2023

Getinge Sustainability Summary

Passion for Life
2023 Annual Report

More information on our sustainability work, our governance and our GRi index can be found in our annual report 2023.

GETINGE ✳

Sustainability at Getinge

Introduction

As a global medtech company, Getinge's impact is inherently a social one – to improve and save people's lives. Getinge exists to make life-saving technology accessible for more people. A growing and ageing population in addition to climate change are putting increased pressure on financial, human and natural resources in healthcare and the medtech industry. The company endeavors to minimize its impact on people and the environment and the communities in which it operates.

Getinge revised its sustainability approach in 2023 with the aim at contributing to a future with better, more efficient and more accessible healthcare. Engaged employees together with the ambition to excel in quality and responsible business are the backbone of the new approach. Sustainable innovations for better health are the driving force and spearhead sustainability at Getinge.

Excel in quality and responsible business

Quality is the main focus of the company since quality activities impact, clinical outcomes, patient safety and productivity. By focusing on a high level of quality in its products, Getinge can minimize the risks of product faults and maximize patient safety. High-quality products often have longer durability and require fewer repairs or replacement. This helps to reduce waste and the use of resources over time. Getinge aims at ensuring a consistent quality culture by raising quality awareness and operating a systematic and fit-for-purpose quality system. The company works to continuously strengthen its quality culture to increase customer satisfaction as well as patient and user safety, minimize business risks and foster a learning organization.

At Getinge, responsible business means doing the right thing, speaking up when something is not right and addressing problems respectfully and transparently throughout the value chain.

The company works continuously to ensure that its business activities are conducted in an ethical and responsible manner. The aim of ethics and compliance is to ensure that all decisions made are well-informed, balanced and can withstand scrutiny in the future. Collaboration with suppliers is an important part of the company's efforts to reduce sustainability-related risks throughout the value chain.

Engaged employees

Getinge aims at creating an organization of engaged employees who develop the company together. Getinge works actively to create the conditions for a healthy and safe work environment and encourages learning and future development. The company works continuously to improve diversity and ensure inclusion and equity.

Sustainable innovations for better health

The need to do more with fewer resources and to create a more sustainable healthcare system is greater than ever. For this reason, the new sustainability approach focuses on the customer offering and making it more sustainable. In order to reduce the use of resources, the company is working on implementing ecodesign processes in the R&D phase, exploring circular business models, reducing water and energy use in production, and minimizing and recycling waste. The company's climate impact is another focus area. In 2023, Getinge's near and long-term greenhouse gas (GHG) emission targets to reach net-zero by 2050 were validated by the Science Based Targets initiative (SBTi).

2023 highlights

72%
improved customer quality index (target over 70%)

67%
of energy in production worldwide from renewable sources

4 of **6**
of Getinge's largest Global Sales and Service organizations are led by women (China, US, Japan and UK)

Materiality assessment

The content of the 2023 Sustainability Report is based on material sustainability matters for Getinge that were determined based on previously conducted materiality assessments and external analyses described below. The materiality assessment ensures that the sustainability strategy and the sustainability targets as well as the company's reporting focus on the matters where Getinge has a major impact on people and the environment and that are important to internal and external stakeholders. The materiality assessment and its results cover all parts of the organization, Group companies and Getinge employees. The process to determine the material topics included four steps:

Step 1: Understanding the organization's context
Getinge is a global organization providing products and solutions that aim to improve clinical results and optimize workflows in hospitals and life science institutions. Getinge's value chain includes a global supply chain with subcontractors that supply products including metals, plastics, electronics and finished components. The company's value chain also includes in-house research and development, production, marketing and sales, and logistics as well as customers, end users and end-of-life impact of the products. With about 12,000 employees, operations in 40 countries, sales in more than 135 countries and production facilities in Europe, Asia and Americas, the company's impacts on the economy, environment and people span a wide array of areas.

Step 2: Identification of actual and potential impacts
Actual and potential impacts on the economy, environment, and people including human rights, across Getinge's activities and business relationships have been identified. Mapping of potential material positive and negative impacts was made, taking into account Getinge's business model. The analysis of impacts was based on the UN Sustainable Development Goals, trend and competitor analyses, global reporting standards (e.g. GRI, SASB), requirements from sustainability rating agencies, legal requirements, input from customers and other business partners, internal sources, and internal workshops involving representatives from key stake-

holder groups. Existing grievance mechanisms and other inputs from enterprise risk management systems, quality management systems and other internal and external stakeholders were also used to understand actual and potential negative impacts on people and the environment. In 2022, Getinge conducted interviews with employees and external business partners about their views and priorities regarding sustainability, both for Getinge as a company and as a supplier. Assessments and analyses were also made to identify in which way Getinge could have a negative impact on the external environment, by either causing, contributing to or being directly linked to the potential impact.

Getinge evaluated the relevance of each identified impact by analyzing the importance for stakeholders and significance of the impact. In this process, Getinge analyzed investor and rating companies' assessments, customer requirements in their Requests for Proposals (RFPs) and other customer-related desk analyses, and sent out a specific survey to suppliers and randomly selected employees.

More information on Getinge's impact is presented in the Getinge Annual Report 2023.

Step 3: Assessing the significance of the impacts
The impacts were analyzed based on significance in accordance with the GRI requirements of scale, scope and irremediable character. The exact significance of the impacts depends on the time perspective assessed and also whether an area has already had an impact or whether it is a hypothetical analysis of a potential impact.

Step 4: Prioritizing the most significant impacts for reporting
Based on the impact assessment, material topics could be aggregated into three focus areas. Representatives of various stakeholder groups, including Getinge's Board of Directors and Executive Team, were involved in the validation phase and agreed on the prioritization of these three primary focus areas and the topics raised in them. The updated material topics, outlined in the table below, have been approved by the Board of Directors. In 2023, work began on preparations to meet the new reporting requirements under the European Sustainability Reporting Standards (ESRS) and as part of this process Getinge is carrying out a double materiality assessment.

Material topics

Getinge conducted a materiality assessment in 2022 including interaction with the stakeholder groups and the identified material topics remain valid for 2023. The table shows the relationship between the identified material aspects and Getinge's focus areas in the revised sustainability approach.

Material aspects	Sustainability approach focus area
Product quality, safety of healthcare professionals and patients	Excel in quality and responsible business
Employees (including Employee Engagement, Diversity, Equity, Inclusion and Belonging, Training, and Health and Safety)	Engaged employees
Business Ethics and Compliance (including anti-corruption and compliance with legislation)	Excel in quality and responsible business
Human Rights	Excel in quality and responsible business
Responsible Sourcing and Supplier Management	Excel in quality and responsible business
Greenhouse Gas Emissions and Climate Impact (from production and use of products)	Sustainable innovations for better health
Circularity: Waste & Recycling (including product-specific climate impact)	Sustainable innovations for better health

Stakeholder groups and stakeholder engagement

Stakeholder engagement is an important step to ensure that Getinge develops its sustainability activities and remains a sustainable company that meets the expectations of stakeholders and external requirements. Stakeholder engagement is the result of different types of interactions and channels such as: customer meetings and surveys, investor meetings, industry forums, supplier follow-ups and in dialogues and surveys with company employees.

The expectations and requirements of Getinge's stakeholders can be analyzed based on these interactions. This supports the company in making well-founded decisions and serves as valuable input for how the sustainability work is developed as well as which areas should be prioritized. This year's sustainability report is based on these continuous dialogues and the stakeholder analyses performed in 2022.

The main stakeholder groups are:

Employees
Getinge's employees are a key factor for the company to deliver on its business strategy.

Customers
Getinge has close relationships and a continuous dialogue with its customers. The company actively listens to customer feedback in order to deliver valuable products and services.

Partners
Collaborations and dialogue with external experts are necessary to be successful and contribute to society in the best possible way.

Investors and Owners
Getinge regularly engages with dialogues with investors. The company provides sustainability data and progress reports.

Governments and Regulators
Getinge has undertaken to follow all applicable regulations in its markets and in the geographic locations in which operations are conducted. The regulatory environment is vital to the company's success.

Employees	Customers	Partners	Investors and Owners	Governments and Regulators
Prioritized topics Employees rank social aspects higher than governance and environment in general.	**Prioritized topics** In 2023, Getinge experienced an increase in ESG-related questions and engagement from customers. After quality and safety of the products, customers rank environment as highly important.	**Prioritized topics** Suppliers rank governance aspects highest.	**Prioritized topics** Beyond the company's financial performance (profitability) and economic efficiency as well as tangible and intangible assets, investors rank governance-related aspects highest.	**Prioritized topics** In addition to a focus on product quality, the authorities have highlighted climate and the supply chain as material aspects to a greater extent.
Environmental: - Waste management - No harmful chemicals or materials - Energy efficiency - Carbon emissions from our own sites	**Environmental:** - Product environmental impact: life cycle assessment & ecodesign - No harmful chemicals or materials - Reducing impact from packaging - Carbon emissions - Waste reduction	**Environmental:** - No harmful chemicals or materials - Environmental impact of products - Energy efficiency - Waste management	**Environmental:** - Carbon emissions and reduction roadmap - Environmental impact of products - Fact-based quarterly sustainability data - Evolving reporting standards and impacts	**Environmental:** Climate change and broader sustainability agenda, including carbon reduction, human rights, environmental impacts
Social: - Employee safety and well-being - Diversity & Anti-discrimination - Human Rights - Competence development	**Social:** - Human Rights - Safety of products	**Social:** - Health & Safety - Human capital	**Social:** - Product portfolio health benefits - Access to healthcare	**Social:** Contribution to national economic, development and public health priorities
Governance: - Ethics - Anti-corruption	**Governance:** - Product quality & efficiency - Responsible sourcing & partner assessment - Good corporate governance	**Governance:** - Product quality - Business ethics - Anti-corruption - ESG Reporting	**Governance:** - Product quality - Good governance - Business ethics	**Governance:** - Support to local communities - Business ethics
Channels for dialogue - Employee materiality survey - Meetings, interviews and workshops - Education and training - Employee Engagement Survey 2023 - GetNet (internal digital platform) - Speak-Up Line	**Channels for dialogue** - Meetings and interviews - Analysis of tender specifications and requirements of purchasing organizations - Financial and Non-financial reporting including Getinge Capital Markets Day - Product-related information and customer trainings - Speak-Up Line - Getinge.com	**Channels for dialogue** - Survey on responsible business in practice - Meetings and interviews with suppliers and financial stakeholders - ESG rating agencies - Financial and Non-financial reporting including Getinge Capital Markets Day - Communication and training on Supplier Code of Conduct and Business Partner Code of Conduct - Speak-Up Line - Getinge.com	**Channels for dialogue** - Meetings, interviews and workshops - Financial and Non-financial reporting including Getinge Capital Markets Day - Quarterly teleconferences	**Channels for dialogue** - Memberships in UN Global Compact and local Swedish Associations - Ongoing dialogues with regulators on certification of products - Financial and Non-financial reporting including Getinge Capital Markets Day - Getinge.com

Targets & Results 2023

Environmental Targets	Target & Indicators	Results 2023

Become a carbon neutral company

As a result of the SBTi validating Getinge's net-zero targets in October 2023, the previously communicated target of being CO_2 neutral in the company's own operations by 2025 has been replaced by the new Getinge net-zero targets as approved by the SBTi.

CO_2 neutral in the company's own operations by 2025

Emissions from production (Scope 1 & 2 in tons CO_2e)

Renewable energy resources in production (in percent of total energy consumption)

The new targets (presented in a press release published on October 6, 2023) are as follows:

Net- zero emissions by 2050

Near-term, Getinge commits to reduce absolute Scope 1 and 2 GHG emissions 90% by 2030 from a 2021 base year, and to reduce absolute scope 3 GHG emissions 25% within the same timeframe.

Getinge's long-term targets are to maintain at least 90% absolute Scope 1 and 2 GHG emissions reductions from 2030 through 2050, and to reduce absolute Scope 3 GHG emissions 90% by 2050 from a 2021 base year.

Emissions from production Scope 1, 2	2023	2022	2021	2020
Emissions Scope 1, 2 in production in tons CO_2e	4,509	8,176	14,669	18,741
Reduction absolute to previous year	-3,667	-6,604	-4,072	-563
Reduction in % to previous year	-45%	-45%	-22%	-3%

Renewable Energy	2023	2022	2021	2020
Percentage of renewable energy from total energy consumption in production sites	67%	56%	40%	24%

Reduce CO_2 emissions intensity from production

By 2024 **reduce tons CO_2/SEK M internal sales by 5%** compared with the 2019 base year.

Indicator 2019 (Base year)	1.154
Indicator 2020 (Reduction of 19% compared to 2019)	0.935
Indicator 2021 (Reduction of 28% compared to 2019)	0.835
Indicator 2022 (Reduction of 56% compared to 2019)	0.510
Indicator 2023 (Reduction of 75% compared to 2019)	0.284
Target, 2024	1.096

Reduce energy consumption intensity in production

By 2024 **reduce tons MWh/SEK M internal sales by 10%** compared with the 2019 base year.

Indicator 2019 Base year)	5.73
Indicator 2020 (Reduction of 17% compared to 2019)	4.77
Indicator 2021 (Reduction of 8% compared to 2019)	5.30
Indicator 2022 (Reduction of 15% compared to 2019)	4.90
Indicator 2023 (Reduction of 16% compared to 2019)	4.84
Target, 2024	5.16

Transformation of corporate vehicle fleet

50% by 2025

50% of vehicles to have low-emission power units by 2025

- 13% of Getinge's vehicle fleet is equipped with hybrid or fully electric motors

Non-Financial Targets	Targets	Indicator	Results 2023
Quality Culture	**Improved Customer quality Index >70%***	• Customer Quality Index in %	**2023: 72%** 2022: 64%
		• Number of Online Customer Trainings	45,553 2022: 37,896**
Workplace Safety	**Work-related accident rate (WRAR) below 1.3 by 2023 and below 1 by 2025.**	• Total work-related accident rate	**2023: 0.89** 2022: 1.28
Employee Engagement	**Employee Engagement Index >70%**	• Results from annual employee survey	**2023: 71%** 2022: 71%
Diversity & Equal Opportunities	**Equal opportunities to all employees**	• Gender balance***	**Getinge Executive Team 2023:** 55% male/ 45% female 2022: 55% male/ 45% female **Managers 2023:** 66% male/ 34% female 2022: 66% male/ 34% female **Employees 2023:** 62% male/ 38% female 2022: 63% male/ 37% female
Engaged employees	**Reduce absence from work due to sick leave**	• Sick Leave (%)	**2023: 3.2%**** 2022: 3.7%
Business Ethics & Responsible Leadership	**All employees are properly trained**	• Percentage of employees who completed online training in business ethics	**2023: 89%** 2022: 90%

* Based on regular internal surveys in which respondents rate their level of awareness about the quality strategy and commitment to relevant initiatives and changes to quality-related KPIs
** The amount for online customer training in 2022 has been corrected due to an incorrect previous calculation
***At the end of the reporting period
**** Average for the period

External ESG Ratings

Getinge is in continuous dialogue with financial stakeholders and rating agencies, to provide transparent communication of ESG topics and indicators.

Rating Agency	Results 2023	Latest assessment
Sustainalytics	ESG Risk Rating 2023: 21.2 Medium Risk	April 2023
ISS ESG	Rating B- Performance Score 57.6 Transparency Level: Very High Status: Prime	Oct 2023
MSCI	Rating BB	Oct 2023
Ecovadis	Score 56	Nov 2023
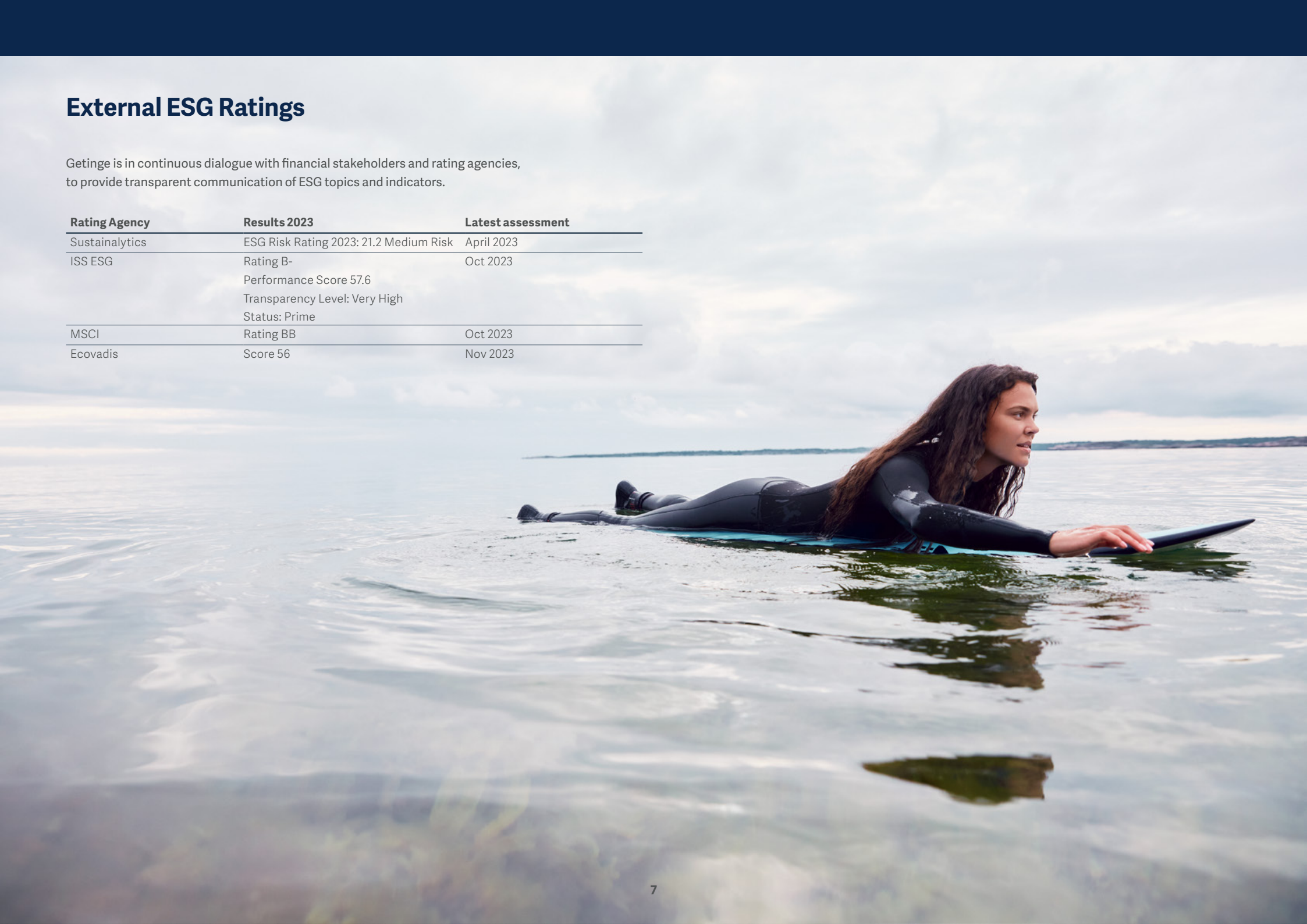
Excel in quality and responsible business

Product quality, safety of health-care professionals and patients

Getinge's offering includes products and solutions for intensive care, cardiovascular procedures, operating rooms, sterile reprocessing and life science institutions. This means that the majority of the company's products contribute directly or indirectly to public health. Product quality is an essential aspect in ensuring the well-being of patients. Regulatory compliance is mandatory for all products in the highly regulated healthcare and life science industry.

Getinge's commitment
Getinge is committed to delivering safe and high-quality products that benefit both customers and patients. The aim of the strategy is to raise comprehensive quality awareness and operate an efficient and fit-for-purpose quality system in order to:
- Ensure product quality
- Ensure regulatory compliance
- Continuously improve products, services and processes

Management approach
All production units are audited and certified according to ISO 9001 or ISO 13485 standards (medical device quality). Depending on the markets that the products are intended for, Getinge's units also comply with additional national quality regulations and standards, such as 21 CFR 820. All of Getinge's quality systems are based on a quality policy and a global framework based on nine quality directives. To maintain the efficiency of its quality systems, Getinge has implemented an enhanced corporate structure including a team dedicated to continuously monitoring compliance, to ensure local implementation of Getinge's processes and to drive necessary improvements. One important part of the efforts to maintain high quality standards is that all employees understand Getinge's standards, why quality is important and how all employees can work together to achieve the highest quality. Getinge ensures the necessary know-how, skills and commitment by providing extensive training and communication on quality systems and performance related to product safety.

Managing impact and risk
In the most extreme case, the risk of non-compliance with product quality regulations and management systems could lead to harmful or life-threatening results. This means that it is vital that the company ensures that it complies with all regulations and management systems. The risks associated with quality are managed through ISO 13485 certification, staff training to ensure understanding of the system and a continuous focus on quality improvement. Getinge actively corrects any identified quality problems. For more information see the Getinge Annual Report 2023 pages 42-47 and pages 51-55. Responding to customer complaints and continuous work on improvements are also crucial for managing these risks.

Progress 2023
Getinge's quality strategy was revised in 2023 and important initiatives were established. The focus area is based on the Quality Management System (QMS) framework and involves raising the quality awareness. The first part of the QMS improvement activities was completed before December 2023.

72%
improved customer quality index (target over 70%)

Getinge endeavors to achieve an index level higher than 70% for improved customer quality. The result for 2023 was 72% (2022: 64%). The positive result was mainly due to the decrease in the amount of open complaints in line with corrective action being taken.

In 2024, Getinge will replace the current index with two KPIs directly related to Getinge's commitments. These will be for compliance: audit results per audit for quality systems, and for product quality: field actions per SEK billion in net revenue. Getinge will report these KPIs starting with the Q1 2024 report together with full-year figures for 2023. The number of customer training amounted to 45,553 in 2023, an increase compared with the preceding year (37,896). The amount for online customer training in 2022 has been corrected due to an incorrect previous calculation.

Business ethics and compliance

Engagement, Management Strategy and Policy commitments
Getinge is committed to doing business responsibly and ethically at all times.

Getinge's Code of Conduct is at the core of how Getinge does business. The Code of Conduct describes the main principles for working together and conducting business in line with both laws and expectations. The Code of Conduct is based on six principles that guide expectations on how to interact professionally, every day, internally and externally, with customers and business partners. The Code of Conduct has been translated into 17 languages and is available at www.getinge.com/code-of-conduct. Employees, business partners and Board members receive regular training and updates on business ethics and responsible leadership. New employees are trained in Getinge's Code of Conduct as part of the onboarding program.

Getinge's Code of Conduct is based on six principles:
1. Always act with honesty, fairness and integrity
2. Stand up and speak up when something isn't right
3. Act respectfully to protect confidentiality, privacy and information
4. Take care of each other
5. Take care of the world
6. Act together to protect our stakeholders

The principles of the Code of Conduct provide guidance for all professional interactions, together with additional guidelines provided in Getinge's global policy framework. The global policy framework comprises 16 global policies approved by Getinge's Board and related global directives. Getinge's global policies and directives are reviewed and updated every two years in response to the continuously evolving regulatory environment and stakeholder expectations. These documents provide additional guidance on specific areas and emphasize the company's commitment to responsible business ethics.

Getinge's policy areas include topics such as Anti-Bribery & Corruption (inclusive of third party engagements and due diligence), Sustainability, and Human Rights. With regard to the latter, Getinge's Human Rights Policy states that all people should be treated with dignity and respect and clearly states that the policy is based on the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, and the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work, and applies to all employees and business relationships on behalf of Getinge.

Getinge's global policies and directives are available in 12 languages and are easily accessible to all employees via the internal communication platform, GetNet. Most of the policies are publicly available for other stakeholders on Getinge's website.

Two policies in the framework were revised during the year (Quality Policy and Environmental Policy). Communication and training are provided to relevant employees to ensure that the requirements of the policy are met. Getinge's policies define the requirements and expectations of how to conduct oneself and how this can be translated into practice though daily actions and decisions.

The aim with the Responsible Leadership program is to ensure a culture where everyone is passionate about doing the right thing, speaking up when something is wrong and seeking to learn and improve. The program is designed to inspire and support all employees to live by the Code of Conduct and act as role models. It includes extensive training resources, inspiring videos with researchers and experts and practical case studies. Each video encourages personal reflection and discussion, and is available in eight languages. The program also offers workshops to provide a deeper understanding in such topics as psychological safety, ethical dilemmas and ethical tunnel vision. These are offered virtually and in person in eight languages.

Getinge has also developed and maintains a Business Partner Code of Conduct, which is an extension of Getinge's Code of Conduct and describes the ethical principles and requirements business partners are expected to comply with when doing business with Getinge.

Externally, the company is involved in several global initiatives related to responsible business ethics. Getinge is a signatory of the United Nations (UN) Global Compact and supports the ten principles on human rights, labor, environment, and anti-corruption.

Getinge also supports the 17 UN Sustainable Development Goals (SDGs). In this regard, Getinge's 2023 Annual Report identifies and describes those SDGs that best correspond to the company's
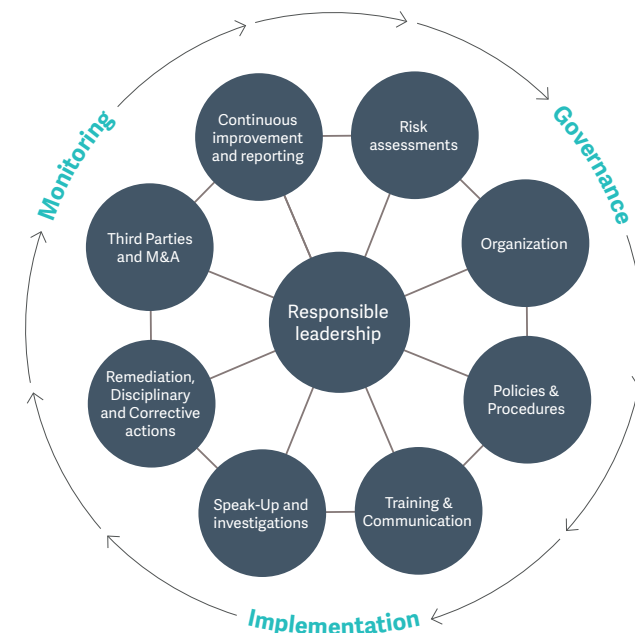
Getinge's model for responsible leadership.

impact on its business environment. In addition, Getinge has been a supporting member of the Swedish Anti-Corruption Institute since 2022 and actively participates in related networks.

Progress 2023
In 2023, Getinge continued to develop and roll out the Responsible Leadership program to ensure improved understanding of regulatory compliance and continue building a culture of responsibility. The company has over 40 ethics ambassadors to support its work on business ethics and compliance. Getinge also continued to develop rules, processes and resources to ensure an independent assessment of interaction with healthcare staff and organizations. The company also implemented a process and tools for improved risk assessment of business partners in the Global Sales and Service organization.

Responsible Sourcing and Supplier Management

Getinge's commitment

Getinge's primary commitment is to deliver value to customers, and this includes ensuring that suppliers live up to the high standards required of a supplier to the healthcare industry and to Getinge. The primary focus is to ensure patient safety and the quality of products and this focus is also expected of Getinge's suppliers. In the wake of increasing regulations and demands on acting ethically, reducing environmental impact and working to minimize risks to people, Getinge is committed to include the value chain in the company's sustainability work.

Management approach

The Business Partner Code of Conduct defines Getinge's ethical principles and requirements that stakeholders are expected to comply with when doing business with Getinge. The Business Partner Code of Conduct also applies to suppliers, partners, contractors and subcontractors. Setting clear expectations on ethical business and responsible leadership is a prerequisite for a sustainable and fruitful collaboration. Because responsible leadership is about daily decisions it is critical that the Business Partner Code of Conduct is applied, that compliance is monitored and continuous improvement undertaken. This monitoring is part of the auditing of suppliers and will be refined going forward.

Managing impact and risk

In many areas within sustainability, Getinge is dependent on business partners. The potential risks of the supply chain not living up to legislation or the Getinge Business Partner Code of Conduct makes it important to collaborate and to spread awareness of the expectation that Getinge has on its suppliers on ethics, social aspects including human rights and environmental commitments.

Getinge's ambition to reach net-zero carbon emissions by 2050 will require close collaboration with suppliers both to reduce emissions in the medium term and to find innovative solutions for the future. Without supplier action there is a risk that the climate target will not be met. Simultaneously, the climate may have an impact on the supply chain and physical risks exist that may impact supply availability. To manage these aspects, the company has started reaching out to suppliers to understand their carbon journey and also to ensure that risks are mitigated.

All new suppliers that may have an influence on the safety, quality or performance of the finished product and/or have an impact on the manufacturing process or the quality management system have been screened with focus on applicable certificates, approvals and compliance (i.e. to RoHS/REACH directives).

In-line with the company's commitment Getinge is continuing its efforts to continuously develop and to broaden screening to include all suppliers following a risk-based approach.

In 2023, Getinge created a solution for risk assessment of all Tier 1 suppliers based on geographic and product-specific risk. The solution forms the basis for systematically meeting the requirements of the CSRD and CSDDD, including systematic data collection and managing or mitigating actual effects.

Progress 2023
Based on the commitment and understanding of actual and future requirements linked to environment, social and governance, Getinge is working to gradually integrate those expectations into its processes in a structured way.

In 2023, Getinge prioritized refining its method for identifying risks in the supply chain according to requirements from stakeholders and emerging requirements specifically linked to new EU regulations (CSRD and CSDDD). These steps serve as the foundation for the company's continued work to manage or mitigate actual impacts.

Employee Engagement

Employees

For Getinge, employees are critical to the success of the company. The company aims to build a learning organization where employees develop and grow and where there is a strong employee engagement. Convinced that diversity enhances innovative capacity and competitiveness, Getinge offers flexible working possibilities and a global paid family leave. Teamwork and collaboration are important elements as are efficient and effective ways of working, to create added value for customers and employees.

Management approach
Getinge's approach to building a learning organization is focused on internal assurance of compliance with regulations and steering doments and providing training and education. Results are monitored via employee surveys and specific targets and KPIs. Status and progress of employee development are part of quarterly management reviews on site level, business areas, regions and aggregated at Group level via the Getinge Executive Team.

Assessment of impacts and management of risks
Engaged employees are the key factor to bring Getinge's business strategy to life, achieve the overall targets and act responsibly as a company. The most imminent risk regarding own employees are related to health and safety and potential discrimination. Getinge mitigates both of these through competence development and by securing policies are in place and implemented throughout the organization. Getinge's sustainable development is dependent on human decision-making and change processes.

Employee Engagement

Getinge believes that employee engagement is important for the success of the business and for employee retention at the company. The employee survey provides a channel for employees to share their opinions and fosters a better dialogue with employees. In 2023, Getinge increased the number of employee surveys to two a year (May and November). Regular surveys enable the company to be even more responsive to real-time employee experiences, ensure relevant focus areas/action plans and to monitor where required.

Getinge's commitment
The target for the employee engagement index score: >70%. The score for 2023 was 71%* (2022: 71%).

Progress 2023
The employee engagement survey that was carried out in 2023 had a response rate of 79% and an engagement score of 71%. The results mirror an appreciation of a clear purpose, and pride in what the company does. Other strong areas include a good work-life balance and trust in colleagues within working teams.

79%
Response rate for employee survey
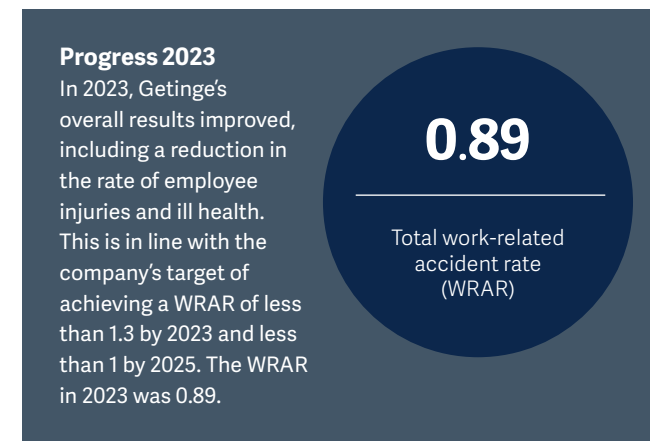
71%
Engagement score

Health & Safety

Getinge's commitment
The health and safety of employees is one of the company's top priorities. Getinge is committed to providing a healthy and safe workplace. The safety of employees is considered a social responsibility and an important success factor in business. Ensuring there is a culture that prioritizes health and safety and where employees feel a sense of responsibility for their own- and others' safety is therefore of high importance to the company.

Getinge's target is to keep the work-related accident rate (WRAR) below 1.3 by 2023 and below 1 by 2025.

Management approach
Health and safety is governed globally by a Health and Safety directive for which each workplace is expected to ensure compliance with Getinge's global standards. One action is to prepare and document a relevant and appropriate Occupational Health and Safety Policy that is based on Getinge's directives. Getinge's management system was implemented in 2021 when the Global Directive came into effect. The management system is not certified according to ISO or other standards.

Progress 2023
In 2023, Getinge's overall results improved, including a reduction in the rate of employee injuries and ill health. This is in line with the company's target of achieving a WRAR of less than 1.3 by 2023 and less than 1 by 2025. The WRAR in 2023 was 0.89.

0.89
Total work-related accident rate (WRAR)

The Occupational Health and Safety Policy should:
- Ensure that dangers are eliminated and risk minimized
- Maintain and assure compliance with legal requirements and other requirements
- Continually improve the Occupational Health and Safety Management System
- Promote, consult and require participation of workers and, where they exist, workers' representatives

Occupational health and safety is monitored by legal entities at local level. To support continuous improvement and guidance, global initiatives are defined annually and reviewed regularly by the Getinge Executive Team.

All employees, temporary workers and consultants must comply with the mandatory requirements of Getinge's Global Policies, as well as adhering to local occupational health and safety standards. Getinge's management system does not yet include the acquisitions made in 2023.

Occupational health services
Getinge's Occupational Health and Safety strategy focuses on providing a safe workplace without any incident and a safety culture with full worker engagement. At the local level, systems and procedures are in place to ensure that risks are identified and eliminated. Risk analyses are performed regularly and when incidents occur. A new reporting platform to which risks and injuries are reported every month makes it possible to continuously monitor trends and take action.

Promotion of worker health
Due to regional variances, Getinge currently does not collect data on non-occupational medical and healthcare services at global level.

Prevention and mitigation of occupational health and safety impacts directly linked by business relationships
Getinge's Business Partner Code of Conduct applies to suppliers and includes providing and maintaining a safe working environment. Getinge expects suppliers to implement measures to prevent or mitigate significant negative occupational health and safety impacts in case those are linked to Getinge operations.

Risk management and impact
Getinge's Global HR Policy and Code of Conduct encourage every employee to report, give feedback and avoid any hazardous situation. Getinge's Global Occupational Health and Safety Risk Assessment procedure describes identification of work-related hazards and assessment of risks and may be adjusted to local legal requirements. It provides guidance for employees to identify potential risks and method to evaluate the level of criticality. Hazard identification and risk assessment are reviewed annually or whenever there have been changes in the scope of the organization.

Getinge's Global Occupational Health and Safety Incident Management procedure describes response, prevention and/or mitigation of incidents. It includes a specific investigation methodology to identify the causes of incidents, the implementation of corrective and preventive actions and the dissemination of shared learnings.

Since many of Getinge's employees have physical work tasks such as in production or in the sales and service organization, ergonomics is one of the biggest safety risks. Approximately 30% of injuries in 2023 were related to this specific risk. To reduce the risk, local units are working on various measures such as job rotation and introducing more frequent breaks. Another risk is work-related ill health. The most common types of work related to ill health in 2023 were due to musculoskeletal disorders or of psychosocial character.

Diversity, equity, inclusion and belonging

Getinge's commitment

Diversity and inclusion are essential aspects of the way of working at Getinge. The global Diversity Directive clearly outlines the commitment to providing equal employment opportunities to all, without unlawful discrimination. Getinge's target is to increase female representation across the company to reach gender balance both at management and employee levels. To create an inclusive culture, the company has started to track employee sentiment in this area via the annual employee survey.

The potential negative effect of a lack of diversity efforts could lead to discrimination and prejudice, which can have a negative impact on the well-being of individuals and limit their opportunities for advancement. If diversity is not included in decision-making positions and other key roles, it could result in the exclusion of different perspectives and experience when making strategic decisions. This is a particular risk for the industry in which Getinge operates which has historically been male dominated. Another potentially negative impact could be that an inclusive workplace culture is not nurtured, which could lead to discrimination or harassment if the company were not to take action to prevent and manage such situations. There is also a risk that certain groups within the company, such as women, are paid less than their male or non-minority colleagues. Diversity is often seen as an important driver of innovation and creativity. A company that does not promote diversity could miss the opportunity to benefit from different perspectives and ideas. If Getinge were not to work to promote diversity and inclusion, it could hamper its ability to be innovative in the long term.

To counteract the above mentioned risks, Getinge strives to promote an inclusive culture and measures improvements via employee surveys. Getinge also takes concrete action to measure and promote diversity, focusing on the issue of gender. The company also believes that promoting diversity and an inclusive culture can help Getinge better understand and meet customer needs.

Management approach

As part of the commitment to having a diverse and inclusive workplace, Getinge has zero tolerance towards discrimination, harassment and bullying. Victimization at work, such as recurring negative actions directed against individual employees, is not permitted. All employees shall treat one another with respect, dignity and common courtesy. Getinge wants all employees to have equal opportunities based on competence, experience and performance, regardless of gender identity, race, ethnicity, religion, age, marital or parental status, disability, sexual orientation, nationality, political opinion, union affiliation, social background and/or other characteristics protected by applicable law.

The job selection processes shall be fair, based on objective and transparent criteria, and include proper feedback to all applicants in accordance with local custom and law. The Getinge Speak-Up Line is an externally hosted whistle-blower hotline. This tool enables anonymous reporting of cases via a website or telephone in local languages. It is open for Getinge employees as well as for suppliers, distributors and other business partners. Employees are encouraged to first seek to address the issue with their manager or a local Human Resources, Ethics & Compliance, or legal representative prior to using the Speak-Up Line. The Speak-Up Line can be found on the internal digital platform, GetNet, as well as on the Getinge website.

Gender pay equity

The gender pay gap has been reported in accordance with legislation in UK, US, Australia, France, Sweden and Germany.

Global paid family leave

During 2022, Getinge introduced global paid family leave. This leave includes both parental leave and caregiver leave, is gender neutral and applies to all employees with at least one year's service. As of beginning of 2023, all Getinge employees are offered a minimum of:

Progress 2023
Inclusion & Belonging:
A systematic work method was implemented to improve the gender balance in senior positions. This work resulted in four out of six of Getinge's largest Global Sales and Service organizations being led by women (China, the US, Japan and the UK). In 2023, two questions were monitored in the employee engagement survey to understand how employees rate inclusion and belonging:
- Belonging: "I feel a sense of belonging at Getinge" received a score of 71 (68) (external benchmark is 73).
- Inclusion: "Our team has a climate in which diverse perspectives are valued" received a score of 74 (73) (external benchmark is 78).

The measurement of these two parameters started in 2022 and has improved significantly for belonging and marginally for inclusion. Managers have been encouraged to take action on the engagement survey results and a tool is available to enable and empower managers in taking improvement measures.

- 16 weeks paid parental leave applicable to birth, adoption and surrogacy
- 4 weeks paid caregiver leave – to care for a close family member

Implementation of the new guidelines is on a country basis and subject to local regulations. If existing local standards are more generous than the global guidelines, the local standards will continue to apply. See pages 138–139 for more detailed information on employees, workers who are not employees, and employment.

Diversity

Getinge has established several goals in its work on diversity, equity, inclusion and belonging (DEIB). One of the goals is to increase the representation of underrepresented groups in the workforce. As a global company, it is a challenge to measure all underrepresented groups at a global level and therefore the targets set at a global level are related to hiring and promotion to achieve a gender balance both in managerial positions and in the workforce as a whole.

Gender balance:

● Women in management, **34%**

● Women in the total workforce, **38%**

● Women in top management, **45%**
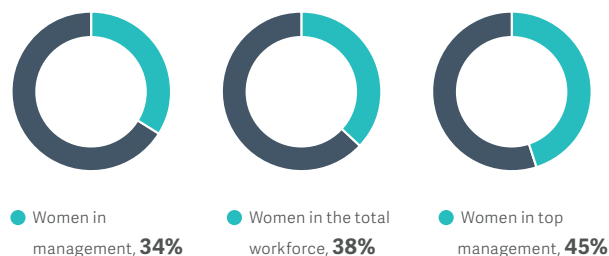
Managers are defined as employees with at least one person reporting directly to them. Top Managers refer to members of the Executive Team (see pages 38–39).

Diversity of governance bodies and employees

The tables below present the gender and age distribution for all employees (Age intervals (All Employees)) as well as for managers (Age intervals (Managers)). All figures have been rounded to the nearest whole number.

Note that the figures below include only 4 of 357 FTEs from the Healthmark acquisition.

Age intervals All employees	Female	Male	Other	Total
15-30	7%	8%	0%	14%
31-50	21%	34%	0%	56%
51-70	10%	20%	0%	29%
Invalid data	0%	0%	0%	0%
Total FTEs 2023	**38%**	**62%**	**0%**	**100%**
Total FTE 2022	37%	63%	0%	100%
Managers only	**Female**	**Male**	**Other**	**Total**
15-30	1%	1%	0%	3%
31-50	25%	40%	0%	64%
51-70	8%	24%	0%	32%
Invalid data	0%	0%	0%	0%
Total FTEs 2023	**34%**	**66%**	**0%**	**100%**
Total FTE 2022	34%	66%	0%	100%

A systematic work method was introduced to improve the gender balance in senior positions. The potential for achieving balance in senior position can be improved by measuring the gender balance of different positions and setting targets to increase the balance. This systematic method resulted in four out of six of Getinge's largest Sales and Service organizations being led by women (China, the US, Japan and the UK).

Current data compared to last year shows almost identical figures. However, Getinge has seen a small but steady increase in female representation of +0.71% female employees and +0.39% female managers, which is representative of the trend in recent years. Progress has been slow but is consistently moving in the right direction.

Sustainable innovations for better health

Customer first

Customer satisfaction is an important goal for Getinge and the company works closely with its customers to design better workflows and reduce the use of resources. On pages 8–9 in the Annual Report 2023, Getinge describes how the company is addressing global trends such as higher costs and a shortage of personnel as well as burnout in the healthcare sector. Customer satisfaction is measured in the Customer Quality Index indicator in % and Getinge aims to achieve over 70%.

Health and safety of customers and end users
The health and safety of customers and end users is a top priority for Getinge. Assessing the health and safety impacts of Getinge products is mandatory and part of the certification processes required by market regulation.

All of Getinge's products are evaluated for improvement based on their health and safety impact on customers and end users by either being subject to medical device market regulations or managed in Getinge's quality management system (QMS).

In 2023, there were no incidents of non-compliance with regulations resulting in penalties. During the year, there were two incidents of non-compliance with regulations resulting in warnings. No incidents of non-compliance with voluntary codes were detected during the year.

Requirements for product and service information and labeling include the sourcing of components and materials of the product or service, particularly with regard to substances that might have an environmental or social impact. The requirements also include ensuring the safe use of the product or service, and determining whether disposal of the product will have environmental or social impacts. All of Getinge's products are evaluated as regards

to requirements for product and service information and labeling by either being subject to medical device market regulations or managed in Getinge's QMS. No incidents of non-compliance with regulations on product and service information and labeling were detected in 2023. Getinge did not have any incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, in 2023.

Customer privacy
During 2023, Getinge received one complaint concerning a breach of customer privacy. The incident was caused by human error whereby e-mail addresses were added in the cc field rather than the blind cc field. Measures were taken to mitigate risks of similar incidents happening again. Getinge received no complaints in 2023 from regulatory bodies in relation to breaches of customer privacy. No leaks, theft or loss of customer data was detected in 2023.

Importance of design phase to reduce environmental impact
During the year, Getinge mapped how its products affect CO_2-emissions as part of the target of achieving net zero emissions by 2050. The main impacts of its products include emissions from manufacturing upstream in the supply chain, energy consumption and total emissions from production, emissions in the distribution phase, the use phase, and end-of-life management, including waste generated by packaging materials. Approximately 80% of a product's environmental footprint can be influenced during the design phase through the choice of materials, production process and energy efficiency.

To reduce the environmental footprint of its products, Getinge has updated the company's EcoDesign Standard Operating Procedure (SOP) by, for example, adding a standardized method for life cycle assessments (LCA) and setting clear guidelines for how and in which phase of the development process EcoDesign is to be integrated. The company has also invested in a new life cycle assessment tool and key personnel are being trained in the tool.

Carbon footprint and resource efficiency

The healthcare sector accounts for about 4.5% of global carbon emissions*, which in turn has a negative impact on vulnerable groups in society, increasing the risk of disease and ill health. This means that the healthcare sector needs to be involved in assuming responsibility for reducing GHG emissions. A systematic approach is needed to deliver better health outcomes with a lower carbon footprint. Accordingly, Getinge is increasing its efforts to reduce its GHG emissions and climate impact throughout the value chain.

In 2023, the Science Based Targets initiative validated Getinge's near and long-term emissions targets that are aligned with the Paris Agreement's 1.5°C target.

Getinge has calculated Scope 3 emissions based on the Greenhouse Gas (GHG) Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard and the Guidance for Accounting and Reporting Corporate GHG Emissions. Scope 3 emissions are calculated per category in accordance with the guidelines of the GHG Protocol Standard. The majority of Getinge's total GHG emissions come from the value chain (Scope 3 emissions) and in particular from the purchases of goods and services, logistics and the use of products. Getinge will report Scope 3 emissions figures on its website in 2024.

Getinge's commitment

In 2020, Getinge undertook to establish a climate target in accordance with the SBTi. The company's near and long-term targets were approved by the SBTi in 2023. The long-term target is net-zero emissions by 2050. The near-term targets are to reduce Scope 1 & 2 emissions by at least 90% and Scope 3 emissions by at least 25% by 2030 (base year 2021). Under the SBTi standards, carbon offset instruments (such as carbon credits) may not be used to reduce emissions. However, under the GHG Protocol and SBTi, iRECs can be used to reduce the amount of carbon emissions.

*https://www.thelancet.com/journals/lanplh/article/PIIS2542-5196(20)30121-2/fulltext

Emissions from production

The reduction in CO_2 emissions from production in relation to internal sales volumes (target: -5% by 2024 with 2019 as base year) is presented below:

GHG Scope 1: Direct Emissions	2023	2022	2021
Emissions from Oil, Scope 1	93	88	94
Emissions from Gas, Scope 1	3,802	3,480	4,956
Total GHG Scope 1 Emissions (tons CO_2e)	**3,895**	**3,568**	**5,050**

GHG Scope 2: Indirect Emissions	2023	2022	2021
Emissions from Electricity, Scope 2	614	4,511	9,395
Emissions from District Heating, Scope 2	0	97	210
Total GHG Scope 2 Emissions (tons CO_2e)	**614**	**4,608**	**9,619**

CO_2 emissions from production (Scope 1+2) in relation to internal sales volumes SEK M	CO_2 tons/ SEK M
Indicator 2019 (Base year)	1,154
Indicator 2020 (Reduction of 19% compared to 2019)	0,935
Indicator 2021 (Reduction of 28% compared to 2019)	0,835
Indicator 2022 (Reduction of 56% compared to 2019)	0,510
Indicator 2023 (Reduction of 75% compared to 2019)	**0,284**
Target, 2024	1,096

Reduction of GHG emissions in production

GHG emissions from production, tons CO_2	2023	2022	2021
GHG Scope 1: Direct Emissions	3,895	3,568	5,161
GHG Scope 2: Indirect Emissions	614	4,608	9,619
Total GHG Emissions from production	**+4,509**	**+8,176**	**+14,780**
Reduction from previous year (tons CO_2)	**-3,667**	**-6,604**	**-3,961**

Progress 2023
Investments to increase energy efficiency at production sites included measures such as heat pumps, LED lights and building insulation. The most significant reduction in emissions in 2023 was the result of two large production units reporting the purchase of international renewable energy certificates (iRECs) for all of 2023. As a result, the reported Scope 1 and 2 GHG emissions and share of renewable energy changed considerably during the year, resulting in 67% of the energy used in production at a global level coming from renewable sources. The electrification of the company's vehicle fleet continued in 2023 but there were still challenges regarding the charging infrastructure in some parts of the world.

Regarding Scope 3 emissions, significant progress was made in 2023 in producing action plans in the various business units to understand the measures that will make the greatest difference in reducing emissions and achieving the company's near and long-term targets. The three main areas where reduction will be key to achieving the targets are purchased goods and services, upstream and downstream transportation, and emissions from the use of sold products.

67%
of energy in production globally comes from renewable sources.

Reduction in emissions from transportation of goods
The reduction of emissions from logistics continued in 2023. The replacement of air freight with sea freight on several logistics routes was the most important action leading to this emission reduction.

Supply chain engagement
The supply chain engagement activities initiated in 2022 continued in 2023 with a focus on direct suppliers of high-emission purchasing categories (metals, plastics and electronics). The aim is to obtain primary environmental data on products and low-emission alternatives, and to understand the ambitions of existing suppliers. In addition, work has started in different business areas to identify which materials can be replaced with lower-emission alternatives, such as recycled metals and alternative plastics. Replacing materials is expected to take some time since Getinge operates in a highly regulated industry.

Reduced emissions from use of sold products
Some of Getinge's products use a significant amount of energy and therefore cause larger amounts of carbon emissions, depending on the source of energy used by the customer. For the products that significantly contribute to carbon emissions during the use phase (for example sterilizers and washer-disinfectors), the company continuously evaluates options to further improve energy efficiency. One example is the company's work on implementing EcoDesign principles when developing new products.

A reduction of the carbon footprint in the customer use phase requires a reduction in fossil generated electricity in favor of electricity produced from non-fossil sources. Instructions and an enhanced dialogue with business partners are measures that will be important for ensuring a continuous reduction in emissions from the use of products.

Management approach
All of Getinge's production units have ISO 14001 certification, except for certain recently acquired units. This ensures that all units report their energy consumption for monitoring, and work to implement measures to reduce energy consumption and Scope 1 and 2 emissions from production so as to achieve the reduction targets.

During the year, each business area worked on gaining an understanding of the best opportunities to reduce emissions and setting activities to succeed in making reductions. In addition, a task force featuring leaders appointed by the corporate functions involved and all business areas worked to ensure cross-collaboration throughout the company. This task force is also working on the development of a manual for calculating carbon emissions to ensure coordination and consistency of calculation methods, in particular with regard to the different Scope 3 categories. See more information on page 157 in the Annual Report 2023 on how Getinge calculates energy consumption and GHG emissions for selected categories.

Evaluation of the management approach
The trend in emissions from production (GHG Scope 1 & 2) is collated monthly in a central data management system. The status and progress of Scope 1 and 2 emissions (in tons CO_2e) and emission intensity (in tons CO_2e/MWh and CO_2e/SEK M internal sales) are included in quarterly management reviews at factory level, in the business areas and then compiled at Group level. The development of emission reduction activities and progress are included in the company's quarterly reports and regular internal business review procedures.

Main lessons from 2023
When Getinge set its baseline for its climate targets, one of the most important lessons was the importance of attaining a higher level of detail in emissions data. Getinge's emissions for purchased goods is based on the purchased value of the materials in combination with the Tier 1 supplier geographical origin. During the year, the company made efforts to successively increase the quality of data by expanding the percentage of data that is weight-based, which meant it was possible to obtain better data quality for the three purchased materials – metals, electronics and plastics – that have the largest impact on emissions (category 3.1 of the GHG Protocol). The three different business areas also worked on preparing roadmaps during the year to achieve the established targets by 2030. These roadmaps include a greater focus on introducing climate aspects in the design phase and understanding how suppliers can reduce their GHG emissions. Since the base year, the company has also succeeded in reducing the share of freight

transportation by air and thus reduced its total emissions from outbound transportation. One lesson here is that some products need to be transported by air due to regulations and this has a negative impact on emissions.

The company's emissions from energy-consuming products sold remain by far the largest emissions in the value chain. Therefore, this is an important focus area that Getinge can influence directly when developing new products by improving energy efficiency. Getinge also understands that the need for cooperation with customers in this respect is a high priority since customers' choice of energy (fossil/non-fossil) and how they use Getinge's products have a major impact on their climate emissions and thus also on Getinge's Scope 3 emissions. Through collaboration, Getinge can better support customers in reducing emissions from energy-consuming products. Sterilization accounts for a significant share of emissions and information is therefore provided to customers, for example, through the sustainability manual for sterile repro-cessing, on how to reduce the environmental impact of the process. The manual can be downloaded here: https://www.getinge.com/int/products-and-solutions/sterile-reprocessing/

Assessment of impacts and management of risks
Climate emissions are a key aspect for Getinge as a company in the healthcare sector since this sector makes a major contribution to climate change. The medtech industry is not considered to have high exposure to climate change risks. This does not, however, mean that long-term exposures to both physical and transition risks related to climate change in the value chain do not exist. The main risks that can be identified are the impact that extreme weather and rising sea levels may have in certain parts of the supply chain. An internal evaluation of exposure to physical risks is performed every year and concluded that the exposure in Getinge's own facilities is relatively low.

Risk mitigation: To reduce the emissions from the company's value chain, net-zero targets have been established and the carbon emission reduction targets were submitted to the SBTi, which validated them in 2023.

Energy

Energy consumption within the organization

Energy consumption in production, MWh	2023	2022	2021
Electricity (MWh)	44,186	46,359	52,339
District heating (MWh)	2,311	3,455	4,315
Gas (converted to MWh)	29,974	28,400	36,167
Oil (converted to MWh)	342	326	345
Total Energy consumption from production	**76,813**	**78,540**	**93,166**
Reduction from previous year, MWh	**-1,727**	**14,626**	**2,398**
Reduction from previous year, %	**-2%**	**-16%**	**-3%**

Gas consumption, Nm³	2023	2022	2021
Gas consumption, Nm³	**2,732,403**	**2,588,879**	**3,296,901**
Heat value 0.01097 MWh/Nm³			

Oil consumption, Nm³	2023	2022	2021
Oil consumption, Nm³	**34**	33	35
Heat value 9.95 MWh/Nm³			

Renewable Energy Sources, MWh	2023	2022	2021
Total Energy consumption (MWh)	**76,813**	**78,540**	**93,166**
Total Energy consumption from renewable energy sources (MWh)	**51,452**	**44,316**	**37,964**
Percentage of renewable energy sources	**67%**	**56%**	**41%**
Total Electricity consumption (MWh)	44,186	46,359	52,339
Electricity consumption from renewable sources (MWh)	41,359	33,642	28,286
Percentage of renewable electricity	94%	73%	54%
Total Gas consumption (MWh)	29,974	28,400	36,167
Climate neutral gas consumption (MWh)	7,791	8,094	7,246
Percentage of climate neutral Gas	26%	29%	20%
Total District Heating consumption (MWh)	2,311	3,455	4,315
District Heating consumption from renewable sources (MWh)	2,302	2,580	2,432
Percentage of District Heating from renewable sources	100%	75%	56%

Energy intensity
Energy consumption within the organization

Energy consumption from production (MWh)/Internal Sales (MSEK)	MWh/SEK M
Indicator 2019 Base year)	5.73
Indicator 2020 (Reduction of 17% compared to 2019)	4.77
Indicator 2021 (Reduction of 8% compared to 2019)	5.30
Indicator 2022 (Reduction of 15% compared to 2019)	4.90
Indicator 2023 (Reduction of 16% compared to 2019)	**4.84**
Target, 2024	5.16

Types of energy included in the intensity ratio are electricity, district heating, gas and oil.

Reduction of energy consumption

Energy consumption in production, MWh	2023	2022	2021
Electricity (MWh)	44,186	46,359	52,339
District heating (MWh)	2,311	3,455	4,315
Gas (converted to MWh)	29,974	28,400	36,167
Oil (converted to MWh)	342	326	345
Total Energy consumption from production, MWh	**76,813**	**78,540**	**93,166**
Reduction from previous year, MWh	-1,727	-14,626	-2,398
Reduction from previous year, %	-2%	-16%	-3%

See page 157 in the Annual Report 2023 for more information on standards, methodologies and calculation of energy consumption.

Emissions

Direct (Scope 1) GHG emissions

GHG Scope 1: Direct Emissions	2023	2022	2021
Emissions from Oil, Scope 1	93	88	94
Emissions from Gas, Scope 1	3,802	3,408	4,956
Emissions from leased vehicles	13,001	13,778*	
Total GHG Scope 1 Emissions (tons CO$_2$e)	**16,896**	**17,274**	**5,050**

*Emissions from leased vehicles were calculated for the first time in 2022.
See page 157 in the Annual Report 2023 for more information (Reporting principles)

Energy indirect (Scope 2) GHG emissions

GHG Scope 2: Indirect Emissions	2023	2022	2021
Emissions from Electricity in production sites, Scope 2	614	4,511	9,409
Emissions from leased & owned Offices (non production) Scope 2	4,942	5,558*	
Emissions from District Heating in production sites, Scope 2	0	97	210
Total GHG Scope 2 Emissions (tons CO$_2$e)	**5,556**	**10,166****	**9,619**

*Emissions from leased and owned offices were calculated for the first time in 2022
See page 157 in the Annual Report 2023 for more information (Reporting principles)
**The amount for 2022 was updated due to a miscalculation last year

Other indirect (Scope 3) GHG emissions

Getinge's Scope 3 emissions baseline 2021 has been estimated using the spend-based approach. The company strives to switch to a weight-based approach, including information from suppliers, consultants, and conversion factors sourced from publicly available databases. Getinge will report Scope 3 emissions figures on its website in 2024.

GHG emissions intensity

Reduce CO$_2$ emissions from production

Target: Reduce CO$_2$ emissions from production in relation to internal sales volumes (-5% by 2024 with 2019 as base year).

CO$_2$ emissions from production (Scope 1+2) in relation to internal sales volumes SEK M	CO$_2$ tons/ SEK M
Indicator 2019 (Base year)	1,154
Indicator 2020 (Reduction of 19% compared to 2019)	0,935
Indicator 2021 (Reduction of 28% compared to 2019)	0,835
Indicator 2022 (Reduction of 56% compared to 2019)	0,510
Indicator 2023 (Reduction of 75% compared to 2019)	**0,284**
Target, 2024	1,096

Reduction of GHG emissions

Reduction of GHG emissions from production (in tons CO$_2$e)	2023	2022	2021
GHG Scope 1: Direct Emissions	3,895	3,568	5,050
GHG Scope 2: Indirect Emissions	614	4,608	9,619
Total GHG Emissions from production	**4,509**	8,176	14,669
Reduction from previous year (tons CO$_2$e)	**3,667**	6,604	4,072
Reduction from previous year (%)	**-45%**	-45%	-22%

Reported emission reductions do not include emission reductions based on CO$_2$ offsetting, see page 157 in the Annual Report 2023 for details.

Circularity: Waste & Recycling

According to the World Health Organization high income hospitals generate around 0.5kg of waste per bed per day and in high income countries the majority of the waste (not including food waste) is plastic-based.* Getinge is involved in the generation of hospital waste as some of the products put on the market are disposable products, of which some are, after use, classified as hazardous waste. Getinge also produce waste in form of packaging that is needed to transport products and to maintain the necessary sterility in many of products prior to their use. Waste is also generated in manufacturing of the products.

Getinge's commitment
Getinge is committed to continually reduce the waste generated in production.

Share of recycled waste from production	2023	2022
Recycling Quote Waste	45%	47%
Recycling Quote Waste (incl. energy recovery)	92%	93%

The target is that the majority (>95%) of waste from production will be recycled by 2025 (including incineration with energy recovery).

Management approach
Responsible use of resources and waste handling is in focus in all locations of operation. Getinge has ISO 14001 certifications at all production units (except for a small number of recently acquired units) to comply with all local regulation in this area and has set targets to increase recycling of its waste. The management of waste follows the principles set out in the environmental and sustainability policies and local environmental management systems. The development of generated waste volumes from production and modes of recycling are gathered quarterly in a central data management system for all production units. Status and progress of recycling quote of waste for hazardous and non-hazardous waste are part of quarterly management reviews on site level, business areas and aggregated at Group level via the Getinge Executive Team.

Total Waste	2023	2022	2021
Waste to recycling (ton)	1,230	1,296	1,437
Waste, not recycled (ton)	226	189	123
Waste, energy recovery (ton)	1,283	1,239	1,209
Total Generated waste (ton)	**2,739**	**2,725**	**2,769**

Non-hazardous Waste	2023	2022	2021
Non-hazardous waste, recycled (ton)	1,176	1,253	1,375
Non-hazardous waste, not recycled (ton)	172	151	65
Non-hazardous waste, energy recovery (ton)	1,177	1,121	1,085
Total Non-hazardous waste (ton)	**2,525**	**2,525**	**2,525**

Hazardous Waste	2023	2022	2021
Hazardous waste, recycled (ton)	54	43	62
Hazardous waste, not recycled (ton)	54	38	58
Hazardous waste, energy recovery (ton)	106	119	124
Total Hazardous waste (ton)	**214**	**200**	**244**

Main lessons from 2023
The waste generated from Getinge's packaging continues to present a challenge. Packaging is essential to maintain the sterility of the products reaching the marketplace. To secure this sterility, strict regulations are followed. This makes change to the type and amount of packaging difficult as the main focus is on ensuring patient safety. The medtech sector is highly regulated, and developing alternatives to disposable (plastic) materials is an industry-wide challenge. The company is open to potential partnerships with suppliers and other industry actors to understand the availability of renewable materials and to develop solutions to handle plastic and other waste and recycling. In 2023, Getinge continued its work on the lessons learned from 2022.

Assessment of impacts and management of risks
Healthcare waste contains potentially harmful microorganisms that can infect patients, healthcare workers and the general public. Other potential hazards may include drug-resistant microorganisms which can spread from health facilities into the environment. The disposal of untreated healthcare waste in landfills can lead to the contamination of drinking, surface, and ground waters if this waste is not properly handled.

The treatment of healthcare waste with chemical disinfectants can result in the release of chemical substances into the environment if those substances are not handled, stored and disposed in an environmentally sound manner. Proper downstream waste handling can help reduce the environmental impact as recycling and waste reduction efforts can conserve resources, reduce greenhouse gas emissions, and minimize the need for landfill space. Proper waste handling can help protect human health by minimizing exposure to hazardous waste and preventing the spread of diseases caused by improper waste disposal. If waste is not managed properly, it can lead to environmental degradation, such as pollution of air, soil, and water. This can have negative impacts on wildlife and ecosystems, as well as on human health. The negative impacts from an economic perspective include an increase in costs, for example, for clean-up and restoration. Improper waste handling could potentially violate human rights, particularly of marginalized communities, as low-income communities often are disproportionately impacted by environmental pollution and waste disposal facilities.

Getinge is involved in waste management from its own operations, but also affects the amount of waste generated by customers (downstream) through the packaging and sale of single-use items, which are mainly made of plastic.

Mitigating the risks
Product safety and clinical performance can never be compromised. This means that changing materials in the products or in the primary packaging is not an option unless the same level of safety and sterility can be maintained.

Corporate Partnerships

Image: Pratham Sweden

Getinge's social responsibility commitment is centered around meeting healthcare challenges such as an increasing population and longer life expectancies. Getinge also wants to make a positive impact in wider society by collaborating with non-profit organizations. Getinge provides financial support to various local and global social initiatives. Such support is given to organizations that the company believes promote the sustainable development of society in different ways.

WIN WIN Gothenburg Sustainability Award
The WIN WIN Gothenburg Sustainability Award rewards and encourages outstanding solutions to the most urgent challenges the world faces today.

Reason for partnership: Support and encourage further innovation of entrepreneurs working for a sustainable world.

Partnership since: 2022

Pratham
One of the largest international non-governmental organizations and innovative learning organization created to improve the quality of education to underprivileged children in India.

Reason for partnership: Getinge actively supports Pratham to employ education in the fight against poverty.

Partnership since: 2018

WaterAid
An international non-profit organization working to make clean water, toilets and good hygiene available for everyone, everywhere.

Reason for partnership: Contribute to improved access to clean water, sanitation and hygiene in healthcare in the world's poorest communities.

Partnership since: 2020

Universeum
Sweden's national science center, using playful methods to teach children and adults about science, nature and sustainable development.

Reason for partnership: Support Universeum in its mission to strengthen skills and innovation, and to contribute to sustainable societal development with focus on health.

Partnership since: 2020

The Foundation for Queen Silvia Children's Hospital
The foundation supports children and young people every day who are being treated for both physical and mental illnesses.

Reason for partnership: Support the important work to bring joy into the everyday lives of children and young people who are dealing with various illnesses.

Partnership since: 2020

Membership and Associations

Membership and Associations
Apart from its membership in the UN Global Compact, Getinge holds positions as members of the Board of Directors at Swecare, a Swedish semi-governmental non-profit organization within healthcare, and Swedish Medtech, the association for medical technology in Sweden. Getinge is also a supporting member of the Swedish Anti-corruption Institute.

UN Sustainable Development Goals

The 17 Sustainable Development Goals (SDGs) launched by the UN in September 2015 aim to achieve the changes necessary to realize long-term sustainable development by 2030. The commitment of companies and the actions they take are critical for achieving these SDGs.

Getinge supports all of the UN 17 SDGs for environmental, social and economically sustainable development, and focuses particularly on the goals that are closely related to the company's business and stakeholders. These goals are:

Goal 3 – Ensure healthy lives and promote well-being for all at all ages

Operating in the medtech industry, Getinge as a company contributes its innovations to considerably improve health and well-being as an integrated part of its business strategy. This goal concerns all internal and external stakeholders as it is at the very core of the company's operations.

Goal 4 – Ensure inclusive and quality education for all and promote lifelong learning opportunities for all

Getinge continuously contributes to partners within the healthcare sector, universities and medical schools to educate and train healthcare professionals, as well as students starting their medical training. Getinge supports the Pratham educational program in India, to improve quality of education to children in the fight against poverty. Also, Getinge is a partner of Universeum, the largest science center in Sweden. With this partnership, Getinge supports Universeum in their mission to strengthen science skills and innovation, and to contribute to sustainable societal development. Getinge is convinced that high-quality education is a basis for a more prosperous life.

Goal 5 – Gender equality

Diversity, equity and inclusion are key components of the company's strategy. Getinge works actively to improve diversity, securing equal opportunities and to close gender gaps across the entire company. Getinge strives to have a gender balance both in management and among its employees in general. In the 2023 Allbright report, Getinge featured on the Green list over companies that reach gender equality (40/60). Further information about how the company works on gender equality can be found on pages 143–144 in the Annual Report 2023.

Goal 6 – Ensure access to water and sanitation for all

Getinge endeavors to continuously improve the environmental footprint of its products. Therefore, Getinge works with EcoDesign principles and implementing these principles enables reduced water consumption throughout the life cycle of the products that depend on water such as washer-disinfectors. Getinge is also supporting WaterAid in their work to make clean water, toilets and good hygiene available for everyone, everywhere within one generation.

Goal 8 – Promote inclusive and sustainable economic growth, employment and decent work for all

As a global company, Getinge works to promote long-term sustainable economic growth, a higher productivity level and technical innovation. Getinge strives to ensure protection of employee rights, assurance of a safe and secure work environment, and equality and decent work. Read more about how Getinge works with occupational health and safety on pages 141–142 in the Annual Report 2023 and about working conditions in the supply chain on page 137 in the Annual Report 2023.

Goal 12 – Ensure sustainable consumption and production patterns

Getinge addresses defined goals and indicators related to CO_2 emissions, energy efficiency, EcoDesign, waste and recycling. Getinge works to achieve more sustainable consumption and production that are anchored in environmental sustainable goals and corresponds with international norms, standards and certifications such as ISO 14001. Read more about how Getinge works to reduce its environmental impact on pages 146–150 in the Annual Report 2023.

Goal 13 – Take urgent action to combat climate change and its impacts

Getinge does its utmost to combat climate change and is actively working on minimizing its environmental footprint. The company is engaged in achieving the Paris agreement goals of limiting global warming to 1.5°C above pre-industrial levels, and has committed to, and had its targets approved by, the SBTi. Getinge has set a target for net-zero emissions throughout the value chain by 2050.

Goal 17 – Partnership for the goals

Strong global partnerships and collaborations are key to realizing the Sustainable Development Goals. Getinge collaborates with its customers and partners as a part of its daily operations to develop products and solutions that contribute to a more sustainable healthcare. In addition, the company works together with academia, industry organizations, NGO's and governments to identify and develop scalable solutions to healthcare related challenges.

→ Find the full annual report 2023 here.

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