

Getinge Global Policy

Sustainability Policy

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1. Summary

Sustainability is an integral part of Getinge's strategy as we want to shape a future where healthcare is better, efficient and accessible. Getinge's aim is to operate a socially, ethically, and environmentally sound business across our value chain. In essence, this means that we strive to reduce negative impacts and enhance the positive impacts that our business has on the environment and society across the value chain.

We strive to operate a socially, ethically, and environmentally sound business across our value chain – aligned with the Getinge strategy for long-term profitability and economic prosperity. In addition, our agenda for sustainability is an essential part of our strategy to meet customer challenges and local market needs.

Our Sustainability Program incorporates environmental and social ("non-financial") goals. Activities are carried out in collaboration with employees from all business functions, including our compliance and regulatory departments.

2. Scope and objective

This Policy applies to all Getinge companies, subsidiaries, and joint operations and extends to all employees, consultants, and agency personnel who work at Getinge premises or under Getinge's direction. It provides a framework for employees to understand Getinge's sustainability commitments and supports them in aligning with our values, rules, and expectations. We expect every employee to contribute to improving sustainability initiatives throughout the organization.

All Getinge employees are individually responsible for reading, understanding, and complying with this Policy.

3. Overall Approach

Our approach to sustainability is based on a materiality assessment and anchored in three key pillars: Responsibility, Innovation, and Employee engagement.

Responsibility is central to how we conduct business, which involves ensuring that product quality is our top priority, so our products deliver as expected throughout their service life. It also means conducting business in compliance with regulations and ethical principles throughout our value chain.

Innovation means continuously developing new solutions and refining our offering to enhance patient care, minimize our environmental footprint, and improve outcomes across the value chain.

Employee engagement is critical to our success. We prioritize creating the best conditions for our employees to thrive and reach their fullest potential. High on our agenda are employee health and safety, as well as fostering a diverse and inclusive work environment.

4. Governance and Responsibilities

Each employee is responsible for acting in accordance with the Getinge Code of Conduct and for embracing the overall sustainability approach as part of their daily work. The implementation of the set sustainability targets and activities is the responsibility of each line organization with respective Business Area President and Functional leader as the ultimate responsible. Line managers are expected to integrate the sustainability approach into business strategies and when making business decisions.

Board of Directors

The Board of Directors assumes ultimate responsibility for setting the strategic direction including decision upon material matters from a sustainability perspective. They set and approve Getinge's sustainability targets, broader company goals, strategies, customer offerings, and policies.

The Board's Ethics and Sustainability Committee

The Ethics and Sustainability Committee prepares strategic sustainability matters for review by the Board. Each meeting includes a follow-up on ongoing sustainability activities, progress, and risks faced by the Group.

Getinge Executive Team

The Executive Team regularly reviews and updates the sustainability strategy and targets. The Executive Vice President (EVP) Sustainability, Legal & Compliance is responsible for operational sustainability within the Group.

Sustainability Advisory Group

A cross-functional team, representing Business Areas, Global Sales & Service, Operations, Purchasing, Ethics & Compliance, Finance, Quality and Regulatory Compliance, and Human Resources, and, ensures that the materiality assessment aligns with the company's strategy and stakeholder needs. This group oversees the implementation of processes and achievement of objectives and escalates strategic issues to the Group Executive Team.

Sustainability Function

The Sustainability function, which is part of the overall Sustainability, Legal & Compliance function, is responsible for providing strategic direction and managing the cross functional work through the Sustainability Advisory Group.

5. Impacts, Targets and KPIs

We use a **Double Materiality Assessment (DMA)**, as defined by the EU **European Sustainability Reporting Standards (ESRS)**, as a tool to evaluate our impacts and set the foundation for our policies, actions and targets. The DMA is conducted annually, based on both external and internal data, including input from the company and affected stakeholders.

To ensure progress on the set sustainability approach policies, actions and targets are defined. The progress on these targets is measured through set Key Performance Indicators (KPI). The integration of sustainability related KPIs, into the short-term incentive and long-term incentive programs, is discussed and agreed upon on an annual basis.

6. Framework

This Policy is part of Getinge's Governance Framework, which includes:

- Code of Conduct, Strategic framework, Policies approved by the Board of Directors, Directives approved by the CEO or direct reports to the CEO as well as instructions
- Decisions made by the CEO or otherwise under the Delegations of Authority as approved by the CEO
- The Ethics and Compliance Office is responsible for ensuring that the latest version of this Policy is published and available to all employees on GetBasics.
- This Policy will be reviewed every other year or as needed.
- The original language of this Policy is English.

7. Guidance and Assistance

The Getinge Code of Conduct (LINK) and the Business Partner Code of Conduct are the fundament of our work so also in the area of sustainability.

Policies that support the sustainability ambition include:

- People Policy including the Diversity & Inclusion Directive
- Human Rights Policy
- Quality Policy
- Environmental Policy
- Global Anti-Bribery and Anti-Corruption Policy
- Health & Safety Directive