Modern Slavery Statement UK, 2025

This statement is made in accordance with the United Kingdom's Modern slavery act 2015. The reporting period covers the financial year 1 January to 31 December 2025.

This statement is made on behalf of Straumann Limited; registered address 10 Finsbury Square, London, EC2A 1AF; registered company number 02646013.

Introduction to Straumann UK and the Straumann Group

Straumann Limited operating in the United Kingdom (UK) and Ireland is a subsidiary of the Straumann Group. In this statement, 'Straumann' refers to Straumann Limited, based in the United Kingdom, where it has operated since 16 September 1991.

The headquarters of the Straumann Group are located in Basel, Switzerland. Founded in 1954, Straumann Group is a global leader in dental implantology, orthodontics, and digital dentistry. Our mission is to improve people's lives through science-based, innovative solutions across the full dental care continuum—from prevention and tooth preservation to replacement and correction.

The Group has partnered with and invested in a number of companies to support its mission to become the most innovative customer-focused and digitally powered oral care company in the world, targeting unexploited growth markets and segments.

The Straumann Group sells its products and services in more than 100 countries through its various distribution subsidiaries and through third party distributors. The Group employs approximately 12,000 people globally.

At Straumann we are committed to meeting high ethical standards and complying with applicable local, national and international laws wherever we do business.

Our Code of Conduct is central to ensuring ethical business practices across the Group. It sets the tone from the top and clearly defines what is expected of every employee, fostering a culture grounded in integrity and responsible behavior.

Modern slavery

At Straumann Group, respect for human rights is at the core of how we operate. Our Group Code of Conduct (CoC) enforces clear expectations for ethical behavior and fair treatment, emphasizing dignity, equal opportunities, health and safety, and a zero-tolerance policy toward discrimination, harassment, forced labor, child labor, human trafficking and slavery-like practices. The CoC applies to all employees globally and the Group's agents and representatives, including consultants, and reflects our responsibility to act with integrity and responsibility.

Our commitments are guided by key international frameworks, including the UN Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the UN Guiding Principles on Business and Human Rights, and the UN Global Compact.

Whistleblower mechanisms

We actively promote adherence to our CoC and encourage both employees and external business partners to report potential violations through our internal and external SpeakUp[1] lines (compliance hotline/whistleblowing line).

These channels, which can be used anonymously, are administrated by an independent third party and allow confidential, two-way communication in more than 70 languages, supported by AI instant translation. The SpeakUp lines are accessible 24/7/365.

We provide comprehensive information on our intranet about the purpose of the SpeakUp line, when and how it should be used, and the procedure that applies. We ensure that all concerns raised through these channels are assessed promptly and thoroughly.

Both our CoC and external business partner (ExBP) CoC state our commitment to non-retaliation, and we strictly prohibit any form of retaliation against individuals who, in good faith, raise concerns or report suspected misconduct.

Training on the SpeakUp line is an integral part of our CoC e-training. Information for external business partners is also available on our Group website link.

In addition to the above any suspicions of slavery may also externally be reported to the Modern Slavery Helpline: https://www.modernslaveryhelpline.org/

[1] SpeakUp is a registered trademark of People in Touch B.V.

Supply chains

Straumann Group's double materiality assessment identified workforce-related rights in the supply chain as material from both an impact and financial perspective. The Group may be linked to adverse impacts on workers where suppliers fail to respect fundamental labor and human rights, including risks related to child labor, forced labor, discrimination, or unsafe working conditions. Such impacts can affect workers and communities beyond the Group's own operations.

At the same time, inadequate supplier conduct presents financial risks to the Group, including potential reputational damage, legal exposure, and disruption to supply continuity. These risks are particularly relevant given the global footprint of the value chain and the reliance on external partners for critical inputs. Straumann Group addresses these interlinked impacts and risks through a risk-based due diligence approach applied across the value chain.

For external business partners, including suppliers and distributors, which play a crucial role in the Straumann Group's international value chain, the ExBP CoC governs these relationships. It defines minimum expectations for suppliers, distributors, and other external business partners regarding responsible business conduct. It sets requirements aimed at respecting human rights, promoting fair working conditions, protecting the environment, and reducing sustainability related risks across the value chain.

Policies related to human rights

Our CoC and ExBP CoC support, respect and protect internationally recognised human rights, including labour rights. Our commitment to human rights covers areas such as forced labor, slavery like practices, child labor, human trafficking.

At Straumann we live a culture of inclusion. The Group does not tolerate discrimination against people based on their gender, ethnicity, race, age, disability, religion, nationality or sexual orientation.

Our Codes of Conduct are publicly accessible via this link.

The UK Employee Handbook outlines the key employment rights and protections for our staff, including fair pay, safe working conditions, equality, and grievance procedures. It is issued to all employees on joining and regularly reviewed to ensure compliance with UK law and best practice.

The ExBP CoC defines minimum expectations for suppliers, distributors, and other external partners regarding responsible business conduct. It sets requirements aimed at respecting human rights, promoting fair working conditions, protecting the environment, and reducing sustainability-related risks across our value chain.

The ExBP CoC obliges partners to comply with applicable laws and to align with internationally recognized standards, including the UN Universal Declaration of Human Rights, and the ILO Core Conventions. It prohibits child labor, forced or compulsory labor, human trafficking, discrimination, and unsafe working conditions. The policy also promotes freedom of association, equal opportunity, and adequate compensation.

The ExBP CoC is integrated into contractual requirements with major suppliers. To strengthen accountability beyond our direct operations, we expect partners to cascade these principles within their own supply chains.

Due diligence of suppliers -risk management

Straumann Group relies on a global value chain spanning suppliers, logistics partners, distributors, and other business partners to deliver reliable oral care solutions worldwide. As supply chains become more complex and exposed to regulatory scrutiny, geopolitical shifts, and stakeholder expectations, responsible labor practices in the value chain are increasingly linked to supply security, business continuity, and trust.

Our focus is on setting clear expectations for suppliers and aligning practices with internationally recognized labor and human rights standards to safeguard workforce related rights beyond our own operations. These efforts complement our multiple sourcing strategy and support long-term supplier relationships, including those related to critical raw materials.

We apply a risk-based due diligence approach to identify and address potential negative impacts across its value chain. Key suppliers are asked to complete a sustainability self-assessment through our digital platform, covering human rights, labor practices, environmental standards and business ethics. The submitted information is reviewed with a particular focus on forced and child labor indicators, especially for suppliers located in higher-risk countries. Where indications of non-compliance arise, Straumann Group or an independent third party may conduct an audit, and confirmed breaches can lead to corrective actions or termination.
Business partners are required to cooperate with these assessments and information requests.

In 2025, over 1600 suppliers, representing more than 84% of global spend, completed the sustainability assessment, reflecting strengthened governance over the assessment process, through active completion steering and targeted follow-up where progress lagged.

To complement supplier-level screening, Straumann Group obtains annual Letters of Representation (LoRs) from country managers and site heads. These confirmations state whether any justified suspicion of child labor existed within their own operations or among their direct suppliers and, if applicable, describe corrective actions taken. In 2025, no substantiated cases of child labor were identified through our due diligence processes, including supplier assessments, LoRs and SpeakUp channels. We continue to enhance our due diligence processes and remain vigilant for emerging risks.

We conduct an annual assessment of whether the Swiss due diligence and reporting obligations on conflict minerals and child labor apply to our activities. For the 2025 financial year, we concluded that the Group did not fall within the scope of these obligations, as it did not import or process any of the listed minerals and metals (tin, tantalum, tungsten or gold) in the ordinance of this law that would require enhanced due diligence, nor does it offer products or services with an identified elevated risk of child labor. While we do not operate in sectors typically associated with the highest prevalence of child labor, we maintain vigilance through supplier assessments, annual LoRs, and risk-based follow-up.

Audits of suppliers:

No supplier met the predefined audit trigger threshold during the reporting year, and therefore no audits were initiated.

KPIs to measure effectiveness internally

Internally we regularly monitor training completion of mandatory compliance trainings of which the Group Code of Conduct training is mandatory for all employees. To maintain a high level of compliance awareness, we require refresher training every two years.

Training

The commitment to accept and follow the CoC is integral part of the labor contract with our employees. In 2024 the Group established an e-training on key topics of our CoC, which covers also essential elements on human rights topics. By year-end 2025, the Group Code of Conduct e-training was launched in 36 countries; 10,445 employees enrolled, of whom 87% completed it.

In October 2025 this training was rolled out to all employees in the UK and Ireland, reaching a 92% completion rate by year end.

A 3rd party company - experts in employment law, HR, health & safety, and environmental management - delivers e-training to employees in the UK and Ireland on the topics of Diversity & Inclusion, Anti Money Laundering and Tackling Sexual Harassment in the workplace. Training on these topics is mandatory. Annual refresher training is provided.

This statement was approved by the board of directors of Straumann Ltd. in April 2026:

Isabelle Wege
Board Member

Signature: Signed by: Isabelle Wege DB52A9BEECD441B...

Date: April 21, 2026 | 05:56:33 BRT

Holger Haderer
Board Member

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Date: April 21, 2026 | 06:01:30 BRT

Andreas L. Meier
Board Member

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Rachel Wach
Board Member

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Date: April 27, 2026 | 06:47:36 BRT