

GETINGE ✦



# Getinge Sustainability

ESG Addendum for Annual Report 2021

# Contents

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About the report.....	1
Comments from the CEO.....	2

## GENERAL DISCLOSURES

GRI 101: Foundation (2016) .....	3
GRI 102: General Disclosures (2016): Organizational Profile.....	4
GRI 102: General Disclosures (2016): Strategy.....	7
GRI 102: General Disclosures (2016): Ethics and Integrity .....	8
GRI 102: General Disclosures (2016): Stakeholder Engagement.....	13
GRI 102: General Disclosures (2016): Reporting.....	13
GRI 103: General Disclosures (2016): Management Approach.....	15

## TOPIC SPECIFIC DISCLOSURES

GRI 201: Economic Performance (2016).....	16
GRI 202: Market presences (2016).....	17
GRI 203: Indirect economic impacts (2016).....	18
GRI 204: Procurement practices (2016).....	19
GRI 205: Anti-corruption (2016) .....	20
GRI 206: Anti-competitive behavior (2016).....	22
GRI 301: Materials (2016).....	23
GRI 302: Energy (2016) .....	24
GRI 303: Water and effluents (2018).....	26
GRI 305: Emissions (2016).....	27
GRI 306: Waste (2020) .....	29
GRI 307: Environmental compliance (2016).....	30
GRI 308: Suppliers environmental assessment (2016).....	31
GRI 401: Employment (2016) .....	32
GRI 402: Labor/management relations (2016).....	36
GRI 403: Occupational health and safety (2018).....	37
GRI 404: Training and education (2016) .....	43
GRI 405: Diversity and equal opportunity (2016) .....	45
GRI 406: Non-discrimination (2016).....	46
GRI 407: Freedom of association and collective bargaining (2016) .....	47
GRI 408: Child labor (2016).....	48
GRI 409: Forced or compulsory labor (2016) .....	49
GRI 411: Rights of indigenous people (2016) .....	50
GRI 412: Human rights assessment (2016) .....	51
GRI 414: Supplier social assessment (2016) .....	52
GRI 416: Customer health and safety (2016).....	53
GRI 417: Marketing and labeling (2016) .....	55
GRI 418: Customer privacy (2016) .....	56
GRI 419: Socioeconomic compliance (2016) .....	57

## About the report

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In order to provide stakeholders with comprehensive and comparable information, Getinge has decided to publish all GRI disclosures in this separate report, "Getinge Sustainability – ESG Addendum for Annual Report 2021".

# Comments from the CEO

Our brand promise at Getinge is “Passion for life”. This clearly marks our responsibility to ensure that our products, solutions and overall impact contribute to a sustainable business and world. A core part of this is to find innovative ways to help more people using less resources in health care. This commitment starts with our internal ways of working, but equally important is how we proactively find ways to help our customers and other key stakeholders to contribute.

To support our ambitions we have established a Sustainability framework consisting of four parts; Quality Culture, Passionate Employees, Environmental & Social Engagement and Business Ethics & Responsible Leadership. These areas and topics have been prioritized in light of customer value, risks, cost and overall business impact. You can find more information about our various activities related to each area in our Annual Report 2021.

As early as 2020 we set our direction to become a CO<sub>2</sub> neutral company by 2025 in our own operations and last year we also committed to the Science Based Target initiative, Scope 1–3, and to become a net-zero emissions company by 2035. We are progressing according to plan, although much work remains to be done. We have decreased our CO<sub>2</sub>-emissions in production by 27% compared to the base year 2019. We are shifting to renewable energy sources, finding smart and as environmentally friendly ways as possible for shipping, transforming our fleet into hybrid and electrical cars and ensuring we only travel when absolutely needed. We are also following our EcoDesign principles in product development to ensure that our products and solutions supports our customers’ endeavors to reduce



emissions without compromising on quality. We play an important role minimizing use of material, recycle and reduce energy and water consumption.

On the following pages you can find more details about our work and progress. Sustainability is, and will remain, a top priority for us at Getinge.”

Mattias Perjos,  
**President & CEO**

# General Disclosures

## GRI 101: FOUNDATION (2016)

### Reporting Principles

Disclosure		Our Response
101-01	Stakeholder Inclusiveness	During 2021, Getinge continued to have dialogues with stakeholders from all stakeholder groups. See Getinge Annual Report pages 62-63 for the company's stakeholder groups and how Getinge engages with them.
101-02	Sustainability context	The Annual Report explains the wider context in which Getinge operates and presents the sustainability approach in relation to both Getinges's corporate performance and global sustainable development issues. Details on specific topics and indicators are disclosed in the ESG Reporting Index according to the GRI standards (this document).
101-03	Materiality	Getinge conducted a full materiality review in 2020 and continued stakeholder dialogues with all groups during 2021, which provided the foundation for a review of materiality in 2021. For more information on the most material topics and focus areas at Getinge see the Annual Report 2021, pages 63-64.
101-04	Completeness	Getinges's coverage of material topics, their boundaries and impacts are described in the Annual Report 2021, page 63-64. Beyond topics deemed most material to Getinge, the company has included a wider range of topics and indicators in our ESG index to ensure that the interest of all stakeholder groups are addressed.
101-05	Accuracy	By disclosing on a wide range of GRI Standards beyond the material topics and focus areas, Getinge strives to provide a transparent view of its ESG activities to give all stakeholders accurate and detailed information for assessing Getinge's ESG performance according to their interest and priorities.
101-06	Balance	Getinge has decided to disclose on a wide range of GRI indicators in order to provide a holistic view of its ESG activities. This may also include empty disclosures in areas where activities have been planned but not fully implemented, or where performance cannot be measured yet. Getinge provides reasons for omission in cases of partly/empty disclosures to provide a balanced view of the company's activities.
101-07	Clarity	Getinge provides ESG reporting data to its stakeholder groups via the Annual Report and our ESG Reporting Index, which is fully structured according to the GRI standards, in order to provide fact based, comparable data. Reports are publicly available on the website Getinge.com. In addition, Getinge communicates updates on progress in quarterly reports and provides ESG reporting data to ESG rating platforms and analysts to meet their information needs.
101-08	Comparability	Getinge continues to report on its progress on external targets, respond to universal standards such as the GRI Standards and ScienceBasedTargets, and designed this ESG Reporting Index to enable stakeholders to easily review our performance over time, and to help readers find comparable information in a structural manner.

#### How Getinge has met each disclosure



Fully disclosed as outlined by the GRI Sustainability Reporting Standards



Partially disclosed and missing at least one required indicator



Not disclosed



Not considered material to the business at this time



**GRI 101: FOUNDATION (2016)****Reporting Principles** continued

Disclosure		Our Response
101-09	Reliability	Getinge gathers, record, compile, analyzes, and reports information throughout its internal sustainability governance structure, steering documents and data systems. In 2021, Getinge has started the process of auditing its global sustainability program and ESG reporting data by an external auditor, and is aiming for reasonable assurance further on.
101-10	Timeliness	Getinge continues to publish this ESG Reporting Index alongside the Annual Report.

**GRI 102: GENERAL DISCLOSURES (2016)****Organizational Profile**

Disclosure		Our Response
102-1	Name of the organization	Getinge AB (publ).
102-2	Activities, brands, products, and services	<p>Getinge is committed to ensuring that all people and societies have access to the best possible health care. The company supports its customers in meeting their challenges in health care and life science institutions by providing knowledge, technology and resources to achieve optimal clinical outcomes and, ultimately, to save lives. Getinge serves customers in three business areas, Acute Care Therapies, Surgical Workflows and Life Science.</p> <ul style="list-style-type: none"> <li>• Acute Care Therapies offers world-leading products for life support in acute health conditions. The offering includes solutions for cardiovascular procedures and a broad selection of products and therapies for intensive care.</li> <li>• Life Science offers a comprehensive range of equipment and technical expertise in research and production of pharmaceuticals. Life Science delivers efficient solutions that help customers to optimize their processes and at the same time meet regulatory requirements.</li> <li>• Surgical Workflows is a world leading supplier of products and solutions for optimizing the quality, safety and capacity usage of the sterile supply departments and operating rooms.</li> </ul> <p>Further information on Getinge's operations is included in the section Strategy in the Annual Report, pages 14-33.</p>
102-3	Location of headquarters	Gothenburg, Sweden.
102-4	Location of operations	Getinge conducts operations in 40 countries and has proprietary production in nine countries. Sales take place through proprietary companies and distributors in 132 countries. Getinge's largest markets are included in the subsection multi-year overview in the Annual Report, page 21 and 156-159.

**How Getinge has met each disclosure**

Fully disclosed as outlined by the GRI Sustainability Reporting Standards



Partially disclosed and missing at least one required indicator



Not disclosed



Not considered material to the business at this time

**GRI 102: GENERAL DISCLOSURES (2016)****Organisational Profile** continued

Disclosure		Our Response																																																																																
102-5	Ownership and legal form	<p>Registered name of the company: Getinge AB (publ) Corporate registration number: 556408-5032 Registered office of the Board of Directors: the municipality of Gothenburg, Västra Götaland County, Sweden</p> <p>Getinge AB (publ) is a Swedish public limited liability company (Aktiebolag). The company's Class B shares are admitted to trading on Nasdaq Stockholm. Information on the largest shareholders is included in the subsection The Getinge Share in the Annual Report, pages 148-149.</p>																																																																																
102-6	Markets served	Getinge serves customers in three business areas, Acute Care Therapies, Surgical Workflows and Life Science. Getinge has approximately 25,000 customers in 132 counties and the sales are reported based on three regions, Americas, EMEA and APAC. Getinge's largest markets are included in the subsection Multi-year Overview in the Annual Report, page 150-153.																																																																																
102-7	Scale of the organization	<p>Getinge conducts operations in 40 counties and on December 31, 2021, Getinge had 10,729 employees worldwide.</p> <p>In 2021, Getinge's net sales amounted to SEK 27,049 M. Total capitalization specified by terms of debt and equity, and net sales per revenue classification are included in the Financial Statements and notes in the Annual Report, starting on page 91 and 131.</p>																																																																																
102-8	Information on employees and other workers	<p>a. Total number of employees by employment contract (permanent and temporary), by gender.</p> <table border="1"> <thead> <tr> <th>Gender</th> <th>Internal permanent</th> <th>Internal temporary</th> <th>Grand total</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>3,716</td> <td>203</td> <td>3,919</td> </tr> <tr> <td>Male</td> <td>6,610</td> <td>187</td> <td>6,798</td> </tr> <tr> <td>Unknown gender</td> <td>10</td> <td>1</td> <td>11</td> </tr> <tr> <td><b>Grand total</b></td> <td><b>10,337</b></td> <td><b>391</b></td> <td><b>10,729</b></td> </tr> </tbody> </table> <p>b. Total number of employees by employment contract (permanent and temporary), by region.</p> <table border="1"> <thead> <tr> <th>Region</th> <th>Internal Permanent</th> <th>Internal Temporary</th> <th>Grand Total</th> </tr> </thead> <tbody> <tr> <td><b>Americas</b></td> <td><b>2,552</b></td> <td><b>20</b></td> <td><b>2,572</b></td> </tr> <tr> <td>Latin America</td> <td>170</td> <td>12</td> <td>182</td> </tr> <tr> <td>North America</td> <td>2,382</td> <td>8</td> <td>2,390</td> </tr> <tr> <td><b>APAC</b></td> <td><b>1,512</b></td> <td><b>48</b></td> <td><b>1,560</b></td> </tr> <tr> <td>Eastern Asia</td> <td>646</td> <td>17</td> <td>663</td> </tr> <tr> <td>Japan</td> <td>216</td> <td>13</td> <td>229</td> </tr> <tr> <td>South East Asia, Australia and New-Zealand</td> <td>650</td> <td>17</td> <td>668</td> </tr> <tr> <td><b>EMEA</b></td> <td><b>6,271</b></td> <td><b>323</b></td> <td><b>6,595</b></td> </tr> <tr> <td>Central Eastern Europe</td> <td>1,060</td> <td>103</td> <td>1,163</td> </tr> <tr> <td>DACH</td> <td>1,746</td> <td>100</td> <td>1,847</td> </tr> <tr> <td>Middle East + Africa</td> <td>85</td> <td>3</td> <td>88</td> </tr> <tr> <td>North Europe</td> <td>1,733</td> <td>31</td> <td>1,765</td> </tr> <tr> <td>South West Europe</td> <td>1,646</td> <td>85</td> <td>1,731</td> </tr> <tr> <td><b>Grand Total</b></td> <td><b>10,337</b></td> <td><b>391</b></td> <td><b>10,729</b></td> </tr> </tbody> </table>	Gender	Internal permanent	Internal temporary	Grand total	Female	3,716	203	3,919	Male	6,610	187	6,798	Unknown gender	10	1	11	<b>Grand total</b>	<b>10,337</b>	<b>391</b>	<b>10,729</b>	Region	Internal Permanent	Internal Temporary	Grand Total	<b>Americas</b>	<b>2,552</b>	<b>20</b>	<b>2,572</b>	Latin America	170	12	182	North America	2,382	8	2,390	<b>APAC</b>	<b>1,512</b>	<b>48</b>	<b>1,560</b>	Eastern Asia	646	17	663	Japan	216	13	229	South East Asia, Australia and New-Zealand	650	17	668	<b>EMEA</b>	<b>6,271</b>	<b>323</b>	<b>6,595</b>	Central Eastern Europe	1,060	103	1,163	DACH	1,746	100	1,847	Middle East + Africa	85	3	88	North Europe	1,733	31	1,765	South West Europe	1,646	85	1,731	<b>Grand Total</b>	<b>10,337</b>	<b>391</b>	<b>10,729</b>
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**How Getinge has met each disclosure**

Fully disclosed as outlined by the GRI Sustainability Reporting Standards



Partially disclosed and missing at least one required indicator





Not disclosed







Not considered material to the business at this time

## GRI 102: GENERAL DISCLOSURES (2016)

### Organisational Profile continued

Disclosure		Our Response																				
102-8 (continued) 	Information on employees and other workers	<p>c. Total number of employees by employment type (full-time and part-time), by gender.</p> <table border="1"> <thead> <tr> <th>Gender</th> <th>Full time</th> <th>Part time</th> <th>Grand total</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>3,695</td> <td>224</td> <td>3,919</td> </tr> <tr> <td>Male</td> <td>6,685</td> <td>113</td> <td>6,798</td> </tr> <tr> <td>Unknown gender</td> <td>11</td> <td>1</td> <td>12</td> </tr> <tr> <td><b>Grand total</b></td> <td><b>10,391</b></td> <td><b>338</b></td> <td><b>10,729</b></td> </tr> </tbody> </table> <p>d. Whether a significant portion of the organization’s activities are performed by workers who are not employees.</p> <p>External workers account for ca. an additional 10%. 2/3 of these are temporary contractors primarily in Manufacturing, secondary in R&amp;D, and tertiary in other functions. The remaining 1/3 are loosely associated contractors, consultants, etc. primarily IT support.</p> <p>e. Any significant variations in the numbers reported in Disclosures 102-8-a, 102-8-b, and 102-8-c (such as seasonal variations in the tourism or agricultural industries).</p> <p><b>None.</b></p> <p>f. An explanation of how the data have been compiled, including any assumptions made.</p> <p>The above data is extracted from HR Business intelligence solution that obtains data from Getinge's Global HRIS.</p> <p>All values are based on a FTE definition shared with Finance, designed to strike an effective and easy to use balance between the employee cost side and the amount of productive hands. Hence, this includes all employees that are either active or on paid leave, but excludes all employees on unpaid leave. Each employee in scope is then counted with their reported FTE value that represent their work time. (e.g. Disclosure 102-8, reporting recommendation 1.3.1). Only employees with a permanent or time limited contract within a Getinge Legal Entity are counted.</p> <p>Region is defined as the geographical place of the legal entity.</p> <p>Gender data is allowing for not selecting a value or selecting categories like “unknown”, “Undeclared” or “Other”. These are all grouped under “Unknown”.</p> <p>Data is reported as a snap shot of end of the reporting period as recommended under Disclosure 102-8, reporting recommendation 1.3.3.</p> <p>Definitions of part-time/full-time and Permanent/Temporary are based on data entered into the global HR system that uses global governance. Hence reporting recommendation Disclosure 102-8, 1.3.2 is not necessarily followed to the extend local laws are at complete odds with the globally implemented HRIS system. Having said that, only observed potential deviations are a limited amount of employees under Polish and Chinese labor law where the company must align on how to record Temporary/Permanent employees to meet the local and global recording needs.</p>	Gender	Full time	Part time	Grand total	Female	3,695	224	3,919	Male	6,685	113	6,798	Unknown gender	11	1	12	<b>Grand total</b>	<b>10,391</b>	<b>338</b>	<b>10,729</b>
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102-9 	Supply chain	<p>The ambition is to collect and assess all our spend data at Group level. Currently just over 90% is accessible in one harmonized tool. Getinge focuses on direct suppliers to its manufacturing of which the company slightly exceeded 2000 suppliers in 2021. The main part of these were based in the following countries:</p> <p>CN, DE, FR, PL, SE, TR and US.</p> <p><b>Omission</b></p> <p>Global data on all of Getinge’s suppliers is not 100% available but Getinge continues to collect such data from internal systems in 2022.</p>																				

How Getinge has met each disclosure

-  Fully disclosed as outlined by the GRI Sustainability Reporting Standards
-  Partially disclosed and missing at least one required indicator
-  Not disclosed
-  Not considered material to the business at this time



**GRI 102: GENERAL DISCLOSURES (2016)****Organisational Profile** continued

Disclosure		Our Response
102-10	Significant changes to the organization and its supply chain	<p>Getinge's acquisitions or divestments during 2021 are documented in the Annual Report, see Note 27 Acquisition of operations, page 121.</p> <p>A recognizable change occurred to the supply chain during 2021. Getinge expanded the production capacity of its DPTE®-BetaBag to include the US in order to meet the positive growth in the sterile transfer business. The expansion offers a dual supply structure which is important to meet customer requests for supply contingency. The related supply base remained intact.</p> <p>Other, less material changes to Getinge's supply chain may occur regularly as a result of routine tendering processes.</p>
102-11	Precautionary Principle or approach	Getinge takes a precautionary approach to Getinge's environmental strategy, as described in its own operations targets to reduce greenhouse gases from production to become carbon neutral by 2025 in its own operations and in all Scope 3 emission categories, striving to limit global warming potential to 1,5 °C degrees as set by the Science Based Target Initiative.
102-12	External initiatives	Getinge is a member of the UN Global Compact, signatory of the Science Based Targets Initiative and Business Ambition for 1.5°C, see Annual Report 2021, page 67 for a full overview.
102-13	Membership of associations	Getinge holds positions as members of the Board of Directors of Swecare, a Swedish semi-governmental non-profit organization within health care, and Swedish Medtech, the association for medical technology in Sweden. Getinge is also a member of AdvaMed, a medical technology association representing device, diagnostics and digital technology manufacturers.

**GRI 102: GENERAL DISCLOSURES (2016)****Strategy**

Disclosure		Our Response
102-14	Statement from senior decision-maker	In the Annual Report, page 9, Getinge's Chief Executive Officer comments on how Getinge's role in society, ESG strategy and targets supports Getinge Performance Ambition to create one of the most desired medical companies in the world.
102-15	Key impacts, risks, and opportunities	Based on Getinge's stakeholders dialogue and review of material topics during 2021 the company also updated its analysis of ESG related risks, impacts and mitigation approach. See Annual Report 2021, pages 53-58 and 70-71 for more details.

**How Getinge has met each disclosure**

Fully disclosed as outlined by the GRI Sustainability Reporting Standards



Partially disclosed and missing at least one required indicator





Not disclosed



Not considered material to the business at this time

## GRI 102: GENERAL DISCLOSURES (2016)

### Ethics and Integrity

Disclosure	Our Response
102-16  Values, principles, standards, and norms of behavior	<p>Getinge’s Code of Conduct (<a href="http://www.getinge.com/code-of-conduct">www.getinge.com/code-of-conduct</a>), centered on Responsible Leadership, sets out Getinge’s guiding principles for how professional interactions are to be conducted, every day, internally and externally, with customers and business partners. The main purpose is to enable and inspire all employees to demonstrate responsible leadership and to foster an open and transparent culture.</p> <p>The Code is based on six principles:</p> <ol style="list-style-type: none"> <li>1. Always act with honesty, fairness and integrity</li> <li>2. Stand up and speak up when something isn’t right</li> <li>3. Act respectfully to protect confidentiality, privacy and information</li> <li>4. Take care of each other</li> <li>5. Take care of the world</li> <li>6. Act together to protect all stakeholders.</li> </ol> <p>Getinge’s 14 global policies and related global directives form the base for the Code of Conduct and provide more guidance on specific areas. The global framework set forth the principles that apply to all employees in their daily work. Due to the constantly evolving regulatory landscape and expectations from stakeholders, Getinge’s global policies and directives are reviewed every other year, and updated based on recent trends and regulatory requirements.</p> <p>The Global Policies and Directives have been translated into twelve languages and are easily accessible to all employees on the company’s intranet, as well as publicly available on Getinge’s website (<a href="http://www.getinge.com/int/about-us/business-ethics/code-of-conduct/policy-summaries/">www.getinge.com/int/about-us/business-ethics/code-of-conduct/policy-summaries/</a>).</p>
102-17  Mechanisms for advice and concerns about ethics	<p>The Getinge Ethics &amp; Compliance program serves as a method and tool for ensuring that adequate procedures are in place to prevent Getinge from taking part in any corrupt business practices, and that the company adheres to applicable laws and regulations, as well as relevant ethical standards including the Getinge Code of Conduct, global policies and directives.</p> <p>Getinge has an externally hosted whistleblowing hotline, Getinge Speak Up Line. This tool enables anonymous reporting via a website or telephone in the local language and is open for Getinge employees, suppliers, distributors and other business partners. The Speak Up Line can be found on the Getinge Intranet and on the Getinge website.</p> <p>Getinge has a strict policy for non-retaliation and provides training to managers on internal investigation process, lessons learned and non-retaliation. The Head of Internal Investigations is responsible for ensuring that all reports of suspected Code of Conduct violations or non-compliance are properly assessed, investigated and acted upon. The overall governing body for the Internal Investigations is the Ethics Committee, which is a subset to the Getinge Executive Team; the Ethics Committee meets at least five times a year, prior to each Audit and Risk Committee meeting, and on a needs basis. The Head of Internal Investigations is responsible for monitoring remediation plans and for providing updates on these to the Ethics Committee and Audit and Risk Committee.</p> <p>In 2021, 74 reports were recorded and investigated by the Internal Investigations team. 44 reports were received through Getinge’s Speak-Up Line, and 30 reports through other channels. The most common reported concerns relates to Business Ethics and People matters. Following investigations disciplinary action, including employee dismissals and termination of contracts, was taken in six cases. A total number of three (3) incidents of discrimination were reported during the period: one incident is still under review, another incident is no longer subject to action, and another incident is under remediation.</p>

How Getinge has met each disclosure



Fully disclosed as outlined by the GRI Sustainability Reporting Standards



Partially disclosed and missing at least one required indicator



Not disclosed



Not considered material to the business at this time

## GRI 102: GENERAL DISCLOSURES (2016)

### Ethics and Integrity continued

Disclosure		Our Response
102-18	Governance structure	<p>Getinge's governance structure is included in the Corporate Governance Report in the Annual Report, pages 34-59.</p> <p>The main governing bodies within Getinge are (i) Getinge AB's General Meeting of Shareholders, (ii) the Board of Directors of Getinge AB, and (iii) the President &amp; CEO of Getinge AB, assisted by the Getinge Executive Team. The General Meeting of Shareholders is Getinge's highest decision-making body, and the Board of Directors of Getinge AB is responsible for the organization and management of Getinge's affairs, including economic, environmental and social topics. The Board of Directors has established two committees – a Remuneration Committee and an Audit and Risk Committee. To assist the President &amp; CEO and members of the Getinge Executive Team in making well-founded decisions, a number of forums have been established, including, for example, an Ethics Committee, a Sustainability Board and a Sponsor &amp; Donations Committee.</p>
102-19	Delegating authority	<p>The Board of Directors of Getinge AB has delegated the ongoing management of Getinge AB and the overall management of Getinge's operations to the President &amp; CEO, including authorization to make decisions or take control in all issues that are not exclusively under the authority of the Board of Directors. The President &amp; CEO leads Getinge's operations through the Getinge Executive Team. The President &amp; CEO delegates detailed roles and areas of responsibility to each member of the Getinge Executive Team. For example, Getinge Executive Team includes a Chief Financial Officer, an Executive Vice President Human Resources &amp; Sustainability and an Executive Vice President Legal, Compliance &amp; Ethics, which all are responsible for different economic, environmental and social topics.</p>
102-20	Executive-level responsibility for economic, environmental and social topics	<p>The Executive Vice President Human Resources &amp; Sustainability represents the sustainability function in the Getinge's Executive Team, which assumes the overall responsibility for setting related goals and strategies, and monitoring and measuring progress. In addition, Getinge has established a Sustainability Board with representatives from the Getinge Executive Team, Business Areas, Business Ethics &amp; Compliance, QcRM, Finance and Communications responsible for monitoring current ESG practices, progress and risks.</p> <p>See Annual Report 2021, pages 70-71 for more information of Getinge's governance structure in sustainability.</p>
102-21	Consulting stakeholders on economic, environmental and social topics	<p>Getinge's stakeholder dialogue is a continuous practice in its day-to-day work. As part of the continued review of the sustainability framework multiple internal and external business partners were interviewed on their needs and priorities in sustainability in regards to Getinge as a company and as a supplier in 2021.</p> <p>See Annual Report 2021, pages 62-63 or more information on Getinge's engagement process with its stakeholder groups.</p>
102-22	Composition of the highest governance body and its committees	<p>As of the date of publication of the 2021 Annual Report, the Board of Directors of Getinge AB consists of ten members elected by the General Meeting of Shareholders, and two members and two deputy members appointed by employee organizations. Out of the members elected by the General Meeting of Shareholders, nine members are non-executive, nine are independent in relation to the company and executive management, eight are independent in relation to major shareholders and four members are women and six members are men.</p> <p>The Board of Directors has established two committees – a Remuneration Committee and an Audit and Risk Committee. All members of the committees are non-executive Board members.</p> <p>Information on the members of the Board of Directors is included in the subsection Board of Directors in the Annual Report, pages 40-46.</p>

**How Getinge has met each disclosure**



Fully disclosed as outlined by the GRI Sustainability Reporting Standards



Partially disclosed and missing at least one required indicator



Not disclosed



Not considered material to the business at this time

**GRI 102: GENERAL DISCLOSURES (2016)****Ethics and Integrity** continued

Disclosure		Our Response
102-23	Chair of the highest governance body	The Chairman of the Board, Johan Malmqvist, is non-executive and is by the Nomination Committee considered independent in relation to the company and executive management as well as major shareholders pursuant to the Swedish Corporate Governance Code.
102-24	Nominating and selecting the highest governance body	The General Meeting of Shareholders of Getinge has adopted principles for the adoption of, and instructions for, the Nomination Committee. Ahead of each Annual General Meeting (AGM), the Nomination Committee shall be composed of members appointed by the four largest shareholders in terms of voting rights as of August 31 of each year, and the Chairman of the Board. In addition, if the Chairman of the Board in consultation with the member appointed by the largest shareholder in terms of voting rights deems it appropriate, it shall include an, in relation to the company and its major shareholders, independent representative of the minority shareholders, independent in relation to the company and its major shareholders, as a member of the Nomination Committee. The Nomination Committee's task is to put forward proposals ahead of the AGM, regarding the election of the Chairman of the General Meeting of Shareholders of Getinge, the Chairman of the Board and other members of the Board, election of auditors, as well as fees for Board members and auditors.  Information on the Nomination Committee is included in the subsection Nomination Committee in the Annual Report, page 39.
102-25	Conflicts of interest	The Rules of Procedure for the Board of Directors contains rules on how to manage potential conflicts of interest between the members of the Board of Directors, in addition to statutory rules in the Swedish Company Act. In addition, Getinge has also adopted a Conflict of Interest Directive that is valid for all Getinge employees.  The members of the Board of Directors' assignments in other companies and shareholdings are included in the subsection Board of Directors in the Annual Report, pages 40-46, information on the largest shareholders is included in the subsection The Getinge Share in the Annual Report, pages 146-147, and transactions with related parties are included in Note 31 to the Financial Statements in the Annual Report, page 129.
102-26	Role of highest governance body in setting purpose, values, and strategy	The Executive Vice President Human Resources & Sustainability represents the sustainability function in the Getinge's Executive Team, which assumes the overall responsibility for setting related goals and strategies, and monitoring and measuring progress. In addition, Getinge has established a Sustainability Board with representatives from the Getinge Executive Team, Business Areas, Business Ethics & Compliance, QcRM, Finance and Communications responsible for monitoring current ESG practices, progress and risks.  See Annual Report 2021, pages 70-71 for more information of Getinge's governance structure in sustainability.
102-27	Collective knowledge of highest governance body	Background reports from internal working groups and external experts are submitted throughout the year on various economic and ESG topics to the Sustainability Board, the Getinge Executive Team and the Getinge Board.  ESG performance, progress and potential risks are discussed quarterly and during biannual business review meetings with the sustainability functional leader.  See Annual Report 2021, page 34 for more information of Getinge's corporate governance structure.

**How Getinge has met each disclosure**

Fully disclosed as outlined by the GRI Sustainability Reporting Standards



Partially disclosed and missing at least one required indicator



Not disclosed



Not considered material to the business at this time

**GRI 102: GENERAL DISCLOSURES (2016)****Ethics and Integrity** continued

Disclosure		Our Response
102-28	Evaluating the highest governance body's performance	The process of performance evaluation is included in the Governance section of the Annual Report, page 94. ESG performance and indicators will become part of the annual performance based remuneration scheme in 2022.
102-29	Identifying and managing economic, environmental, and social impacts	<p>The Getinge Executive Team is responsible for managing economic and ESG impacts with the accountabilities outlined in GRI 102-20. However, as explained in GRI 102-19 and GRI 102-21, Getinge's sustainability and responsibility strategy is also considered at Board level regularly, and incorporates stakeholder consultation where possible. In some cases Board members identify new economic and ESG impacts that Getinge must manage.</p> <p>Risks, including those identified in the risk management section of the Annual Report, pages 53-58, and 70-71 are discussed according to Getinge's corporate governance structure and processes.</p>
102-30	Effectiveness of risk management processes	Details on the effectiveness of Getinge risk management processes can be found in the Governance section of the Annual Report, pages 53-58.
102-31	Review of economic, environmental, and social topics	Economic, environmental, and social topics are reviewed quarterly by the Sustainability Board and the Management Team, and the Audit and Risk Committee is updated on risks at least twice a year. See Annual Report, pages 53-58 (Risk Management and Corporate Governance) for more details.
102-32	Highest governance body's role in sustainability reporting	The Annual Report and ESG Reporting Index are approved by the Getinge Board, while the Getinge Executive Team reviews performance against ESG-related targets on a quarterly basis.
102-33	Communicating critical concerns	<p>The Getinge Board maintains a process for communicating critical concerns through the Audit and Risk Committee, which reviews the effectiveness of the company's systems of internal control and risk management, including oversight of all of the company's whistleblowing activities.</p> <p>Further detail can be found in the Governance section of the Annual Report, page 34</p>
102-34	Nature and total number of critical concerns	See Getinge's principal risks table in the Annual Report, pages 53-58.
102-35	Remuneration policies	Getinge's current complete guidelines for remuneration to senior executives as well as the complete guidelines for remuneration to senior executives proposed to be adopted at the 2022 Annual General Meeting are included in the section Guidelines in the Annual Report, pages 81-85.

**How Getinge has met each disclosure**

Fully disclosed as outlined by the GRI Sustainability Reporting Standards



Partially disclosed and missing at least one required indicator







Not disclosed







Not considered material to the business at this time

## GRI 102: GENERAL DISCLOSURES (2016)

### Ethics and Integrity continued

Disclosure	Our Response
102-36  Process for determining remuneration	<p>The Board of Directors has established a Remuneration Committee, which prepares guidelines for Senior Executive remuneration, available in the Annual Report.</p> <p>The Remuneration Committee monitors and evaluates programs for variable remuneration to Senior Executives, as well as the current remuneration structures and compensation levels in the company, and provides recommendations to the Board of Directors in relation to remuneration to the CEO.</p> <p>Regarding remuneration of other Senior Executives, the CEO is to consult with the Remuneration Committee. The CEO and other members of the Executive Team do not participate in the Board of Directors' processing of, and resolutions on, remuneration-related matters when such matters concerns them.</p> <p>The Remuneration Committee has access to external compensation benchmark provided by external remuneration consultants in their review of remuneration.</p>
102-37  Stakeholders' involvement in remuneration	<p>The General Meeting of Shareholders in Getinge AB (publ) adopts guidelines for remuneration of senior executives and resolves on approval of the Board of Directors' remuneration report. The 2021 AGM approved both the Board of Directors' proposal for remuneration guidelines and the remuneration report. In addition, Getinge is obliged to include considerations given to shareholder opinions in the guidelines and the remuneration report, but no remarks on the remuneration guidelines or remuneration report have emerged before the Board of Directors' proposal for new remuneration guidelines and the remuneration report submitted to the 2022 AGM. The complete remuneration guidelines and remuneration report are included in the section Guidelines for Remuneration and Remuneration Report, respectively, in the Annual Report, pages 81-89.</p>
102-38  Annual total compensation ratio	<p>Getinge reports the remuneration of the Getinge Executive Team in the Annual Report, pages 126-127. Comparative information regarding the company's result and changes in the remuneration to CEO and to employees of Getinge AB is available in the Remuneration report, available in the Annual Report, pages 86-89.</p> <p><b>Omission</b> Getinge does not report publicly on this data by country.</p>
102-39  Percentage increase in annual total compensation ratio	<p>Getinge reports the remuneration of Getinge Executive Team in the Annual Report, pages 126-127. Comparative information regarding the company's result and changes in the remuneration to CEO and to employees of Getinge AB is available in the Remuneration report, available in the Annual Report, pages 86-89.</p> <p><b>Omission</b> Getinge does not report publicly on this data by country.</p>

**How Getinge has met each disclosure**

-  Fully disclosed as outlined by the GRI Sustainability Reporting Standards
-  Partially disclosed and missing at least one required indicator
-  Not disclosed
-  Not considered material to the business at this time



**GRI 102: GENERAL DISCLOSURES (2016)****Stakeholder Engagement**

Disclosure		Our Response
102-40 ●	List of stakeholder groups	Getinge engages internal and external stakeholders, ranging from employees, investors, shareholders and business partners to governments and regulators. A full list is included in the Stakeholder engagement section of the Annual Report, see pages 62-63.
102-41 ◐	Collective bargaining agreements	While collective bargaining agreements are in place for most employees in European countries of operation, covering approximately 60% of all Getinge employees, applicability & compliance is handled by local legal entities.  <b>Omission</b> Getinge does not centrally collect information on the number of employees covered by collective bargaining agreements per country.
102-42 ●	Identifying and selecting stakeholders	Getinge defines its stakeholders as all those who directly affect, are affected or could be affected by Getinge's business.
102-44 ●	Key topics and concerns raised	In 2021, Getinge was in continued dialogue with stakeholders from all stakeholder groups, incorporating topics and concern raised, leading to a review of material topics in 2021. See Annual Report pages 62-64 for more details.

**GRI 102: GENERAL DISCLOSURES (2016)****Reporting**

Disclosure		Our Response
102-45 ●	Entities included in the consolidated financial statements	The financial statements can be found in the Annual Report on pages 91-95. Getinge describes the entities that are included and not included in the Annual Report in the financial statements for the Parent Company and Note 9, on page 106. For the methodologies for consolidation and accounting policies, see Note 1 Accounting policies in the financial statements in the Annual Report page 96.
102-46 ●	Defining report content and topic boundaries	Throughout the stakeholder engagement and materiality review Getinge identified those ESG issues most material to its business (see Annual Report pages 63-64). Getinge strives to provide a transparent and holistic view of its ESG activities and status, which is why Getinge has decided to provide disclosures on additional topics addressed in the GRI standards.  Based on feedbacks from the external auditor during the pre-assurance phase of the Sustainability Program Audit in 2021, the reporting principles are being revised during 2022, and will be adopted in the planned review of material topics in 2022.
102-47 ●	List of material topics	Information of Getinge's material topics, their boundaries, impact analysis and related ESG risks are published in the Annual Report, pages 63-64 and 70-71.

**How Getinge has met each disclosure**

Fully disclosed as outlined by the GRI Sustainability Reporting Standards



Partially disclosed and missing at least one required indicator



Not disclosed



Not considered material to the business at this time

**GRI 102: GENERAL DISCLOSURES (2016)****Reporting** continued

Disclosure		Our Response
102-48	Restatements of information	<p><b>Restatements of environmental data from previous reporting periods.</b></p> <p>As Getinge strives to improve the quality of its data management processes, including four eye principles and storing of data evidence, the company improves transparency and accuracy of reported environmental indicators and data. Data from resource consumption at production sites is, in many cases, obtained from supplier invoices that arrive much later than the actual reporting period. Since the company reports fact-based data only, this may lead to restatements of information for previous reporting periods. All restatements are clearly highlighted to the reader for each relevant GRI disclosure.</p>
102-49	Changes in reporting	There were no significant changes to the list of material topics and topic boundaries since the previous reporting period.
102-50	Reporting period	Year ended December 31, 2021.
102-51	Date of most recent report	Annual Report 2021 and ESG Addendum 2021 (this document).
102-52	Reporting cycle	Annual.
102-53	Contact point for questions regarding the report	<p>Corporate Communications</p> <p>Getinge AB (publ) Lindholmospiren 7A P.O. Box 8861 SE-402 72, Gothenburg Sweden</p> <p>Tel: +46 (0)10 335 00 00 E-mail: info@getinge.com</p>
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option.
102-55	GRI content index	The Getinge ESG reporting Index is included in the Annual Report (page 72) and summarized the content index of this document.

**How Getinge has met each disclosure**

Fully disclosed as outlined by the GRI Sustainability Reporting Standards



Partially disclosed and missing at least one required indicator



Not disclosed



Not considered material to the business at this time

**GRI 102: GENERAL DISCLOSURES (2016)****Reporting continued**

Disclosure		Our Response
102-56	External assurance	Getinge started the audit process of its sustainability framework and non-financial reporting by an external auditor in 2021 with a pre-assurance of key topics and indicators on the sustainability report for 2020 . Getinge is continuing the auditing process seeking a limited assurance during 2022 and a reasonable assurance further on.

**GRI 103: GENERAL DISCLOSURES (2016)****Management Approach**

Disclosure		Our Response
103-1	Explanation of the material topic and its Boundary	Material topics, focus areas, boundaries and impacts are stated in the Annual Report, pages 63-64. Additional aspects and disclosures in this document are material in all countries where the company produces and sells products, with the exception of indigenous rights which did not surface as material through stakeholder engagement and material review 2021.
103-2	The management approach and its components	For each specific topic disclosure, the management approach is disclosed.
103-3	Evaluation of the management approach	The evaluation of the management approach is disclosed for each specific topic disclosure.

**How Getinge has met each disclosure**

- Fully disclosed as outlined by the GRI Sustainability Reporting Standards
- Partially disclosed and missing at least one required indicator
- Not disclosed
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# Topic Specific Disclosures

## GRI 201: ECONOMIC PERFORMANCE (2016)

### Economic

<p>103-2</p> <p><b>Our management approach</b></p> <p>●</p> <p>Getinge's relationships with suppliers, investors, lenders, governments, employees and local community stakeholders have direct economic and social impacts which the company measures, manages and evaluates. The Annual Report explains how Getinge manages financial performance and includes financial KPIs. Each market and function is responsible for monitoring and reporting economic performance against annual plans and targets. That allows Getinge to report on overall performance against strategy.</p>	<p>103-3</p> <p><b>Evaluation of the management approach</b></p> <p>●</p> <p>The Board of Directors, the Getinge Executive Management Team and corporate function management teams review economic performance at each of their meetings, tracking key performance indicators and annual operating plans. Details of financial KPIs are published in the Annual Report, pages 91-95 (Financial statement).</p>
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Disclosure	Our Response
<p>201-1</p> <p>●</p> <p>Direct economic value generated and distributed</p>	<p>Revenues for the year totaled SEK 27,779 M of which net sales amounted to SEK 27,049 M. Economic value distributed contains operating expenses (SEK -12,027 M), employee salaries and benefits (SEK -9,558 M), taxes (SEK -693 M). Corporate income tax paid in the consolidated cash flow statement contains all cash tax paid by the company excluding VAT. Payment to providers of capital amounted to SEK -1,051 M.</p> <p>See Note 3 for the Group a break-down of direct economic value by segment and by region market in the Annual Report, pages 103-104.</p> <p><b>Omission</b></p> <p>Getinge does not disclose data on community investments and paid VAT.</p>
<p>201-2</p> <p>●</p> <p>Financial implications and other risks and opportunities due to climate change</p>	<p>ESG related risks are stated in the Annual Report, pages 70-71 (ESG Risks)</p> <p><b>Omission</b></p> <p>Due to the evolving legislation in different geographies of operation, the financial impact of climate change (such as Emission taxation or resource pricing) is volatile and subject to estimation. Getinge assesses evolving regulations and adapts its ESG activities during the year. Therefore, Getinge is unable not provide exact data on financial implications of ESG risks.</p>
<p>201-3</p> <p>●</p> <p>Defined benefit plan obligations and other retirement plans</p>	<p>Getinge operates a number of pension plans throughout the world, devised in accordance with local conditions and practices. Some are defined benefit plans and are funded by payments to separately administered trusts or insurance companies. The Group also operates a number of plans that are generally unfunded. Getinge has large defined-benefit pension plans mainly in Sweden, Germany and the US. For full details, see Note 24 to the financial statements in the Annual Report, on page 118-120.</p> <p><b>Omission</b></p> <p>Getinge does not disclose the number of employees included in the schemes or the percentage of salary contributed by employer and employee as this information is managed locally, and not obtained globally.</p>
<p>201-4</p> <p>●</p> <p>Disclosure 201-4 Financial assistance received from government</p>	<p>Getinge is a publicly-listed company and is not part-owned by any government. Corporate income tax is included in Note 9 to the financial statements in the Annual Report, on page 138 and Government grants in Note 35 page 130 respectively. Getinge did not access any material COVID-19 related government financial support during 2021.</p> <p><b>Omission</b></p> <p>This information is not broken down by country</p>



**How Getinge has met each disclosure**

- Fully disclosed as outlined by the GRI Sustainability Reporting Standards
- Partially disclosed and missing at least one required indicator
- Not disclosed
- ⊗ Not considered material to the business at this time





## GRI 202: MARKET PRESENCES (2016)

### Market presences

<p>103-2</p> <p><b>Our management approach</b></p> <p>Each of the legal entities in the markets of operation are accountable for its business performance and for driving growth.</p> <p>For more details see the Business review section of the Annual Report, page 76–80.</p>	<p>103-3</p> <p><b>Evaluation of the management approach</b></p> <p>Getinges’s market presence, considering issues such as scale of activity in markets, presence in current or potential product sectors, and the relative risks and opportunities, is reviewed as part of the development of our overall strategy, described in the Annual Report. It is routinely reported to and evaluated by the Getinge Executive Team and the Board of Directors.</p>
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Disclosure	Our Response	
<p>202-1</p> <p></p> <p>Ratios of standard entry level wage by gender compared to local minimum wage</p>	<p><b>Omission</b></p> <p>Getinge complies with all local legislation in relation to minimum wages in all countries in which it operates. However, the company does not currently collect data in relation to this indicator at a global level.</p>	
<p>202-2</p> <p></p> <p>Proportion of senior management hired from the local community</p>	<p>The global nature of our business encourages diversity in leadership. Getinge estimates that 90% of its senior leaders come from the country in which they work.</p> <p>The leadership and talent programs are structured to promote a balanced intake by gender and across markets.</p> <p><b>Omission</b></p> <p>Getinge does not currently collect data in relation to this indicator at a global level.</p>	

**How Getinge has met each disclosure**

-  Fully disclosed as outlined by the GRI Sustainability Reporting Standards
-  Partially disclosed and missing at least one required indicator
-  Not disclosed
-  Not considered material to the business at this time





## GRI 203: INDIRECT ECONOMIC IMPACTS (2016)

### Indirect economic impacts

<p>103-2</p> <p><b>Our management approach</b></p> <p>As a global business operating in numerous locations, Getinge has many indirect economic impacts on the communities in which it operates.</p> <p>The impacts are monitored, reviewed and managed both on a local level and, where applicable, throughout Getinge’s global ESG initiatives and programs, that are decided by the Getinge Executive Management Team, mandated by the Sustainability Board.</p> <p>All activities to manage indirect economic impacts are governed by Getinge’s Code of Conduct and additional steering documents.</p> <p>See Annual Report pages 63-64 and 70-71 for more information on Getinge’s governance of sustainability topics and impacts.</p>	<p>103-3</p> <p><b>Evaluation of the management approach</b></p> <p>Indirect economic impacts are reviewed in regular business review meetings of operational sites and Getinge’s business areas as well as in corporate functions (where applicable).</p> <p>Identified major impacts are reported to the Getinge Executive Team and the Getinge Board (see Annual Report page 34 Corporate Governance) as part of the strategy development and risk management processes.</p>
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Disclosure	Our Response
<p>203-1</p> <p> Disclosure 203-1 Infrastructure investments and services supported</p>	<p>Details on the impact of Getinge’s community engagement and how the company contributes to local economic development can be found in the sustainability section of the Annual Report, page 67. Information on infrastructure investments are included on page 73.</p> <p><b>Omission</b></p> <p>Assessment of Getinge’s CSR engagement in local communities is only available via the supported initiatives evaluation processes.</p>
<p>203-2</p> <p> Disclosure 203-2 Significant indirect economic impacts</p>	<p>Details on the impact of Getinge’s community engagement and how the company contribute to local economic development can be found in the sustainability section of the Annual Report, pages 67.</p> <p><b>Omission</b></p> <p>Assessment of Getinge’s CSR engagement in local communities is only available via the supported initiatives evaluation processes.</p>

**How Getinge has met each disclosure**

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-  Not disclosed
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## GRI 204: PROCUREMENT PRACTICES (2016)

### Procurement practices

<p>103-2</p> <p><b>Our management approach</b></p> <p>● Getinge selects suppliers based on their ability to effectively deliver according to the company's needs in terms of service, material and timing. In addition Getinge seeks out suppliers that share the same values since the company believes this to be the most efficient way to secure compliance and joint value creation over time.</p> <p>This year Getinge revised its expectations on its suppliers which resulted in a new Business Partner Code of Conduct that will continue to be implemented during 2022.</p>	<p>103-3</p> <p><b>Evaluation of the management approach</b></p> <p>◐ Under current circumstances with an on-going pandemic and continuous supply challenges Getinge was able to maintain its value chain with success with limited negative impact to the company's ability to deliver to its customers.</p>
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Disclosure	Our Response																	
<p>204-1</p> <p>●</p>	<p>Proportion of spending on local suppliers</p>	<p>With focus on direct deliveries to its manufacturing sites and available data Getinge sees an average of 54% being spent within the same country as our manufacturing site's country of operation.</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: left;">Country</th> <th style="text-align: left;">Local spend %</th> </tr> </thead> <tbody> <tr> <td>China</td> <td>72%</td> </tr> <tr> <td>Germany</td> <td>81%</td> </tr> <tr> <td>France</td> <td>76%</td> </tr> <tr> <td>Poland</td> <td>23%</td> </tr> <tr> <td>Sweden</td> <td>55%</td> </tr> <tr> <td>Türkiye</td> <td>15%</td> </tr> <tr> <td>United States</td> <td>93%</td> </tr> </tbody> </table>	Country	Local spend %	China	72%	Germany	81%	France	76%	Poland	23%	Sweden	55%	Türkiye	15%	United States	93%
Country	Local spend %																	
China	72%																	
Germany	81%																	
France	76%																	
Poland	23%																	
Sweden	55%																	
Türkiye	15%																	
United States	93%																	

**How Getinge has met each disclosure**

- Fully disclosed as outlined by the GRI Sustainability Reporting Standards
- ◐ Partially disclosed and missing at least one required indicator
- Not disclosed
- ⊗ Not considered material to the business at this time

## GRI 205: ANTI-CORRUPTION (2016)

### Anti-corruption

<p>103-2</p> <p><b>Our management approach</b></p> <p>●</p>	<p>Getinge’s Global Anti Bribery Corruption Policy defines Getinge’s standpoint on bribery and corruption. The Global Anti-Bribery Corruption Policy applies to all employees, directors and business partners acting on behalf of Getinge. The principles are regularly communicated via internal communication channels and specialized trainings. The policy implementation is driven by global and local management, in cooperation with E&amp;C Officers in the regions. Independent assessment performed by internal oversight functions and the external assessors.</p>	<p>103-3</p> <p><b>Evaluation of the management approach</b></p> <p>●</p>	<p>The Global Anti-bribery &amp; Corruption (ABC) program serves as a method and tool for ensuring that Getinge has adequate procedures in place, aimed at preventing Getinge from taking part in any corrupt business practices, and adhere to applicable laws and regulations as well as relevant ethical standards including the Code of Conduct and global policies and directives.</p> <p>Internal oversight functions, including Internal Control as well as independent Internal Audit conduct review and assessment of compliance procedures implementation and adherence. Duly consideration of findings and follow-up of recommendations implementations ensured for further improvements.</p> <p>The Global Ethics and Compliance team follows up on training, to make sure all employees receive Business Ethics related training at least once a year, and reports results to the Executive Management Team and the Audit and Risk Committee of the Board.</p>
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Disclosure	Our Response
<p>205-1</p> <p>●</p>	<p>Operations assessed for risks related to corruption</p> <p>Getinge utilizes risk-based approach in its E&amp;C program implementation and focus efforts in high-risk geographies and directions significantly. The company conducts risk assessments in the markets in which it operates, specifically on corruption, antitrust, trade and export controls related risks, and to develop mitigation plans toward reducing the most significant risks.</p> <p>During 2021, Getinge conducted a combined Anti-Bribery and Corruption and Anti-trust Risk assessments in China, Türkiye, Mexico, Benelux and France. An assessment in India is ongoing and will be completed in Q1 2022. The Ethics &amp; Compliance function has also conducted a US specific risk assessment on Interactions with HCP’s and initiated a HIPAA Risk Assessment. Getinge has developed a formal protocol for conducting the risk assessments, and uses forensic expertise when assessed relevant.</p> <p>Through the risk assessment the following key risks were identified: Interactions with Health care Professionals, Sales practices through third parties, Integration of Ethics &amp; Compliance in the daily business activities and risks of adherence to local laws requirements related to prevention of corruption.</p>
<p>205-2</p> <p>●</p>	<p>Communication and training about anti-corruption policies and procedures</p> <p>Training and internal communications are important parts of Getinge’s work with Ethics &amp; Compliance. The global compliance training program includes targeted training for specific groups at all levels of the company including employees, the Board of Directors and all members of the Getinge Executive Team. All new Getinge employees receive initial communication of Code of Conduct and all other relevant policies, including anti-corruption policy, during employee onboarding process.</p> <p>During the past year the Code of Conduct and the Global policies were communicated throughout the organization. The company used several communications channels such as articles, online Q&amp;A and discussion sessions in global and local intranet pages, newsletters and management meetings.</p> <p>Getinge’s Anti-Bribery and Corruption policy is communicated to the business partners, during contracting and onboarding process and is a mandatory part of the contract templates. In 2021, 1,035 agents and distributors received face-to-face virtual trainings in SAPAC, Latin America and North America regions. In addition Getinge has revised its Supplier Code of Conduct. The result is a new Business Partner Code of Conduct and specialized e-learning training module for distributors and agents will be rollout during Q2 2022.</p> <p>In 2021, all members of the Getinge Executive Team (100%) have received trainings on Anti-Bribery &amp; Corruption Policy, with a particular focus on interaction with health care professionals and health care organizations.</p>

**How Getinge has met each disclosure**





- Fully disclosed as outlined by the GRI Sustainability Reporting Standards
- ◐ Partially disclosed and missing at least one required indicator
- Not disclosed
- ⊗ Not considered material to the business at this time

## GRI 205: ANTI-CORRUPTION (2016)

### Anti-corruption continued

Disclosure	Our Response																																	
205-2 (continued) 	Communication and training about anti-corruption policies and procedures	<p>In 2021, virtual face-to-face trainings on Code of Conduct and anti-corruption policies conducted for the audience out of 8,274 employees. Distribution of the training participants by regions described below.</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th style="text-align: center;">Total</th> <th style="text-align: center;">Global/ HQ</th> <th style="text-align: center;">APAC</th> <th style="text-align: center;">EMEA</th> <th style="text-align: center;">Europe</th> <th style="text-align: center;">NAM</th> <th style="text-align: center;">LATAM</th> </tr> </thead> <tbody> <tr> <td>All attendees</td> <td style="text-align: right;">8,274</td> <td style="text-align: right;">674</td> <td style="text-align: right;">3,467</td> <td style="text-align: right;">102</td> <td style="text-align: right;">2,478</td> <td style="text-align: right;">1,133</td> <td style="text-align: right;">420</td> </tr> <tr> <td>Managers</td> <td style="text-align: right;">739</td> <td style="text-align: right;">31</td> <td style="text-align: right;">279</td> <td style="text-align: right;">61</td> <td style="text-align: right;">300</td> <td style="text-align: right;">29</td> <td style="text-align: right;">39</td> </tr> <tr> <td>Employees</td> <td style="text-align: right;">7,535</td> <td style="text-align: right;">643</td> <td style="text-align: right;">3,188</td> <td style="text-align: right;">41</td> <td style="text-align: right;">2,178</td> <td style="text-align: right;">1,104</td> <td style="text-align: right;">381</td> </tr> </tbody> </table> <p>In December 2021, as a part of the communication activities on International Anti-Corruption Day recognition, a new Global Anti-Bribery &amp; Corruption e-learning was rolled out to all employees globally. As of March 2021, 8,681 employees (82%) have completed the e-learning program. In addition to the dedicated Anti-Bribery Corruption E-learning, a separate Conflict of Interest training and certification process were assigned to 8,141 employees in December 2021. Further follow up of the trainings are planned during 2022.</p> <p>During 2021, Getinge introduced a global Ethics Ambassador program, with the ambition to spread knowledge and support the organization in important business ethics, integrity and compliance matters. The Ambassadors are chosen to cover all parts of the organization and the globe and their main responsibility is to be part of building a strong culture of business ethics throughout the company.</p>		Total	Global/ HQ	APAC	EMEA	Europe	NAM	LATAM	All attendees	8,274	674	3,467	102	2,478	1,133	420	Managers	739	31	279	61	300	29	39	Employees	7,535	643	3,188	41	2,178	1,104	381
	Total	Global/ HQ	APAC	EMEA	Europe	NAM	LATAM																											
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Employees	7,535	643	3,188	41	2,178	1,104	381																											
205-3 	Confirmed incidents of corruption and actions taken	<p>a. Total number and nature of confirmed incidents of corruption: <b>0</b></p> <p>b. Total number of confirmed incidents in which employees were dismissed or discipline for corruption: <b>0</b></p> <p>c. Total number of confirmed incidents when contracts with business partners were terminated: <b>0</b> or not renewed due to violations related to corruption: <b>0</b></p> <p>d. Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases: <b>0</b></p>																																

**How Getinge has met each disclosure**

-  Fully disclosed as outlined by the GRI Sustainability Reporting Standards
-  Partially disclosed and missing at least one required indicator
-  Not disclosed
-  Not considered material to the business at this time

## GRI 206: ANTI-COMPETITIVE BEHAVIOR (2016)

### Anti-competitive behavior

<p>103-2</p> <p><b>Our management approach</b></p> <p>● The Global Antitrust &amp; Fair Competition Program is a specialized subject matter within the Ethics &amp; Compliance Program and is designed in full adherence of the applicable standards by regulators throughout the US, the EU and all competition authorities in countries where Getinge operates. The Program guides the organization via global policy and directives, ongoing training program and communication.</p> <p>The Getinge Antitrust &amp; Fair Competition Policy is the overriding policy document which sets the ethics and legal frame for the organization in respect of how to ensure compliance within the antitrust area.</p>	<p>103-3</p> <p><b>Evaluation of the management approach</b></p> <p>● The regional Ethics &amp; Compliance teams serve as advisory for local management, and monitor the implementation of the Code of Conduct and global policies on the operation level. Internal oversight functions, including Internal Control as well as independent Internal Audit conduct review and assessment of compliance procedures implementation and adherence. Duly consideration of findings and follow-up of recommendations implementations ensured for further improvements.</p> <p>In 2021, activities to increase knowledge among employees in the area of Antitrust &amp; Fair Competition included tailored training courses on Antitrust &amp; Fair Competition which have been rolled out in all of the company's sales regions. At the beginning of 2021, the Antitrust &amp; Fair Competition e-learning "Win Fair" was rolled out to all non-production-related personnel globally. 8,401 employees completed the training during 2021, which represents 90,6% of the target audience.</p>
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Disclosure	Our Response	
<p>206-1</p> <p>● Legal actions for anti-competitive behavior, anti-trust, and monopoly practices</p>	<p>Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant.</p> <p>Two cease-and-desist and one leniency agreement reached with Brazilian authorities during 2018 and 2019. See also the Administration Report in the Annual Report 2021, pages 76-80.</p>	

**How Getinge has met each disclosure**

- Fully disclosed as outlined by the GRI Sustainability Reporting Standards
- ◐ Partially disclosed and missing at least one required indicator
- Not disclosed
- ⊗ Not considered material to the business at this time

## GRI 301: MATERIALS (2016)

### Materials

<p>103-2</p> <p><b>Our management approach</b></p> <p>●</p> <p>Getinge contributes to a sustainable society which includes a commitment to optimize the use of energy and natural resources of the business, minimize emissions and reduce the environmental impact of any waste handling in line with the recognized international standard ISO14001.</p> <p>Getinge expects its Business Partners to make the same commitment as stated in the Business Partner Code of Conduct, available at <a href="http://www.getinge.com/business_partner_code_of_conduct.pdf">http://www.getinge.com/business_partner_code_of_conduct.pdf</a>.</p>	<p>103-2</p> <p><b>Evaluation of the management approach</b></p> <p>●</p> <p>As per the company’s environmental policy all manufacturing sites being within Getinge’s ownership for more than two years has been certified to the standards of ISO14001. New operations must have certified management systems in place within two years of being acquired or established.</p> <p>This year the company revised its expectations on its suppliers to align with Getinges’s standards on itself and employees which resulted in the new Business Partner Code of Conduct that will continue to be implemented during 2022.</p>
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Disclosure	Our Response
<p>301-1</p> <p>●</p> <p>Materials used by weight or volume</p>	<p><b>Omission</b></p> <p>Data is not aggregated, harmonized or complete at Group level but Getinge is able to estimate the weight of materials from direct suppliers to our manufacturing related to our three main sourcing categories.</p> <ul style="list-style-type: none"> <li>• Metals, about 7,000 tons, mainly stainless steel, aluminium and black steel.</li> <li>• Plastics, about 5,000 tons, mainly ABS, Polycarbonate and Polyethylene.</li> <li>• Electronics and Electricals, about 1,000 tons</li> </ul> <p>Getinge continues to collect and aggregate accurate data on materials from suppliers and ERP systems to provide an accurate, fact-based overview of volumes in 2022.</p>
<p>301-2</p> <p>○</p> <p>Recycled input materials used</p>	<p><b>Omission</b></p> <p>Getinge has no aggregated and harmonized data at Group level that details the percentage of recycled materials used in the manufacture of our primary products and services.</p>
<p>301-3</p> <p>○</p> <p>Reclaimed products and their packaging materials</p>	<p><b>Omission</b></p> <p>Getinge has no aggregated and harmonized data at Group level that details the percentage of reclaimed products and packaging materials.</p>

**How Getinge has met each disclosure**

- Fully disclosed as outlined by the GRI Sustainability Reporting Standards
- ◐ Partially disclosed and missing at least one required indicator
- Not disclosed
- ⊗ Not considered material to the business at this time

**GRI 302: ENERGY (2016)****Energy**

103-2

**Our management approach**

Getinge has set a clear target to become carbon neutral in Scope 1&2 in its own operations by 2025.

Getinge continues to switch to renewable electricity and heating sourcing for all its office buildings where available.

For each production site, roadmaps have been established to achieve this goal by means of:

**1. Switching to renewable energy sources**

Sourcing renewable or low-carbon energy from bioenergy, wind, solar and hydro-electric sources contribute significantly to reducing emissions. The company is committed to procuring 100% of its electricity from renewable sources where available, including certified energy products (US, China).

**2. Improving energy efficiency in our operations**

Improving energy efficiency in the operations reduces carbon emissions, cuts energy bills and reduces our exposure to energy risks. Measures include improving insulation of buildings, installing low-energy lighting systems, and improving air condensers and boilers.

**3. Generating renewable energy at our sites**

In order to achieve the emission reduction targets Getinge is investing in onsite energy generation (i.e. solar panels, geothermal heat pumps) at production sites providing such options.

103-2

**Evaluation of the management approach**

The development of energy consumption volumes from production are gathered monthly in a central data management system. Quarterly Reviews of progress are conducted within the Getinge Executive Team.

Getinge monitors and reviews the status and progress of

- Energy consumption volumes per resource
- Percentage of renewable energy sources from total consumption
- Energy intensity (CO<sub>2</sub> emissions/SEK M internal sales)

Related investment decisions are also part of quarterly management reviews on site level, business areas and aggregated at Group level (via the Getinge Executive Team).

**Disclosure****Our Response**

302-1	Energy consumption within the organization	Energy consumption in production, MWh	2021	2020	2019
●		Electricity (MWh)	52,339	53,178	53,479
		District heating (MWh)	4,315	4,016	3,741
		Gas (converted to MWh)	36,167	37,992	38,259
		Oil (converted to MWh)	345	378	383
		<b>Total Energy consumption from production</b>	<b>93,166</b>	<b>95,564</b>	<b>95,862</b>
		<b>Gas consumption, Nm<sup>3</sup></b>	<b>3,296,901</b>	3,463,268	3,487,609
		Heat value 0.01097 MWh/Nm <sup>3</sup>			
		<b>Oil consumption, Nm<sup>3</sup></b>	<b>35</b>	38	38
		Heat value 9.95 MWh/Nm <sup>3</sup>			
		<b>Renewable Energy Sources, MWh</b>			
		Total Electricity consumption (MWh)	<b>52,339</b>	53,178	53,479
		Electricity consumption from renewable sources (MWh)	<b>28,286</b>	20,220	18,300
		Percentage of renewable electricity	<b>54%</b>	38%	34%
		Total Gas consumption (MWh)	<b>36,167</b>	37,992	38,259
		Climate neutral gas consumption (MWh)	<b>6,597</b>	0	0
		Percentage of climate neutral Gas	<b>18%</b>	0%	0%

**How Getinge has met each disclosure**

● Fully disclosed as outlined by the GRI Sustainability Reporting Standards

◐ Partially disclosed and missing at least one required indicator

○ Not disclosed

⊗ Not considered material to the business at this time



## GRI 302: ENERGY (2016)

### Energy continued

Disclosure		Our Response													
302-1 (continued)	Energy consumption within the organization	<b>Renewable Energy Sources, MWh</b>													
			<b>2021</b>	<b>2020</b>	<b>2019</b>										
		Total district heating consumption (MWh)	4,315	4,016	3,742										
		District heating consumption from renewable sources (MWh)	2,432	2,581	3,247										
		Percentage of District Heating from renewable sources	56%	64%	87%										
		<b>Total Energy Consumption (MWh)</b>	<b>93,166</b>	<b>95,564</b>	<b>95,862</b>										
		<b>Total energy consumption from renewable energy sources (MWh)</b>	<b>37,316</b>	<b>22,801</b>	<b>21,548</b>										
	<b>Percentage of Renewable Energy Sources</b>	<b>40%</b>	<b>24%</b>	<b>22%</b>											
302-2	Energy consumption outside of the organization	<p>The use of purchased goods by Getinge’s customers, transport and distribution of its products by third-party logistics providers are among the most significant areas of energy consumption outside of Getinge’s direct use.</p> <p><b>Omission</b></p> <p>Getinge does not collect fact-based data on energy consumption from sold products at a global level. Getinge continues to define its comprehensive approach to gather data from business partners on energy consumption and CO<sub>2</sub> emissions according to the GHG protocol, in all Scope 3 categories.</p>													
302-3	Energy intensity	<p><b>Reduction of energy consumption from production</b></p> <p>Target: Reduce energy consumption from production in relation to internal sales volumes (-10% by 2024 with 2019 as base year).</p> <table border="1"> <thead> <tr> <th>Energy consumption from production (MWh)/Internal Sales (SEK M)</th> <th>MWh/SEK M</th> </tr> </thead> <tbody> <tr> <td>Base year, 2019</td> <td>5.73</td> </tr> <tr> <td>Indicator 2020 (Reduction of 19% compared to 2019)</td> <td>4.64</td> </tr> <tr> <td><b>Indicator 2021 (Reduction of 8% compared to 2019)</b></td> <td><b>5.30</b></td> </tr> <tr> <td>Target, 2024</td> <td>5.16</td> </tr> </tbody> </table> <p>Energy consumption from production includes oil, electricity, gas and district heating.</p>				Energy consumption from production (MWh)/Internal Sales (SEK M)	MWh/SEK M	Base year, 2019	5.73	Indicator 2020 (Reduction of 19% compared to 2019)	4.64	<b>Indicator 2021 (Reduction of 8% compared to 2019)</b>	<b>5.30</b>	Target, 2024	5.16
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Target, 2024	5.16														
302-4	Reduction of energy consumption	<p><b>Omission</b></p> <p>The reduction of energy consumption disclosed in 302-1 is based on measures outlined in the management approach for this topic. A breakdown of the multitude of local activities at Getinge’s production sites leading to this reduction is not available at a global level.</p>													
302-5	Reductions in energy requirements of products and services	<p><b>Omission</b></p> <p>Due to the amount of products offered by Getinge, detailed data of reduced energy requirements per product are not aggregated at a global level.</p>													






**How Getinge has met each disclosure**

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## GRI 303: WATER AND EFFLUENTS (2018)

### Water and effluents

103-2	<b>Our management approach</b>	Getinge complies with local regulation at its sites of operation in relation to water withdrawal and effluents. The management of water as a shared resource follows the principles set out in the environmental and sustainability policies and local environmental management systems.	
103-2	<b>Evaluation of the management approach</b>	Management of water and effluents related topics are managed locally.	
	<b>Omission</b>	Detailed information of water management per country and/or site of production is not available on an aggregated global level.	

Disclosure	Our Response									
303-1 	Interactions with water as a shared resource	<b>Omission</b> Detailed information of water management per country and/or site of production is not available on an aggregated global level.								
303-2 	Management of water discharge-related impacts	<b>Omission</b> Detailed information on the management of water discharge-related impacts per country and/or site of production is not available on an aggregated global level.								
303-3 	Water withdrawal	<b>Omission</b> Detailed information of water withdrawal per country and/or site of production is not available on an aggregated global level.								
303-4 	Water discharge	<b>Omission</b> Detailed information of water discharge per country and/or site of production is not available on an aggregated global level.								
303-5 	Water consumption	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;"><b>Water consumption in production</b></th> <th style="text-align: right;"><b>2021</b></th> <th style="text-align: right;"><b>2020</b></th> <th style="text-align: right;"><b>2019</b></th> </tr> </thead> <tbody> <tr> <td>Water consumption (m<sup>3</sup>)</td> <td style="text-align: right;"><b>202,505</b></td> <td style="text-align: right;">197,689</td> <td style="text-align: right;">204,846</td> </tr> </tbody> </table>	<b>Water consumption in production</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>	Water consumption (m <sup>3</sup> )	<b>202,505</b>	197,689	204,846
<b>Water consumption in production</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>							
Water consumption (m <sup>3</sup> )	<b>202,505</b>	197,689	204,846							

How Getinge has met each disclosure

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## GRI 305: EMISSIONS (2016)

### Emissions

<p>103-2</p> <p><b>Our management approach</b></p> <p>●</p> <p>Getinge has set a clear target to become carbon neutral in Scope 1 &amp; 2 in all its production sites by 2025. Roadmaps are in place per production site to reduce CO<sub>2</sub> emissions to zero by 2025.</p> <p>In 2021, an interdisciplinary working group was established with appointed leaders from involved corporate functions to define baselines, targets and roadmaps to reduce emissions in applicable categories in Scope 3. These targets will be in line with the GHG protocol, Scope 3 guidance and requirements of the Science Based Targets initiative.</p> <p>CO<sub>2</sub> emission factors provided by energy suppliers; the relevant factors to the country of operation; or the International Energy Agency, as applicable. Getinge will consolidate the approach of emission factors according to the guidance of the GHG protocol in 2022.</p>	<p>103-2</p> <p><b>Evaluation of the management approach</b></p> <p>●</p> <p>The development of emissions from production (GHG Scope 1 &amp; 2) are gathered monthly in a central data management system.</p> <p>Status and progress of</p> <ul style="list-style-type: none"> <li>– Emissions (in tons CO<sub>2</sub>e) in Scope 1 &amp; 2</li> <li>– Emission intensity (in tons CO<sub>2</sub>e/MSEK internal sales)</li> </ul> <p>are part of quarterly management reviews at site level, business areas and aggregated at Group level (via the Getinge Executive Team).</p>
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Disclosure		Our Response																			
<p>305-1</p> <p>●</p>	<p>Direct (Scope 1) GHG emissions</p>	<p><b>GHG Scope 1: Direct Emissions</b></p> <table border="1"> <thead> <tr> <th></th> <th>2021</th> <th>2020</th> <th>2019</th> </tr> </thead> <tbody> <tr> <td>Emissions from Oil, Scope 1</td> <td>94</td> <td>103</td> <td>104</td> </tr> <tr> <td>Emissions from Gas, Scope 1</td> <td>5,067</td> <td>6,511</td> <td>6,557</td> </tr> <tr> <td><b>Total GHG Scope 1 Emissions (ton CO<sub>2</sub>e)</b></td> <td><b>5,161</b></td> <td><b>6,614</b></td> <td><b>6,661</b></td> </tr> </tbody> </table>		2021	2020	2019	Emissions from Oil, Scope 1	94	103	104	Emissions from Gas, Scope 1	5,067	6,511	6,557	<b>Total GHG Scope 1 Emissions (ton CO<sub>2</sub>e)</b>	<b>5,161</b>	<b>6,614</b>	<b>6,661</b>			
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<p>305-2</p> <p>●</p>	<p>Energy indirect (Scope 2) GHG emissions</p>	<p><b>GHG Scope 2: Indirect Emissions</b></p> <table border="1"> <thead> <tr> <th></th> <th>2021</th> <th>2020</th> <th>2019</th> </tr> </thead> <tbody> <tr> <td>Emissions from Electricity, Scope 2</td> <td>9,409</td> <td>11,967</td> <td>12,589</td> </tr> <tr> <td>Emissions from District Heating, Scope 2</td> <td>210</td> <td>160</td> <td>54</td> </tr> <tr> <td><b>Total GHG Scope 2 Emissions (ton CO<sub>2</sub>e)</b></td> <td><b>9,619</b></td> <td><b>12,127</b></td> <td><b>12,643</b></td> </tr> </tbody> </table> <p>Due to internal controlling of data evidence and late invoices from suppliers, emission data on electricity had to be restated for 2020 and 2019 to provide accurate figures.</p>		2021	2020	2019	Emissions from Electricity, Scope 2	9,409	11,967	12,589	Emissions from District Heating, Scope 2	210	160	54	<b>Total GHG Scope 2 Emissions (ton CO<sub>2</sub>e)</b>	<b>9,619</b>	<b>12,127</b>	<b>12,643</b>			
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<p>305-3</p> <p>◐</p>	<p>Other indirect (Scope 3) GHG emissions</p>	<p><b>GHG Scope 3 Emissions</b></p> <table border="1"> <thead> <tr> <th></th> <th>2021</th> <th>2020</th> <th>2019</th> </tr> </thead> <tbody> <tr> <td>Total emissions from travel</td> <td>1,502</td> <td>1,897</td> <td>8,237</td> </tr> </tbody> </table> <p>Data on emissions from travel are based on supplier reporting, covering 95% of Getinge global travel volumes by air, train and rental cars.</p> <p><b>Omissions</b></p> <p>Getinge has reviewed its data quality and calculation methods in Scope 3 emissions and decided to improve accuracy and completeness of data in order provide accurate disclosure in applicable Scope 3 categories in the future.</p> <p>In 2021, an interdisciplinary working group was established to define baselines, targets and roadmaps to reduce emissions in applicable categories in Scope 3. These targets will be in line with the GHG protocol, Scope 3 guidance and requirements of the Science Based Targets initiative. Getinge also continues to collaborate with the business partners to obtain reliable and comparable emission data.</p>		2021	2020	2019	Total emissions from travel	1,502	1,897	8,237											
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**How Getinge has met each disclosure**

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## GRI 305: EMISSIONS (2016)

### Emissions continued

Disclosure		Our Response																				
305-3 (continued)	Other indirect (Scope 3) GHG emissions	<p><b>Emissions from Leased Vehicles</b></p> <p>Getinge's fleet 2021 (100% leased vehicles) included 2,632 vehicles with an average CO<sub>2</sub> emission footprint of 160 g/km, accounting for an estimated 14,700 tons CO<sub>2</sub>e per year. The company continues to gather data from leasing partners in order to provide fact-based information.</p> <p><b>Emissions from Logistics</b></p> <p>Getinge is committed to reduce the carbon dioxide emission throughout the complete value chain including Scope 3 indirect emissions. The company is working, together with freight suppliers, to consolidate and measure the emission data from this area.</p> <p>Getinge has during the past years actively consolidated the freight spend to fewer suppliers to improve the visibility of the carbon footprint. Getinge's target for 2022 is to ensure collection of the remaining data, to be able to provide stakeholders with reliable &amp; complete data.</p> <p>Efficient transportation is an essential part of the supply chain to be able to deliver sensitive lifesaving products to customers as per agreed requirements, but Getinge is also committed to offer and choose the most environmental transport solution, whenever possible.</p> <p>Getinge is actively in the progress of reducing its CO<sub>2</sub> footprint for transportation by optimizing, consolidating and challenging the current way of working. One of the sustainability targets is to reduce the air freight spend and convert the volume to more environmental friendly transport modes instead. During 2022, the company will accelerate the mode shift from air freight to sea and rail to reduce the carbon emissions.</p>																				
305-4	GHG emissions intensity	<p><b>Reduction of CO<sub>2</sub> emissions from production</b></p> <p>Target: Reduce CO<sub>2</sub> emissions from production in relation to internal sales volumes (- 5% by 2024 with 2019 as base year).</p> <table border="1"> <thead> <tr> <th colspan="2">CO<sub>2</sub> emissions from production (Scope 1+2) in relation to Internal Sales volumes MSEK</th> <th>CO<sub>2</sub> tons/MSEK</th> </tr> </thead> <tbody> <tr> <td>Indicator 2019 (Base year)</td> <td></td> <td>1.153</td> </tr> <tr> <td>Indicator 2020 (Reduction of 19% compared to 2019)</td> <td></td> <td>0.935</td> </tr> <tr> <td><b>Indicator 2021 (Reduction of 27% compared to 2019)</b></td> <td></td> <td><b>0.841</b></td> </tr> <tr> <td>Target, 2024</td> <td></td> <td>1.096</td> </tr> </tbody> </table>	CO <sub>2</sub> emissions from production (Scope 1+2) in relation to Internal Sales volumes MSEK		CO <sub>2</sub> tons/MSEK	Indicator 2019 (Base year)		1.153	Indicator 2020 (Reduction of 19% compared to 2019)		0.935	<b>Indicator 2021 (Reduction of 27% compared to 2019)</b>		<b>0.841</b>	Target, 2024		1.096					
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<b>Indicator 2021 (Reduction of 27% compared to 2019)</b>		<b>0.841</b>																				
Target, 2024		1.096																				
305-5	Reduction of GHG emissions	<table border="1"> <thead> <tr> <th>Greenhouse Gas Emissions from production, tons CO<sub>2</sub>e</th> <th>2021</th> <th>2020</th> <th>2019</th> </tr> </thead> <tbody> <tr> <td>GHG Scope 1: Direct Emissions</td> <td>5,161</td> <td>6,614</td> <td>6,661</td> </tr> <tr> <td>GHG Scope 2: Indirect Emissions</td> <td>9,619</td> <td>12,127</td> <td>12,643</td> </tr> <tr> <td><b>Total GHG Emissions from production</b></td> <td><b>14,780</b></td> <td><b>18,741</b></td> <td><b>19,304</b></td> </tr> <tr> <td><b>Reduction from previous year (tons CO<sub>2</sub>e)</b></td> <td><b>-3,961</b></td> <td><b>-563</b></td> <td></td> </tr> </tbody> </table>	Greenhouse Gas Emissions from production, tons CO <sub>2</sub> e	2021	2020	2019	GHG Scope 1: Direct Emissions	5,161	6,614	6,661	GHG Scope 2: Indirect Emissions	9,619	12,127	12,643	<b>Total GHG Emissions from production</b>	<b>14,780</b>	<b>18,741</b>	<b>19,304</b>	<b>Reduction from previous year (tons CO<sub>2</sub>e)</b>	<b>-3,961</b>	<b>-563</b>	
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305-6	Emissions of ozone-depleting substances (ODS)	<p><b>Omission</b></p> <p>Getinge currently does not aggregate information on emissions from ODS at a global level but will enhance reporting in the future.</p>																				
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	<p><b>Omission</b></p> <p>Getinge currently does not aggregate information on emissions from other Greenhouse gases than CO<sub>2</sub> at a global level but will enhance reporting in the future.</p>																				

How Getinge has met each disclosure



Fully disclosed as outlined by the GRI Sustainability Reporting Standards



Partially disclosed and missing at least one required indicator



Not disclosed



Not considered material to the business at this time

## GRI 306: WASTE (2020)

### Waste

103-2	<p><b>Our management approach</b></p> <p>Getinge complies with local regulation at its sites of operation in relation to waste.</p> <p>The management of waste follows the principles set out in the environmental and sustainability policies and local environmental management systems.</p>	103-2	<p><b>Evaluation of the management approach</b></p> <p>The development of waste volumes and modes of recycling are gathered quarterly in a central data management system.</p> <p>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).</p>
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Disclosure	Our Response																																																																
306-1	Waste generation and significant waste-related impact	<b>Omission</b>	Since waste handling and the management of related impacts are managed locally, complying with local regulations, no aggregated data is available at a global level.																																																														
306-2	Management of significant waste-related impacts	<b>Omission</b>	As waste handling and the management of related impacts is managed locally, complying with local regulations, and as waste is not deemed material for Getinge, no aggregated data is available at a global level.																																																														
306-3	Waste generated	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;"><b>Total Waste</b></th> <th style="text-align: right;"><b>2021</b></th> <th style="text-align: right;"><b>2020</b></th> <th style="text-align: right;"><b>2019</b></th> </tr> </thead> <tbody> <tr> <td>Waste to recycling (ton)</td> <td style="text-align: right;">1,437</td> <td style="text-align: right;">2,957</td> <td style="text-align: right;">2,629</td> </tr> <tr> <td>Waste, not recycled (ton)</td> <td style="text-align: right;">123</td> <td style="text-align: right;">347</td> <td style="text-align: right;">814</td> </tr> <tr> <td>Waste, energy recovery (ton)</td> <td style="text-align: right;">1,209</td> <td style="text-align: right;">67</td> <td style="text-align: right;">0</td> </tr> <tr> <td><b>Total Generated waste (ton)</b></td> <td style="text-align: right;"><b>2,769</b></td> <td style="text-align: right;"><b>3,372</b></td> <td style="text-align: right;"><b>3,443</b></td> </tr> <tr> <td colspan="4"><b>Non-hazardous Waste</b></td> </tr> <tr> <td>Non-hazardous waste, recycled (ton)</td> <td style="text-align: right;">1,375</td> <td style="text-align: right;">2,795</td> <td style="text-align: right;">2,436</td> </tr> <tr> <td>Non-hazardous waste, not recycled (ton)</td> <td style="text-align: right;">65</td> <td style="text-align: right;">245</td> <td style="text-align: right;">735</td> </tr> <tr> <td>Non-hazardous waste, energy recovery (ton)</td> <td style="text-align: right;">1,085</td> <td style="text-align: right;">67</td> <td style="text-align: right;">0</td> </tr> <tr> <td><b>Total Non-hazardous waste (ton)</b></td> <td style="text-align: right;"><b>2,525</b></td> <td style="text-align: right;"><b>3,107</b></td> <td style="text-align: right;"><b>3,172</b></td> </tr> <tr> <td colspan="4"><b>Hazardous Waste</b></td> </tr> <tr> <td>Hazardous waste, recycled (ton)</td> <td style="text-align: right;">62</td> <td style="text-align: right;">162</td> <td style="text-align: right;">192</td> </tr> <tr> <td>Hazardous waste, not recycled (ton)</td> <td style="text-align: right;">58</td> <td style="text-align: right;">102</td> <td style="text-align: right;">79</td> </tr> <tr> <td>Hazardous waste, energy recovery (ton)</td> <td style="text-align: right;">124</td> <td style="text-align: right;">–</td> <td style="text-align: right;">–</td> </tr> <tr> <td><b>Total Hazardous waste (ton)</b></td> <td style="text-align: right;"><b>244</b></td> <td style="text-align: right;"><b>264</b></td> <td style="text-align: right;"><b>271</b></td> </tr> </tbody> </table> <p>In previous reporting on waste volumes, waste to energy recovery had been summed under recycling in some production sites; this has been updated in the 2021 reporting to provide more detailed and accurate information.</p>	<b>Total Waste</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>	Waste to recycling (ton)	1,437	2,957	2,629	Waste, not recycled (ton)	123	347	814	Waste, energy recovery (ton)	1,209	67	0	<b>Total Generated waste (ton)</b>	<b>2,769</b>	<b>3,372</b>	<b>3,443</b>	<b>Non-hazardous Waste</b>				Non-hazardous waste, recycled (ton)	1,375	2,795	2,436	Non-hazardous waste, not recycled (ton)	65	245	735	Non-hazardous waste, energy recovery (ton)	1,085	67	0	<b>Total Non-hazardous waste (ton)</b>	<b>2,525</b>	<b>3,107</b>	<b>3,172</b>	<b>Hazardous Waste</b>				Hazardous waste, recycled (ton)	62	162	192	Hazardous waste, not recycled (ton)	58	102	79	Hazardous waste, energy recovery (ton)	124	–	–	<b>Total Hazardous waste (ton)</b>	<b>244</b>	<b>264</b>	<b>271</b>			
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**How Getinge has met each disclosure**

- Fully disclosed as outlined by the GRI Sustainability Reporting Standards
- Partially disclosed and missing at least one required indicator
- Not disclosed
- Not considered material to the business at this time

## GRI 306: WASTE (2020)

### Waste continued

Disclosure		Our Response
306-4	Waste diverted from disposal	See disclosure 306-3 on recovery options on waste by type. <b>Omission</b> As waste handling and the management of related impacts are managed locally, complying with local regulations, no aggregated data is available at a global level.
306-5	Waste directed to disposal	See disclosure 306-3 on recovery options on waste by type. <b>Omission</b> As waste handling and the management of related impacts are managed locally, complying with local regulations, no aggregated data is available at a global level.

## GRI 307: ENVIRONMENTAL COMPLIANCE (2016)

### Environmental compliance

103-2	<b>Our management approach</b> Getinge complies with local regulation at its sites of operation in relation to environmental compliance. The management approach follows the principles set out in the environmental and sustainability policies and local environmental management systems.	103-2	<b>Evaluation of the management approach</b> Information on environmental compliance is part of the local management review processes. The topic is also part of business reviews of business areas and quarterly environmental group reporting in case of incident of non-compliance.
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Disclosure		Our Response
307-1	Non-compliance with environmental laws and regulations	In 2021 there have been no reports of non-compliance with environmental laws and regulations at a global level and no significant fines and non-monetary sanctions for non-compliance.

**How Getinge has met each disclosure**



Fully disclosed as outlined by the GRI Sustainability Reporting Standards



Partially disclosed and missing at least one required indicator



Not disclosed



Not considered material to the business at this time

## GRI 308: SUPPLIERS ENVIRONMENTAL ASSESSMENT (2016)

### Suppliers environmental assessment

<p>103-2</p> <p><b>Our management approach</b></p> <p>● In line with Getinge’s commitment, the company expects the Business Partners to contribute to a sustainable society including commitment to optimize the use of energy and natural resources of their business, minimize emissions and reducing the environmental impact of any waste handling in line with the recognized international standard ISO14001.</p> <p>The company continuously works to include these commitments and their assessment into its natural way of working.</p>	<p>103-2</p> <p><b>Evaluation of the management approach</b></p> <p>● This year Getinge revised its expectations of its suppliers and business partners to align with the expectations which resulted in the new Business Partner Code of Conduct that will continue to be implemented during 2022.</p> <p>Getinge is establishing a risk based approach to be incorporated into the supplier qualification process.</p> <p>The company sees these efforts as parts of the commitment to continuously develop the way of working to meet both its own expectations and the expectations of the market.</p>
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Disclosure	Our Response	
<p>308-1</p> <p>● New suppliers that were screened using environmental criteria</p>	<p>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 and approvals and compliance to RoHS / REACH directives.</p> <p>In-line with the company’s commitment Getinge is continuing its efforts to continuously develop and is taking steps to broaden screening to include all suppliers following a risk-based approach.</p>	
<p>308-2</p> <p>● Negative environmental impacts in the supply chain and actions taken</p>	<p>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 and approvals and compliance to RoHS / REACH directives.</p> <p>In-line with the company’s commitment Getinge is continuing its efforts to continuously develop and is taking steps to broaden screening to include all suppliers following a risk-based approach.</p>	

**How Getinge has met each disclosure**

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## GRI 401: EMPLOYMENT (2016)

### Social

<p>103-2</p> <p><b>Our management approach</b></p> <p>● Getinge has a Code of Conduct and Getinge’s 14 global policies form the base of the Code of Conduct and provide more guidance in specific areas. Read more about Getinge’s Code of Conduct <a href="http://www.getinge.com/code-of-conduct">www.getinge.com/code-of-conduct</a>. All Getinge employees must know and comply with all company policies and directives relevant to their work. The Global Policies are translated into 12 languages and are available for all employees on the company’s intranet and in Getinge’s quality management system.</p> <p>Getinge respects and protects the rights of its people. All employees have equal opportunities, and the right to a safe and healthy workplace. Everyone is treated with respect, dignity, and common courtesy. There is zero tolerance of discrimination, harassment and bullying. Child labor, forced labor, and any forms of modern slavery are not acceptable at Getinge or any of its business partners.</p> <p>The People Policy and our Human Rights Policy are both available on the website <a href="http://getinge.com">getinge.com</a></p>	<p>103-2</p> <p><b>Evaluation of the management approach</b></p> <p>◐ The Code of conduct and related policies applies to all employees in all geographies. Getinge continuously communicates the purpose via its Intranet and employee trainings.</p> <p>The Getinge Speak Up Line is an externally hosted whistleblowing hotline. This tool enables anonymous reporting 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 &amp; Compliance, and Legal representatives or the Speak-Up line. The Speak-Up Line can be found on the Getinge Intranet and on the Getinge website.</p>
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Disclosure	Our Response																																																																											
<p>401-1</p> <p>● New employee hires and employee turnover</p>	<p>a. Total number and rate of new employee hires during the reporting period, by age group, gender and region.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Region</th> <th style="text-align: right;">Hires</th> <th style="text-align: right;">Hire rate</th> </tr> </thead> <tbody> <tr> <td><b>Americas</b></td> <td style="text-align: right;"><b>308</b></td> <td style="text-align: right;"><b>12.0%</b></td> </tr> <tr> <td>Latin America</td> <td style="text-align: right;">19</td> <td style="text-align: right;">11.2%</td> </tr> <tr> <td>North America</td> <td style="text-align: right;">289</td> <td style="text-align: right;">12.1%</td> </tr> <tr> <td><b>APAC</b></td> <td style="text-align: right;"><b>243</b></td> <td style="text-align: right;"><b>16.0%</b></td> </tr> <tr> <td>Eastern Asia</td> <td style="text-align: right;">107</td> <td style="text-align: right;">16.6%</td> </tr> <tr> <td>Japan</td> <td style="text-align: right;">31</td> <td style="text-align: right;">14.3%</td> </tr> <tr> <td>South East Asia, Australia and New-Zealand</td> <td style="text-align: right;">105</td> <td style="text-align: right;">16.0%</td> </tr> <tr> <td><b>EMEA</b></td> <td style="text-align: right;"><b>502</b></td> <td style="text-align: right;"><b>7.8%</b></td> </tr> <tr> <td>Central Eastern Europe</td> <td style="text-align: right;">158</td> <td style="text-align: right;">14.5%</td> </tr> <tr> <td>DACH</td> <td style="text-align: right;">84</td> <td style="text-align: right;">4.6%</td> </tr> <tr> <td>Middle East + Africa</td> <td style="text-align: right;">15</td> <td style="text-align: right;">17.7%</td> </tr> <tr> <td>North Europe</td> <td style="text-align: right;">128</td> <td style="text-align: right;">7.3%</td> </tr> <tr> <td>South West Europe</td> <td style="text-align: right;">117</td> <td style="text-align: right;">7.1%</td> </tr> <tr> <td><b>Grand Total</b></td> <td style="text-align: right;"><b>1,053</b></td> <td style="text-align: right;"><b>10.0%</b></td> </tr> </tbody> </table> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Age Groups</th> <th style="text-align: right;">Female hires</th> <th style="text-align: right;">Male hires</th> <th style="text-align: right;">Unknown gender</th> <th style="text-align: right;">All hires</th> </tr> </thead> <tbody> <tr> <td>a. 15-30</td> <td style="text-align: right;">147</td> <td style="text-align: right;">198</td> <td style="text-align: right;">0</td> <td style="text-align: right;">345</td> </tr> <tr> <td>b. 31-50</td> <td style="text-align: right;">221</td> <td style="text-align: right;">368</td> <td style="text-align: right;">0</td> <td style="text-align: right;">589</td> </tr> <tr> <td>c. 51-70</td> <td style="text-align: right;">39</td> <td style="text-align: right;">74</td> <td style="text-align: right;">0</td> <td style="text-align: right;">113</td> </tr> <tr> <td>Unknown age</td> <td style="text-align: right;">5</td> <td style="text-align: right;">0</td> <td style="text-align: right;">1.01</td> <td style="text-align: right;">6</td> </tr> <tr> <td><b>All hires</b></td> <td style="text-align: right;"><b>412</b></td> <td style="text-align: right;"><b>640</b></td> <td style="text-align: right;"><b>1.01</b></td> <td style="text-align: right;"><b>1,053</b></td> </tr> </tbody> </table>	Region	Hires	Hire rate	<b>Americas</b>	<b>308</b>	<b>12.0%</b>	Latin America	19	11.2%	North America	289	12.1%	<b>APAC</b>	<b>243</b>	<b>16.0%</b>	Eastern Asia	107	16.6%	Japan	31	14.3%	South East Asia, Australia and New-Zealand	105	16.0%	<b>EMEA</b>	<b>502</b>	<b>7.8%</b>	Central Eastern Europe	158	14.5%	DACH	84	4.6%	Middle East + Africa	15	17.7%	North Europe	128	7.3%	South West Europe	117	7.1%	<b>Grand Total</b>	<b>1,053</b>	<b>10.0%</b>	Age Groups	Female hires	Male hires	Unknown gender	All hires	a. 15-30	147	198	0	345	b. 31-50	221	368	0	589	c. 51-70	39	74	0	113	Unknown age	5	0	1.01	6	<b>All hires</b>	<b>412</b>	<b>640</b>	<b>1.01</b>	<b>1,053</b>
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**GRI 401: EMPLOYMENT (2016)**

Social continued

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How Getinge has met each disclosure

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## GRI 401: EMPLOYMENT (2016)

Social continued

Disclosure		Our Response																																																	
401-2	 <p>Benefits provided to full-time employees that are not provided to temporary or part-time employees</p>	<p>Benefits provided to employees vary across the countries in which Getinge conducts business. In Sweden, no differentiation is made in relation to access to benefits between full-time and part-time employees – all employees have access to the same benefits applicable for their grade/location regardless of the number of hours worked. In the United States and Canada non-unionized employees that work less than 20 hours per week are not eligible to receive benefits; those employees working 20 hours or more a week have access to the same benefits applicable for their grade/location regardless of the number of hours worked.</p> <p><b>Omission</b> List of benefits, details across all locations and countries</p>																																																	
401-3	 <p>Parental leave</p>	<p>Getinge complies with local legislation in the provision of parental leave and provide benefits beyond minimum requirements in many countries.</p> <p>a. Total number of employees that were entitled to parental leave, by gender.</p> <p><b>Omission</b> Data regarding entitlement to parental leave not available.</p> <p>b. Total number of employees that took parental leave, by gender.</p> <table border="1"> <thead> <tr> <th>Gender</th> <th>Going on parental leave</th> <th>Ending a parental leave</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>100</td> <td>101</td> </tr> <tr> <td>Males</td> <td>85</td> <td>86</td> </tr> <tr> <td><b>Total</b></td> <td><b>185</b></td> <td><b>187</b></td> </tr> </tbody> </table> <p>c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender.</p> <table border="1"> <thead> <tr> <th>Gender</th> <th>Going on parental leave</th> <th>Ending a parental leave</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>100</td> <td>101</td> </tr> <tr> <td>Males</td> <td>85</td> <td>86</td> </tr> <tr> <td><b>Total</b></td> <td><b>185</b></td> <td><b>187</b></td> </tr> </tbody> </table> <p>d. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender.</p> <table border="1"> <thead> <tr> <th>Gender</th> <th>Stayed for at least 12 months after leave</th> <th>Left within 12 months</th> <th>Total leave ending</th> <th>Retention rate</th> </tr> </thead> <tbody> <tr> <td>Females</td> <td>94</td> <td>13</td> <td>107</td> <td>88%</td> </tr> <tr> <td>Males</td> <td>70</td> <td>7</td> <td>77</td> <td>91%</td> </tr> <tr> <td>Unknown gender</td> <td>1</td> <td>0</td> <td>1</td> <td>100%</td> </tr> <tr> <td><b>Totals</b></td> <td><b>165</b></td> <td><b>20</b></td> <td><b>185</b></td> <td><b>89%</b></td> </tr> </tbody> </table>	Gender	Going on parental leave	Ending a parental leave	Female	100	101	Males	85	86	<b>Total</b>	<b>185</b>	<b>187</b>	Gender	Going on parental leave	Ending a parental leave	Female	100	101	Males	85	86	<b>Total</b>	<b>185</b>	<b>187</b>	Gender	Stayed for at least 12 months after leave	Left within 12 months	Total leave ending	Retention rate	Females	94	13	107	88%	Males	70	7	77	91%	Unknown gender	1	0	1	100%	<b>Totals</b>	<b>165</b>	<b>20</b>	<b>185</b>	<b>89%</b>
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How Getinge has met each disclosure



Fully disclosed as outlined by the GRI Sustainability Reporting Standards



Partially disclosed and missing at least one required indicator




Not disclosed



Not considered material to the business at this time

**GRI 401: EMPLOYMENT (2016)**

Social continued

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401-3 (continued)	Parental leave	e. Return to work and retention rates of employees that took parental leave, by gender.																									
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<p><b>Omission</b></p> <p>Data on plans to return to work is not available globally so Getinge cannot report on the "Return to Work rate" according to 401-3 e.</p>																											
<p><b>Comments</b></p> <p>Any kind of parental leave is per default handled locally according to local rules and regulation.</p> <p>Global data reported here in 401-3 b,c,d is based on:</p> <ul style="list-style-type: none"> <li>– Any absenteeism recorded in the global HRIS system due to any kind of parental leave reasons that is starting or ending during the period, irrespective of whether there has been another leave before (e.g. illness, other parental leave) or after (other parental leave type, illness, education, etc.). Technically this means for disclosure 401.c Getinge is not reporting on whether the employee is returning to work but if a parental leave has ended.</li> <li>– Governance for absenteeism is that absenteeism of more than 14 calendar days need to be reported in our global HRIS system, however locally entities can record down to one day if required by local laws or legislation.</li> <li>– Multiple parental leaves for the same person is counted only once during the period, but as two across reporting periods.</li> </ul>																											
<p><b>How Getinge has met each disclosure</b></p>																											
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## GRI 402: LABOR/MANAGEMENT RELATIONS (2016)

### Social

<p>103-2</p> <p><b>Our management approach</b></p> <p>● In Getinge’s Sustainability Framework, one of the key focus areas is Passionate Employees, meaning that teamwork and collaboration define how Getinge works to help its customers to save and improve lives. Getinge’s target is to have &gt;70% in index for employee engagement. Further information can be found in the subsection Strategy for Sustainable Growth in the Annual Report, pages 16-19.</p>	<p>103-2</p> <p><b>Evaluation of the management approach</b></p> <p>● To keep close track of how the employees feel about the company and their workplace and continue to boost engagement in the best possible way, Getinge is frequently conducting PULSE surveys at country or site level. In 2021, a number of PULSE surveys were carried out, showing an employee engagement of 67%. The progress, strategy and key performance indicators (KPIs) for the focus area Passionate Employees are reviewed and evaluated at meetings of the Remuneration Committee, the Getinge Executive Team and the Board of Directors.</p>
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Disclosure	Our Response	
<p>402-1</p> <p>●</p>	<p>Minimum notice periods regarding operational changes</p>	<p>Getinge complies with applicable laws in countries which define a minimum consultation period and requirements for collective and individual consultation.</p>



**How Getinge has met each disclosure**

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## GRI 403: OCCUPATIONAL HEALTH AND SAFETY (2018)

### Social

<p>103-2</p> <p><b>Our management approach</b></p> <p>Getinge follows the ISO 45001 standard for the occupational health and safety management system.</p> <p>Getinge shall offer and maintain a safe and sound working environment that meets or exceeds global standards and national legislation. A safe and healthy workplace is not only about preventing accidents, it involves both physical and psychosocial wellbeing aspects. Getinge always prioritizes work processes, design of service, and working methods that reduce the negative impact on the individual. Safety must always be the most important factor of decision.</p> <p>Each location is required to:</p> <ul style="list-style-type: none"> <li>• Assure compliance with our global standards</li> <li>• Eliminate hazards and reduce risks,</li> <li>• Maintain and assure compliance to legal requirements and other requirements,</li> <li>• Continually improve the OH&amp;SMS,</li> <li>• Promote, consult and require participation of workers and, where they exist, workers' representative</li> </ul> <p>Our occupational health and safety targets include: Achieving a Total Recordable Incident Rate (TRIR) under 1 and no fatalities.</p>	<p>103-2</p> <p><b>Evaluation of the management approach</b></p> <p>Occupational health and safety is monitored by legal entities at local level.</p> <p>To support continuous improvement and guidance, global initiatives are defined annually and reviewed regularly by the Human Resource Management Team and the Getinge Executive Team. They are related to systems, resources and methods.</p> <p><b>Omission</b></p> <p>Since the Occupational Health and Safety management standards have been implemented in all geographies and sites, Getinge is currently working on the performance evaluation process.</p>
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Disclosure	Our Response
<p>403-1</p> <p> Occupational health and safety management system</p>	<p>Getinge's Occupational Health and Safety Management System is transposed in a Global Occupational health and safety Directive.</p> <p>The system covers all workers under Getinge Responsibility (i.e. Getinge employees, temporary workers and contractors) and all entities within Getinge at production sites distribution centers and administrative offices.</p> <p><b>Omission</b></p> <p>Getinge Occupational Health and Safety Management System is in progress phase of implementation as the Global Directive is effective since February 2021.</p>
<p>403-2</p> <p> Hazard identification, risk assessment, and incident investigation</p>	<p>The Global HR Policy and Getinge Code of Conduct encourage every employee to share, to give feedback and to remove themselves from any hazardous situation.</p> <p>The new global Occupational Health and Safety Risk Assessment instruction describes identification of work-related hazards and assessment of risks. It provides also guidance for contribution and participation of the employees to look for situations at risk and a method for risk evaluation.</p> <p>The Global Occupational Health and Safety Directive specifies that every incident follows a dedicated process of investigation based on report, root cause analysis and effective corrective action plan.</p> <p><b>Omission</b></p> <p>A Global incident management instruction is in progress to comply with the Global occupational health and safety directive.</p>

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## GRI 403: OCCUPATIONAL HEALTH AND SAFETY (2018)

Social continued

Disclosure	Our Response
403-3  Occupational health services	<p>Getinge’s Occupational Health and Safety strategy focuses on providing a safe workplace without any incident and a safety culture with full worker engagement. Occupational Health survey follows local regulation.</p> <p>The Data Privacy Policy and local regulations contribute to maintain confidentiality of personal health related information and preserve to any inappropriate use.</p> <p><b>Omission</b></p> <p>Due to regional variances, Getinge does not currently collect data on occupational health services at global level.</p>
403-4  Worker participation, consultation, and communication on occupational health and safety	<p>Getinge’s Code of conduct specifies that all employees are all responsible to take care of themselves and each other. Everyone should think before acting to secure a safer and healthier workplace. A Speak-Up Line is available to rise any concerns.</p> <p>This year, Getinge implemented a modern approach to flexible and remote working for office-based employees. A flexible workplace enables eligible employees to have a better work-life balance. To support, Getinge has provided training, toolboxes and communication materials, on how to manage when working remote, including how to ensure good ergonomics.</p> <p>A global annual survey related to employee engagement introduced questions on happiness and work-life balance impact of the new remote working implementation. The results show a positive endorsement of the flexible working approach.</p> <p>Employee consultation forums (e.g. safety committees) are in place at local level according to legal requirements.</p> <p>Regular information, including guidelines and restrictions related to pandemic, is shared with employees on the internal communication platform GetNet.</p> <p><b>Omission</b></p> <p>Due to regional variances, Getinge currently does not collect data on occupational health and safety jointed manager-worker committees at global level.</p>
403-5  Worker training on occupational health and safety	<p>Getinge trains employees on occupational health and safety through several channels including:</p> <ul style="list-style-type: none"> <li>• Getinge’s Learning Management System (GetLearning) provides permanent access to employees for occupational health and safety capability and awareness content. Some of these trainings are mandated and assigned to workers and are based on the requirements of their role.</li> <li>• Face-to-face occupational health and safety training such as forklift truck training or explosive atmospheres training is delivered by internal and external trainers; some other subject-matter-expert training is delivered through video conferencing.</li> <li>• This year, a global safety awareness training was assigned to all employees and is included in the Corporate Onboarding Program for new employees. A specific training for Leading Remotely was applied to 900 managers. The program included ensuring safe and productive workplace aspects and preserving team health and wellbeing.</li> </ul> <p><b>Omission</b></p> <p>A Global Training Management Instruction is in progress to comply with the Global Occupational Health and Safety Directive.</p>

How Getinge has met each disclosure



Fully disclosed as outlined by the GRI Sustainability Reporting Standards



Partially disclosed and missing at least one required indicator







Not disclosed



Not considered material to the business at this time

## GRI 403: OCCUPATIONAL HEALTH AND SAFETY (2018)

Social continued

Disclosure	Our Response
403-6  Promotion of worker health	<p>This year a new tool was implemented to alert employees in case of any external threat in the area concerned. Information is shared via a travel risk management app and a text/voice message to mobile devices, with a request to respond within three hours if they are safe or not. If support is needed, further contact is made to each individual employee and appointed company representatives on duty.</p> <p>Getinge encourages employees to follow national, regional and local recommendation of COVID-19 prevention.</p> <p><b>Omission</b> Due to regional variances, Getinge currently does not collect data on non-occupational medical and healthcare services at global level.</p>
403-7  Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<p>Getinge's Business Partner Code of Conduct applies to suppliers for providing and maintaining a safe working environment.</p> <p><b>Omission</b> Getinge currently does not collect data on evaluation of our business relationships at global level.</p>
403-8  Workers covered by an occupational health and safety management system	<p>All Getinge employees and consultants must comply with the mandatory requirements of Getinge's Global Policies, as well as adhering to local occupational health and safety standards.</p>
403-9  Work-related injuries	<p>Any occupational injury that requires medical treatment more than simple first aid and occurs within the site perimeter, or while on business travel to an employee and to a contractor normally based at that site is a recordable incident.</p> <p>Any medical treatment that goes beyond first aid includes:</p> <ul style="list-style-type: none"> <li>• Fatality</li> <li>• Loss of consciousness</li> <li>• Restricted work (The employee works less than a full shift, the employee does not perform normally scheduled work on the team or there is a medical transfer to another Job after diagnosis) If returns and able to perform added value work as part of the employee's work position then not lost time and not recordable.</li> <li>• Medical treatment beyond first aid administered by nurse, emergency medical technician, physician and/or physician's assistant.</li> <li>• Significant aggravation of a pre-existing condition by a workplace event. The workplace event must be significant and serious enough in nature to cause the aggravation, e.g. back pain while bending to tie shoelaces would not be recordable, back pain while lifting a 15 kg carton would be recordable.</li> <li>• Days away from work (not included the day of injury).</li> </ul> <p>Special cases:</p> <ul style="list-style-type: none"> <li>• Back injuries and inguinal hernia are recordable if there is a clear record of an accident such a slip, trip, fall, sudden effort or blow to the back or if health care professional consider it to be an overstrain.</li> <li>• In case of hernia, the pain is immediately after the incident.</li> </ul>

How Getinge has met each disclosure



Fully disclosed as outlined by the GRI Sustainability Reporting Standards



Partially disclosed and missing at least one required indicator



Not disclosed



Not considered material to the business at this time

## GRI 403: OCCUPATIONAL HEALTH AND SAFETY (2018)

Social continued

Disclosure	Our Response										
403-9 (continued)  <span style="color: blue; font-size: 2em;">●</span>	<p>Work-related injuries</p> <p>First aid includes (not recordable):</p> <ul style="list-style-type: none"> <li>• Observation or counselling</li> <li>• Diagnostic procedures, including X-ray, blood tests.</li> <li>• Cleaning, flushing or soaking wounds.</li> <li>• Wound coverings.</li> <li>• Hot/cold treatment.</li> <li>• Eye patches and foreign body removal from eye using only irrigation or swab.</li> <li>• Simple skin foreign body removal.</li> <li>• Finger guards.</li> </ul> <p><b>Total recordable incident rate (TRIR)</b></p> <p>Getinge has reviewed the indicator of recordable incident rate based on number of work-related accident for 100 employees. According to the Occupational Health and Safety Management System, the scope was extended to workers including contractors. For consistency and comparability Getinge introduced a new, broader total recordable incident rate (TRIR) metric in 2020 for each category of workers, with the aim of achieving a leading TRIR performance of 1 or less (Corresponding to 0.9 WRA per 100 employees). The TRIR has been calculated based on 200,000 hours worked.</p> <p>This year, Getinge’s global TRIR target for employees was successfully delivered with a rate of 1.32, a 2% improvement on performance from last year. In addition the severity rate relating to accidents reduced 36% globally.</p> <p><b>Employees</b></p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr><td>Number of employees</td><td style="text-align: right;">10,729</td></tr> <tr><td>Number of Work-related accident</td><td style="text-align: right;">137</td></tr> <tr><td>Number of lost workdays for Work-related accident</td><td style="text-align: right;">1,218</td></tr> <tr><td>Number of work related fatalities</td><td style="text-align: right;">0</td></tr> <tr><td>Total work related accident rate</td><td style="text-align: right;">1.32</td></tr> </table> <p>The main type of recordable injury are cuts, musculoskeletal disorder and burns. This is consistent with the main work related hazards identified with the risk assessment due to ergonomics and manual handling.</p> <p><b>Employee WRA Typology</b></p> <ul style="list-style-type: none"> <li style="width: 50%;">● Cut, 24%</li> <li style="width: 50%;">● Fractures, 4%</li> <li style="width: 50%;">● Muscle pain, 21%</li> <li style="width: 50%;">● Neck pain, 4%</li> <li style="width: 50%;">● Burns (thermal), 10%</li> <li style="width: 50%;">● Chemical burns (corrosions), 3%</li> <li style="width: 50%;">● Back pain, 8%</li> <li style="width: 50%;">● Dislocations and subluxations, 3%</li> <li style="width: 50%;">● Joint pain, 8%</li> <li style="width: 50%;">● Inflammation, 1%</li> <li style="width: 50%;">● Other specified unclassified injuries, 8%</li> <li style="width: 50%;">● Sprains and strains, 8%</li> </ul>	Number of employees	10,729	Number of Work-related accident	137	Number of lost workdays for Work-related accident	1,218	Number of work related fatalities	0	Total work related accident rate	1.32
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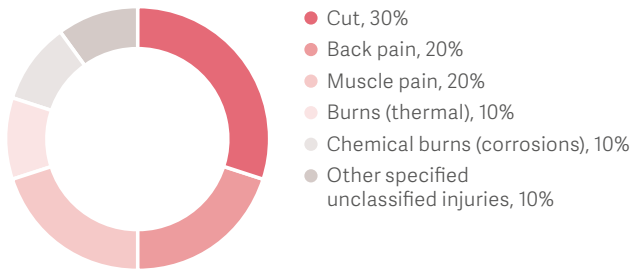
How Getinge has met each disclosure

- Fully disclosed as outlined by the GRI Sustainability Reporting Standards
- ◐ Partially disclosed and missing at least one required indicator
- Not disclosed
- ⊗ Not considered material to the business at this time



## GRI 403: OCCUPATIONAL HEALTH AND SAFETY (2018)

Social continued

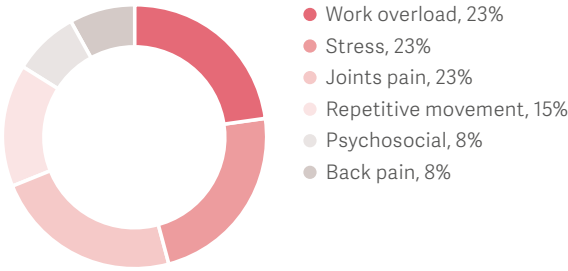
Disclosure	Our Response												
403-9 (continued) ● Work-related injuries	<p>This year, Getinge's global TRIR target for contractors was successfully delivered with a rate of 0.71. However, the number slightly increased with 6 events compared with 1 from last year but the severity rate relating to accidents reduced globally.</p> <p><b>Contractors</b></p> <table border="1"> <tr><td>Number of temporary agency workers</td><td>631</td></tr> <tr><td>Number of contractor workers</td><td>333</td></tr> <tr><td>Number of work-related accident</td><td>6</td></tr> <tr><td>Number of lost workdays for Work-related accident</td><td>12</td></tr> <tr><td>Number of work-related fatalities</td><td>0</td></tr> <tr><td>Total work related accident rate</td><td>0.71</td></tr> </table> <p>The main type of recordable contractor are cuts and musculoskeletal disorder.</p> <p><b>Contractor WRA Typology</b></p>  <p><b>High-consequence work-related accident</b></p> <p>Any work-related accident that results in an injury from which the worker cannot, does not, or is not expected to recover fully to preinjury health status within 6 months is a High-consequence work-related accident.</p> <p>This year, there were no high-consequence work-related accidents.</p> <p>This year, there were no fatalities at Getinge.</p>	Number of temporary agency workers	631	Number of contractor workers	333	Number of work-related accident	6	Number of lost workdays for Work-related accident	12	Number of work-related fatalities	0	Total work related accident rate	0.71
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**How Getinge has met each disclosure**

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## GRI 403: OCCUPATIONAL HEALTH AND SAFETY (2018)

Social continued

Disclosure	Our Response												
403-10 ● Work-related ill health	<p>Any negative impacts, such as abnormal condition or disorder with a clear causal relationship between the ill health and the specific work environment or activity, other than one resulting from occupational health injury arising from exposure to hazards at work is recordable work-related ill health.</p> <p>This includes acute and chronic illnesses or diseases that may be caused by inhalation, absorption, ingestion, or direct contact. Environmental factors associated with employment include: Chemical agents (dust, fumes, gases, vapors, liquids); physical agents (noise, vibration, radiation, temperature extremes); ergonomics (workplace design/task relationships); and biological agents (bacteria, virus, etc.)</p> <p>The recognition process should be notified by a licensed healthcare professional with appropriate training and experience stating that the illness is work related.</p> <p><b>Special cases</b></p> <ul style="list-style-type: none"> <li>• Travelling for work: Ill health that occurs while a worker is traveling is work-related if, at the time of the injury or ill health, the worker was engaged in work activities in the interest of the employer'. Examples of such activities include traveling to and from customer contacts; conducting job tasks; and entertaining or being entertained to transact, discuss, or promote business (at the direction of the employer).</li> <li>• Working at home: Ill health that occurs when working at home is work-related if the ill health occurs while the worker is performing work at home, and the ill health is directly related to the performance of work rather than the general home environment or setting.</li> <li>• Mental illness: A mental illness is considered to be work related if it has been notified voluntarily by the worker and is supported by an opinion from a licensed healthcare professional with appropriate training and experience stating that the illness is work-related.</li> </ul> <p>This year, the number of work-related ill health improved by 37% compared to last year, with a rate of 0.79. However, the severity rate relating to ill health increased globally.</p> <p><b>Employees</b></p> <table border="1"> <tbody> <tr> <td>Number of employees</td> <td>10,729</td> </tr> <tr> <td>Number of work-related ill health</td> <td>76</td> </tr> <tr> <td>Number of lost workdays for Work-related ill health</td> <td>2,112</td> </tr> <tr> <td>Total work related ill health rate</td> <td>0.79</td> </tr> <tr> <td>Number of work-related fatalities</td> <td>0</td> </tr> <tr> <td>Total work related accident rate</td> <td>0.71</td> </tr> </tbody> </table> <p>The main type of recordable ill health are work overload, stress and musculoskeletal disorder required long period for recovering. These are consistent with the main work-related hazards identified with the risk assessment.</p> <p><b>Employee WRI Typology</b></p>  <ul style="list-style-type: none"> <li>● Work overload, 23%</li> <li>● Stress, 23%</li> <li>● Joints pain, 23%</li> <li>● Repetitive movement, 15%</li> <li>● Psychosocial, 8%</li> <li>● Back pain, 8%</li> </ul> <p><b>Omission</b></p> <p>Getinge does not collect data on work-related ill health from contractors as it is under external employer responsibility.</p>	Number of employees	10,729	Number of work-related ill health	76	Number of lost workdays for Work-related ill health	2,112	Total work related ill health rate	0.79	Number of work-related fatalities	0	Total work related accident rate	0.71
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How Getinge has met each disclosure

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- ◐ Partially disclosed and missing at least one required indicator
- Not disclosed
- ⊗ Not considered material to the business at this time

## GRI 404: TRAINING AND EDUCATION (2016)

### Social

<p>103-2</p> <p><b>Our management approach</b></p> <p>Getinge supports and promotes the development of its employees qualifications through its trainings and development offerings in the following areas of qualification:</p> <p>Leadership &amp; People Performance covers Leadership training programs, Sales and marketing programs, training on Recruitment, Onboarding and People Development, Ethics and Compliance and also Health and Safety while Operations Finance and IT covers training in the areas of Information Technology, IT Security and Awareness, Research and Development, Logistics, Finance, Purchasing, Quality and Continuous Improvement, and Manufacturing Excellence.</p> <p>Getinge's approach to training and education is governed by steering documents for Onboarding and Qualification (SOP-01524), Competence, Awareness and Training (DIR-0201) and Product Training Certification (SOP-0210).</p>	<p>103-2</p> <p><b>Evaluation of the management approach</b></p> <p>Individual development opportunities are discussed and decided locally by managers and employees in annual personal development review meetings.</p>
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Disclosure	Our Response	
<p>404-1</p> <p>○</p>	<p>Average hours of training per year per employee</p>	<p><b>Omission</b></p> <p>Data on average hours of training per year per employee is not available at a global level.</p>
<p>404-2</p> <p>●</p>	<p>Programs for upgrading employee skills and transition assistance programs</p>	<p>Getinge's global curricula for training and development cover the following topics:</p> <p><b>Leadership and People Performance</b></p> <ul style="list-style-type: none"> <li>• Leading Leaders</li> <li>• Leading People</li> <li>• Effective Leadership Communication Skills Training</li> <li>• Getinge Care Training Program</li> <li>• English Language Program</li> <li>• Corporate Onboarding Program</li> <li>• Ethics and Compliance; eLearnings and Dilemma Games</li> <li>• Health and Safety Awareness Training</li> </ul> <p><b>Operations, Finance and IT</b></p> <ul style="list-style-type: none"> <li>• Cyber Security Curricula</li> <li>• Curriculum Information Security Awareness Training</li> <li>• Finance for Non-Financials</li> <li>• Quality Culture</li> <li>• Introduction to Lean Six Sigma for Business</li> <li>• Leading Lean Six Sigma Projects for Business</li> <li>• Project Management Foundation</li> </ul> <p><b>Product Trainings including required certifications</b></p>

**How Getinge has met each disclosure**

- Fully disclosed as outlined by the GRI Sustainability Reporting Standards
- ◐ Partially disclosed and missing at least one required indicator
- Not disclosed
- ⊗ Not considered material to the business at this time

## GRI 404: TRAINING AND EDUCATION (2016)

Social continued

Disclosure	Our Response
<p>404-2 (continued)</p> <p>● Programs for upgrading employee skills and transition assistance programs</p>	<p>These global training programs are accompanied by local educational programs and functional specific trainings that are conducted face-to-face onsite or offsite, or online via the corporate eLearning platform.</p> <p>As an example from the Business Ethics and Compliance function, as a part of the communication activities on International Anti-Corruption Day recognition, a new Global Anti-Bribery &amp; Corruption e-learning was rolled out to all employees globally. So far, 3724 employees have completed the e-learning program. In addition to the dedicated Anti-Bribery Corruption E-learning, a separate Conflict of Interest training and certification process were assigned to 8141 employees in December 2021. Further follow up of the trainings are planned during 2022.</p>
<p>404-3</p> <p>◐ Percentage of employees receiving regular performance and career development reviews</p>	<p>Facilitation and documentation of employee performance and career development reviews are managed locally, complying with local regulation and internal steering documents.</p> <p><b>Omission</b></p> <p>Data and statistics on the percentage of employees on receiving regular performance and career development reviews are not available at a global level.</p>

How Getinge has met each disclosure



Fully disclosed as outlined by the GRI Sustainability Reporting Standards



Partially disclosed and missing at least one required indicator



Not disclosed



Not considered material to the business at this time

## GRI 405: DIVERSITY AND EQUAL OPPORTUNITY (2016)

### Social

<p>103-2</p> <p><b>Our management approach</b></p> <p>●</p> <p>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. 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.</p> <p>All Getinge recruitments are based on respect for the individual regardless of gender identity, race, ethnicity, religion, age, marital or parental status, disability, sexual orientation, nationality, political opinion, union affiliation or social background. The demands stated in the job profile shall be based on the common values. The 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.</p> <p>Getinge has an internal Diversity Directive which provides more detailed guidelines.</p>	<p>103-2</p> <p><b>Evaluation of the management approach</b></p> <p>●</p> <p>Local implementation of policies.</p> <p>Getinge Speak Up Line is an externally hosted whistleblowing hotline. This tool enables anonymous reporting 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 &amp; Compliance, and Legal representative or our Speak-Up line. The Speak-Up Line can be found on the Getinge Intranet as well as on the Getinge website.</p>
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Disclosure	Our Response																																																												
<p>405-1</p> <p>●</p> <p>Diversity of governance bodies and employees</p>	<p>a. Percentage of individuals within the organization’s governance bodies (Managers)</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Age Groups</th> <th style="text-align: center;">Female</th> <th style="text-align: center;">Male</th> <th style="text-align: center;">Unknown gender</th> <th style="text-align: center;">Grand total</th> </tr> </thead> <tbody> <tr> <td>a. 15–30</td> <td style="text-align: center;">1.3%</td> <td style="text-align: center;">1.1%</td> <td style="text-align: center;">0.00%</td> <td style="text-align: center;">2.5%</td> </tr> <tr> <td>b. 31–50</td> <td style="text-align: center;">22.2%</td> <td style="text-align: center;">44.9%</td> <td style="text-align: center;">0.12%</td> <td style="text-align: center;">67.1%</td> </tr> <tr> <td>c. 51–70</td> <td style="text-align: center;">7.9%</td> <td style="text-align: center;">22.4%</td> <td style="text-align: center;">0.00%</td> <td style="text-align: center;">30.4%</td> </tr> <tr> <td>Unknown Age</td> <td style="text-align: center;">0.1%</td> <td style="text-align: center;">0.0%</td> <td style="text-align: center;">0.00%</td> <td style="text-align: center;">0.1%</td> </tr> <tr> <td><b>Grand Total</b></td> <td style="text-align: center;"><b>31.5%</b></td> <td style="text-align: center;"><b>68.4%</b></td> <td style="text-align: center;"><b>0.12%</b></td> <td style="text-align: center;"><b>100.0%</b></td> </tr> </tbody> </table> <p>b. Percentage of employees per employee category (gender, age)</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Age Groups</th> <th style="text-align: center;">Female</th> <th style="text-align: center;">Male</th> <th style="text-align: center;">Unknown gender</th> <th style="text-align: center;">Grand total</th> </tr> </thead> <tbody> <tr> <td>a. 15–30</td> <td style="text-align: center;">6.4%</td> <td style="text-align: center;">7.6%</td> <td style="text-align: center;">0.0%</td> <td style="text-align: center;">14.1%</td> </tr> <tr> <td>b. 31–50</td> <td style="text-align: center;">20.5%</td> <td style="text-align: center;">36.2%</td> <td style="text-align: center;">0.1%</td> <td style="text-align: center;">56.7%</td> </tr> <tr> <td>c. 51–70</td> <td style="text-align: center;">9.4%</td> <td style="text-align: center;">19.4%</td> <td style="text-align: center;">0.0%</td> <td style="text-align: center;">28.8%</td> </tr> <tr> <td>Unknown Age</td> <td style="text-align: center;">0.2%</td> <td style="text-align: center;">0.2%</td> <td style="text-align: center;">0.0%</td> <td style="text-align: center;">0.4%</td> </tr> <tr> <td><b>Grand Total</b></td> <td style="text-align: center;"><b>36.5%</b></td> <td style="text-align: center;"><b>63.4%</b></td> <td style="text-align: center;"><b>0.1%</b></td> <td style="text-align: center;"><b>100.0%</b></td> </tr> </tbody> </table> <p><b>Comments</b></p> <p>Data is comprised the same way as disclosure 102-8 with the additional comment that we also use the reported date of birth to calculate the age as of the end of the reporting period. In case date of birth is missing or obviously incorrect, it is recorded as invalid in the above. Governing bodies is here defined as employees that have managerial responsibility over other employees. No additional data on minorities is available at a global level.</p>	Age Groups	Female	Male	Unknown gender	Grand total	a. 15–30	1.3%	1.1%	0.00%	2.5%	b. 31–50	22.2%	44.9%	0.12%	67.1%	c. 51–70	7.9%	22.4%	0.00%	30.4%	Unknown Age	0.1%	0.0%	0.00%	0.1%	<b>Grand Total</b>	<b>31.5%</b>	<b>68.4%</b>	<b>0.12%</b>	<b>100.0%</b>	Age Groups	Female	Male	Unknown gender	Grand total	a. 15–30	6.4%	7.6%	0.0%	14.1%	b. 31–50	20.5%	36.2%	0.1%	56.7%	c. 51–70	9.4%	19.4%	0.0%	28.8%	Unknown Age	0.2%	0.2%	0.0%	0.4%	<b>Grand Total</b>	<b>36.5%</b>	<b>63.4%</b>	<b>0.1%</b>	<b>100.0%</b>
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## GRI 405: DIVERSITY AND EQUAL OPPORTUNITY (2016)


### Social continued

Disclosure		Our Response
405-2 	Ratio of basic salary and remuneration of women to men	<b>Omissions</b> Getinge follows local legislation and reporting of ratio of basic salary and remuneration of women to men. Given the complexity of our operations, Getinge does currently not collect this data at a global level.





## GRI 406: NON-DISCRIMINATION (2016)

### Social

103-2 	<p><b>Our management approach</b></p> <p>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. As part of our 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.</p> <p>All Getinge recruitments are based on respect for the individual regardless of gender identity, race, ethnicity, religion, age, marital or parental status, disability, sexual orientation, nationality, political opinion, union affiliation or social background. The demands stated in the job profile shall be based on our common values. The 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.</p> <p>Getinge has an internal Diversity Directive which provides more detailed guidelines.</p>	103-2 	<p><b>Evaluation of the management approach</b></p> <p>Local implementation of policies.</p> <p>Getinge Speak Up Line is an externally hosted whistleblowing hotline. This tool enables anonymous reporting 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 &amp; Compliance, and Legal representatives or our Speak-Up line. The Speak Up Line can be found on the Getinge Intranet and on the Getinge website.</p>
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Disclosure		Our Response
406-1 	Incidents of discrimination and corrective actions taken	In 2021, a total number of three (3) incidents of discrimination were reported during the period: One incident is still under review, another incident is no longer subject to action, and another incident is under remediation. a. Total number of incidents of discrimination during the reporting period: <b>3</b> b. Status of the incidents and actions taken with reference to the following: i. Incident reviewed by the organization: <b>3</b> ii. Remediation plans being implemented: <b>1</b> iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes: <b>0</b> iv. Incident no longer subject to action: <b>1</b>


**How Getinge has met each disclosure**

-  Fully disclosed as outlined by the GRI Sustainability Reporting Standards
-  Partially disclosed and missing at least one required indicator
-  Not disclosed
-  Not considered material to the business at this time





## GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING (2016)

### Social

103-2	<p><b>Our management approach</b></p> <p>Getinge supports a close dialogue and participation with employee representatives and trade unions, and values constructive employee participation for all employees. Collective agreements are in place in Sweden and most European countries.</p>	103-2	<p><b>Evaluation of the management approach</b></p> <p>Getinge is not aware of any operations that have violated, or are at significant risk of violating, people's rights to exercise freedom of association and collective bargaining. Getinge will investigate allegations as and when they come up, and will take appropriate remedial action, involving relevant local agencies as appropriate.</p>
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Disclosure	Our Response
<p>407-1</p> <p></p> <p>Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk</p>	<p>During 2021 no incidents on violations of freedom of association and collective bargaining have been reported by Getinge's employees or suppliers.</p> <p><b>Omission</b></p> <p>Getinge does not yet collect information globally on supplier violations of freedom of association and collective bargaining throughout our supplier assessments or audits.</p>


**How Getinge has met each disclosure**

-  Fully disclosed as outlined by the GRI Sustainability Reporting Standards
-  Partially disclosed and missing at least one required indicator
-  Not disclosed
-  Not considered material to the business at this time





## GRI 408: CHILD LABOR (2016)

### Social

<p>103-2</p> <p><b>Our management approach</b></p> <p> Getinge supports the United Nations Global Compact initiative, which is a strategic policy initiative for businesses that are committed to aligning with ten universally accepted principles for human rights, labor, environment and anti-corruption. The company also support internationally proclaimed human rights, including Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work. In addition Getinge's supports the principles of the UK Modern Slavery Act which makes provision about slavery, servitude and forced or compulsory labour and about human trafficking, including provision for the protection of victims.</p>	<p>103-2</p> <p><b>Evaluation of the management approach</b></p> <p><b>Omission</b></p> <p> Having clarified and strengthen the commitment and expectations regarding child labor in Getinge's revised Business Partner Code of Conduct in 2021 the company is focusing on setting and implementing the related due diligence process in 2022. This includes identification of actual and potential impact, assessment of that impact and finally to manage or mitigate the actual impact. This work will be on-going throughout 2022.</p>
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Disclosure	Our Response
<p>408-1</p> <p> Operations and suppliers at significant risk for incidents of child labor</p>	<p>During 2021 no incidents on violations of child labor were reported by Getinge's employees or suppliers.</p> <p>Having clarified the commitment and expectations regarding child labor in the revised Business Partner Code of Conduct Getinge is now focusing on setting and implementing the related due diligence process. This includes identification of actual and potential impact, assessment of that impact and finally to manage or mitigate the actual impact. This work will be on-going throughout 2022.</p> <p>Getinge encourages Business Partners to define and implement a whistleblower policy of their own.</p> <p>The Getinge Speak-Up Line is available for stakeholders to report suspected breaches of law or the Business Partner Code of Conduct.</p> <p><b>Omission</b></p> <p>The disclosure is incomplete for 2021 because the company is rolling out the updated Business Partner Code of Conduct across our supply chain. Getinge does not yet collect aggregated information globally on supplier violations of child labor through supplier assessments or audits.</p>



**How Getinge has met each disclosure**


-  Fully disclosed as outlined by the GRI Sustainability Reporting Standards
-  Partially disclosed and missing at least one required indicator
-  Not disclosed
-  Not considered material to the business at this time



## GRI 409: FORCED OR COMPULSORY LABOR (2016)

### Social

<p>103-2</p> <p></p>	<p><b>Our management approach</b></p> <p>Getinge supports the United Nations Global Compact initiative, which is a strategic policy initiative for businesses that are committed to aligning with ten universally accepted principles for human rights, labor, environment and anti-corruption. The company also supports internationally proclaimed human rights, including Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work. In addition Getinge supports the principles of the UK Modern Slavery Act which makes provision about slavery, servitude and forced or compulsory labour and about human trafficking, including provision for the protection of victims.</p>	<p>103-2</p> <p></p>	<p><b>Evaluation of the management approach</b></p> <p>All of Getinge's stakeholders can raise questions and/or concerns regarding potential and current adverse Human Rights impacts, including forced or compulsory labor, by using the Getinge Speak-Up Line. Getinge is committed to investigating any concerns, and if any severe adverse human rights impacts are discovered, the company will act appropriately without delay.</p> <p><b>Omission</b></p> <p>Having clarified and strengthen the commitment and expectations regarding forced or compulsory labor in our revised Business Partner Code of Conduct Getinge is now focusing on setting and implementing the related due diligence process in supplier assessments and audits in 2022.</p>
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Disclosure	Our Response	
<p>409-1</p> <p></p>	<p>Operations and suppliers at significant risk for incidents of forced or compulsory labor</p>	<p>During 2021 no incidents on violations of forced or compulsory labor were reported by Getinge's employees or suppliers.</p> <p>Having clarified and strengthen the commitment and expectations regarding forced and compulsory labor in the revised Business Partner Code of Conduct Getinge is now focusing on setting and implementing the related due diligence process. This includes identification of actual and potential impact, assessment of that impact and finally to manage or mitigate the actual impact. This work will be on-going throughout 2022.</p> <p>Getinge's Speak-Up Line is available for stakeholders to report suspected breaches of law or the Business Partner Code of Conduct.</p> <p><b>Omission</b></p> <p>Getinge does not yet collect information globally on supplier violations of forced or compulsory labor throughout our supplier assessments or audits.</p>

**How Getinge has met each disclosure**



Fully disclosed as outlined by the GRI Sustainability Reporting Standards



Partially disclosed and missing at least one required indicator



Not disclosed



Not considered material to the business at this time

## GRI 411: RIGHTS OF INDIGENOUS PEOPLE (2016)

### Social

<p>103-2</p> <p><b>Our management approach</b></p> <p>●</p> <p>Getinge supports the United Nations Global Compact initiative, which is a strategic policy initiative for businesses that are committed to aligning with ten universally accepted principles for human rights, labor, environment and anti-corruption. The company also supports internationally proclaimed human rights, including Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work. In addition Getinge supports the principles of the UK Modern Slavery Act which makes provision about slavery, servitude and forced or compulsory labor and about human trafficking, including provision for the protection of victims.</p>	<p>103-2</p> <p><b>Evaluation of the management approach</b></p> <p>◐</p> <p><b>Raising concerns on potential human rights violations</b></p> <p>Getinge routinely identifies, assesses, and manages the human rights impact of its business and operations. Any Getinge employee who suspects violations of the company's Human Rights Policy is expected to speak up and raise the issue to their line manager, to Human Resources, to Ethics and Compliance, or to use the Getinge Speak-Up Line.</p> <p>All of Getinge's stakeholders can raise questions and/or concerns regarding potential and current adverse Human Rights impacts by using the Getinge Speak-Up Line. Getinge is committed to investigating any concerns, and if any severe adverse human rights impacts are discovered, the company will act appropriately without delay.</p>
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Disclosure	Our Response
<p>411-1</p> <p>●</p> <p>Incidents of violations involving rights of indigenous people</p>	<p>During 2021 no incidents on violations involving rights of indigenous peoples were reported by Getinge's employees, suppliers or other stakeholders.</p>

**How Getinge has met each disclosure**

- Fully disclosed as outlined by the GRI Sustainability Reporting Standards
- ◐ Partially disclosed and missing at least one required indicator
- Not disclosed
- ⊗ Not considered material to the business at this time

## GRI 412: HUMAN RIGHTS ASSESSMENT (2016)

### Social

<p>103-2</p> <p><b>Our management approach</b></p> <p><b>Protecting human rights</b></p> <p>The company's business operations are guided by the principles of diversity and inclusion, freedom of association and ensuring a safe and secure workplace.</p> <p>The dedication to human rights, regardless of where in the world Getinge operates, is rooted in the Code of Conduct and the Human Rights Policy. Risks have primarily been identified as those linked to child labor, forced labor or compulsory labor, but also the risk of discrimination, prevention of association and freedom of negotiation and work environment-related problems. These risks are however, not considered significant to Getinge's direct operations. All forms of violations of human rights are taken very seriously and if any severe adverse Human Rights impacts are discovered, Getinge will act appropriately without delay.</p>	<p>103-2</p> <p><b>Evaluation of the management approach</b></p> <p>Getinge is developing its leadership to foster an open and transparent culture. The company continuously enables and inspires responsible leadership via internal communication and training.</p> <p>Ensuring business is conducted in an ethical and responsible way, in all internal and external contexts, striving to create a competent, diverse and inclusive organization</p> <p><b>Raising concerns on potential human rights violations</b></p> <p>Any Getinge employee who suspects violations of the company's Human Rights Policy is expected to speak up and raise the issue to their line manager, Human Resources, Ethics and Compliance, or use the Getinge Speak-Up Line.</p> <p>All of Getinge's stakeholders can raise questions and/or concerns regarding potential and current adverse Human Rights impacts by using the Getinge Speak-Up Line. Getinge is committed to investigating any concerns, and if any severe adverse human rights impacts are discovered, the company will act appropriately without delay.</p>
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Disclosure	Our Response
<p>412-1</p> <p>●</p> <p>Operations that have been subject to human rights reviews or impact assessments</p>	<p>No human rights impact assessments were conducted in 2021.</p>
<p>412-2</p> <p>○</p> <p>Employee training on human rights policies or procedures</p>	<p><b>Omission</b></p> <p>Total number of hours in the reporting period dedicated to training on human rights policies is not available for 2021. During 2022, Getinge will continue to gather such data, also covering training measures including suppliers commitment to human rights via the Business Partner Code of Conduct.</p>
<p>412-3</p> <p>●</p> <p>Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening</p>	<p>In 2021, no significant investment agreements and contracts that include human rights clauses or that underwent human rights screening have been made.</p>



**How Getinge has met each disclosure**

- Fully disclosed as outlined by the GRI Sustainability Reporting Standards
- ◐ Partially disclosed and missing at least one required indicator
- Not disclosed
- ⊗ Not considered material to the business at this time





## GRI 414: SUPPLIER SOCIAL ASSESSMENT (2016)

### Social

<p>103-2</p> <p><b>Our management approach</b></p> <p> Getinge supports the United Nations Global Compact initiative, which is a strategic policy initiative for businesses that are committed to aligning with ten universally accepted principles for human rights, labor, environment and anti-corruption. The company also supports internationally proclaimed human rights, including Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work. In addition Getinge supports the principles of the UK Modern Slavery Act which makes provision about slavery, servitude and forced or compulsory labour and about human trafficking, including provision for the protection of victims.</p>	<p>103-2</p> <p><b>Evaluation of the management approach</b></p> <p> This year Getinge revised its expectations on suppliers and business partners to be aligned with the company's own expectations which resulted in the new Business Partner Code of Conduct that will continue to be implemented during 2022.</p> <p>Getinge is establishing a risk based approach to be incorporated into the supplier qualification process.</p> <p>The company sees these efforts as parts of its commitment to continuously develop the way of working to meet its own expectations and the expectations of the market.</p>
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Disclosure	Our Response
<p>414-1</p> <p> New suppliers that were screened using social criteria</p>	<p>All new suppliers are screened using social criteria.</p> <p><b>Omission</b></p> <p>Having clarified and strengthen the commitment and expectations regarding social dimensions in the revised Business Partner Code of Conduct in 2021 Getinge is now focusing on setting and implementing the related due diligence process. This includes identification of actual and potential impact, assessment of that impact and finally to manage or mitigate the actual impact. This work will be on-going throughout 2022.</p> <p>All new suppliers will be requested to accept our Business Partner Code of Conduct.</p>
<p>414-2</p> <p> Negative social impacts in the supply chain and actions taken</p>	<p>No negative social impacts in the supply chain have been identified during 2021.</p> <p><b>Omission</b></p> <p>Having clarified and strengthen the commitment and expectations regarding social dimensions in our revised Business Partner Code of Conduct Getinge is now focusing on setting and implementing the related due diligence process. This includes identification of actual and potential impact, assessment of that impact and finally to manage or mitigate the actual impact. This work will be on-going throughout 2022.</p>

**How Getinge has met each disclosure**

-  Fully disclosed as outlined by the GRI Sustainability Reporting Standards
-  Partially disclosed and missing at least one required indicator
-  Not disclosed
-  Not considered material to the business at this time

## GRI 416: CUSTOMER HEALTH AND SAFETY (2016)

### Social

<p>103-2</p> <p><b>Our management approach</b></p> <p>Getinge is committed to</p> <ul style="list-style-type: none"> <li>• Excellence in solutions (products, systems and services)</li> <li>• Delivering well-designed and safe products, with high degree of clinical and ergonomic efficiency</li> <li>• Being professional and presenting its solutions in a honest and ethical manner</li> <li>• Complying with regional, national and international regulatory requirements for product and management systems</li> <li>• Fostering a company-wide culture of quality where all contribute to achieving excellence</li> <li>• Continuously improving its solutions by utilizing customer feedback</li> <li>• Maintaining an effective quality management system through continual improvement</li> </ul> <p>Getinge has established Quality Management Systems within the whole organization which are validated and audited by a Notified Body; all production facilities have both a quality standard certificate (ISO 9001 or ISO 13485) and environmental standard certificate (ISO14001). A process to handle customer complaints is established and validated, ensuring management attention and feedback to customers accompanied with continuous improvement of products and processes.</p> <p>All Getinge’s products are registered and approved with the local authorities and compliant to e.g. European or FDA regulations.</p> <p>Registrations of Getinge’s products also include a declaration of conformity (e.g. REACH, RoHS, etc.).</p>	<p>103-2</p> <p><b>Evaluation of the management approach</b></p> <p>The Group-wide quality and regulatory compliance function has a representative in the Getinge Executive Team and also a representative on the management teams of each business area, and the function is represented in all R&amp;D and production units. In addition, Getinge’s sales force and service technicians receive relevant quality and regulatory training every other year to renew their certification.</p> <p>Getinge allocates significant resources to quality and regulatory matters in order to best manage this risk exposure, and quality is the overall priority in the Group’s strategy.</p> <p>Getinge has established internal procedures where 23 KPIs are tracked and followed up every month.</p> <p>Non-conformances of products or services are tracked and followed up in global IT-based systems and defined Standard Operating Procedures.</p>
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Disclosure	Our Response
<p>416-1</p> <p>● Assessment of the health and safety impacts of product and service categories</p>	<p>Health and safety impacts of products and services are assessed for improvement in each of the following life cycle stages:</p> <ul style="list-style-type: none"> <li>• Development of product concept</li> <li>• Research and development</li> <li>• Certification</li> <li>• Manufacturing and production</li> <li>• Marketing and promotion</li> <li>• Storage, distribution, and supply</li> <li>• Use and service</li> </ul> <p>All products comply with EU and FDA regulation and certification requirements in the highly regulated healthcare market. Getinge has established internal procedures where 23 quality related KPIs are tracked and followed up every month. Furthermore, a global set of Standard Operation Procedures and directives are established to ensure a compliant handling of product and service related quality aspects.</p>

**How Getinge has met each disclosure**

- Fully disclosed as outlined by the GRI Sustainability Reporting Standards
- ◐ Partially disclosed and missing at least one required indicator
- Not disclosed
- ⊗ Not considered material to the business at this time

## GRI 416: CUSTOMER HEALTH AND SAFETY (2016)

Social continued

Disclosure	Our Response
416-1 (continued)  Assessment of the health and safety impacts of product and service categories	The assessment of the health and safety impacts of product and service categories is controlled, amongst others, by the following steering documents: Product Development (DIR-0401) Cybersecurity Lifecycle (DIR-01501) Environmental Survey & Planning (SOP-0150) EcoDesign (SOP-0450) Environmental Monitoring for Terminally Sterilized HC Products (DIR-0421) Control of Standards & Regulations (SOP-1107) Product Risk Assessment & Product Risk Control (SOP-0419) Product Risk Management (DIR-0407) Customer Issue Management (DIR-080)
416-2  Incidents of non-compliance concerning the health and safety impacts of products and services	In 2021, no incident occurred that led to a warning letter or financial penalties or fines, severe legal actions or recalls of products from the market.

How Getinge has met each disclosure



Fully disclosed as outlined by the GRI Sustainability Reporting Standards



Partially disclosed and missing at least one required indicator



Not disclosed



Not considered material to the business at this time





## GRI 417: MARKETING AND LABELING (2016)

### Social

103-2	<p><b>Our management approach</b></p> <p>Getinge operates in a highly regulated healthcare market, where the provision of information and labeling for products and services are subject to many local regulations and laws.</p> <p>Getinge complies with all legal and regulatory requirements for marketing and labeling in all countries of operation, as defined in internal directives for the topic: DIR-0409 Product Labels DIR-0411 County Specific Labeling</p>	103-2	<p><b>Evaluation of the management approach</b></p> <p>All product related information made available publicly undergo defined and auditable internal control and approval processes in order to ensure legal and regulatory compliance.</p>
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Disclosure	Our Response	
417-1	Requirements for product and service information and labeling	<p>a. Whether each of the following types of information is required by the organization's procedures for product and service information and labeling. Such data is gathered and processed internally, governed by the following steering documents:</p> <ul style="list-style-type: none"> <li>i. The sourcing of components of the product or service;                             <ul style="list-style-type: none"> <li>- DIR-0500 Supplier Control</li> <li>- SOP-0502 Supplier Audits</li> <li>- SOP-0504 Supplier Qualification</li> <li>- SOP-0505 Supplier Performance Monitoring &amp; Re-Evaluation</li> </ul> </li> <li>ii. Content, particularly with regard to substances that might produce an environmental or social impact;                             <ul style="list-style-type: none"> <li>- SOP-0150 Environmental Survey &amp; Planning</li> <li>- SOP-0450 EcoDesign</li> </ul> </li> <li>iii. Safe use of the product or service;                             <ul style="list-style-type: none"> <li>- DIR-0407 Product Risk Management</li> <li>- DIR-0409 Product Labels</li> <li>- DIR-0411 County Specific Labeling</li> </ul>                             Additional information is provided to healthcare professionals in form of physician Instructions for Use (IFU) for products, accessible via <a href="https://eifu.getinge.com">https://eifu.getinge.com</a> </li> <li>iv. Disposal of the product and environmental or social impacts;                             <ul style="list-style-type: none"> <li>SOP-0450-B Disposal Instructions</li> </ul> </li> </ul> <p>b. 100% of Getinge's products have been assessed for compliance with procedures described in the management approach, where applicable.</p>
417-2	Incidents of non-compliance concerning product and service information and labeling	In 2021 Getinge did not identify any incidents of non-compliance with regulations concerning product and service information and labeling.
417-3	Incidents of non-compliance concerning marketing communications	In 2021 Getinge did not identify any incidents of non-compliance with regulations concerning marketing communications.

**How Getinge has met each disclosure**

-  Fully disclosed as outlined by the GRI Sustainability Reporting Standards
-  Partially disclosed and missing at least one required indicator
-  Not disclosed
-  Not considered material to the business at this time

## GRI 418: CUSTOMER PRIVACY (2016)

### Social

<p>103-2</p> <p><b>Our management approach</b></p> <p>● Getinge strives to act respectfully to protect confidentiality, privacy and information.</p> <p>Getinge processes personal data in accordance with applicable data privacy laws and regulations, such as the EU General Data Protection Regulation (GDPR), the Californian Consumer Privacy Act (CCPA), the Health Insurance Portability and Accountability Act (HIPAA) and the Japanese Act on the Protection of Personal Information.</p> <p>See the Data Privacy Policy and IT Policy for more information here:  <a href="https://www.getinge.com/int/about-us/business-ethics/code-of-conduct/respect-privacy/">https://www.getinge.com/int/about-us/business-ethics/code-of-conduct/respect-privacy/</a></p>	<p>103-2</p> <p><b>Evaluation of the management approach</b></p> <p>● A Data Privacy program exists to ensure that Getinge has effective and adequate procedures in place for preventing the organization from taking part in any misuse of personal data, and ensuring the company adheres to applicable laws and regulations .</p> <p>Getinge respects consumer privacy and takes reasonable measures to ensure the security of personal data that we collect, store, process or disseminate. The management of customer data is controlled by the following documents and procedures:</p> <ul style="list-style-type: none"> <li>• Data Privacy Policy (POL-0113)</li> <li>• Global IT Policy (POL-0128)</li> <li>• Computerized System Validation Master Plan (SOP 1001)</li> <li>• Risk Analysis for Computerized Systems (SOP 1003)</li> <li>• Security Incident Management (SOP)</li> </ul>
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Disclosure	Our Response
<p>418-1</p> <p>● Disclosure 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data</p>	<p>In 2021, Getinge did not receive any substantiated complaints concerning breaches of customer privacy, leaks, thefts, or losses of customer data.</p>

**How Getinge has met each disclosure**

- Fully disclosed as outlined by the GRI Sustainability Reporting Standards
- ◐ Partially disclosed and missing at least one required indicator
- Not disclosed
- ⊗ Not considered material to the business at this time



## GRI 419: SOCIOECONOMIC COMPLIANCE (2016)

### Social

<p>103-2</p> <p><b>Our management approach</b></p> <p>●</p> <p>Getinge has a sound corporate governance structure and a robust Ethics &amp; Compliance program.</p> <p>Ethics &amp; Compliance Program The Ethics &amp; Compliance program consists of nine program steps, or steps, based on the model described as "effective compliance program" and "adequate procedures" by Society of Corporate Compliance &amp; Ethics, Foreign Corrupt Practices Act, US Sentencing Guidelines and the UK Bribery Act Guidance, for example. The Getinge Ethics &amp; Compliance program serves as a method and tool for ensuring that adequate procedures are in place to prevent Getinge from taking part in any corrupt business practices, and that the company adheres to applicable laws and regulations, as well as relevant ethical standards including the Getinge Code of Conduct, as well as global policies and directives.</p> <p>Responsible Leadership is at the core of the program and means involving all employees to set the standard and act as role models for ethical behavior and professional integrity. Activities in this area provide the conditions and requirements for Getinge's employees to ensure business is conducted in an ethical and responsible manner, in all internal and external contexts. To clarify and deepen the meaning of the term, Getinge is developing a comprehensive change management program called #ItStartsWithMe. This program focus on developing responsible leaders throughout the organization and aims to create interest and personal engagement by providing insights and understanding of the challenges and complexity of the subject. The Program will be launched Q1 2022.</p> <p>For more details, see Getinge Ethics &amp; Compliance Report on Getinge.com</p>	<p>103-2</p> <p><b>Evaluation of the management approach</b></p> <p>●</p> <p>Global Ethics &amp; Compliance team has the overall responsibility for ensuring that the Ethics &amp; Compliance programs are adequately designed, that implementation support is provided to the organization and that the implementation is followed up and reported to the Audit and Risk Committee of the Board of Directors and Getinge Executive Team. The Audit and Risk Committee receives updates on the Ethics and Compliance work at least once a quarter. The full Board of Directors receives an Ethics and Compliance update, including update on company risk profile, trends and ethics and compliance program implementation, at least once a year.</p>
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Disclosure	Our Response
<p>419-1</p> <p>●</p> <p>Disclosure 419-1 Non-compliance with laws and regulations in the social and economic area</p>	<p>In 2021, Getinge did not identify any non-compliance with laws and/or regulations in the social and economic area. Also see disclosure 206-1.</p>

**How Getinge has met each disclosure**

- Fully disclosed as outlined by the GRI Sustainability Reporting Standards
- ◐ Partially disclosed and missing at least one required indicator
- Not disclosed
- ⊗ Not considered material to the business at this time



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