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ELECTROSURGERY

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PRECISION
SUSTAINABILITY
AND CULTURE

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SUSTAINABILITY REPORT
2024

Taking Responsibility. Shaping Change. Enabling the Future.

Dear Readers,

We live in a time of profound change: global supply chains are strained, political uncertainty is rising, and extreme weather challenges our way of thinking and acting. More than ever, companies must go beyond economic success – they must take responsibility for people, resources, and a livable future.

This is where our sustainability concept begins. I am proud to present Sutter Medizintechnik GmbH's first sustainability report.

For over five decades, we have stood for precision, reliability, and progress in medicine. As an independent, family-owned company, we develop electrosurgical instruments used worldwide to improve and protect lives. But quality and innovation alone are no longer enough. Responsibility for people, resources, and social cohesion is part of who we are.

This report offers insight into what drives us, what we've achieved, and where we're headed. At Sutter, sustainability is not a project – it's a principle. It starts with our products: handcrafted for precision and designed to conserve resources throughout their lifecycle. It shapes our Emmendingen site, built to KfW-55 efficiency standards – a German benchmark requiring only 55% of the energy of a comparable new building – and operated almost CO₂-neutrally with green electricity and our own photovoltaic system. And it defines our culture – team spirit, health promotion, and social engagement.

We also invest in the next generation: offering trial days, dual study programs, and targeted support during apprenticeships. A special focus is on encouraging young women in technical careers – through mentoring, role models, and initiatives like "Girls' Day." Women lead in our production teams and are represented on our extended management board.

Our social responsibility extends to everyday actions: child sponsorships for employees, workplace health programs, and initiatives that strengthen community and well-being.

Sustainable growth, environmental awareness, and social integrity are the pillars we build on – now and in the future. They guide us in a world where trust, transparency, and collective action matter more than ever.

I invite you to explore this report – a reflection of our commitment to combine business with responsibility: reliably, effectively, and sustainably.



Warm regards,
Bert Sutter

REPORT PROFILE

This sustainability report is the first of its kind for Sutter Medizintechnik GmbH, Germany, and covers our sustainability initiatives from January 1 to December 31, 2024.

The information and data presented herein refer exclusively to Sutter Medizintechnik GmbH, Germany. The two subsidiaries – Sutter Medical Technologies in Alpharetta, GA, USA, and Sutter Pacific Ltd. in Hong Kong, China – are not included in this detailed review. The publication of the next sustainability report is planned for the reporting period of the 2025 fiscal year.

For the sake of simplicity and improved readability, gender-specific terms are used in the masculine form throughout this report; however, all gender identities are equally intended and respected.

Note in accordance with the German General Act on Equal Treatment (AGG): The exclusive use of the masculine form in this sustainability report is intended solely for the purpose of linguistic simplification. In line with our values and the principles of the AGG, all information applies equally to all genders. The use of a single gendered form is not intended to promote gender-based discrimination, but rather to enhance the readability and clarity of the content and language used throughout these pages.

1 Introduction

SUSTAINABILITY AT SUTTER

Why We Act the Way We Do

In this introduction, we show why sustainability is not a trend for Sutter but part of our DNA. We offer insights into our motivation, our ESG strategy, and our values as a family-owned company with a global outlook.

2 Environmental Aspects

CLIMATE ACTION IN THE DETAILS

OUR ENVIRONMENTAL FOOTPRINT

As a healthcare company, we take responsibility for our environmental footprint. This chapter outlines how we measure, assess, and actively reduce CO₂ emissions – through energy-efficient technologies, certified green electricity, and targeted efforts in mobility and infrastructure.

Social Aspects

3 PEOPLE FIRST

RESPONSIBILITY THAT CONNECTS

Social sustainability means more to us than employee satisfaction: We promote diversity, fairness, and equal opportunities, invest in education and health, and create a work environment built on trust and appreciation.

4 Governance Aspects

LEADING WITH STRENGTH.

ACTING WITH FAIRNESS. GOVERNING WITH TRANSPARENCY.

Transparent structures, ethical behavior, and a strong set of values define our corporate governance. We show how we combine compliance, data protection, integrity, and long-term strategy.

5 Progress Assessment

MEASURING IMPACT

PROGRESS WITH SUBSTANCE

Sustainability needs measurable outcomes. In this chapter, we assess our ESG targets, highlight milestones we've reached – and share what's next. Transparent, accountable, and with a clear aim: to drive sustainable and economically viable transformation.

An Innovation Engine with Global Impact

MEDICAL TECHNOLOGY
IN GERMANY

Germany's medical technology sector is much more than just an essential part of healthcare – it is a dynamic engine of innovation and a vital pillar of the economy. According to the industry association BVMed and the Health Industry Accounting (GGR), over 212,000 people were employed in the medical technology sector alone in 2024. Including employees from smaller companies, this figure rises to over 265,000. Nearly one in six jobs in Germany is closely tied to the healthcare sector.

A defining characteristic of our industry is its strong SME (small and medium-sized enterprise) foundation: 93% of companies have fewer than 250 employees. This structure grants the German medtech sector remarkable flexibility, strong innovative capabilities – and an impressive export strength. Nearly 68% of the industry's revenue is generated abroad.

Economically, the medtech sector also sets benchmarks: with a gross value added of €19.7 billion and a production value of over €46 billion (excluding micro-enterprises), the sector makes a significant contribution to the industrial healthcare economy. Its innovation potential is evident in its investments: on average, medical technology companies invest around 9% of their revenue in research and development – a figure that stands out compared to other industries.

The diversity of products is equally impressive: around 500,000 different medical devices are currently available on the German market. One third of the sector's revenue is generated with products that are less than three years old – clear proof of rapid innovation cycles and continuous advancement.

On the international stage, Germany is among the top players. In 2023, Germany led the European medtech market with revenues of around €40.4 billion. Export markets are widely diversified – the leading destinations include the USA, China, and the Netherlands.

The industry is
a beacon of future
potential.

Moreover, the industry is a beacon of future potential. According to a recent study by the Future Management Group, the medical technology sector – together with analytics and laboratory technology – ranks among the top five future industries in Germany.

The figures speak for themselves: "Made in Germany" medical technology stands for progress, economic strength, and global competitiveness – making it an indispensable driver of innovation and sustainable growth.

> 212,000

EMPLOYEES IN THE MEDICAL
TECHNOLOGY INDUSTRY (2024)

93 %

SMALL AND MEDIUM-SIZED ENTERPRISES
(SMES) (COMPANIES WITH
FEWER THAN 250 EMPLOYEES)

68 %

EXPORT SHARE
OF INDUSTRY REVENUE

19.7 Bil. €

GROSS VALUE ADDED IN THE
INDUSTRIAL HEALTHCARE SECTOR

No. 1

IN EUROPE (€40.4 BILLION
IN REVENUE IN 2023)

46 Bil. €

PRODUCTION VALUE
(EXCLUDING MICRO-ENTERPRISES)

~ 500.000

MEDICAL DEVICES
ON THE GERMAN MARKET

33 %

REVENUE SHARE FROM PRODUCTS
LESS THAN 3 YEARS OLD

Source: BVMed, "Facts and Figures of the Industry" and "Market Data and Facts 2025".

Why We Act the Way We Do

SUSTAINABILITY AT SUTTER MEDIZINTECHNIK

A FAMILY- OWNED COMPANY WITH VISION

For over 55 years, the name Sutter Medizintechnik has stood for precision, reliability, and medical progress. What began as a small family business has evolved into an internationally active manufacturer of electrosurgical products, serving customers and partners in over 55 countries. Yet one thing remains unchanged: our clear commitment to combining “Made in Germany” medical quality with responsibility for people, society, and the environment.

With a focus on ENT, microsurgery, and neurosurgery, we develop, manufacture, and distribute solutions that help physicians around the world improve and protect lives. Our headquarters in Emmendingen, Germany, complemented by subsidiaries in the USA and Asia as well as a strong network of international distributors, allows us to stay close to the needs of medical practice – technologically advanced, partnership-oriented, and future-focused.

OUR MISSION: PRECISION THAT DRIVES INNOVATION THAT HEALS

Every product that leaves our company represents our commitment to making surgical procedures simpler, safer, and more efficient. Our bipolar instruments – such as Calvian endo-pen® bipolar forceps, SuperGliss® non-stick bipolar forceps, and Masterpiece™ – are crafted with meticulous care, often under the microscope. Complemented by our 4 MHz radiofrequency technology in the form of our CURIS® and BM-780 II generators, we offer solutions that enable precise cuts and reliable hemostasis – minimally invasive, tissue-sparing, and scientifically proven.

As a pioneer of non-stick technology for bipolar forceps, Sutter Medizintechnik has gained international recognition. Over 35 active patents demonstrate our innovative spirit. However, for us, innovation means more than technology; it starts with dialogue – with users worldwide. Only through close collaboration with the field can we create products that deliver true value in the operating room.





Together we ensure the highest precision in manufacturing. Every detail matters to deliver sustainable quality and reliable medical technology.



Our modern production hall thrives on collaboration. Together we optimize processes for innovation, quality and sustainable solutions.

FOCUS ON PEOPLE: PARTNERING,
PRACTICAL, SOLUTION-ORIENTED

Our customers are at the center of everything we do. Through close partnerships with clinics, physicians, and surgeons, we develop solutions tailored to the realities of medical practice. We listen, we learn – and we act. Insights from trainings, user meetings, and joint projects flow directly into the continuous development of our portfolio. This is how we create medical technology that fulfills its promise – functional, reliable, and dedicated to health.

SOCIAL COMMITMENT
LOCALLY AND GLOBALLY

Our responsibility doesn't end at our company gates. Through initiatives such as worldwide child sponsorships for every employee, support for local sports clubs, and joint activities within our corporate health management program, we actively live social responsibility. These efforts reflect our belief that entrepreneurial success should always contribute to the well-being of others.

OUR RESPONSIBILITY: SUSTAINABILITY
AS PART OF OUR DNA

At Sutter, sustainability is not a trend but has always been part of our identity – ecologically, economically, and socially. Our guiding principles firmly anchor these values:

Sustainable Growth: we act responsibly, invest strategically, and ensure innovation through long-term stability.

Ecological Responsibility: we continuously reduce emissions, improve our processes, and operate our Emmendingen headquarters with energy-efficient infrastructure – including photovoltaics, heat pumps, and e-mobility initiatives.

Social Integrity: our employees are our most valuable asset. With ergonomic workplaces, individual development opportunities, a vibrant team spirit, and family-friendly working models, we create space for personal and professional growth.

SUSTAINABILITY THAT CONNECTS
TODAY AND TOMORROW

With this first sustainability report, we aim not only to show where we stand today, but also what drives us and where we want to go together. Transparency, responsibility, and continuous improvement are the foundation of our actions – and our promise.

As a medical technology company, we carry a special responsibility: enabling health means more to us than innovative products. It means promoting health holistically – for patients, for our employees, and for society as a whole.

For us, sustainability is not a trend but a mindset. It shapes our decisions, our partnerships, and our vision for the future. We invest in resource-efficient processes, strengthen social responsibility, and focus on long-term values that go beyond economic success.

This report marks the first step on a path we are committed to pursuing.

ESG AS A STRATEGIC SUCCESS
FACTOR – GROWING SUSTAINABLY,
REMAINING FUTURE-PROOF

Firmly embedding ESG criteria into our processes helps us identify risks early, manage responsibility consciously, and drive innovation purposefully – in a world shaped by change.

We think long-term: our goal is to grow sustainably and securely – for the benefit of our employees, customers, partners, and the patients our products are designed to help.

Our stakeholders rightly expect companies to go beyond financial metrics and take real responsibility. We embrace this expectation – and see ESG as a forward-looking leadership principle that combines reliability with progress and makes sustainability possible at all levels.

Sustainability as Our Guiding Principle



SUSTAINABLE GROWTH

ECONOMIC SUCCESS WITH RESPONSIBILITY

Sustainable growth for us means combining economic strength and entrepreneurial independence with responsible action. Through innovative products, high manufacturing depth, and long-term investments in our people and infrastructure, we lay stable foundations for a successful and responsible future – and thus for long-term, secure, and meaningful jobs.

RESPONSIBILITY WITH SYSTEM

At Sutter, we believe that only by combining economic success with societal value and environmental responsibility can we create lasting value. Sustainability serves as our compass – guiding a course that focuses on real impact and a viable future. Sustainability at Sutter Medizintechnik is reflected in three pillars: Sustainable Growth, Planet, and People.



Sustainability also means social responsibility. We support projects that provide access to clean water.
© SOS-Kinderdorf | Giorgos Moutafis



The use of photovoltaic technology reflects our commitment to climate protection and sustainable value creation.

PLANET

FOR A LIVABLE ENVIRONMENT

Sustainability starts in the details: with energy-efficient building technology, heat pumps, photovoltaic systems, and the use of certified green electricity, we aim for almost CO₂-neutral operations. We also promote sustainable mobility through bike leasing programs, e-bike charging stations, and modern mobility concepts. Our new headquarters in Emmendingen, built to German KfW-55 standards, and our focus on modern, resource-conserving processes are strong expressions of this commitment.

Our goal: to continuously reduce our ecological footprint and preserve natural resources.

PEOPLE

LIVING AND SHAPING RESPONSIBILITY

At Sutter, people are at the center: we create a work environment that fosters diversity, equal opportunities, and individual development. A comprehensive workplace health management program supports the well-being and health of our employees in their daily lives. Special programs to support women in technical professions, comprehensive training opportunities, and child sponsorships for all employees show: Social engagement is not a project for us – it is part of our identity, locally, globally, and across generations.

Shaping a Sustainable Future Together

SUTTER AND THE SUSTAINABLE DEVELOPMENT GOALS (SDGS)

The 17 Sustainable Development Goals (SDGs) adopted by the United Nations serve as a global roadmap for a more sustainable and equitable world by 2030. Covering a wide range of issues – from poverty eradication and education to climate action and responsible production – the SDGs provide a common framework for initiatives.

As a medium-sized company with global responsibility, we recognize the importance of this agenda. At the same time, we are aware that, as a specialized medical technology manufacturer, we cannot directly impact all 17 goals equally. That is why we focus on the areas where our products, processes, and partnerships can make the greatest contribution.

At the end of each of the following chapters, we specifically assign our existing and future measures to the most relevant SDGs in order to transparently show how we contribute to sustainable development. This approach helps us track our progress and identify new opportunities for sustainable action. Through continuous improvement and open dialogue with our stakeholders, we actively help shape the transformation toward a more sustainable future.



SDG 1
NO POVERTY



SDG 4
QUALITY EDUCATION



SDG 7
AFFORDABLE AND
CLEAN ENERGY



SDG 10
REDUCED
INEQUALITIES



SDG 13
CLIMATE ACTION



SDG 16
PEACE, JUSTICE AND
STRONG INSTITUTIONS



SDG 2
ZERO HUNGER



SDG 5
GENDER EQUALITY



SDG 8
DECENT WORK AND
ECONOMIC GROWTH



SDG 11
SUSTAINABLE CITIES
AND COMMUNITIES



SDG 14
LIFE BELOW WATER



SDG 17
PARTNERSHIPS
FOR THE GOALS



SDG 3
GOOD HEALTH
AND WELL-BEING



SDG 6
CLEAN WATER
AND SANITATION



SDG 9
INDUSTRY, INNOVATION
AND INFRASTRUCTURE



SDG 12
RESPONSIBLE CONSUMPTION
AND PRODUCTION



SDG 15
LIFE ON LAND

Climate Action in Details

OUR ENVIRONMENTAL FOOTPRINT

Our responsibility does not end with the production of precise medical instruments. As a manufacturing company in the healthcare sector, we understand that true progress can only be achieved when it goes hand in hand with environmental responsibility. That's why we are committed to measurably reducing our environmental impact – through thoughtful processes, clear targets, and consistent action.

MAKING CLIMATE GOALS TANGIBLE

OUR ENVIRONMENTAL COMMITMENT IN 2024 AND BEYOND

With our 2024 Sustainability Report, we are placing a special focus on reducing our environmental impact.

Since 2021, we have carried out an annual market-based analysis of our greenhouse gas emissions according to the three scopes of the Greenhouse Gas Protocol. The emissions in Scope 1 and Scope 2 were calculated in full and Scope 3 emissions were recorded in sub-areas for information purposes.

The main sources of emissions in our operations were energy consumption for heating and cooling, as well as business travel - particularly air travel, which accounts for a significant portion of our Scope 3 emissions. In addition, we are striving to reduce our Scope 3 emissions further by minimizing the use of printed sales materials and advertisements.

Despite our previous efforts, we have noticed a slight increase in Scope 1 and Scope 2 emissions in 2024 compared to previous years. This is mainly due to increased consumption of gasoline and diesel. The transition to electromobility in our fleet is an ongoing process that we strive to advance consistently. We continue to focus on expanding our e-mobility and are making efforts to gradually increase the use of electric vehicles.

We are also seeing an increase in Scope 3 emissions, primarily driven by more frequent air travel and a higher number of printed materials. To counter this trend, we are making efforts to implement targeted measures to reduce business travel and are increasingly focusing on digital alternatives to printed materials.

The move from Freiburg to Emmendingen and the construction of a new production and administration building according to the KfW Efficiency House 55 standard in 2022 marked a major step toward reducing our direct Scope 1 emissions. The KfW 55 standard stands for a particularly energy-efficient new building that consumes only 55% of the primary energy of a legally defined reference building - and thus makes an important contribution to climate protection. The use of heat pumps for heating and cooling, along with the installation of a 148 kWp photovoltaic system, significantly reduces our need for conventional energy. The remaining electricity demand is covered by green electricity from the provider Naturenergie. This power comes from 100% renewable sources, which substantially reduces our Scope 2 emissions. Naturenergie is a leading green electricity provider certified with the Grüner Strom-Label and supports a wide range of EEG projects in the region, contributing to a sustainable energy supply. Our green electricity comes from regional hydropower plants on the High Rhine and in the Black Forest.

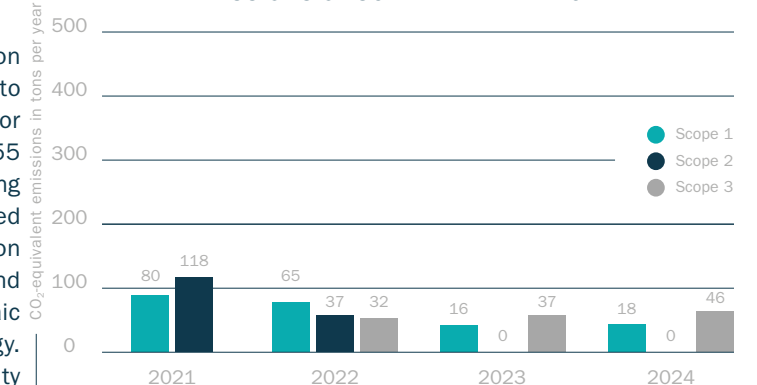
Looking ahead, we have set ourselves the goal of further reducing our greenhouse gas emissions - thoughtfully and in light of our previous achievements. We are guided by the European Green Deal: the EU aims for climate neutrality by 2050, with interim targets of -55% by 2030 and -90% by 2040 compared to 1990 levels.

We view our role realistically: we have already implemented many of the easier measures. Further steps—such as reducing air travel—are considerably more complex and often currently only achievable through offsets. Therefore, we have set our own interim goal, aligned with EU targets: to reduce our emissions by 50 % by 2040 compared to today. In the long term, we aim to achieve climate neutrality by 2050.

And we also want to remain transparent: depending on market conditions, our business volume may rise or fall, which can affect our absolute emissions. For this reason, we are currently exploring how we can also represent relative emissions in the future (e.g., per product or per unit of revenue) to reflect developments fairly and comprehensibly.

We are planning further steps: expanding the PV system with grid feed-in, switching to electric vehicles, updating travel policies, using alternative communication channels, installing electricity sub-meters, and monitoring refrigerants to reduce emissions.

MARKET-BASED GREENHOUSE GAS EMISSIONS OF SUTTER MEDIZINTECHNIK



* Scope 1, 2, and 3 are used in this report in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard.

Scope 1: Greenhouse gases emitted directly by the company

Scope 2: Greenhouse gases emitted by energy suppliers

Scope 3: Greenhouse gases in the upstream and downstream supply chain

Our Facade Driving Climate Action

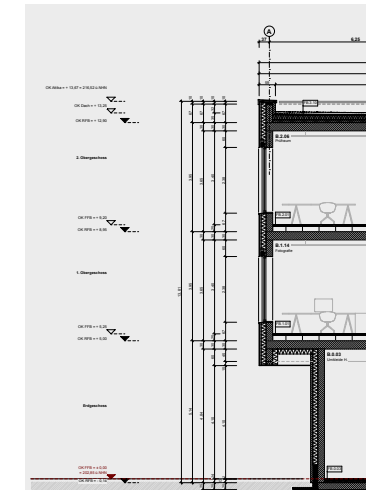
SUSTAINABLE
CONSTRUCTION

An exciting component of our sustainable thinking and actions, in addition to the building construction, is the facade of our company headquarters in Emmendingen, which we moved into in 2022. Right from the planning phase, the entire building life-cycle was taken into account – with the aim of harmonizing ecological, economic, and social aspects as effectively as possible.

A ventilated curtain facade with facade panels made of EQUITONE [natura]® was used. This solution offers numerous advantages in terms of sustainability: The fiber cement panels used are particularly durable, low-maintenance, and consist largely of regionally sourced raw materials. In addition, they are fully recyclable, reversibly mountable, and contribute to the reduction of our Scope 3 emissions in the building envelope area with a comparatively low CO₂ footprint (approx. 6.99 kg CO₂ /m² according to EPD).

The ventilated construction not only ensures a pleasant indoor climate and prevents mold formation but also improves sound insulation and increases thermal comfort – an added value for the health and well-being of our employees. In addition, the 1.25 m grid dimension of the entire building contributes to resource-efficient processing with minimal waste since many building products – including the facade panels – are manufactured exactly in this grid dimension.

By using this facade, we not only contribute to energy efficiency and resource conservation but also create the conditions for the potential future reuse of materials – entirely



Precise design details form the basis for a durable, resource-saving and energy-efficient building envelope.

in line with a circular construction approach. EQUITONE pursues ambitious goals in this regard: by 2030, all facade components are to be returned to the material cycle, and new business models for reuse and upcycling are to be established.

The facade is characterized by its long life-span, which is both ecologically and economically advantageous. During the utilization phase, only low maintenance and follow-up costs arise. In addition, the non-combustible materials provide reliable fire protection, enhancing employee safety.

In the event of dismantling, the construction allows for clean separation and recycling or reuse of the individual facade components. This sustainably strengthens our ecological footprint and underscores our ambition to make sustainability visible and effective in every architectural detail of our building.



The ventilated façade of our new building combines energy efficiency, sound insulation and sustainable material choices for long life.

"Together with a highly motivated team from Sutter Medizintechnik GmbH, we had the opportunity to develop the company's new headquarters on the edge of the Regelmatten industrial area in Emmendingen. The result of this planning process is a light-filled project built on the pillars of economic efficiency, forward-thinking ecological design, and the well-being of the people who work within it."

Dipl.-Ing. (FH) Alexander Höfflin,
Freelance Architect

RETHINKING MOBILITY

ON THE MOVE SUSTAINABLY
WITH BIKE AND SCOOTER

For us, sustainable mobility is more than just a buzzword – it's a part of our everyday reality and a core component of our environmental strategy. As a responsible employer, we actively promote climate-friendly mobility options and encourage our employees to make more sustainable choices. In doing so, we aim to significantly reduce our corporate emissions, especially those in Scope 3.

One key initiative is our JobRad program, which allows employees to lease high-quality bicycles and e-bikes at attractive rates – offering a practical, healthy, and eco-friendly alternative to commuting by car. Whether for the daily ride to work or personal use, choosing a bicycle means not only lowering CO₂ emissions, but also boosting physical activity, enjoying fresh air, and improving everyday well-being. This way, environmental protection goes hand in hand with personal benefit.

This program is complemented by the JobRoller – e-scooter models designed specifically for short to medium urban distances. It provides a flexible, low-emission, and independent mobility solution for employees who either do not use a car or commute longer distances. As a result, we're able to offer a sustainable mobility option that meets a wide range of needs.

Our broad range of corporate mobility measures was recognized in 2023 with the MobilSiegel awarded by the district of Emmendingen, Germany – a regional quality seal for climate-friendly corporate mobility management. The MobilSiegel honors companies that demonstrably promote sustainable transport solutions, such as cycling and walking, carpooling, public transportation, electromobility, or digital work alternatives. It is awarded based on clearly defined criteria and assessed by an expert jury.

To us, the MobilSiegel is a visible sign of our commitment and a motivation to keep advancing our mobility strategy. The next recertification is planned for 2026 and underscores our long-term dedication to modern, climate-friendly mobility with strong local roots.



Green paths instead of traffic jams: our employees benefit from eco-friendly mobility options for their commute.



Presentation of the MobilSiegel 2023 by District Administrator Hanno Hurth (left) to Michael Sillmann, VP Technical Operations at Sutter (right).

- SDG 7**
AFFORDABLE AND
CLEAN ENERGY
- SDG 9**
INDUSTRY, INNOVATION
AND INFRASTRUCTURE
- SDG 11**
SUSTAINABLE CITIES
AND COMMUNITIES
- SDG 12**
RESPONSIBLE CONSUMPTION
AND PRODUCTION
- SDG 13**
CLIMATE ACTION

SMART LIGHTING SOLUTIONS

SUSTAINABILITY IN EVERY DETAIL

When it comes to workplace lighting, we also prioritize sustainable and future-proof solutions. Throughout our new company building in Emmendingen, only energy-efficient LED technology is used – both for general lighting and individual workstation illumination.

A central element of this strategy is the targeted use of LIGHTPAD floor lamps from Swiss manufacturer Regent Lighting. These luminaires stand out for their strong focus on energy efficiency and sustainability. Integrated daylight and motion sensors ensure that light is only used when and where it is truly needed. Each lamp is also individually adjustable: Employees can set their preferred brightness using a control panel on the lamp stand, which is then automatically maintained depending on presence and daylight conditions.

The consistent implementation of this smart lighting concept makes a significant contribution to reducing energy consumption in building operations and reinforces our commitment to responsible consumption and sustainable infrastructure.





SUSTAINABLE SEATING

ECO-CONSCIOUS
OFFICE FURNISHINGS

We also place great importance on sustainable procurement when equipping our workspaces. Since 2023, Sutter has deliberately chosen eco-friendly office chairs for all new purchases: the ‘AT Mesh’ model by German manufacturer Wilkhahn.

Wilkhahn is a recipient of numerous environmental awards and is recognized as a pioneer in socially and ecologically responsible business practices. With the ‘AT Mesh’, Wilkhahn has developed a chair that combines aesthetics, ergonomics, and sustainability – benefitting both users and the environment.

The AT Mesh’s backrest covering consists of 80% recycled PET bottles, and all key components made of aluminum, steel, and polypropylene contain a high proportion of recycled material. According to the manufacturer, the chair is also 97% recyclable, making it a strong example of resource conservation and circular economy.

By choosing the ‘AT Mesh’, we are sending a clear message in favor of responsible consumption and are actively contributing to the reduction of Scope 3 emissions in our procurement processes.



HABITAT, NOT DECORATION

OUR GARDEN FOR BEES,
BLOOMS, AND BIODIVERSITY

Sustainability starts small – and in our case, it’s quite literally growing outside our door. Since 2023, a newly created, bee-friendly perennial garden has enhanced the outdoor area of our Emmendingen site, highlighting our commitment to ecological responsibility beyond production.

What may seem simply beautiful at first glance serves a vital environmental purpose: The garden features a carefully selected mix of native perennials such as lavender, yarrow, and woodland sage that bloom over an extended period, providing a continuous food source for bees, bumblebees, and other pollinators. A water station further enhances the habitat for our buzzing visitors.

To promote biodiversity, we’ve also installed insect hotels, offering safe nesting and resting spaces for wild bees and other beneficial insects. The result is a year-round refuge on our premises – a small but powerful contribution to preserving biodiversity.

17,000 sqm

PLOT AREA

7,700 sqm | 1,450 sqm

NET USABLE AREA OF THE BUILDING

GREEN ROOF AREAS

44,000 m³

GROSS VOLUME

KfW 55 | 950 sqm | 6.000 m³

ENERGY STANDARD*

OF GLASS

OF CONCRETE

3.100,00 sqm | 27,428 km

OF AIR DUCTS

OF DATA CABLES

5,3 km

OF PIPING

7

DATA DISTRIBUTORS

32,520 km | 1.029 pcs.

OF ELECTRICAL CABLES

DATA PORTS

~ 1,200 sqm | 1,200 tons

PHOTOVOLTAIC SYSTEM WITH 400
MODULES AND A CAPACITY OF 148 KWP

STEEL

*The KfW 55 standard is a German benchmark for energy-efficient buildings. It means the building uses only 55% of the primary energy compared to a conventional new building, as defined by national regulations. This reflects a high level of sustainability and energy savings.

Diversity, Fairness, and Equal Opportunities

THE PEOPLE
BEHIND SUTTER

Nicole – part of our team
since 2024, currently working in
the Single-Use department.

Our success is built on teamwork – on people who take responsibility, support one another, and actively contribute to shaping the future. They are the foundation of our sustainable actions. They bring with them diverse perspectives, professional backgrounds, experiences, and life realities – and it is precisely this diversity that strengthens us as a company. In 2024, Sutter employed a total of 174 people.

SUCCEEDING TOGETHER: DIVERSITY AS OUR FOUNDATION

Our workforce is diverse. People of different origins, cultures, religions, and age groups work together at Sutter. This diversity enhances our understanding of the needs of our international customers and partners – we are active in more than 55 countries worldwide. In 2024, our team brought together employees from 22 different nations.

EQUAL OPPORTUNITIES REGARDLESS OF ORIGIN, AGE, OR GENDER

At Sutter, diversity is understood in a comprehensive way – it encompasses origin, gender, and age. A balanced age structure within the workforce supports the transfer of knowledge across generations. Our remuneration structures are task-based, ensuring that gender plays no role in pay decisions.

ATTRACTIVE WORKING CONDITIONS AND FAIR COMPENSATION

Sutter offers a working environment based on fair compensation, social benefits, and long-term job security. Our compensation system combines a fixed monthly salary with voluntary performance-based bonuses and additional benefits such as a company pension scheme. Multiple recognitions in independent employer rankings over several consecutive years highlight our ongoing commitment to providing attractive, reliable, and employee-focused working conditions.

FLEXIBLE WORKING HOURS AND WORK-LIFE BALANCE

Our employees benefit from flexible working time models, enabling them to balance professional responsibilities with personal needs. This flexibility contributes to high levels of satisfaction and long-term employee retention.

QUALIFICATION WITHOUT GENDER STEREOTYPES

Our training and qualification programs are deliberately designed to be gender-neutral. The goal is to develop talents based on their abilities.

Through initiatives such as our participation in “Girls’ Day” – a nationwide program in Germany that gives schoolgirls hands-on insights into technical and scientific professions – we aim to inspire more young women to pursue careers in STEM fields (science, technology, engineering, and mathematics).

Diversity, fairness, and equal opportunities are the foundation of Sutter Medizintechnik’s corporate culture. Through targeted initiatives to promote sustainable mobility, flexible working arrangements, equality, and lifelong learning, we create an environment that meets the needs of all employees and strengthens our long-term competitiveness.



Abbas has been part of Sutter since 2022 and currently works in the Non-Stick Pre-Assembly team.

Our strength lies in diversity. With respect and fairness, we build a workplace that combines innovation and responsibility.



Marinela is part of Sutter since 2023, now committed to the Single-use team.

EQUALITY AS A CORE PRINCIPLE

Equal opportunity is a fundamental part of our identity at Sutter. Women and men have the same opportunities for development and advancement – regardless of department or role. Key leadership positions within our extended management team are held by women, including Petra Dischinger (VP Finance & Human Resources) and Dr. Simone Peschl (VP Business Development & Market Access). In production, Barbara Diemer (Team Lead Precision Mechanics) and Jessica Busch (Deputy Team Lead Single-Use) also take on responsibility in leadership roles. The diverse composition of our leadership teams reflects our strong commitment to diversity, equal opportunity, and an inclusive corporate culture.

VALUING EXPERIENCE: FOCUS ON THE 55+ GENERATION

The experience and knowledge of older employees are a key part of Sutter's success.

We actively seek to recruit professionals aged 55+ and offer flexible working models that meet the needs of experienced colleagues – such as part-time work or project-based assignments. Retired employees are also welcome to continue contributing their expertise.

BALANCING FAMILY AND CAREER

We place great value on enabling our employees to balance family and career. To ensure that employees can make use of parental leave with confidence and without concern, we provide comprehensive support: clear guidelines, flexible working arrangements, and resources to organize temporary cover during absences.

SDG 3
GOOD HEALTH AND WELL-BEING

SDG 4
QUALITY EDUCATION

SDG 5
GENDER EQUALITY

SDG 8
DECENT WORK AND ECONOMIC GROWTH

SDG 10
REDUCED INEQUALITIES



Armando has been part of Sutter Medizintechnik since 2018, contributing his extensive experience to process optimization. Since 2023, he has been leading the Non-Stick Pre-Assembly team.



Targeted training as a career key: Jessica joined Sutter in 2019, today she is Deputy Team Lead for the Single-Use team.

The Development of Our Employees as a Core Priority

At Sutter Medizintechnik, we not only foster the personal growth of our employees but also view their continuous development as a key strategy to address the skills shortage. Through targeted upskilling and reskilling initiatives, we create career opportunities, strengthen internal mobility, and broaden professional horizons. Diversity and inclusion are essential drivers of innovation and sustainable success for us. One example: Our notable share of colleagues on the autism spectrum enriches our teams with unique strengths such as precision and analytical thinking – a true example of inclusion in practice.

PROMOTING EMPLOYEE DEVELOPMENT

At Sutter Medizintechnik, we not only value the personal growth of our employees but also see their continuous development as a crucial factor in addressing the shortage of skilled professionals. Through targeted upskilling and reskilling measures, we create attractive career opportunities while enabling our workforce to fill internal vacancies and broaden their professional horizons.

PRACTICAL IMPLEMENTATION THROUGH EMPLOYEE DIALOGUES

Regular, annual employee appraisals are not just a tool for performance evaluation at Sutter – they also serve to understand the individual goals and aspirations of our workforce. Based on these discussions, our HR managers work closely with employees to identify tailored, job-related training opportunities. This not only enables employees to pursue their personal goals within the company but also prepares them to actively face future challenges.

To further strengthen this process and ensure consistency across the organization, we plan to introduce a standardized discussion format for both production and administrative areas in 2025. This format, developed as an outcome of an internal leadership seminar, is designed to ensure that leadership and employee development are implemented clearly, consistently, and in alignment with our company values.

LEADERSHIP DEVELOPMENT AS AN INVESTMENT IN THE FUTURE

In a constantly changing work environment, purpose, personal responsibility, and collaboration on equal terms matter more than ever. At Sutter, we also ask ourselves: What do we stand for – and how do we live this in our daily work? Our answer starts with leadership: Through targeted training, we empower our leaders not just to guide, but to create space, inspire, and listen. A clear company purpose provides orientation – for everyday decisions and for our shared goal: making a sustainable contribution.

ESTABLISHING A POSITIVE LEARNING AND ERROR CULTURE

In our effort to establish a positive culture of learning and dealing with mistakes, we at Sutter actively promote an environment that encourages continuous learning and constructive engagement with errors.

We create spaces where employees are encouraged to expand their knowledge and draw valuable insights from mistakes: daily shopfloor meetings across different hierarchy levels in our production, weekly jour fixe meetings within our administrative teams, as well as workshops and programs designed to foster knowledge exchange and raise awareness of the value of mistakes as opportunities for improvement.

We place great importance on open communication and encourage our teams to share their experiences so that we can grow together.

Shaping Tomorrow Through Today's Training

AT SUTTER, SUSTAINABILITY MEANS MORE THAN ECOLOGICAL RESPONSIBILITY – IT BEGINS WITH THE PEOPLE WHO SHAPE THE FUTURE. THAT'S WHY WE PLACE SPECIAL EMPHASIS ON TRAINING AND DEVELOPING YOUNG TALENTS WHO FORM THE FOUNDATION OF A SUSTAINABLE ECONOMY AND SOCIETY.



Technology inspires: We create space for women in STEM and support them on their journey to expertise and personal growth.

RESPONSIBLE VOCATIONAL AND COMMERCIAL TRAINING

A cornerstone of our training strategy is the apprenticeship of industrial mechanics (m/f/d), where we combine practical qualification with a future-oriented approach, thus actively strengthening the regional labor market and securing technical expertise for the medical technology industry.

The integration of working students is also an important pillar of our talent development. Through targeted programs, we provide practical insights that can be ideally combined with academic studies. Students have the opportunity to complete their thesis projects in collaboration with Sutter and engage early with sustainable processes and industrial innovations. Our goal: long-term collaboration with committed talents – from training to permanent employment.

APPRENTICE CAMPAIGN 2024 – VISIBILITY, DIVERSITY, AND DIGITALIZATION

Sustainable company development starts with the people who shape it. In 2024, Sutter launched a Training Campaign to enhance its visibility as an attractive training company and to lay the groundwork for future-oriented talent development at our new site in Emmendingen.

A key part of this strategy is the establishment of a new dual training leadership team in the field of industrial mechanics – consisting of one female and one male trainer. This young, committed team succeeds our long-time training manager, who is entering a well-deserved retirement. Starting in 2024, this duo will be responsible for training, bringing fresh perspectives, modern approaches, and close personal mentorship to the development of our apprentices.

The structure of our training programs has also evolved – with digitalization playing a crucial role. By introducing a new platform that combines administrative functions and digital learning content, we are making training processes more efficient, transparent, and contemporary. This offers apprentices a modern, interactive learning experience while easing the organizational workload for trainers.

Another milestone was the launch of our own Instagram channel in February 2024, targeting a young audience. With authentic insights into daily training life, information about apprenticeships, and personal stories from our trainees, we aim to engage young people where they communicate – online and at eye level.

In parallel, Sutter participated as a Gold Sponsor in the regional "Jugend forscht Südbaden" ("Youth researches") competition, presenting a modern exhibition booth that showcased our commitment to vocational training and inspired young people to explore technical careers.

Since then, our trainees and trainers have regularly participated in at least three career fairs per year, informing young talents about apprenticeship opportunities at Sutter. We place particular emphasis on promoting diversity and equal opportunities – especially the advancement of women in STEM fields. A notable example: Since September 2024, we have been training two young women as industrial mechanics – a clear sign of change in a traditionally male-dominated profession.

Through all these initiatives, Sutter pursues a clear goal: establishing a sustainable, diverse, and future-oriented training culture that inspires young people, secures the skilled workforce of tomorrow, and actively lives social responsibility.

PROJECT SPACE 2.0 – INVESTING IN TRAINING AND THE FUTURE

At Sutter, sustainability also means investing in the people who will shape tomorrow's technologies. With the establishment of our new Project Space 2.0 in 2024, we are making a strong statement for future-oriented education and the consistent promotion of technical skills.

The new workshop was designed specifically for our industrial mechanics apprentices, providing a practical, safe, and high-quality learning environment where young talents can develop their skills. Equipped with state-of-the-art milling, turning, and drilling machines, the workshop allows apprentices to acquire and refine the skills defined in the training framework plan under realistic conditions. Safety and confidence in machine handling are key priorities – because precision and routine, built through regular practice, are crucial for professional success.

Additionally, the workshop serves a dual purpose: besides training, it also produces fixtures and tools for our own manufacturing processes, strengthening the connection between training and real-world production. Apprentices experience firsthand how their work directly contributes to value creation – a motivating insight into the importance of their skills.

Another focus is targeted exam preparation. The workshop offers apprentices intensive opportunities to prepare for their interim and final exams under real conditions, with close mentorship from trainers to strengthen individual talents and address specific challenges.

With the Project Space 2.0, we not only create space for technical skill development but also foster personal growth, responsibility, and pride in craftsmanship – a key building block of our sustainable training strategy. The six-figure investment made for this purpose underscores the high importance that training and the promotion of young talent have at Sutter.



Technical expertise from day one: Our apprentices work on real parts and see how their efforts contribute to production.



Learning through dialogue: Hands-on tasks make training at Sutter unique, creating expertise that translates directly into practice.

PARTNERSHIPS WITH EDUCATIONAL INSTITUTIONS

To broaden our impact on talent development and qualification, we have established strategic partnerships with educational institutions. These collaborations enable us to offer practice-oriented training opportunities that meet the demands of the modern labor market. Through mentoring programs, we foster knowledge exchange between experienced employees and emerging talents.

Our commitment to training is not only an investment in the future of our company but also a contribution to building a sustainable and equitable society. We are proud that our employees are not only experts in their fields but are also helping to shape a world that meets the needs of today's generation without compromising the opportunities of future generations.

SDG 4
QUALITY EDUCATION

SDG 5
GENDER EQUALITY

SDG 8
DECENT WORK AND
ECONOMIC GROWTH

SDG 9
INDUSTRY, INNOVATION
AND INFRASTRUCTURE

SDG 12
RESPONSIBLE CONSUMPTION
AND PRODUCTION



ANASTASIA KOVALENKO ON NEW
BEGINNINGS, COMMUNITY, AND PERSONAL
GROWTH AT SUTTER MEDIZINTECHNIK

Solidarity Builds the Future and People Who Support One Another

INTERVIEW
ANASTASIA KOVALENKO

Anastasia Kovalenko has been working in instrument manufacturing at Sutter since 2023. When the war in Ukraine broke out, she and her family fled to Germany – an escape that marked not only a new beginning in a new country, but also a career change. In this interview, she shares her journey to Sutter, the challenges of learning a new language, her desire to keep growing, and what it means to be part of a company that embraces diversity and humanity.

Mrs. Kovalenko, could you tell us a bit about your background and what led you to work at Sutter?

I've been living and working in Germany for two and a half years now. Before the war, I ran my own business in merchandising in Ukraine and later worked as a lash artist in a beauty salon. When the war started, my husband, our daughter, our dog, and I fled together – driving six days to reach Germany, bringing little more than some documents and a few clothes.

Our first stop was Freiburg, where we stayed in a refugee shelter. Within a few months, I found my first job at a small electronics company. But because there were hardly any opportunities for development, I began looking for something more promising – with support from the employment agency. That's how I found my way to Sutter.

What was the hiring process like at Sutter, and what were your first impressions of the company?

The job agency referred me to Sutter, who at the time was looking for support in instrument manufacturing. When I walked into the modern company building, I was immediately impressed: bright, friendly spaces, modern equipment – and most importantly, a respectful and welcoming atmosphere among the team. From day one, I felt like I truly belonged.

What language barriers did you face at the beginning, and how did Sutter support you in learning German?

The language was, of course, the biggest challenge at first. But I made a conscious effort to speak German – even with colleagues who also spoke Russian – so I could learn more quickly. The support from Sutter was incredible: Mr. Sutter and Mrs. Dischinger, together with my team lead, immediately organized and financed a German course for me. Since then, I've been attending evening classes at the adult education center three times a week. It has helped me enormously.

You had the opportunity to organize aid efforts for your home country. Can you tell us more about that?

Helping Ukraine was something very close to my heart, and I'm deeply grateful to Sutter for supporting the initiative. Management encouraged all staff to participate in the donation campaign – collecting non-perishable food, hygiene items, toys, school supplies, and medicine, all brand new and in original packaging. My colleagues were incredibly committed. In total, we packed 35 large boxes. I was even allowed to organize a second round of donations, which was a great honor for me.

Can you describe a typical workday in instrument manufacturing?

My day starts at 7:00 AM by reviewing the production plan – I prioritize tasks and begin manufacturing our electrodes. I handle every step of the process myself: cutting, welding, grinding, polishing, assembling, gluing, and finally, quality control. The precision, care, and attention to detail I developed as a lash artist really help me in this role.

How has Sutter supported you on your personal and professional journey?

The team at Sutter has been incredibly helpful from the beginning. They supported me in learning German, patiently guided me, and corrected me when needed. At the same time, the company gave me the chance to prove myself in a completely new profession. Today, I'm able to rent my own apartment and offer my family a life in peace and security – that means a lot to me.

What are your goals for your future at Sutter? Are there areas in which you'd like to grow?

I would love to continue my training in quality assurance. My goal is to keep learning and to take on more responsibility – especially because I truly enjoy the work I do.

How important is diversity to you in the workplace, and how do you experience Sutter's commitment to inclusion?

For me, inclusion means that everyone belongs – that no one is left behind. Everyone should have the opportunity to grow and to share their experiences. I personally benefit a lot from the knowledge of my colleagues – and in return, I'm always happy to pass on my own experiences.

What would you like to say to people who may find themselves in a similar situation to yours?

Believe in a better future. Take every opportunity to learn something new. Join language and integration courses, stay open and kind, help others, and show respect to the country that has welcomed you. And above all: be grateful. That mindset opens doors – both professionally and in life.



The Future Needs Training and People Who Shape It

FRANZISKA BECK AND THOMAS RIETSCHKE ON MOTIVATION, RESPONSIBILITY, AND THE FUTURE OF VOCATIONAL TRAINING AT SUTTER MEDIZINTECHNIK

Since 2024, Franziska Beck and Thomas Rietsche have formed the new training duo for industrial mechanics at Sutter. With a modern training concept, digital expertise, and a strong sense of personal commitment, they are reshaping vocational training at the Emmendingen site. In this interview, they share what drives them, what matters most to them in everyday training, and what future they envision for vocational training at Sutter.



Personal guidance and hands-on tasks build a strong foundation of expertise.

Mrs. Beck, Mr. Rietsche – what personally motivated you to become trainers at Sutter?

TR I really enjoy working with young people. I completed my own training as an industrial mechanic at Sutter 16 years ago, and I'm happy to pass on the knowledge I've gained over the years. The idea of getting the trainer certification together with Franziska and combining our technical expertise with newly acquired theory really appealed to me. Being able to take on this responsibility as a team was another key reason why I didn't hesitate to step into the training lead role alongside her.

FB For me, the decisive factor was the desire to inspire young people to pursue a skilled trade – and to support them in mastering their daily work with joy, motivation, and the right mindset. I wanted to be part of an environment that not only imparts knowledge but also fosters courage and confidence.

How would you describe your own path in industry and training? Were there any formative experiences?

FB When I started my apprenticeship as an industrial mechanic 16 years ago, I was the only young woman in a department of 25 men – and to be honest, the tone was often quite rough. A female mentor would have been a great support back then. Today, I want to be that person for others.

You are succeeding a long-standing head of training together. How did you find each other as a team – and how do you complement each other in your day-to-day work?

TR We have known each other since our own vocational school days. About three years ago, we reconnected at Sutter – and quickly realized that we work extremely well as a team. Our strengths naturally complement each other in everyday tasks.

What fresh ideas are you bringing into the training program?

FB From the beginning, it was important to us to modernize the training program. We have digitized many processes and place great emphasis on an open, respectful interaction with our trainees. At the same time, we consciously look beyond the technical training – addressing topics like sustainability and personal development.

With the new Project Space 2.0, a real highlight has been created – how do you use this space for practical training?

TR The new workshop is a dedicated space where everything revolves around training – but it also leaves room for creativity and experimentation. Trainees can develop their skills in a safe environment, prepare for exams, and gain real hands-on experience. Other departments benefit as well, as we produce jigs, fixtures, and tools for development, engineering, and production.

Is there a project or exercise that you are particularly proud of or that is especially popular with the trainees?

FB Our current favorite is the "Top-Secret Christmas Gift" project. Trainees independently come up with ideas, plan, and organize the entire project themselves – it's very well received and encourages responsibility and creativity.

The introduction of a digital platform for training management and learning content was a big step. How has it changed your training work – and how do the trainees respond?

TR The platform allows us to offer learning content in a flexible, engaging, and location-independent way – a real added value, especially when combined with practical machine work. The trainees respond very positively, as they are already familiar and comfortable with digital environments.

What opportunities do you see in digitalization – and where are hands-on experiences still indispensable?

FB One major advantage is that trainees have access anytime, whether they are in the workplace or at vocational school. Still, it's crucial for us to preserve certain analog skills, like manual drafting. Digital design programs don't allow for errors – and without making mistakes by hand, the learning effect would be lost.

Mrs. Beck, as a female trainer in a technical field, you are surely a role model for many young women. How do you perceive the development of women entering STEM apprenticeships?

FB Progress is being made, but we're not quite where I would like us to be. However, I can see that my presence as a female trainer has a positive impact – we successfully recruited two young women for the industrial mechanic apprenticeship. At career fairs, I focus on breaking down stereotypes and encouraging young women to follow their own paths.

From theory to practice:
With guidance, apprentices
experience firsthand how
their work flows into real
production processes.



What are you doing to inspire more young people – regardless of gender – to pursue technical careers?

FB We focus on open conversations, giving authentic insights into the working world, and creating personal connections. Technology is for everyone – and we demonstrate that every day through our work.

What role does sustainability play in your training practices?

TR Sustainability is fully integrated into our daily routines. For example, we ensure the correct disposal of emulsions, use special containers for oil-soaked cloths, and repurpose leftover materials for new projects. We also consciously monitor tool management digitally to use materials more efficiently and responsibly.

How do you teach trainees that sustainable practices are important even in the daily life of an industrial mechanic?

FB We lead by example. It's about building awareness – showing that every action, every decision, has an impact. Sustainability starts with small, everyday choices.

What are your hopes for training at Sutter over the next five years?

TR Technically, we are already on a very high level. Looking ahead, we want to focus even more on the personal development of our trainees – emphasizing teamwork, conflict resolution, and healthy lifestyles just as much as technical expertise.

Is there a personal goal you would like to achieve together as a training duo?

FB We want to support young people not only professionally, but also personally. This includes offering mindfulness training sessions or talks on nutrition, physical activity, and addiction prevention. If we can spark even small changes that have a lasting impact, we will have achieved something truly meaningful.

AT SUTTER MEDIZINTECHNIK, SUSTAINABILITY MEANS MORE THAN ENVIRONMENTAL RESPONSIBILITY - IT BEGINS WITH THE PEOPLE WHO CONTRIBUTE TO OUR COMPANY'S SUCCESS EVERY DAY. OUR COMMITMENT TO HEALTH AND WELL-BEING IS DEEPLY EMBEDDED IN OUR CORPORATE CULTURE.

Responsibility That Connects

PEOPLE FIRST

PROMOTING HEALTH, UNLOCKING POTENTIAL

As a developer and manufacturer of innovative electrosurgical solutions for ENT, microsurgery, and neurosurgery, we actively contribute to improving healthcare worldwide. At the same time, we see it as our duty to protect and promote the health of our employees with the same dedication. After all, only healthy and satisfied employees can reach their full potential - and safeguard the innovative strength that defines Sutter.

Our occupational health management (OHM) is focused on prevention and actively promoting health directly in the workplace. In cooperation with BARMER health insurance, we regularly organize health days with changing themes. A particular highlight in 2022 was a series of radiation-free spinal screenings. Participants received individualized back analyses and digital training suggestions, easily accessible via QR code.

As a sustainable continuation, we have been offering our employees weekly exercise sessions during working hours since early 2023 – including back training and Nordic walking courses. Employees also have the option to borrow Nordic walking poles from reception at any time and take a walk on their own. Since 2023, Hansefit has been established as an attractive employee benefit at Sutter and is actively used by nearly half of our workforce. Hansefit is a corporate fitness program that gives employees access to a wide network of gyms, sports facilities, and online fitness services across Germany.

In 2024, we expanded our health services to include the BARMER Body Check – a compact body analysis that provides valuable insights into individual health. Measurements included BMI, body fat percentage, visceral fat, muscle mass, body water, and basal metabolic rate. Participants received personalized feedback and specific tips for optimizing their health.

The Body Check was complemented by an interactive ginger shot station. Here, employees learned how to quickly and easily prepare simple immune boosters – a welcome health boost, especially during the cold season.

Regular analyses of sitting habits at workstations – both in production and administration – and targeted posture-improving exercises also help prevent back problems and physical strain.

Such low-threshold yet motivating offerings are a core part of our occupational health management program (OHM). They aim to actively promote health, strengthen personal responsibility, and support overall well-being.

Employee surveys help us continuously improve our health management efforts and respond specifically to identified needs. Our occupational reintegration program also supports colleagues in returning to work in a structured and healthy way after illness-related absences.

SYSTEMATIC OCCUPATIONAL SAFETY: MAKING SAFETY SECOND NATURE

Sutter takes a comprehensive, systematic approach to occupational safety, combining behavioral and organizational prevention strategies. Our practices follow the internationally recognized ISO 45001 standards, with the goal of permanently safeguarding the health and safety of our workforce.

We place special emphasis on proactive workplace and process planning to minimize both physical and mental strain from the outset. To ensure full coverage of all health and safety aspects, we work closely with an external occupational safety specialist and a company physician. These experts ensure we are always up to date with the latest regulations and technology and that appropriate measures are promptly implemented.

The occupational safety specialist is involved early in the planning of new workstations to identify potential risks before they arise and develop preventative solutions. Our safety culture is grounded in open communication, continuous improvement, and active employee involvement. Regular health and safety committee meetings offer a collaborative platform to develop and implement ideas for improving workplace health and safety.

Together with BARMER, we host annual Health Days focusing on various topics. We also regularly analyze posture and seating behavior at computer workstations and provide targeted exercises to proactively prevent back pain and strain.

Clear responsibilities in occupational and fire safety ensure quick action. Safety officers and first responders receive regular training, supported by routine inspections, audits, and risk analyses. New employees undergo thorough safety training, with ongoing development for all staff. Fire safety is secured through a comprehensive concept and trained officers in every department, ensuring fast response in emergencies. This holistic approach creates a safe, healthy, and modern workplace – building the foundation for long-term performance and employee satisfaction.

VISIBLE SUCCESS, ONGOING COMMITMENT

The success of our efforts is reflected in the numbers: in recent years, we've maintained a record of zero reportable workplace accidents - a clear indicator of the effectiveness of our systematic approach. But we won't stop here. We are committed to continuously strengthening our safety culture, optimizing our processes, and finding new ways to promote a healthier work environment.

Because we believe: only in a safe and health-conscious environment can people truly thrive—and so can our company. Our ongoing goal is not only to protect the health and well-being of our employees, but to actively shape and enhance it for the long term.

Locally

LIVING SOCIAL
RESPONSIBILITY

and

AT SUTTER MEDIZINTECHNIK, SUSTAINABILITY MEANS MORE THAN INNOVATION AND EFFICIENCY – IT ALSO STANDS FOR HUMANITY, EMPATHY, AND SOCIAL COMMITMENT. AS A RESPONSIBLE COMPANY IN THE HEALTHCARE SECTOR, WE STRIVE TO THINK BEYOND ECONOMIC SUCCESS AND MAKE A TANGIBLE CONTRIBUTION TO BUILDING A FAIRER, MORE LIVABLE FUTURE.

Globally

„We want people to truly feel what it means to give.“

BERT SUTTER, CEO
SUTTER MEDIZINTECHNIK GMBH

OUR SOCIAL COMMITMENT DIVERSITY THAT CONNECTS

In a constantly changing world, Sutter takes active responsibility – through initiatives that foster global solidarity while strengthening local communities. Social engagement is a core value of our identity, encompassing everything from long-term child sponsorships to local sports sponsorships.

CHILD SPONSORSHIPS HELPING PERSONALLY, IMPACTING SUSTAINABLY

Since 2011, Sutter has supported a unique sponsorship program: for every single employee, we sponsor a child in need – through the employee's choice of either SOS Children's Villages or World Vision. This personal choice creates authentic, heartfelt connections between sponsor and child.

These sponsorships provide children around the world with access to education, healthcare, and age-appropriate development opportunities. They offer real chances – for a life of dignity and future possibilities. But the impact extends beyond the child: families benefit from financial relief, allowing more space for care and attention. In addition, the programs strengthen local communities through investments in infrastructure and educational initiatives.

What makes this program truly special is that our employees have the opportunity to engage directly with their sponsored child – through letters or small gifts. In this way, long-distance support becomes a tangible, emotional connection that leaves a lasting impression on both sides.

REGIONAL SPORTS SPONSORSHIP PROMOTING TEAM SPIRIT, FAIRNESS, AND COMMUNITY

While our global efforts remain important, our regional responsibility is equally close to our hearts. We are proud to support SV Mundingen, a traditional local football club founded in 1950, actively contributing to the continuity and development of community sports.

Especially in challenging times – such as the pandemic and its financial repercussions for amateur sports – we want to send a clear signal of support: for togetherness, opportunity, team spirit, and fair play. Sports not only promote physical health but also encourage social skills and inclusion – key elements of a strong, connected community.

Since 2023, we have also supported FC Emmendingen (FCE) soccer club as a youth sponsor under the initiative "11 Freunde" – another meaningful step in fostering youth development through sports at the local level. This partnership helps provide children and young people with access to athletic activities, community spirit, and personal growth.

PURPOSEFUL ENGAGEMENT FOR A MORE HUMANE FUTURE

Whether it's through child sponsorships across the globe or support for youth and sports in our own backyard, our commitment is all about strengthening relationships, supporting communities, and improving lives where help is most needed.

We are guided by a clear belief: social sustainability is not a side issue – it is a fundamental part of a company culture built on empathy, accountability, and long-term thinking.



Access to clean water is a fundamental human right – our commitment supports projects that ensure this resource is protected for the long term. © World Vision Deutschland e.V.

SDG 1
NO POVERTY

SDG 4
QUALITY EDUCATION

SDG 10
REDUCED INEQUALITIES

SDG 17
PARTNERSHIPS
FOR THE GOALS

SDG 3
GOOD HEALTH
AND WELL-BEING

SDG 11
SUSTAINABLE CITIES
AND COMMUNITIES

Strong Leadership Guided by Clear Values

SUSTAINABILITY STARTS AT THE TOP – WITH CLEAR STRUCTURES, LONG-TERM THINKING, AND VALUES THAT ARE TRULY LIVED. AT SUTTER MEDIZINTECHNIK, RESPONSIBLE CORPORATE GOVERNANCE MEANS MORE THAN JUST EFFICIENT MANAGEMENT: IT PROVIDES DIRECTION, ENABLES INNOVATION, AND ENSURES STABILITY IN A DYNAMIC MARKET ENVIRONMENT.

CLEAR STRUCTURES FOR SUSTAINABLE SUCCESS

Our leadership structure is built on a solid governance model: the operational management, led by Bert Sutter, is supported by an Extended Management Board (EMB), responsible for key areas such as Research & Development, Production, and Finance. Sales and Marketing also fall under the responsibility of Bert Sutter within the EMB – highlighting the strategic importance of this area for the sustainable development of the company. This structure enables close integration of expertise, flexibility, and efficient implementation capabilities.

The members of the Extended Management Board meet regularly in separate meetings to discuss strategic issues in a focused manner, prepare decisions and manage company-wide risk management. In particular, this involves identifying and evaluating the greatest corporate risks across the company and coordinating suitable risk reduction measures - a key component of responsible and forward-looking corporate management.

In addition, a qualified Advisory Board serves as a voluntary body alongside the management and EMB, providing guidance to our leadership in operational matters. The obligation to present and explain ideas, concepts, and strategies to the advisory board reduces the risk of misguided decisions and strengthens entrepreneurial reflection.

The advisory board is composed of external advisors with solid economic expertise and includes a 25% share of women. This ensures that our business decisions are made in alignment with our ethical principles, long-term goals, and social responsibility.

A key element of our sustainable corporate governance is the separation between management and advisory board. The latter acts as an independent body that reviews the company's strategic direction. This ensures that economic decisions align with our ethical principles, long-term goals, and social responsibility.

QUALITY AS A MINDSET AND COMMITMENT

This alignment is deeply embedded in our corporate values, which shape our daily actions and strategic direction. At the heart of everything we do is the commitment to provide our customers with medical devices of the highest quality and precision – with an uncompromising focus on user and patient safety.

A clear testament to our commitment to quality is our successful ISO 13485:2016 certification, the internationally recognized standard for quality management systems in medical technology. This certification confirms that our processes meet the highest regulatory requirements – and it highlights our ongoing dedication to ensuring safety, quality, and efficiency across all levels of our operations. For us, ISO 13485 is not a static achievement, but a reflection of our mindset: at Sutter, quality is never a coincidence – it is the result of structured processes, clearly defined responsibilities, and an uncompromising quality-driven culture.

VALUE-BASED LEADERSHIP AS OUR FOUNDATION

Our corporate governance is firmly rooted in a strong sense of values: fairness, honesty, and reliability in our relationships with employees, partners, and society are a matter of course. We cultivate long-term relationships built on trust and mutual responsibility, both internally and externally. As a family-owned business with a long-term perspective, we do not pursue growth at any cost – instead, we focus on solid, independent, and sustainable development. To achieve this, maintaining a healthy financial foundation is essential – because only with entrepreneurial stability can we take responsibility, remain innovative, and shape the future.

Our goal is not only to continuously improve but also to avoid waste, question processes critically, and work each day to achieve incremental improvements. This mindset is reflected in our culture of openness and development – it is the foundation for progress and sustainability at Sutter.

This is how we shape corporate governance as an active contribution to a responsible, future-oriented, and transparent business practice – driven by integrity, quality, and a strong commitment to making a difference. We see it as our responsibility not only to create value through our business activities but also to provide secure and long-term employment opportunities.

Our Corporate Principles

1
We develop, manufacture, and distribute medical devices of the highest quality and precision for our customers.

2
Our goal is to be the number one choice in our markets for electrosurgical precision products.

3
We make no compromises when it comes to the safety of users and patients.

4
Everything we do is defined by quality, tangible benefits, and appealing design.

5
We conduct ourselves with fairness and integrity in all interactions—with colleagues, employees, customers, suppliers, and society at large.

6
Our relationships—both internal and external—are built for the long term. Trust, reliability, and performance are the foundation.

7
We are constantly striving to improve our daily work and eliminate waste.

8
We must generate profit in order to remain financially healthy and independent as a family-owned business, and to be able to grow.

9
For us, working sustainably means taking ecological, social, and economic responsibility.

SDG 16
PEACE, JUSTICE AND
STRONG INSTITUTIONS

SDG 8
DECENT WORK AND
ECONOMIC GROWTH

SDG 9
INDUSTRY, INNOVATION
AND INFRASTRUCTURE

SDG 12
RESPONSIBLE CONSUMPTION
AND PRODUCTION

Sustainability Requires Attitude and Clear Principles.

THE EXTENDED MANAGEMENT BOARD OF SUTTER MEDIZINTECHNIK – FROM LEFT TO RIGHT:
MICHAEL SILLMANN (VP TECHNICAL OPERATIONS), DR. SIMONE PESCHL (VP BUSINESS DEVELOPMENT & MARKET ACCESS),
BERT SUTTER (CEO | VP GLOBAL SALES & MARKETING), PETRA DISCHINGER (VP FINANCE & HUMAN RESOURCES),
AND REINHARD DICHMANN (VP ADMINISTRATION & LOGISTICS)

GOVERNANCE ASPECTS

AT SUTTER, RESPONSIBLE ACTION BEGINS NOT EXTERNALLY, BUT WITHIN CORPORATE GOVERNANCE. INTEGRITY, TRANSPARENCY, AND THE PROTECTION OF PERSONAL DATA ARE ESSENTIAL VALUES THAT GUIDE OUR DAILY ACTIONS. WITH CLEAR COMPLIANCE GUIDELINES, A ROBUST DATA PROTECTION FRAMEWORK, AND THE DEVELOPMENT OF A BINDING CODE OF CONDUCT, WE LAY THE FOUNDATION FOR SUSTAINABLE GROWTH – FAIR, ETHICAL, AND FUTURE-ORIENTED. TOGETHER WITH OUR EMPLOYEES AND PARTNERS, WE AIM NOT ONLY TO MEET LEGAL REQUIREMENTS BUT ALSO TO SERVE AS A ROLE MODEL FOR RESPONSIBLE ENTREPRENEURSHIP.

POLITICAL ADVOCACY

Sutter Medizintechnik does not engage in party political influence. We represent our political interests exclusively through our membership in industry associations such as SPECTARIS, Die Familienunternehmer (Family Entrepreneurs Association), and wvib Schwarzwald AG.

SPECTARIS is the German industry association for optics, photonics, analysis, and medical technology, based in Berlin. The Medical Technology Association comprises around 130 medium-sized companies that develop, produce, and market medical technology products. SPECTARIS offers its members targeted services and a platform for networking, and represents their interests in politics and the public sphere in order to improve the framework conditions for innovation and growth.

The Family Entrepreneurs Association represents the interests of around 180,000 owner-managed companies in Germany. The association is committed to promoting the social market economy, advocates for regulatory frameworks, and supports its members through political lobbying, networking, and practical information. The aim is to strengthen the competitiveness of family businesses and highlight their importance for the German economy.

In addition, Sutter is a member of wvib Schwarzwald AG – the industry network for southwestern Germany. wvib supports its approximately 1,000 predominantly medium-sized member companies from industry and industry-related sectors in economic, technological, and social issues. It is committed to creating the best economic policy conditions in the region, promotes exchange among entrepreneurs, and represents the interests of its members at the state and federal level. Since November 2023, Bert Sutter, CEO of Sutter Medizintechnik, has been President of wvib and is actively involved in shaping the strategic development of the association.

Our cooperation with these associations serves to strengthen Germany as a center of innovation and business, as well as to further develop regulatory frameworks in terms of patient safety, technological progress, and sustainable growth.

SDG 8
DECENT WORK AND
ECONOMIC GROWTH

SDG 16
PEACE, JUSTICE AND
STRONG INSTITUTIONS

SDG 5
GENDER EQUALITY

IMPLEMENTING A
WHISTLEBLOWER SYSTEM
IN PARTNERSHIP WITH WVIB

Since December 17, 2023, Sutter has been part of a cooperation with wvib Schwarzwald AG, the industry network for southwestern Germany. Through the wvib Whistleblower Service, we have established an internal reporting office in accordance with § 14 (2) HinSchG, operated jointly with eligible member companies.

This cooperation marks a significant step in strengthening our compliance and ethics efforts. It underlines our commitment to transparent business practices and the creation of a trusting work environment. The reporting office offers multiple communication channels, including email, telephone, and mail, ensuring that employees have various ways to report concerns.

By joining this cooperation, we aim to enhance the efficiency and effectiveness of our compliance measures. Utilizing a joint reporting office allows us to pool resources and ensure that our company meets the highest ethical standards. This initiative not only ensures legal compliance but also fosters a culture of integrity and responsibility within our organization.

The reporting office serves as an important point of contact for reporting potential violations of legal provisions, ethical guidelines, or internal company policies. We encourage all employees to actively participate in this process and contribute to creating a transparent and legally compliant business environment.

COLLABORATIVE APPROACHES
IN OUR FUTURE “CODE OF CONDUCT”

In our efforts to promote sustainable business practices, we plan to develop and implement a “Code of Conduct” in 2025. This code will serve as a guide for ethical and sustainable actions and establish a foundation for partnership-based collaboration with our suppliers and business partners.

Our "Code of Conduct" will be based on the principles of transparency, integrity, and social responsibility. It will contain clear guidelines for addressing social, ecological, and ethical challenges arising from our business activities.

The Code will apply not only to our employees but also to our suppliers and business partners, establishing a common basis for responsible behavior.

Our vision goes beyond simply implementing a "Code of Conduct" – we aim to develop solutions collaboratively with our suppliers and partners. Through a participatory approach, we seek close cooperation to address challenges and develop innovative solutions. We will create platforms for open dialogue to integrate diverse perspectives and jointly work toward sustainable practices.

These measures are integral to our sustainability efforts, ensuring not only compliance with legal requirements but also promoting privacy protection and contributing to a responsible and sustainable handling of personal data.

DATA PROTECTION AS A KEY FOCUS
OF OUR COMPLIANCE INITIATIVES

Data protection plays a central role in our ongoing commitment to ethical compliance. Our strategy is based on continuous monitoring and evaluation to ensure that all data protection policies and procedures comply with legal requirements.

Regular internal audits and evaluations are essential components of our data protection compliance, ensuring that our processes, policies, and security measures meet the latest standards. These reviews help build a robust data protection infrastructure that safeguards sensitive information.

To ensure independent and objective evaluations, we also engage external experts in data protection. These specialists regularly assess our practices against evolving legal requirements and technological developments. Their external perspective helps us remain up to date and implement best practices.

The findings from internal audits and external reviews form the basis for continuous improvement. We respond proactively to identified vulnerabilities to enhance our data protection standards, ensuring not only legal compliance but also positioning ourselves as a leader in privacy protection.

REVIEW OF WEB PRESENCE
FOR GDPR COMPLIANCE

Regular review of the website for GDPR compliance, including transparency on data processing, consent management, and cookie policies.

DATA PROCESSING AGREEMENTS

Data Processing Agreements with external service providers to ensure compliance with GDPR requirements.

DELETION POLICY

A comprehensive deletion concept ensuring the timely and proper deletion of personal data after mandatory retention periods.

EMERGENCY PLAN

An emergency plan to manage potential data loss or data breaches promptly and appropriately to minimize impacts.

RISK ANALYSIS / DPIA

Regular risk analyses and Data Protection Impact Assessments (DPIAs) to identify and address potential data protection risks.

RECORD OF PROCESSING ACTIVITIES

A detailed record of processing activities to ensure transparency and traceability under GDPR.

DATA SUBJECT REQUESTS

Processes for efficiently and transparently handling data subject requests, ensuring rights to information and data portability.

ANALYSIS OF VIDEO
SURVEILLANCE DATA
PROCESSING

Specific analysis and compliance checks regarding the use of video surveillance systems to protect the privacy of employees, customers, and visitors.

TECHNICAL AND ORGANIZATIONAL
MEASURES (TOM) UNDER GDPR
AND BDSG

Implementation of technical and organizational measures (TOMs) in line with GDPR and the German BDSG to protect personal data against unauthorized access, loss, or destruction.

EMPLOYEE TRAINING
(ON-SITE AND ONLINE)

Regular employee training (both in-person and online) to raise awareness about data protection and ensure understanding of applicable requirements.

MONITORING OF INFORMATION OBLIGATIONS
UNDER ARTICLES 13/14 GDPR

Continuous review and updates of information obligations under Articles 13 and 14 GDPR to maintain transparency with data subjects.

Progress with Substance

MEASURING IMPACT

OUR FIRST ESG REPORT IS MORE THAN A SNAPSHOT: IT MARKS THE STARTING POINT FOR CONTINUOUS, MEASURABLE PROGRESS IN LINE WITH OUR VALUES. IN DOING SO, WE CREATE TRANSPARENCY AND PROVIDE CLEAR GUIDANCE FOR THE FUTURE.

OUR STARTING POINT: A FOUNDATION FOR FUTURE COMPARISONS

With this first ESG report, Sutter Medizintechnik lays the foundation for systematic sustainability reporting.

Building on the three pillars of our understanding of sustainability – Sustainable Growth, Ecology, and People – we are documenting for the first time, in a comprehensive manner, the measures we have already implemented, the goals we are pursuing, and the values that guide our actions.

As this is our first report, we are not yet able to present year-over-year comparisons or trend analyses. However, starting with the next reporting cycle, we will systematically capture and present the development of our sustainability performance.

OUR ACHIEVED MILESTONES

Over the past years, we have made significant progress across all three ESG areas.

The construction of our energy-efficient company headquarters in Emmendingen, built to KfW-55 standards, laid a central foundation for sustainable growth. In parallel, we systematically enhanced our governance system: the clear separation of management and advisory board roles and the regular involvement of the Extended Management Board today strengthen our transparency, decision-making quality, and future readiness.

In the area of environmental protection, we have, for the first time, achieved comprehensive transparency regarding our emissions through the preparation of a greenhouse gas balance sheet. Supported by the use of certified green electricity, our own photovoltaic system, and targeted initiatives in mobility and infrastructure, we actively work to reduce our ecological footprint.

The People pillar has been strengthened through a variety of initiatives: Expanding our corporate health management program, offering targeted employee development programs, and launching our Training Campaign 2024 have provided new momentum for a values-driven, future-oriented HR strategy.

We also live social responsibility both locally and globally: Our worldwide child sponsorships for all employees and our support of regional sports clubs underline our commitment to a livable and fair future.

In the area of corporate ethics, we have also taken important steps: With the establishment of a whistleblower system in cooperation with wvib Schwarzwald AG and the development of a binding Code of Conduct, we are setting new standards for compliance, integrity, and partnership-based conduct along the entire value chain.

OUR NEXT STEP: MATERIALITY ANALYSIS THROUGH DIALOGUE

To report and steer our actions even more precisely in the future, we plan to conduct a materiality analysis ahead of our next ESG report.

What does this mean in practice? The materiality analysis helps identify the sustainability topics that are most important both to our stakeholders and to the success of our business. It considers both perspectives:

On the one hand, the Inside-Out perspective examines the impact of our business activities on the environment and society – for example, how our operations, products, and decisions contribute to or mitigate environmental and social challenges.

On the other hand, the Outside-In perspective analyzes how external developments, such as climate change, regulatory changes, technological advances, or societal expectations, influence the success and resilience of our company.

The goal is to set clear priorities, define strategic objectives, and focus our contribution to sustainable development more precisely. A central element of this process will be close dialogue with our internal and external stakeholders.

We plan to actively engage key stakeholder groups – including employees, business partners, customers, healthcare end-users, and representatives of civil society – to incorporate their perspectives into the prioritization of topics.

This participatory approach will ensure that the materiality analysis not only meets the regulatory requirements of the European Sustainability Reporting Standards (ESRS) but also achieves genuine strategic relevance for our company.

In line with the principle of double materiality, we will likely assess both:

OUR ACTUAL AND POTENTIAL IMPACTS ON PEOPLE AND THE ENVIRONMENT (IMPACT MATERIALITY), AND

THE FINANCIAL EFFECTS OF SUSTAINABILITY ISSUES ON OUR BUSINESS OPERATIONS (FINANCIAL MATERIALITY).

A structured implementation and documentation of the process will be essential to ensure both transparency toward our stakeholders and verifiability by external auditors.

The results of the materiality analysis will form the foundation for the further development of our ESG reporting, the definition of measurable progress indicators, and the even more consistent alignment of our activities with the expectations of our stakeholders.

Sustainability is a journey – and this report marks our first public step along that path.

We are proud of what we have already achieved. At the same time, we recognize that real progress comes from continuous learning, courageous action, and the active assumption of responsibility.

With strong values, innovation, and a clear sense of purpose, we are shaping a future together with our employees, customers, and partners – a future where business success and social responsibility are inseparably linked.

We sincerely thank all those who support us on this journey – and we look forward to the next steps we will take together.

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PRECISION
ELECTROSURGERY

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