# Passion for life

2020 Sustainability Update

GETINGE ✳

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*For more information about our sustainability work, governance and GRI Index, see our Annual Report 2020.*

**Passion for life**

# Passion for life

Sometime in life, we all need to seek health care. At Getinge, we have a long tradition of creating innovations that improve people's quality of life – and save lives. We think it is the most important job in the world.

## THIS IS GETINGE

The world is facing major challenges, one of which is the ability to provide the increasing world population with safe and effective health care. People are living longer and, according to WHO, lifestyle diseases such as cardiovascular diseases are one of the primary causes of death globally.

Getinge is committed to ensure that all people and societies have access to the best possible health care. The company supports its customers to meet 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 adds value to customers' operations in terms of**

IMPROVED CLINICAL OUTCOMES

IMPROVED EFFECTIVENESS

IMPROVED SAFETY

# Creating shared value

Getinge's role is to provide value to its various stakeholders. Customers' operations and business should result in better health care to more patients and thereby also create value for the society.

## VISION

**To become the world's most respected and trusted medical device company**

## MISSION

**Getinge provides innovative products and solutions that enable better patient outcomes while enhancing health economics**

## VALUES

**Passion is at the heart of our values**

Collaboration

Ownership

**PASSION**

Openness

Excellence
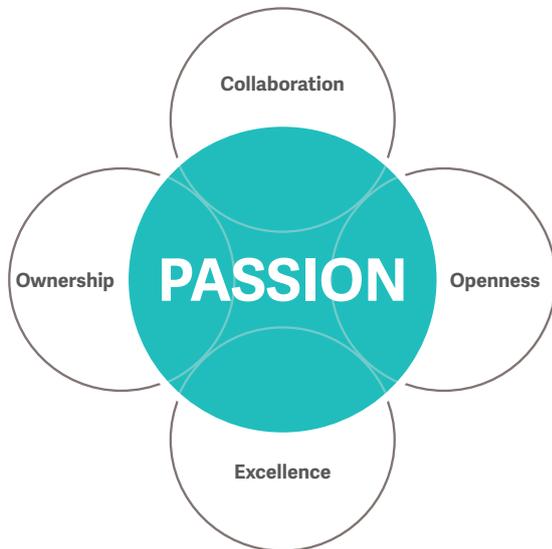
## BUSINESS AREAS

| ACUTE CARE THERAPIES | LIFE SCIENCE | SURGICAL WORKFLOWS |
| --- | --- | --- |
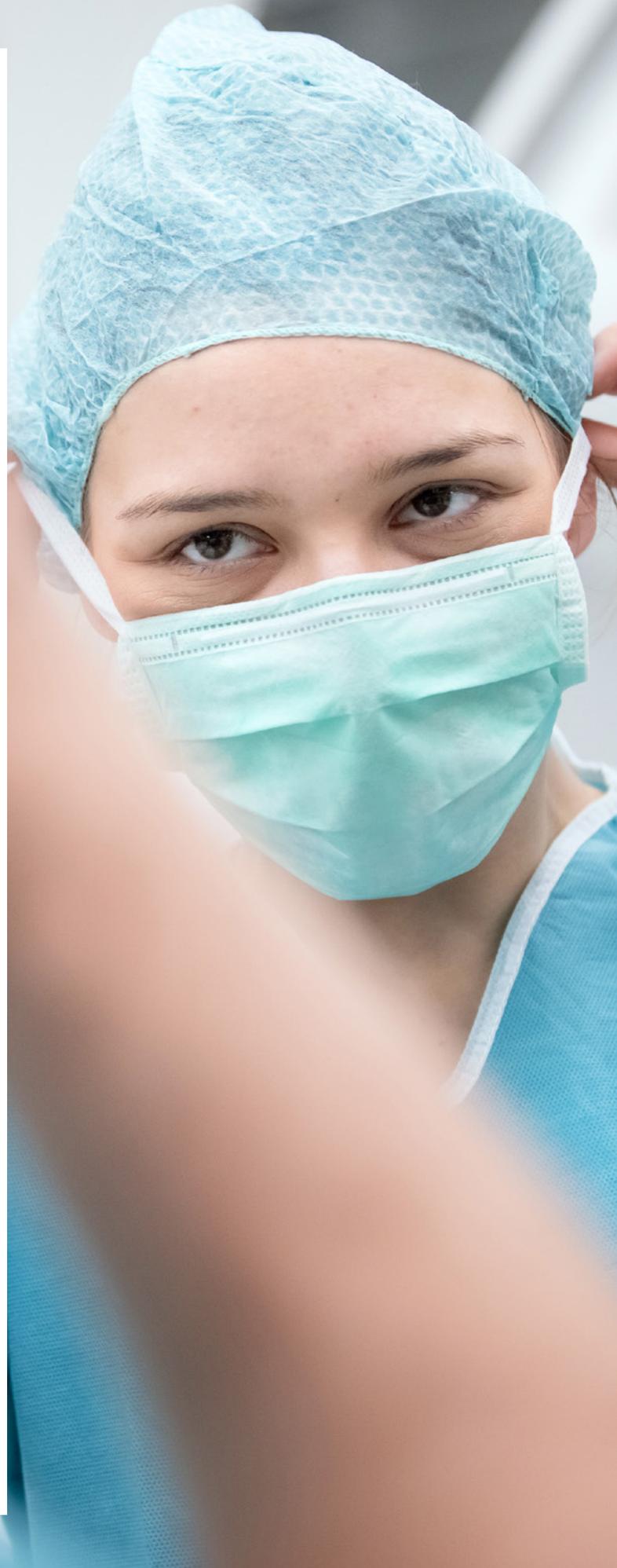
# How Getinge creates shared value for Customers and other stakeholders



Top priority
**QUALITY AND SUSTAINABILITY**

3 Capitalize on having one truly global brand

4 Capture global growth

2 Secure leadership by strengthening the offering

1 Drive productivity and efficiency enhancement

**Focus areas 1–4**

**Strategic Enablers**
Build a proud global organization with engaged and performance driven people

**RESPONSIBILITY AND CULTURE**

Environmental & Social Engagement

Quality Culture

Business Ethics & Responsible Leadership

Passionate employees

## DELIVERING VALUE FOR OUR STAKEHOLDERS

**Getinge enables better health care in hospitals and in pharmaceutical development and production. Getinge also contributes with value to society at large.**

### Customers
Getinge's top priority is to have satisfied customers. Contributing positively to customers' operations will improve customer loyalty and lead to better business results for Getinge. Last years' development in Getinge's business shows that the company is on the right path.

# 9.9%
Compounded annual sales growth 2018-2020

### Society
Getinge is proud to contribute to better health care in a productive way as this is key for society. Getinge is also contributing to society indirectly, through collaborations with organizations and universities.

# 125
Getinge's products were sold in 125 countries 2020

### Partners
Cooperation with other experts is needed to acheive success. For example, Getinge managed to increase ventilator production capacity by 160% in a short period of time in 2020, thanks to strong collaboration with partners and customers.

# 26,700
Number of ICU ventilators produced in 2020

### Employees
Getinge's future and ability to create value for the other stakeholders, depends on the ambition and passion among its employees, and in how Getinge utilizes this.

# 72%
Employee commitment, PULSE surveys (target: >70%)

# Building a sustainable business to drive customer value

Sustainability is an integral part of Getinge's business and one of the aims is to secure long-term value creation for our customers. There are several ongoing activities to minimize the environmental footprint and in 2020, Getinge announced the objective to become $CO_2$ neutral by 2025.

Last year the world, as we knew it, changed dramatically. The pandemic quickly put a huge pressure on health care. Our products and solutions, such as advanced ICU ventilators and extracorporeal life support (ECLS) equipment, played a significant role in treating the critically ill COVID-19 patients. We also put efforts into sharing our knowledge, often together with partners, which would be helpful for health care staff working in challenging conditions.

Our highest ambition throughout 2020 has been to support our customers in every way we can, so that they can focus on their critical task to save more lives. I am proud that we in parallel have managed to make great progress in our important sustainability efforts, where the key is to keep adding value through our offering.

In the wake of the pandemic, there is a health care deficit to be paid. We have already seen the elective surgery backlog grow on a global scale and clearing it is, and will continue to be, a worldwide priority. Our customers need solutions for effective and efficient usage of their resources, and by offering products and knowledge that enable this we are contributing to the greater society. In July, we introduced a new software solution innovated by our experts in weeks only, which now works as an efficient planning tool to prioritize surgical waiting lists.

Another area where we made further progress is in EcoDesign. Today, all our Research & Development teams are working according to these principles, which brings many benefits such as minimizing use of material, ensuring recycling and helping our customers reduce consumption of energy, water and other resources. One proof point of how EcoDesign can contribute to sustainable health care is our Washer-Disinfector S-8668T, which help cut the processing time by up to 25% and thereby reduce consumption of both energy, water and chemicals.

In July, we announced the target to become $CO_2$ neutral by 2025; an ambitious target that we will reach through a systematic approach. Some of the actions include switching to renewable energy sources (green electricity), investing in green certifications, updating the vehicle fleet and finding smarter logistic alternatives. In 2020, we established a Sustainability Framework internally to further emphasize our commitment. In the framework we clearly describe the governance structure and targets. During the year, we also managed to decrease our overall $CO_2$ emissions in production by 10%.

Sustainability is one of Getinge's top priorities and we have our employees onboard. Together, we will continue to build a sustainable business that generates even more value for our customers.

Mattias Perjos,
President & CEO
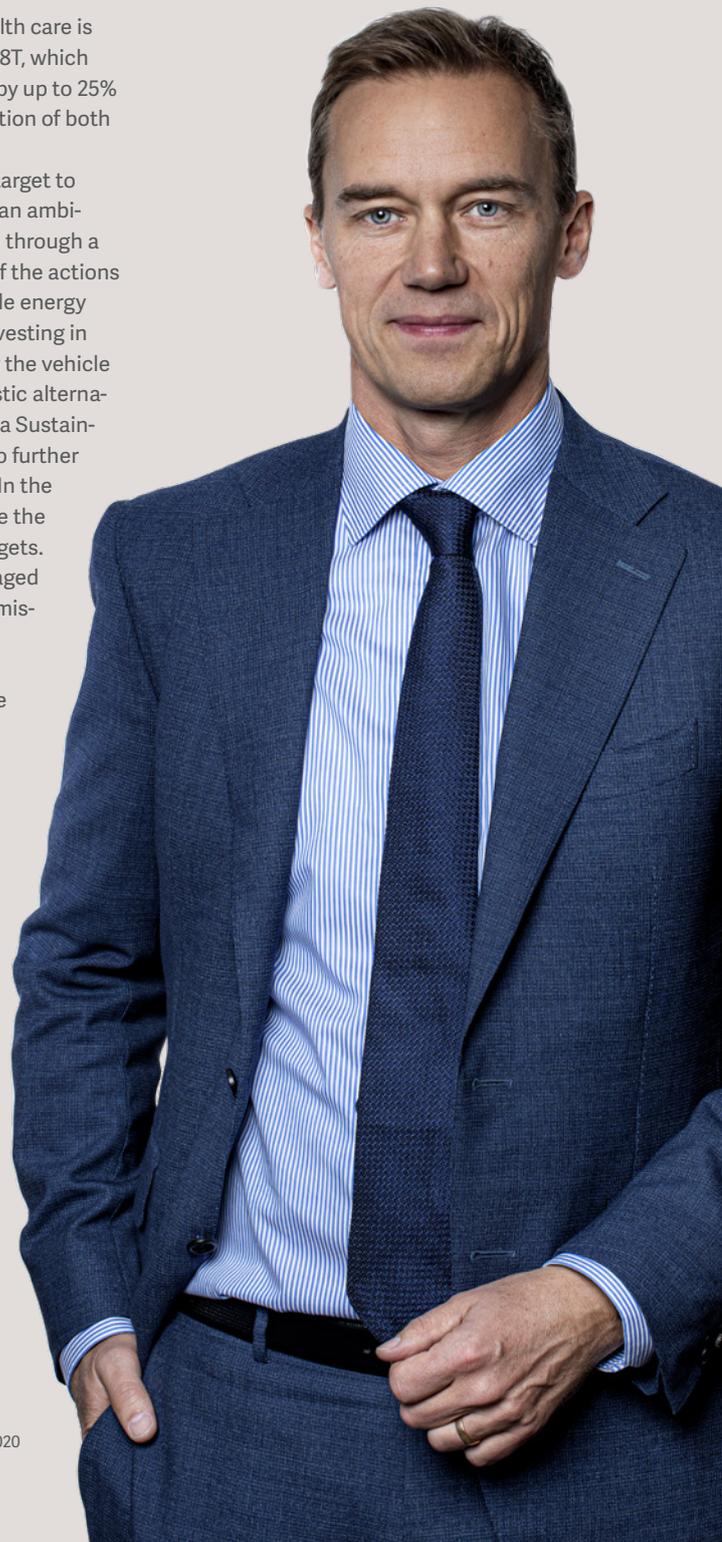
# Getinge to become CO₂ neutral by 2025

Getinge is actively working to minimize the negative environmental footprint and is engaged in achieving the Paris agreement goals of limiting global warming to 1.5 °C above pre-industrial levels.

During 2020, Getinge's sustainability program has been re-defined and expanded, and the company has announced its intention to become a CO₂ neutral company by 2025. This target will be reached by a stepwise approach in several areas and supports the company's objective to contribute to a sustainable society environmentally and socially for health care and life sciences. Dedicated activities have been set up to reach the target, such as switching to renewable energy sources and investments in green certifications, updating the vehicle fleet, changing business travel routines and finding new and smart logistics alternatives. Following the climate strategy, Getinge has committed to the Science Based Targets initiative (STBI) in Q4 2020.

## IN ORDER TO ACHIEVE OUR 2025 TARGET, GETINGE WILL WORK IN A WIDE RANGE OF AREAS:

### TRANSFORMATION OF THE CORPORATE FLEET TO HYBRIDS AND ELECTRICAL VEHICLES

Getinge has more than 2,300 vehicles in its fleet. In 2020, it was decided to limit the selection of car models and switch the car fleet to environmentally-friendly cars. As a first step, Getinge wants to ensure usage of efficient combustion engines. The company fleet will be focused on hybrid and electrical vehicles, pending availability on local markets. For example, in Sweden the Sales and Service teams will have the option to choose from pre-defined hybrid and diesel models that support the company targets.

### SWITCHING TO RENEWABLE ENERGY SOURCES IN PRODUCTION

Getinge actively choose to use electricity from renewable sources where it is possible. In some locations, there is still a challenge to actively choose renewable sources for electricity generation actively. In those cases, Getinge works to reduce emissions through other solutions, such as using solar power on facilities. In 2020, the energy consumption decreased by 3% and the percentage of energy from renewable sources increased from 38% in 2019 to 43% in 2020.

Getinge also sees further opportunities to deal with multiple local energy suppliers in a "Global Network Sourcing" by joining forces and centralize sourcing of green energy.

### NEW TRAVEL ROUTINES

Getinge has a strict travel policy based on smart travel. It should take place for the right reasons and be booked in the most cost-efficient manner. Online meetings are always encouraged to reduce impact on environment and work-life balance as well as lowering costs.

Since the outbreak of the COVID-19 pandemic, physical meetings, conferences and events have transformed into digital. Based on learnings, and with new digital tools and platforms in place, this will become the primary way of working also going forward. Overall, Getinge wants to reduce the global internal travel volume and only travel if it is business critical.

### SMART LOGISTICS ALTERNATIVES

Getinge is continuously improving its global freight agreements to enable harmonized transport processes that generate savings, reduce complexity and improved delivery performance. In day-to-day business, Getinge is shifting into choosing sea or rail freight instead of air-freight, and actively optimizing transport routes.

# Science-based targets

Getinge has committed to the Science Based Targets initiative and become a net-zero emissions company as a next step in reaching our target to become a $CO_2$ neutral company by 2025.

In November 2020 Getinge signed the ambition letter to contribute to limit global warming below 1.5 degree Celsius. The Science Based Targets initiative (SBTi) is a collaboration between CDP, the United Nations Global Compact (UN Global Compact), World Resources Institute (WRI) and the World Wide Fund for Nature (WWF) and is one of the We Mean Business Coalition commitments. The initiative champions science-based target setting as a powerful way of boosting companies' competitive advantage in the transition to the low-carbon economy. Science-based targets are greenhouse gas emissions reduction targets that are in line with the level of decarbonization required to meet the goals of the Paris Agreement.

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Sustainability is one of Getinge's top priorities and we have our employees onboard.

Mattias Perjos, President & CEO

### Scope 1
Direct GHG emissions associated with processes of combustion of oil and gas related to production

### Scope 2
Indirect GHG emissions from usage of electricity and heat in production

### Scope 3
Indirect GHG emissions related to our supply chain and travel volumes

## 2025

**Target year**
Getinge will be a $CO_2$ neutral company. In order to meet this ambitious transition, efforts will focus on decreasing emissions in all scopes. More information about the company's activities can be found on page 5.

## 2050

**Paris Agreement**
In the 2015 Paris Agreement, world governments committed to curbing global temperature rise to well-below 2°C above pre-industrial levels and pursuing efforts to limit warming to 1.5°C.

To achieve this, GHG emissions must halve by 2030 and drop to net-zero by 2050.

# Key trends impacting Getinge's business

Getinge's products and services are used in hospitals worldwide and market growth amounts to 2–4% per year. But what is driving growth, and what does the future look like for the company's customers?

### CHANGING DEMOGRAPHICS
**– more people, older and sicker**

The need for advanced health care is increasing as the world's population continues to grow and live longer. Therefore there is a need for more elderly people to seek health care. This is evident in all parts of the world, even in emerging markets. One example is the increasing global demand for effective cardiovascular products and therapies, such as those offered by Getinge.

### MACROECONOMIC CONSTRAINTS
**– "more for less"**

Demographic changes lead to major strains on national budgets throughout the world. The challenge is to deliver health care that is more effective than before and to do so in a more productive manner. Getinge offers a wide range of products, solutions and services that facilitate significant productivity enhancements.

### ALIGNING HEALTH CARE SYSTEMS
**– to generate more value**

As a consequence of demographic and macroeconomic challenges health care is becoming more attentive to identify the actual value each therapy contributes in order to allocate more resources to therapies and devices that are more effective and productive. Getinge's advanced Intensive Care Unit (ICU) ventilators and Extra Corporeal Life Support (ECLS) therapy products are two prime examples of this, which can enable improved clinical results and reduced length of stay.

### PROTECTIONISM
**– local manufacturing for local use**

Increased protectionism became evident during the COVID-19 pandemic. This brought challenges for Getinge, which is dependent on advanced and specialized components from around the world. As a consequence, Getinge dedicated time for discussions with both local and national authorities and governments around the world in order to secure supply.

### REGULATORY REQUIREMENT
**– becoming more stringent**

Regulatory requirements are becoming more stringent around the world. For Getinge, compliance and applying a quality mindset is key. For example, Getinge has planned well ahead for the transition to the new EU MDR. In 2020 the first production site (the factory in Solna, Sweden, where the advanced ICU ventilators are being produced) passed the approval process.

### GROWTH IN CUSTOMIZED DRUGS
**– enabled by rapid development in biopharma**

Biopharma has developed rapidly for the past two years, based on its ability to produce customized drugs that target very specific health conditions. This trend has been even more evident in 2020 in the collective hunt for a potent COVID-19 vaccine. Getinge is enabling growth among its biopharma customers by offering effective bioreactor systems for R&D that can be scaled up to production without risking integrity and filling line solutions that reduce risk for contamination in the final stages of production and packaging.

### INNOVATION AND COLLABORATION
**– for the future**

Historically health care innovation has been synonymous with new therapies, drugs and devices. But in recent years the definition of value creating innovation in health care also incorporates digitalization and more productive ways of working and sharing opportunities and risks together, through performance-based compensation models. One example of this is Getinge's collaboration with Region Västerbotten in Sweden in a pilot project to reduce the average length of stay and increase hospital capacity with the help of Getinge's patient flow system INSIGHT. The project was successful and compensation is based on the results, not on the actual price of the system. One other great example of collaboration to create additional value is the partnerships, with, for example, Ericsson, Scania and Volvo, on sourcing and production to ramp up output capacity of advanced ICU ventilators in 2020.

# Non-financial targets

**Getinge's non-financial targets apply to the material topics defined in the company's Sustainability Program 2019–2025.**

## PRODUCT SPECIFIC

**Customer satisfaction**

**>25%**

The goal is to achieve >25% Net Promoter Score higher than the competitor average.

The planned customer satisfaction survey for 2020 was postponed due to COVID-19. The most recent survey was performed in 2018 with a result of 27%.

## ENVIRONMENTAL IMPACT

**Carbon neutral 2025**

**$CO_2$ NEUTRAL**

The goal is to become a $CO_2$ neutral company by 2025.

Getinge's sustainability program was expanded in 2020, and the company has announced its intention to become a $CO_2$ neutral company by 2025.

The target will be reached by a stepwise approach in several areas and supports the company's objective to contribute to a sustainable healthcare both environmentally and socially.

Various activities have been set up to reach the target, such as switching to renewable energy sources and investments in green certifications, updating the vehicle fleet, changing business travel routines and finding smart logistics alternatives.

## SOCIAL RESPONSIBILITY

**Safe workplace**

**Zero Accidents**

The goal is to have zero occupational accidents.

For 2020, the total number of accidents per 100 employees was 1.5 (1.96). No serious accidents were reported during the year.

**Employee engagement**

**>70%**

The goal is to achieve >70% as the index for employee commitment.

In 2020, Getinge performed local employee pulse surveys with an overall employee commitment result of 72% (2019: 64%).

Employee commitment developed positively in all functions and regions in 2020.

# With higher ambitions for sustainable value creation

Getinge has long been dedicated to sustainability, and since 2017 sustainability, together with quality, is a top priority in the company's strategy. This means that ethics, quality and sustainability are integral parts of how the company acts as a business and how it treats its employees, customers and partners.



In 2020, Getinge raised its sustainability ambitions, which is described in the company's Sustainability Framework covering the focus areas of *Quality Culture, Passionate Employees, Environmental & Social Engagement* and *Business Ethics & Responsible Leadership*.

The Sustainability Framework provides the company with guidance on how to create long-term value, play a positive role in the society and continue to operate sustainably while delivering value to all of its stakeholders. Overall, Getinge's sustainability approach is focused on shaping the company's performance and positioning future matching requirements, including analyzing potential risks.

### Quality Culture
Securing a quality mindset throughout the organization and continuously improve the company's products, services and processes.

### Passionate Employees
Teamwork and collaboration define how Getinge works to help its customers to save and improve lives.

### Environmental & Social Engagement
Contribution to a sustainable health care market through environmental and social responsibility and making a positive impact in society.

### Business Ethics & Responsible Leadership
Ensuring business is conducted in an ethical and responsible manner, in all internal and external contexts.

### Auditing and risk management
Getinge's Sustainability Framework includes risk assessment and audits of the non-financial reporting. Initial steps were taken during the year, and will be continued in 2021. In regards to auditing, Getinge continued its preparations for an audit of the 2021 report.

The risk assessment, initiated in the last quarter of 2020, is focused on the areas of Environmental, Social and Governance (ESG) aiming to document Getinge's exposure to ESG-related risks in the four focus areas of *Quality Culture, Passionate Employees, Environmental & Social Engagement* and *Business Ethics & Responsible Leadership*. With this, Getinge integrates potential ESG risks into the organization's risk management (ERM) and reports on the results to senior management, the Board of Directors and shareholders.

## UN SUSTAINABLE DEVELOPMENT GOALS (SDGS)

**Getinge supports all of the UN's 17 Sustainable Development Goals for environmental, social and economically sustainable development, but has identified a number of goals that best correspond to the company's impact on its business environment. These goals are:**

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

As a company operating in the medical device industry, Getinge contributes its therapeutic innovations to considerably improve health and well-being as an integrated part of its business strategy. This includes own employees, suppliers, distributors and customers.

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

Receiving high-quality education is a basis for a more prosperous life. Getinge continuously contributes to partners within health care organizations, universities and medical schools to educate and train health care professionals, as well as students starting their medical training. In addition to involvement in medical training, Getinge also support the Pratham educational program in India, to improve quality of education to children in the fight against poverty. Getinge is also a partner of Universeum, the largest science center in the Nordics. With this partnership, Getinge support Universeum in their mission to strengthen science skills and innovation, and to contribute to sustainable societal development.

### Goal 5 – Gender equality

Getinge is strongly committed to improve diversity, securing equal opportunities and close gender gaps. Diversity, equal opportunities, gender and inclusion are not only part of Getinge's expanded Sustainability Framework but are also key components of the company strategy.

### Goal 6 – Ensure access to water and sanitation for all

Today, industry accounts for over 19% of global water withdrawal, and Getinge is continuously working to decrease its water usage. Through its EcoDesign principles, the company designs products that reduce water usage throughout the product's entire lifecycle. Getinge is also a partner of WaterAid to support its work in improving access to clean water, sanitation and hygiene at health care facilities around the world.
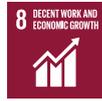
### Goal 8 – Promote inclusive and sustainable economic growth, employment and decent work for all

Getinge strives to ensure protection of employee rights, assurance of a safe and secure work environment, and equality and equal conditions in working life. As a global company, Getinge works to promote economic growth, a higher productivity level and technical innovation.

### Goal 12 – Ensure sustainable consumption and production patterns

Getinge works to achieve more sustainable consumption and production that are anchored in environmental sustainable goals and corresponds with international norms, standards and certifications such as ISO 14001. Getinge addresses defined goals and indicators related to $CO_2$ emissions, energy efficiency, EcoDesign, waste and recycling.

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

Getinge is committed to doing its utmost to combat climate change, and is actively works to minimize its negative environmental footprint. The company is engaged in achieving the Paris agreement goals of limiting global warming to 1.5 °C above pre-industrial levels, and has committed to the Science Based Target initiative. During the year, Getinge set the target of becoming $CO_2$ neutral by 2025.

### Goal 17 – Partnership for the goals

Strong global partnerships and collaborations is key to realize the Sustainable Development Goals. Getinge collaborates with its customers and partners as a part of its daily operations to develop products and solutions that contributes to a more sustainable health care. In addition, the company also work together with academia, industry organizations, NGO's and governments to identify and develop scalable solutions to health care related challenges.

# Quality always a top priority

**Quality is one of Getinge's absolute top strategic priorities and it all boils down to making sure that everyone does the right thing, in the right way, every day, in every part of the company.**

Securing a quality mindset throughout the organization has remained a top priority for Getinge in 2020. Ensuring good quality and regulatory and quality compliance, is a prerequisite to operate in the medtech industry and the responsibility sits with every employee. Getinge has a solid base for its operations but is now expanding its focus even more. It includes continuous improvements of products, services and processes based on customer insights. By continue to listen to wishes as well as claims, Getinge has a better opportunity to advance the offerings and continue to provide safe solutions that contribute to saving lives.

### Quality strategy

In December an updated Quality Strategy was presented – a 2-year roadmap to facilitate and set concrete actions that ensures customer value and productivity is part of everyone's work. The objective is to become even more customer centric. Processes will be further harmonized and aligned, training will be conducted for all employees, procedures will be optimized and smart IT tools will be provided. One of the end-goals is to build in the best possible quality in the products and solutions already in the design phase.

### Strengthening quality work

Since 2013, when the Federal Drug Administration (FDA) made observations regarding a number of processes and procedures at Getinge's production sites, the core of Getinge's quality work has been to correct these observations, reach a settlement with the FDA and strengthen its quality work with the aim of preventing a recurrence of similar problems. The work carried on in 2020 and is on track, still estimated to be finalized in 2021 according to plan. The remediation work and implementation of a global quality management system has brought other positives

such as early alerts on where to improve, instead of finding these things out later when it's harder, and often more costly, to address. This way of working enables Getinge to ensure high quality and reduce customer complaints, but also to reduce waste in supply and production.

**Getinge's work is centered around:**

- Making sure we do the right things, in the right way, every day in each part of the company
- Continuously improving our products, services and processes
- Advancing our offerings through customer insights



The obective of Getinge's updated Quality Strategy is to become even more customer centric.

# FOCUS AREA:  Quality Culture
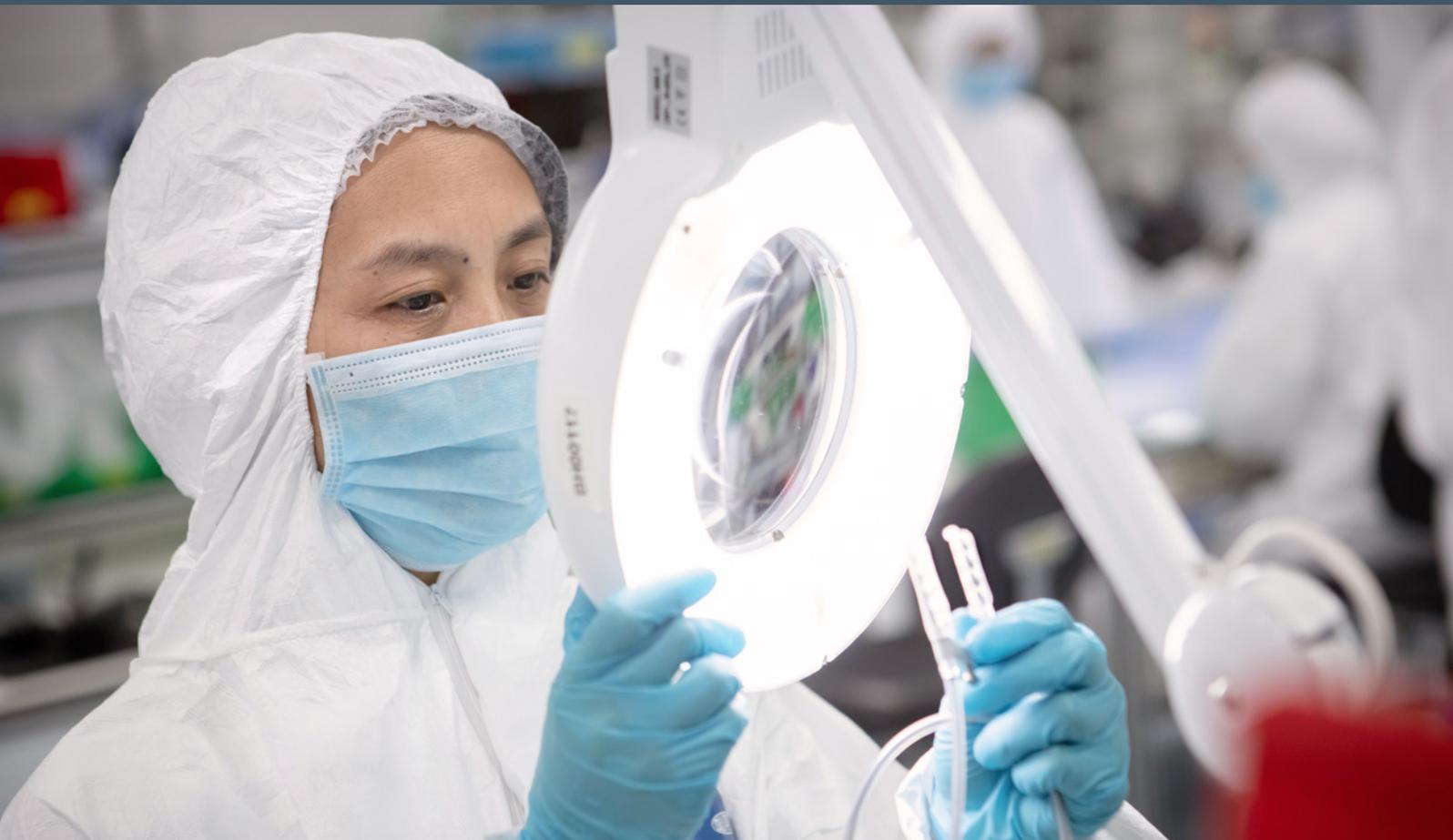


Quality is making sure that everyone does the right thing, in the right way, every day, in every part of the company.

## Adjustments to the EU MDR

In 2019, Getinge began its transition to comply with the EU Medical Device Regulation (EU MDR), effective of May 2021. The production site in Solna, Sweden, received the company's first EU MDR certification in February 2020 and since then four additional sites have passed their certification with successful results. All sites will comply with the new regulations in May 2021 and all affected products will be CE marked based on the EU MDR before May 2024 in accordance with the transition rules.

## Ramping up production without compromising quality

In addition to a huge demand for ventilators, the fight against COVID-19 also increased the need for Extracorporeal Life Support (ECLS), a therapy that provides the body  with oxygen when the lungs fail to perform this task.

Getinge's ECLS devices, such as Cardiohelp, help keep critically ill patients alive while giving their damaged lungs time to recover. Given the increased demand in 2020, Getinge made investments in production to further support customers and patients worldwide, including various production tools, assembly machinery, coating equipment but also headcount increase of production employees. The Cardiohelp production line was already included in Getinge's Manufacturing Excellence Program, which enabled several improvements and trainings during 2020 and paved the way for keeping the same quality mindset although ramping up. Internal and global quality KPIs and trend analysis methods were used to measure quality performance, and non-confirmity closure durations were strictly monitored. The biggest learning for the cross-functional Getinge team that ramped up the Cardiohelp production was that integration of a

quality organization into the operations is essential, especially in turbulent times, but also that training increases flexibility and close collaboration with suppliers and customers is fundamental for success.

**Key events in 2020:**

- A new Quality Strategy – a 2-year roadmap to facilitate and set concrete actions
- EU Medical Device Regulation (EU MDR) certification on five sites
- Investments in production of ECMO device to further support customers and patients worldwide
- Several improvements and trainings during 2020 through Getinge's Manufacturing Excellence Program

» The Employee Value Proposition manifests that Getinge's brand promise "Passion For Life" also includes the lives of the employees, and the expectation is for everyone to have the same passion and respect for all colleagues and customers.

# Engagement deriving from Passion For Life

**Although 2020 was a year of partly working remote and meeting less face to face, several initiatives kicked off to make Getinge an even better place to work. The company constantly aims at engaging and empowering its employees to create a successful future together. At the core of everything is the brand promise 'Passion For Life' – which lies the people of Getinge close to heart.**

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 moved away from biannual global employee surveys in 2020 and instead introduced local more frequent PULSE surveys at country or site level. This instantly provides quicker and more regular access to employee views of ongoing topics. While some company-wide perspectives were still included, the pulse surveys scope for questions about local topics, thus providing data that local management and teams could work with. Getinge will keep working in this direction going forward, systematically following up on the data in line with a long-

term plan that also enables employees to develop and grow in a learning organization.

### Digitalizing people processes

In 2020, Getinge stayed on the offensive when it comes to digitalizing HR processes. Most of the basic processes are now digital and available through Getinge's HR platform Success Factors, such as performance development, talent management, succession planning, recruitment and salary review. Also, a new global onboarding program was successfully launched in 2020, giving newcomers the chance to get to know and interact with the company, their manager and other colleagues online before, during and after their first day at work.

**Getinge's work is centred around:**

- Teamwork and collaboration to find and implement efficient and effective ways of working, for the benefit of customers and Getinge employees
- Build a learning organization where employees develop and grow
- Create strong employee engagement

**FOCUS AREA:  Passionate Employees**

### Smart Workplaces

Many of Getinge's employees have been able to work from home for years but the pandemic accelerated the aim to explore new working models. The majority of all office-based employees started working from home early in 2020 following authorities' recommendations in order to stay safe and help stop the spread of the virus. Although working remotely can be challenging, there have been many positive experiences and signs of maintained or even improved efficiency. Based on this, a Smart Workplaces concept was developed during the latter part of the year. The thought behind it is to become a more effective company, provide the best possible work settings for all employees and apply a modern way of working that can be beneficial for both the individual and the company, as well as attract new employees.

Getinge has analyzed positions with activities suitable for remote working, providing an opportunity for flexibility and possibility for employees to do the job wherever it is most efficient. With Smart Workplaces, Getinge wants to offer flexibility, which will ultimately have a positive impact on overall effectiveness and allow individuals to have a better work-life harmony. It also adds value to Getinge's sustainability objective to become a $CO_2$ neutral company by 2025 (read more on page 5). The Smart Workplaces concept will be gradually rolled out during 2021.

### A new employer promise

In 2020, Getinge updated its Employee Value Proposition (EVP), which will serve as a common core to retain and attract the right talents. The new customer centric EVP is a relevant and compelling employer promise in which two of the main pillars are investments in personal development and enabling flexibility. The EVP includes both current strengths and behaviors among Getinge's employees and describes additional desired attributes to achieve strategic goals.



To get a quicker and more regular access to the employees' view on ongoing topics, Getinge has introduced frequent PULSE surveys on country or site level.

The EVP states that Getinge's brand promise "Passion For Life" also includes the lives of the employees, and the expectation is for everyone to have the same passion and respect for all colleagues and customers. A growing leadership and talent program portfolio, investments in learning opportunities and a new, modern way of working are a couple of proof points that support the essence of the employer promise. The EVP will be the foundation for all processes involving people such as talent attraction, interviews and performance development.

### Diversity & Equality

Diversity, equal opportunities, gender and inclusion are not only part of Getinge's expanded Sustainability Framework but are also key components of the company strategy. Getinge is strongly committed to improving diversity, securing equal opportunities and closing gender gaps.

During 2020, the focus to increase the balance between female and male leaders as well as increasing the number of young and emerging talent has continued. For example, a diversity, inclusion and belonging initiative was launched in North Americas, consisting of different programs such as internships and women and leadership forums.

The division in gender balance for managers in 2020 was 30/70 (29/71).

**Key events in 2020:**

- Implementation of new digital tools and systems for continuous learning and knowledge sharing – internally and externally
- Regular employee surveys to improve our work environment

**Gender distribution employees**
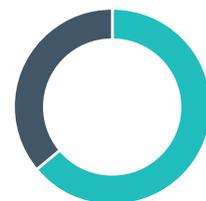


- Men, 64%
- Women, 36%

**Gender distribution  managers**
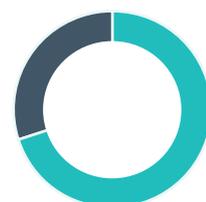


- Men, 70%
- Women, 30%

# Business ethics and responsible leadership

**At Getinge, responsible leadership means involving all employees to set the standard and acting as role models for ethical behavior and professional integrity.**

Getinge's Ethics & Compliance work is centered around Responsible Leadership. The main purpose is to enable and inspire all employees to demonstrate responsible leadership and to foster an open and transparent culture. Doing responsible business in all relations, in the company's own organization and in external contexts, is a key part of Getinge's strategy.

## Getinge's Code of Conduct

At the beginning of the year, Getinge introduced a new web-based Code of Conduct based on fourteen global policies. The Code of Conduct stipulates Getinge's guiding principles, and sets out the principles of professional conduct that Getinge applies to guide interactions, every day, internally and externally with customers and business partners.

It is based on six principles:

1. Always act with honesty, fairness and integrity
2. Stand up and speak up when something isn't right
3. Act respectfully to protect confidentiality, privacy and information
4. Take care of each other
5. Take care of the world
6. Act together to protect all stakeholders.

Both the regulatory landscape and expectations from stakeholders are constantly evolving. Getinge's goal with the new Code of Conduct is to provide a platform for change rather than remain a static document. By showing colleagues how the principles can apply to both their everyday work as well as to challenging situations helps everyone to learn where it is possible to go above and beyond in their work commitment.
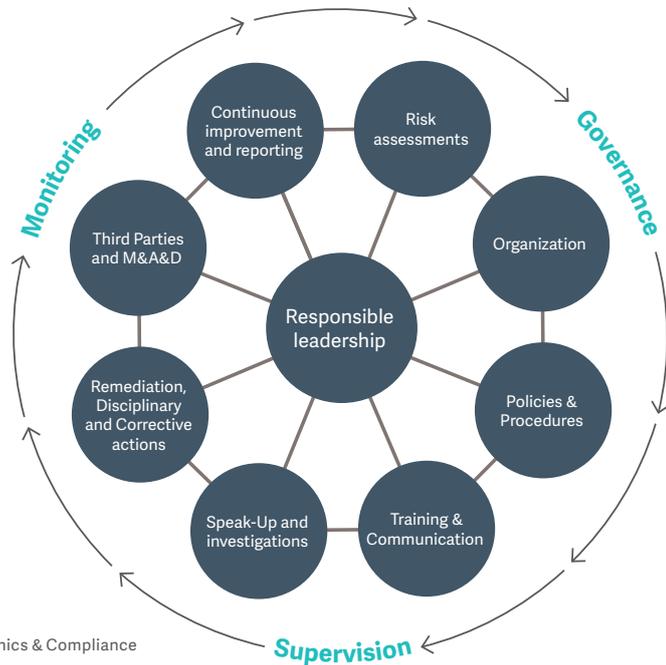


Getinge's Ethics & Compliance Teamwork

## Six principles of Code of Conduct

| | |
|---|---|
| **Always act with honesty, fairness & integrity** | **Stand up and speak up when something isn't right** |
| • Global Anti Bribery Corruption Policy<br>• Global Anti-Trust & Fair Competition Policy<br>• Trade Compliance Policy<br>• Insider Policy | • Human Rights Policy<br>• Speak up Line |
| **Act respectfully to protect confidentiality, privacy and information** | **Take care of each other** |
| • Global Purchasing Policy<br>• Global Intellectual Property Policy<br>• Communication Policy | • People Policy<br>• Human Rights Policy<br>• Global Data Protection Policy |
| **Take care of the world** | **Act together to protect our stakeholders** |
| • Human Rights Policy<br>• Global Anti Bribery Corruption Policy<br>• Sustainability Policy | • Communication Policy<br>• Global Intellectual Property Policy<br>• Global Purchasing Policy |

Access Getinge's Code of Conduct and Group policies at www.getinge.com/code-of-conduct/

## FOCUS AREA:  Business  Ethics & Responsible Leadership

### A Dilemma Game to raise awareness

Since it is crucial that all employees know and comply with all policies, there have been several training courses and awareness activities were arranged throughout the year to make it easier to embrace the Code. One of the Code of Conduct awareness activities carried out in 2020 was the e-learning Getinge Dilemma Game, including a Code of Conduct certification. Consisting of real-life ethical dilemmas from the organization, it was a way for non-manufacturing workers to become more familiar with the company guidelines for conducting business with the highest standards of ethical, moral and legal business conduct. By the end of the year, 85.3% of all non-production-related personnel had completed Getinge Dilemma Game. The Dilemma Game e-learning is also offered to newly hired employees as part of the onboarding programme. A similar training for manufacturing  employees will be rolled out in the first quarter of 2021.

### Speaking Up

Getinge is committed to an environment where open and transparent communication is the expectation, not the exception, and encourages everybody to report any suspected or observed violations of law or the Code of Conduct. During 2020, the Speak Up Line was updated to add more languages and communication has been made conveying the message of a "speak up culture" was communicated.

In 2020, 50 reports were recorded and investigated by the Internal Investigations team. 28 reports were received through Getinge's reporting tool (Speak-Up Line), and 22 reports through other channels. The most common reported concerns relates to the Business Ethics and People matters. Following investigations disciplinary actions, including employee dismissals and termination of contracts, were taken in eight cases.

A total number of one incident of discrimination was reported during the period, the incident review commenced 2020 and still ongoing, meaning any implementation of remediation is in progress and will be implemented in 2021. There were no incidents subject to action.



Several training and awareness activities were conducted throughout the year. For example, a real-life ethical dilemma game was carried out among all non-manufacturing workers. By the end of the year, 85.3% had completed the activity.

### Ethics & Compliance Program

In 2020, three markets were assessed for risks related to bribery, corruption and anti-trust: Dubai, Italy and Spain in 2020. A risk assessment of China was initiated and will be completed in 2021.

A company-wide online training course on business ethics was conducted for all employees (excluding manufacturing employees). 8,788 (85.3%) employees had completed the course by the end of 2020.

A total number of 24 (100 %) of governance body members (Board & GET) received communication and on Getinge's anti-corruption policies and procedures, and for employees 100% received communication. In Latin America, Europe, the Middle East and Africa, 547 agents and distributors have received face-to-face or virtual training on the organization's anti-corruption policies and procedures. An anti-corruption e-learning module for distributors and agents is planned in 2021.

### Protecting human rights

The company's business operations are guided by the principles of diversity and inclusion, freedom of association and ensuring a safe and secure workplace. 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.

**Key topics:**

- Developing our leadership to foster an open and transparent culture. Continuously enable and inspire responsible leadership
- Ensuring business is conducted in an ethical and responsible way, in all internal and external contexts
- Having a competent, diverse and inclusive organization

**Key events in 2020:**

- Implementing the Code of Conduct in an engaging and practical way
- Secure a speak up culture and discuss ethical dilemmas
- Leadership development programs for all levels and according to ongoing needs

# A positive impact in health care and society

**Getinge takes an active role in the society by lowering the environmental footprint, engaging socially and contributing to a sustainable health care together with customers and partners.**

Meeting the customer's needs while minimizing its environmental footprint is crucial for Getinge. By engaging environmentally and socially in the society, the company wants to make a contribution as a positive force while protecting the environment. At the end of 2020, Getinge committed to the Science Based Targets initiative (SBTi).

## Tracking the CO$_2$ neutral target

In July, Getinge announced its intention to become a CO$_2$ neutral company by 2025. The absolute target will be reached by a stepwise approach in several areas, supporting sustainable health care environmentally as well as socially. To increase transparency and ease reporting and monitoring of sustainability data along this journey, Getinge implemented a new digital reporting database in 2020. It is an online platform hosting data from all production sites, which will simplify Getinge's ongoing actions toward achieving the target. At year-end, the platform was up and running. The entire company will be connected to the new digital reporting tool from the start of 2021.

## Reducing transport and warehouse footprint

The work to consolidate warehouses and distribution centers into larger units that started in 2017 continued in 2020 despite challenges with the ongoing COVID-19 pandemic. To date, the reduced number of warehouses and distribution centers has resulted in cost savings, increased efficiency, improved service levels and operational efficiency. COVID-19 has changed the global freight market completely, but Getinge has maintained a high delivery performance by utilizing global freight agreements and collaborating closely with internal and external stakeholders. Getinge is shifting into choosing sea or rail freight instead of airfreight: a key factor in becoming CO$_2$ neutral by 2025.

## EcoDesign, waste and recycling

Designing products with special consideration for the environmental impact throughout the product's entire lifecycle, so called EcoDesign, is a core ingredient in Getinge's sustainability efforts. By using EcoDesign principles, Getinge can minimize the use of materials, make sure that products are recy-

clable and help customers reduce consumption of energy, water and other resources.

As part of the EcoDesign principles, Getinge works methodically to decrease the volumes of waste. Simultaneously efforts are made to increase to the percentage of waste from production that is sent to recycling.

One of the products launched in 2020 based on EcoDesign was the new sustainable and energy efficient steam sterilizer Solsus 66. Built on robust technology, it answers to the needs of hospitals looking for balance in capacity and cost-efficiency in the Central Sterile Supply Department (CSSD). Solsus 66 is an example of how smart technology solutions are used to keep energy consumption low. Solsus 66's optional ECO system goes one step further by reducing water requirements to the vacuum pump and separating waste-water from recyclable cooling water.

## Health and safety

Getinge's work on health and safety activities are based on national legislation, international regulations and internal requirements and policies. Getinge strives to provide a safe and non-discriminatory work environment for the company's employees worldwide and conducts continuous, long-term health and safety efforts at all facilities.

**Key topics:**

- Contributing to a sustainable health care market and society by working in close partnership with our customers
- Integrating EcoDesign in product development and measuring the environmental impact in all parts of the value chain, with focus on becoming CO$_2$ neutral by 2025
- Prioritizing and safeguarding the health and safety of our employees



Getinge is a partner to the Foundation for Queen Silvia's Children's Hospital; a fundraising organization that makes a difference for children and young people treated at Sweden's largest children's hospital.

» Getinge strives to provide a safe and non-discriminatory work environment for the company's employees worldwide

To keep employees healthy and safe during the pandemic and to help avoid further spread of the virus, Getinge strictly regulated visits to its production sites.

An Occupational Health & Safety Management System was established and anchored as new steering tool in Getinge's central Policy Framework. The implementation of the management system started in 2020 at all legal entities and is continued by the Managing Directors and their supporting Health & Safety Team locally.

In 2020, as the pandemic started to spread, there was a new dimension to keeping employees healthy and safe. Already from the start, Getinge monitored the situation and took actions based on recommendations from local and national health authorities. Visits to the manufacturing sites were strictly regulated and employees were recommended to work from home wherever possible, with the effort to keep everyone safe and to help avoid further spread of the virus. A smart workplaces concept was developed throughout the year, responding to positive experiences of remote working (read more on page 18).

### Getinge and the society

As part of Getinge's Sustainability Framework, social responsibility commitment is centered on meeting health care challenges such as an increasing population and longer life expectancies that increase the pressure on health care systems. Getinge also wants to make a positive impact in wider society by collaborating with non-profit organizations.

For years, Getinge has supported the educational program Pratham in India, as part of its strong belief that education is a sustainable way out of poverty. In 2020, Getinge also established three new partnerships and first out was with WaterAid in April. The collaboration aims at strengthening access to clean water, sanitation and hygiene at health care facilities around the world. Since July, Getinge is also a principal partner to the Foundation for Queen Silvia's Children's Hospital; a fundraising organization that makes a difference for children and young people treated at

Sweden's largest children's hospital. In September, Getinge entered a partnership with the Swedish science center Universeum, with the aim of supporting its mission to strengthen skills supply and innovation, and contribute to sustainable societal development.

**Key events in 2020:**

- EcoDesign principles integrated in R&D strategy
- Corporate partnerships such as Pratham and WaterAid
- Switching to renewable energy resources and/or Green electricity

# Guided by stakeholders' dialogue

Getinge's stakeholder dialogue is a continuous practice in the day-to-day work. As part of the updated sustainability framework a major stakeholder dialogue was held during 2020 where multiple internal and external business partners were interviewed on their needs and priorities in sustainability towards Getinge as a company and as a supplier.

**Employees**
Getinge's passionate employees is a key factor for Getinge to deliver on the company's business strategy, reach the overall targets and for acting as a responsible company.

**Customers**
Getinge values its close customer relationships and dialogues. The company actively listens customer feedback to be able to deliver valuable products and services.

**Partners**
Having cooperation and dialogues with other experts is needed to acheive success and to contribute to the society in the best way possible. The many collaborations with partners during COVID-19 are good examples on this.

**Investors and owners**
Getinge has ongoing dialogues with its investors and owners, especially in conjuction to financial reporting. The company provides actual and fact-based sustainability data and progress reporting.

## Stakeholder dialogue

| Stakeholders | Prioritized topics | Channels for dialogue |
| --- | --- | --- |
| **Employees** | • Become a CO$_2$ Neutral Company by 2025<br>• Way of working<br>• Learning organization<br>• Innovate products & services, Eco Design<br>• Social responsibility commitment | • Meetings, interviews and workshops<br>• Education and trainings |
| **Customers** | • Product quality, efficiency and safety, innovation and longevity<br>• Product sustainability data and information in tenders<br>• Eco Design: Ease of use & recycling of packaging materials, reduction of waste | • Meetings and interviews<br>• Financial statements including Annual Report & Sustainability Report<br>• Product-related information and training<br>• Getinge.com |
| **Partners** | • ESG Reporting<br>• Digitalization of processes and data management | • Meetings and interviews<br>• Financial statements including Annual Report & Sustainability Report<br>• Supplier Code of Conduct<br>• Getinge.com |
| **Investors and owners** | • Fact-based quarterly sustainability data<br>• Evolving reporting standards and additional formats in ESG reporting<br>• Economic efficiency, tangible and intangible assets<br>• Governance and compliance<br>• Long term profitability & financial performance | • Meetings, interviews and workshops<br>• Financial statements including Annual Report & Sustainability Report<br>• Quarterly telcos |

## Materiality Analysis and Material Topics 2020

As described on the previous page, Getinge conducted a stakeholder dialogue in 2020, which set the foundation of a review and update of the Materiality analysis done in 2018. The Materiality analysis review was made to ensure that the updated sustainability framework and targets within the program are addressing what is material to its internal and external stakeholders.

The updated material topics, outlined in table below, are divided in the four focus areas in the sustainibilility framwork; Quality Culture, Passionate Employees, Environmental & Social Engagement and  Business Ethics & Responsible Leadership.

Following the materiality analysis review, Getinge has together with an external partner begun an auditing process of the company's sustainability practices to find any potential gaps.

The material topics and aspects are regularly overseen as a part of the sustainability program.

### Quality Culture

- Making sure we do the right things, in the right way, every day in each part of the company
- Continuously improving our products, services and processes
- Advancing our offerings through customer insights

### Business Ethics & Responsible Leadership

- Developing our leadership to foster an open and transparent culture. Continuously enable and inspire responsible leadership
- Ensuring business is conducted in an ethical and responsible way, in all internal and external contexts
- Having a competent, diverse and inclusive organization

### Passionate Employees

- Teamwork and collaboration to find and implement efficient and effective ways of working, for the benefit of customers and Getinge employees
- Build a learning organization where employees develop and grow
- Create strong employee engagement

### Environmental &  Social Engagement

- Contributing to a sustainable health care market and society by working in close partnership with our customers
- Integrating EcoDesign in product development and measuring the environmental impact in all parts of the value chain, with focus on becoming CO2 neutral by 2025
- Prioritizing and safeguarding the health and safety of our  employees

# Sustainability data

## Greenhouse Gas Emission from production, tons $CO_2$

| Greenhouse Gas Emissions from production | 2020 | 2019 |
|---|---|---|
| GHG Scope 1: Direct Emissions | 6 614 | 6 661 |
| GHG Scope 2: Indirect Emissions | 10 658 | 12 623 |
| **Total GHG Emissions from production** | **17 272** | **19 284** |

| GHG Scope 1: Direct Emissions | 2020 | 2019 |
|---|---|---|
| Emissions from Oil, Scope 1 | 103 | 104 |
| Emissions from Gas, Scope 1 | 6 511 | 6 557 |
| **Total GHG Scope 1 Emissions** | **6 614** | **6 661** |

| GHG Scope 2: Indirect Emissions | 2020 | 2019 |
|---|---|---|
| Emissions from Electricity, Scope 2 | 10 498 | 12 568 |
| Emissions from District heating, Scope 2 | 160 | 54 |
| **Total GHG Scope 2 Emissions** | **10 658** | **12 623** |

| GHG Scope 3 Emissions | 2020 | 2019 |
|---|---|---|
| Total emissions from Travel, Scope 3 | 1 897 | 8 237 |
| Emissions from Oil (WTT), Scope 3 | 8 | 8 |
| Emissions from Gas (WTT), Scope 3 | 456 | 459 |
| Emissions from Electricity (WTT), Scope 3 | 703 | 980 |
| Emissions from District heating (WTT), Scope 3 | 40 | 14 |
| **Total GHG Scope 3 Emissions** | **3 104** | **9 698** |

## Reduction of $CO_2$ emissions from production

Target: Reduce $CO_2$ emissions from production in relation to internal sales volumes (- 5% by 2024 with 2019 as base year)

| $CO_2$ emissions from production (Scope 1+2) in relation to Internal Sales volumes MSEK | Co2 tons/MSEK |
|---|---|
| Base year, 2019 | 1,153 |
| **Indicator 2020 (Reduction of ~25% compared to 2019)** | **0,861** |
| Target, 2024 | 1,096 |

## Gas consumption in production, Nm3

| | 2020 | 2019 |
|---|---|---|
| **Gas consumption (Nm³)** | **3 463 268** | **3 487 609** |
| Heat value  0,01097 MWh/Nm3 | | |

## Oil consumption in production, Nm3

| | 2020 | 2019 |
|---|---|---|
| **Oil consumption (Nm³)** | **37 998** | **38 466** |
| Heat value  9,95 MWh/Nm3 | | |

## Calculation of Emissions

Local emission factors are used for calculation where available, otherwise global factors of the GHG protocol are used.

Our 2019 data on ressource consumption had to be corrected in 2020 for several production sites, due to late invoices from suppliers.

The emission data for 2019 has also been corrected in order to reflect correct separation of renewable from non-renewable energy sources and applicable emission factors from our suppliers.

Emission factors may change during a year, based on the change of local suppliers and/or energy resource types.

## Renewable Energy Sources, MWh

| 2020 | Renewable Resources (2020) | Non Renewable Resources (2020) | Total consumption (2020) |
|---|---|---|---|
| Electricity (MWh) | 20 915 | 29 696 | 50 611 |
| District heating (MWh) | 2 581 | 1 435 | 4 016 |
| **Total (MWh)** | **23 496** | **31 131** | **54 627** |
| **Percentages** | **43%** | **57%** | |

| 2019 | Renewable Resources (2019) | Non Renewable Resources (2019) | Total consumption (2019) |
|---|---|---|---|
| Electricity (MWh) | 18 353 | 35 126 | 53 479 |
| District heating (MWh) | 3 247 | 494 | 3 741 |
| **Total (MWh)** | **21 600** | **35 620** | **57 220** |
| **Percentages** | **38%** | **62%** | |

## Reduction of energy consumption from production

Reduce energy consumption from production in relation to internal sales volumes (-10% by 2024 with 2019 as base year)

| Energy consumption from production (MWh)/Internal Sales (MSEK) 2020 | MWh/MSEK |
|---|---|
| Base year, 2019 | 5,73 |
| **Indicator 2020 (Reduction of 19% compared to 2019)** | **4,64** |
| Target, 2024 | 5,16 |

## Waste

| Total Waste | 2020 | 2019 |
|---|---|---|
| Waste to recycling (ton) | 2 957 | 2 629 |
| Waste, not recycled (ton) | 347 | 814 |
| Waste, energy recovery (ton) | 67 | 0 |
| **Total Generated waste (ton)** | **3 372** | **3 443** |
| **Reyclingquote Waste** | **88%** | **76%** |

| Non-Hazardous Waste | 2020 | 2019 |
|---|---|---|
| Non-hazardous waste, recycled (ton) | 2 795 | 2 436 |
| Non-hazardous waste, not recycled (ton) | 245 | 735 |
| Non-hazardous waste, energy recovery (ton) | 67 | 0 |
| **Total: Non-hazardous waste (ton)** | **3 107** | **3 172** |
| **Reyclingquote Non-hazardous Waste** | **90%** | **77%** |

| Hazardous Waste | 2020 | 2019 |
|---|---|---|
| Hazardous waste, recycled (ton) | 162 | 192 |
| Hazardous waste, not recycled (ton) | 102 | 79 |
| **Total: Hazardous waste (ton)** | **264** | **271** |
| **Reyclingquote Hazardous Waste** | **61%** | **71%** |

## Water consumption in production

| Total Waste | 2020 | 2019 |
|---|---|---|
| Water consumption (m³) | 197 689 | 204 846 |

## Workplace Safety

| Employees | 2020 | 2019 |
|---|---|---|
| Number of Work-related accident | 152 | 207 |
| Number of work-related ill health | 129 | 32 |
| Number of lost workdays for Work-related accident | 1 923 | 2691 |
| Number of lost workdays for Work-related ill health | 1 215 | 936 |
| **Number of work related fatalities** | 0 | 0 |
| **Global number of accident/ 100 employees** | 1,5 | 1,98 |
| Total work related accident rate | 1,48 | 2,01 |
| Total work related ill health rate | 1,26 | 0,31 |
| **Total work related accident absence (%)** | 0,07% | 0,10% |
| **Total work related ill health absence (%)** | 0,05% | 0,04% |

| Contractors | 2020 | 2019 |
|---|---|---|
| Number of temporary agency workers | 637 | 481 |
| Number of contractor workers | 259 | 687 |
| Number of work-related accident | 1 | 11 |
| Number of work-related fatalities | 0 | 0 |
| Total work related accident rate | 0,11 | 0,98 |

| Injuries & main hazards | 2020 |
|---|---|
| **Employees and contractors** | |
| Four most common types of work-related accidents | Cuts, slips or falls, musculoskeletal disorders and driving |
| Four most common types of work-related ill health | Musculoskeletal disorders , psychological stress, chemicals, infection |
| Four main hazards | Cuts, slips or falls, musculoskeletal disorders and driving |

## Staff turnover by region

| | Percentage |
|---|---|
| **Inflow** | **10.47** |
| **APAC** | 12.93 |
| SEASA + ANZ | 13.88 |
| Eastern Asia | 13.79 |
| Japan | 7.42 |
| **EMEA** | 10.29 |
| Central Estern Europe | 15.62 |
| South West Europe | 14.98 |
| North Europe | 9.49 |
| Middle East + Africa | 4.88 |
| DACH | 4.29 |
| **Americas** | 9.43 |
| Latin America | 15.85 |
| North America | 9.00 |
| | |
| **Outflow** | 9.40 |
| **Americas** | 12.03 |
| Latin America | 20.12 |
| North America | 11.48 |
| **APAC** | 10.82 |
| Japan | 13.70 |
| SEASA + ANZ | 10.39 |
| Eastern Asia | 10.30 |
| **EMEA** | 8.01 |
| Central Estern Europe | 11.34 |
| North Europe | 8.59 |
| South West Europe | 7.97 |
| DACH | 5.74 |
| Middle East + Africa | 4.88 |
| **Total** | **19.87** |

## Age

| | Percentage |
|---|---|
| **Inflow** | **10.47** |
| 15–30 | 22.36 |
| 31–50 | 10.05 |
| 51–70 | 5.62 |
| Invalid data | 20.16 |
| | |
| **Outflow** | **9.40** |
| 15–30 | 10.59 |
| 31–50 | 9.06 |
| 51–70 | 9.50 |
| Invalid data | 15.32 |
| **Total** | **19.87** |

## Gender

| | Percentage |
|---|---|
| **Inflow** | **10.47** |
| Female | 11.12 |
| Male | 10.19 |
| | |
| **Outflow** | **9.4** |
| Female | 9.53 |
| Male | 9.38 |
| Unknown | 3.56 |
| **Total** | **10.87** |

## Outflow reasons by age and gender, %

| | Female | Male | Unknown | Total |
|---|---|---|---|---|
| **Outflow** | **9.53** | **9.38** | **3.56** | **9.40** |
| **Involuntary** | **3.20** | **3.02** | | **3.07** |
| 15–30 | 2.2 | 2.89 | | 2.59 |
| 31–50 | 3.25 | 2.56 | | 2.79 |
| 51–70 | 3.72 | 3.91 | | 3.84 |
| Invalid data | | 7.14 | | 4.03 |
| **Voluntary** | **6.33** | **6.36** | **3.56** | **6.34** |
| 15–30 | 8.31 | 7.90 | | 8.00 |
| 31–50 | 6.33 | 6.26 | 2.78 | 6.26 |
| 51–70 | 5.1 | 5.89 | 14.29 | 5.66 |
| Invalid data | 8.16 | 14.29 | | 11.29 |
| **Total** | **9.53** | **9.38** | **3.56** | **9.40** |

Numbers are Full time Equivalent - calculated as people on a Getinge Contract that are active or on a paid leave.
The FTE is weighted according to the scheduled work time.

| Gender | Internal permanent | Internal Temporary | Total |
|---|---|---|---|
| Female | 3640.35 | 196.08 | 3836.43 |
| Male | 6730.89 | 190.39 | 6921.28 |
| Unknown | 55.00 | 5.00 | 60.00 |
| **Total** | **10426.24** | **391.47** | **10817.71** |

| | Female Employees | Female Managers |
|---|---|---|
| | **35.66%** | **30.32%** |

| Gender | Full time | Part time | Total |
|---|---|---|---|
| Female | 3619.00 | 217.43 | 3836.43 |
| Male | 6818.00 | 103.27 | 6921.28 |
| Unknown | 60.00 | | 60.00 |
| **Total** | **10497.00** | **320.71** | **10817.71** |

| Region of Legal Entity | Internal Permanent | Internal Temporary | Total |
|---|---|---|---|
| **Americas** | 2583.13 | 25.5 | **2608.63** |
| Latin America | 164.00 | 12.00 | **176.00** |
| North America | 2419.13 | 13.50 | **2432.63** |
| **APAC** | 1546.73 | 31.91 | **1578.64** |
| Eastern Asia | 631.00 | 13.80 | **644.80** |
| Japan | 217.93 | 8.28 | **226.21** |
| SEASA + ANZ | 697.80 | 9.83 | **707.63** |
| **EMEA** | 6296.38 | 334.06 | **6630.44** |
| Central Estern Europe | 1077.28 | 82.77 | **1160.05** |
| DACH | 1831.76 | 120.54 | **1952.30** |
| Middle East + Africa | 82.00 | 2.00 | **84.00** |
| North Europe | 1709.38 | 56.75 | **1766.13** |
| South West Europe | 1595.96 | 72.00 | **1667.96** |
| **Total** | **10426.24** | **391.47** | **10817.71** |

## Gender and Age (all internal)

| Age Intervalls | Female | % | Male | % | Unknown | Total |
|---|---|---|---|---|---|---|
| 15–30 | 676.45 | 6.30 | 928.24 | 8.65 | 13.00 | **1617.69** |
| 31–50 | 2172.46 | 20.25 | 3911.57 | 36.46 | 39.00 | **6123.03** |
| 51–70 | 976.72 | 9.10 | 2063.97 | 19.24 | 7.00 | **3047.69** |
| Invalid data | 10.8 | | 17.50 | | 1.00 | **29.30** |
| **Total** | **3836.43** | **35.66** | **6921.28** | **64.34** | **60.00** | **10817.71** |

## Gender and Age (managers)

| Age Intervalls | Female | % | Male | % | Unknown | Total |
|---|---|---|---|---|---|---|
| 15–30 | 29.00 | 1.68 | 35.00 | 2.03 | | **64.00** |
| 31–50 | 367.65 | 21.29 | 788.8 | 45.69 | 6.00 | **1162.45** |
| 51–70 | 126.90 | 7.35 | 377.25 | 21.85 | | **504.15** |
| Invalid data | | | 2.00 | 0.12 | | **2.00** |
| **Total** | **523.55** | **30.32** | **1203.25** | **69.68** | **6.00** | **1732.60** |