers while fostering trust, driving value and complying with emerging regulatory requirements.

As a participant in the healthcare space, we understand the importance of proper handling and protection of patient health information. To this end, we provide annual Health Insurance Portability and Accountability Act (HIPAA) compliance training to all teammates who may handle or otherwise interact with patient health information.





