

# GRI index

## KPIs/target data

SHL Medical has reported the information cited in this GRI content index for the period 01.01.2023–31.12.2023 with reference to the GRI Standards.

### GRI 1 Used: GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
	2-1 Organizational details	<a href="#">page 3</a> and <a href="#">page 6</a>
	2-2 Entities included in the organization's sustainability reporting	<a href="#">page 3</a>
	2-3 Reporting period, frequency and contact point	<a href="#">page 3</a> and <a href="#">page 68</a>
	2-6 Activities, value chain and other business relationships	<a href="#">page 8</a> and <a href="#">page 9</a>
	2-7 Employees	<a href="#">page 86</a>
	2-9 Governance structure and composition	<a href="#">page 64</a> and <a href="#">page 65</a>
	2-10 Nomination and selection of the highest governance body	<a href="#">page 65</a>
	2-11 Chair of the highest governance body	<a href="#">page 65</a>
GRI 2: General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts	<a href="#">page 65</a>
	2-13 Delegation of responsibility for managing impacts	<a href="#">page 64</a>
	2-14 Role of the highest governance body in sustainability reporting	<a href="#">page 65</a> and <a href="#">page 66</a>
	2-15 Conflicts of interest	<a href="#">page 74</a>
	2-17 Collective knowledge of the highest governance body	<a href="#">page 68</a>
	2-18 Evaluation of the performance of the highest governance body	<a href="#">page 65</a>
	2-19 Remuneration policies	<a href="#">page 65</a>
	2-20 Process to determine remuneration	<a href="#">page 65</a>

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	<a href="#">page 4</a>
	2-23 Policy commitments	<a href="#">page 67</a> and <a href="#">page 72–73</a>
	2-24 Embedding policy commitments	<a href="#">page 72</a>
	2-25 Processes to remediate negative impacts	<a href="#">page 70–71</a> and <a href="#">page 75</a>
	2-26 Mechanisms for seeking advice and raising concerns	<a href="#">page 75</a>
	2-28 Membership associations	<a href="#">page 76</a>
	2-29 Approach to stakeholder engagement	<a href="#">page 14</a>
GRI 3: Material Topics 2021	3-1 Process to determine material topics	<a href="#">page 14</a>
	3-2 List of material topics	<a href="#">page 15</a>
	3-3 Management of material topics	throughout the chapters located on: <a href="#">p.17</a> / <a href="#">p.23</a> / <a href="#">p.43</a> / <a href="#">p.62</a>
GRI 205: Anti-Corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	<a href="#">page 72</a>
GRI 301: Materials 2016	301-1 Materials used by weight or volume	<a href="#">page 85</a>
GRI 302: Energy 2016	302-1 Energy consumption within the organization	<a href="#">page 34</a>
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	<a href="#">page 25–26</a>
	305-2 Energy indirect (Scope 2) GHG emissions	<a href="#">page 25–26</a>
	305-3 Other indirect (Scope 3) GHG emissions	<a href="#">page 25</a> and <a href="#">page 27–31</a>

GRI STANDARD	DISCLOSURE	LOCATION
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	<a href="#">page 39</a>
	306-3 Waste generated	<a href="#">page 39</a>
	306-4 Waste diverted from disposal	<a href="#">page 84</a>
GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	<a href="#">page 87</a>
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	<a href="#">page 46</a> and <a href="#">page 85</a>

## Forward-looking statements

This sustainability report may contain forward-looking statements that reflect our current expectations or forecasts of future events. Forward-looking statements typically are identified by words or phrases such as “anticipate”, “assume”, “believe”, “continue”, “estimate”, “expect”, “foresee”, “intend”, “may increase” and “may fluctuate” and similar expressions or by future or conditional verbs such as “will”, “should”, “would” and “could.” These statements may relate to our plans, objectives, goals, strategies, future revenues, or performance, and involve known and unknown risks, uncertainties, and other factors that may cause our actual results, performance, or achievements to be materially different from any future results, performance, or achievements expressed or implied by these forward-looking statements. Factors that may cause our actual results to differ materially from our forward-looking statements include, but are not limited to, changes in government regulations or policies, global economic conditions, market demand, competition, technological advances, environmental risks, and other risks and uncertainties. These factors are not exhaustive. The company operates in a continually changing environment and new risks emerge continually. Readers are cautioned not to place undue reliance on forward-looking statements. SHL Medical undertakes no obligation to update or revise any forward-looking statements, whether as a result of new information, future events, or otherwise. The inclusion of forward-looking statements in this sustainability report should not be considered a representation that any of our plans or objectives will be achieved.

# Appendix A

## GRI 306-4

Waste diverted from disposal in metric tons<sup>[1]</sup>

HAZARDOUS WASTE	2022	2023
Preparation for reuse	0	0
Recycling	84.73	103.09
Other recovery operations	0.0360	0.039
Total onsite	0	0
Total offsite	84.77	103.13
<b>Total hazardous waste for each recovery option</b>	<b>84.77</b>	<b>103.13</b>

1 Our offices in Sweden and Switzerland have been excluded from the calculations as the amount of waste is negligible.

NON-HAZARDOUS WASTE	2022	2023
Preparation for reuse	0	0
Recycling	3,208.97	3,717.11
Other recovery operations	0	0
Total onsite	0	0
Total offsite	3,208.97	3,717.11
<b>Total non-hazardous waste for each recovery option</b>	<b>3,208.97</b>	<b>3,717.11</b>
<b>Total waste diverted</b>	<b>3,293.74</b>	<b>3,820.24</b>

## GRI 301-1

Total weight of materials that are used to produce and package primary products and services during the reporting period

TOTAL RENEWABLE MATERIAL USED	2022 (BASELINE) IN METRIC TONS	2023 IN METRIC TONS
Paper	4.6	5
Total non-renewable materials used	2022 (Baseline) in Metric tons	2023 in Metric tons
Metals	1056	1331
Plastics	7723	7463

## GRI 405-1

Percentage of individuals at SHL based on gender and age

GOVERNANCE BODY	2022 (BASELINE) IN %	2023 IN %
Male	n/a	76,92
Female	n/a	23,08
Under 30 years old	n/a	n/a
30–50 years old	n/a	46,15
Over 50 years	n/a	46,15
Age not Indicated	n/a	7,69

## GRI 2-7

### Employees (permanent and temporary) by gender and region Total number employees, by region and gender, FY23

REGION	FEMALE	MALE	OTHER	TOTAL
Switzerland	70	115	3	
Sweden	35	53	0	
Taiwan	2,959	2,294	0	
Deerfield and North Carolina, US	77	125	46	
<b>Totals<sup>2]</sup></b>	<b>3,141</b>	<b>2,587</b>	<b>49</b>	<b>5777</b>

2 Employee headcount was used to calculate the number of employees as of December 31, 2023. Any inaccuracies are due to fluctuations in the number of employees at new sites, including the South Carolina site and design office in Zug.

### Total number of permanent employees, by region and gender, FY23

REGION	FEMALE	MALE	OTHER	TOTAL
Switzerland	67	114	3	
Sweden	35	52	0	
Taiwan	2,938	2,269	0	
Deerfield and North Carolina, US	75	125	46	
<b>Totals</b>	<b>3,115</b>	<b>2,560</b>	<b>49</b>	<b>5724</b>

### Total number of temporary employees, by region and gender FY23

REGION	FEMALE	MALE	OTHER	TOTAL
Switzerland	3	1	0	
Sweden	0	1	0	
Taiwan	21	25	0	
Deerfield and North Carolina, US	2	0	0	
<b>Totals</b>	<b>26</b>	<b>27</b>	<b>0</b>	<b>53</b>

## GRI 403-9

### Work-related injuries for all employees

FOR ALL EMPLOYEES	2022	2023
<b>Fatalities as a result of work-related injury</b>		
Number	-	0
Rate <sup>3]</sup>	-	0
<b>High-consequence work-related injuries</b>		
Number	-	3
Rate	0	0.28
<b>Recordable work-related injuries</b>		
Number	22	23
Rate	2.21	2.16
Number of hours worked	9,969,250	10,656,749

### Work-related injuries for workers who are not employees

FOR WORKERS WHO ARE NOT EMPLOYEES	2022	2023
<b>Fatalities as a result of work-related injury</b>		
Number	-	0
Rate <sup>3]</sup>	-	0
<b>High-consequence work-related injuries</b>		
Number	-	2
Rate	-	-
<b>Recordable work-related injuries</b>		
Number	-	-
Rate	-	-
Number of hours worked	-	-

3 Severity rate is the total number of high-consequence work-related injuries (excluding fatalities) divided by number of hours worked, multiplied by 1,000,000