



SUSTAINABILITY REPORT

FINANCIAL YEAR 2024/2025

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Statement from the team



"Every step Semetron takes across the Baltic states comes with real responsibility. We are proud to share our first sustainability report and remain committed to transparency, trust, and continuous improvement."

Maksim Markelov
Member of the Board
Semetron AS

"The 2024/2025 financial year marks Semetron's first sustainability report, prepared under the EFRAG VSME Basic Module framework. We chose to report voluntarily because transparency builds trust: with our customers, our business partners, our employees and the communities we serve. We hereby confirm that everything you will find in these pages, indeed reflects our values and performance."



Eva Karo
HR & Sustainability Manager
Semetron AS

"As a company operating in the healthcare sector, Semetron plays an important role in society. Reliable supply chains, high-quality solutions, employee competence and trustworthy management are all part of sustainable value creation. The first voluntary sustainability report is an important step towards managing these impacts, risks and opportunities systematically and strengthening the company's resilience in a rapidly changing world."



Linda Kadajane
Head of Sustainability
MM Group

Semetron at a glance

Founded in 1992, Semetron has grown from an X-ray equipment importer into a full-service medical technology partner and today operates as part of MM Group, an Estonian capital-based investment holding with over 116 portfolio companies and 3,700+ employees across multiple sectors.

Now as a part of MM Group's healthcare portfolio company, Semetron serves hospitals, clinics, emergency services, and military medical units across Estonia, Latvia, and Lithuania. With 200+ brands represented, nearly 35 years of field experience and dedicated teams embedded across all three Baltic countries, we combine deep clinical knowledge with technical precision ensuring that the right technology reaches the right place, reliably and on time.

Beyond equipment supply, we design and implement tailor-made solutions from single-room setups to equipping entire hospitals from the ground up. Our partners and clients range from large hospital networks and public health institutions to front-line emergency and military medical responders. Whatever the setting, our commitment remains the same: to be a trusted, long-term partner who understands both the technology and the people who depend on it. Our work is guided by a simple belief "Technology for Life" - that the right medical technology, in the right hands, saves lives.

CERTIFICATIONS & LICENCES & AUTHORIZATIONS & COMPLIANCE

ISO 9001:2015

AQAP 2110:2016

ISO 13485:2016

GDP Certificate

WDA (Medicines)

Radiation Licence

We are the only medtech company in Estonia holding NATO quality certification AQAP 2110



VISION

To be the preferred partner for healthcare professionals across the Baltics, driving innovation in modern medical technology

MISSION

We value the efforts of healthcare professionals by offering world-class medical technology to the field for accurate diagnosis and efficient treatment

TECHNOLOGY FOR LIFE

Environment

E

ESG Principles & Initiatives

Our ESG Principles

Semetron operates as part of MM Group, whose Group-level ESG Guiding Principles define shared environmental, social, and governance values across all portfolio companies. MM Group recognises its significant role in addressing climate change and achieving environmental goals set at the European Union level, reflected across its diverse cross-sector investment portfolio. The Group has developed a targeted action plan to reduce emissions and measures its carbon footprint according to internationally recognised greenhouse gas accounting standards.

Sustainability is coordinated group-wide by a designated Sustainability Lead, ensuring coherence between group-level strategy and subsidiary action. Semetron's additional environmental initiatives were developed within this framework, adapted to the specific nature of our medical technology business. Reporting topics were selected based on a double materiality assessment reflecting the specific nature of medical technology operations and Semetron's mapped value chain.

Environmental-friendly Initiatives

We are committed to one additional environmental-friendly initiative annually.

In 2025, Semetron employees planted over 1,500 spruce trees on a forest land. As we all know, healthy ecosystems and clean environments are the foundation of public health!

All of our engineers' indoor workwear were updated to carry Oeko-Tex Made in Green certification



MADE IN
GREEN

Environment

Water & Waste

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Water Consumption in the reporting period, was in total 266,5 m³, equating to 5.2 m³ per employee annually. Semetron operates in a region with zero water stress risk.

266,5 m³
Total Water Use

Waste management is handled through long-term certified partnerships:

- TVO manages our producer responsibility obligations (collecting, sorting and reporting all applicable waste streams to ensure sustainable secondary raw material circulation possible).
- EES-Ringlus handles our electrical and electronic waste disposal. Semetron has been a registered member since 2006 (PRO200032), covering product categories EES4 and EES5.
- Hazardous waste is managed separately through our certified partner Epler & Lorenz and documents containing confidential information through RagnSells.
- All Semetron premises operate under an internal waste sorting instruction covering all waste categories.

5,2 m³
Per Employee

Water dispensers
replace single-use
plastic bottles across
all Semetron offices



Environment

GHG Footprint and Energy Consumption

This report marks Semetron's first and standalone ESG disclosure, establishing a baseline for future reporting consolidated at MM Group level.

At 6.2 t CO₂ eq per employee, Semetron's carbon intensity reflects an operationally lean footprint for a technical field service organisation with physical infrastructure including offices, warehouses, cold storage, pharmaceutical handling facilities, engineer workspaces, and a test laboratory in Estonia.

Electricity emissions account for 79% of our total footprint. The high share reflects the nature of our work: medical equipment servicing, calibration and testing require stable power supply and controlled conditions all year around.

315,6 t CO₂ eq

Total greenhouse gas emissions · GHG Protocol · SEI Tallinn Centre model

6,2 t

CO₂ eq per employee

37,4 t

Scope 1 - Vehicles

247,9 t

Scope 2 - Electricity

25,4 t

Scope 2 - Heating

4,9 t

Scope 3 - Waste

510,843 kWh

Total energy consumption

406,572 kWh

Electricity

104,271 kWh

Heating

Social responsibility

Our people

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Semetron's workforce consists of 51 employees, all based in Estonia and 100% employed on permanent contracts to ensure stability and long-term goals. Employee turnover rate was 13.2%. The gender pay gap for reported period was +2,74% in favour of women. Our average tenure for an employee is 9,3 years, which is significantly high, demonstrating loyalty and trust.

Our team is majority female: 61% women and 39% men, reflecting the healthcare sector's broader talent pool. Our hiring practices are gender neutral for all vacancies.

● Male ● Female



The age distribution shows a predominantly experienced workforce, with 76% of employees aged between 30 and 49.

● Age under 29 ● 30-49 ● Over 50



One team member works with reduced capacity, with the same rights, opportunities and respect as everyone else.

● Employees with reduced work capacity ● N/A



Social responsibility

Working conditions and wellbeing

WORKING CONDITIONS

Semetron achieved a 100% employee satisfaction survey response rate. Satisfaction scores across teams ranged from 8.5 to 8.9 on a scale of 10, reflecting a positive workplace experience. Our offices are equipped with ergonomic furniture and we invest in the wellbeing of our employees, we ensure equal treatment and pay.



FAMILY & HEALTH SUPPORT

We support our people through every stage of life. During the reporting period, 25% of employees used parental leave days, equally distributed between women and men. 87 health days were used across the team, 17 out of 23 eligible employees actively used private health insurance fundings, and 3 birth bonuses were paid.

ACTIVE TEAM CULTURE

Semetron teams participated in 11 public sporting events per year, we also offer weekly sports hall bookings and sports compensation to all employees: reinforcing a culture where movement and team spirit are part of our lives.

MENTAL HEALTH & REGULARITY

All employees have access to regular appointments of occupational health doctors and also to "Võõras Sõber" appointments. That is a confidential, independent psychological counselling service available outside the organisation, anonymous and free of charge to all employees.



Social responsibility

Safety & Development

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SAFETY

Semetron maintains a safe working environment with all employees covered by occupational safety policies, safety instructions and protective equipment. During the reporting period, one workplace accident was registered, with no lost working days, no fatalities and no occupational diseases recorded.

DEVELOPMENT

All (100%) employees participated in regular performance and development discussions. Training hours are not yet systematically tracked, a structured system will be implemented in the next reporting period.

Employees covered by safety policies, instructions, protective clothing	100%
Registered workplace accidents	1
Lost working days due to accidents	0
Fatalities	0
Occupational diseases	0
Accident rate (OSHA method)	2,13%
Workplace environment representatives	2
Labour dispute complaints	0

Social responsibility

Social Initiatives

Semetron's social responsibility extends beyond the workplace, that is why we actively contribute to our community, national defence and professional sector.

FOR OUR COMMUNITY

Semetron makes an annual monetary charitable donation aligned with our values as a medical technology company. In 2025, we supported NGO Estonian Cancer Society. Additionally we have supported medical associations & research.

FOR SOCIETY & NATIONAL DEFENCE

We consider crisis preparedness a natural extension of our mission to support life-critical operations in any conditions. Semetron actively supports Estonia's defence readiness both through our employees and through direct participation in military medical events such as Vigorous Warrior, Varblaserünnak, Siil, Kevadtorm, Scoutsrännak, Anname au! and others.

FOR OUR SECTOR

Active membership in EDAIA, Estonian Employers' Confederation, Estonian Chamber of Commerce and Industry, contributing to industry development and responsible business practices across the Baltic medical technology sector.



Estonian Defence
and Aerospace
Industry Association



Eesti
Töandjate
Keskkliit



ESTONIAN
CHAMBER OF COMMERCE
AND INDUSTRY

ORGANISATIONAL STRUCTURE

Semetron's daily and strategic management is handled by the Board, which coordinates key business decisions, quality oversight and organisational matters.

INTERNAL CONTROL AND RISK MANAGEMENT

Compliance with ISO standard requirements is audited regularly by an external auditor. The certification framework of ISO 9001:2015 and AQAP 2110:2016 forms the backbone of our internal control system, ensuring that processes, risk management and quality controls are regularly verified independently. Semetron has assessed its supply chain for social risks and has not identified material labour or human rights concerns among its key suppliers.

ANTI-CORRUPTION, ETHICS & COMPLIANCE

Semetron complies with all applicable laws and regulations related to the prevention of corruption, bribery and discrimination. No incidents were recorded during the 2024/2025 financial year. No complaints were submitted to the Labour Dispute Committee during the reporting period.

0

Corruption incidents

0

Discrimination incidents

0

Human rights violations

0

Data breaches

1

Whistleblower complaints

0

Labour disputes

Methodology

REPORTING FRAMEWORK

This report has been prepared on a voluntary basis in accordance with the EFRAG VSME Basic Module (December 2024). The 2024/2025 financial year is Semetron's baseline year for sustainability reporting. Data collection processes will be developed further in the years ahead.

MATERIALITY ASSESSMENT

Our reporting topics were identified through a double materiality assessment tailored to the medical technology sector. Key impact topics include end-of-life waste from medical devices and single-use plastics and electricity consumption in servicing and testing operations. Key financial topics include supply chain reliability, regulatory compliance and logistics-related climate risks.

GHG CALCULATION METHODOLOGY

Greenhouse gas emissions have been calculated using the SEI Tallinn Centre GHG footprint model, based on the GHG Protocol methodology with Estonia-specific emission factors. Scope 1 covers direct emissions from vehicle fuels. Scope 2 covers purchased electricity and district heating. Scope 3 currently covers waste management only, other categories will be added in future reporting periods.

ASSURANCE

This report is voluntary and unaudited. The data has been compiled internally by Semetron AS. External assurance will be considered in future reporting periods. Going forward, Semetron's sustainability disclosure will be consolidated within MM Group's group-level ESG report.

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SEMETRON

