



Vitalograph

**Vitalograph**<sup>®</sup>

SUSTAINABLE RESPIRATORY DIAGNOSTICS  
IMPROVING PATIENT LIVES



**CREDITS**

**Authors**

Helen Venn, Chief Science & Strategy Officer  
Camille Frandon-Martinez, Global ESG & Reporting Manager

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**Contact**

If you have further questions, please direct them to:  
[sustainability@vitalograph.com](mailto:sustainability@vitalograph.com)

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## A LETTER FROM OUR CEO



As we publish our third annual sustainability report, we are proud to share three years of consistent growth and meaningful progress toward ensuring the long-term sustainability of Vitalograph's operations.

In 2024 and 2025, we invested significantly in expanding our U.S. presence, responding to a changing competitive landscape and growing demand for our respiratory diagnostic solutions. The acquisition of Morgan Scientific in 2024 strengthened our commercial footprint and positioned us for continued success. Alongside this, we have advanced key initiatives: developing innovative products, reshoring manufacturing from China to Ireland, automating processes, and installing sustainable energy solutions at our main sites. These actions not only reduce our environmental impact but also enhance resilience and capacity - demonstrated when we rapidly met an unexpected and substantial surge in demand following a competitor's closure.

Our sustainability journey accelerated in 2025 with a commitment, setting, and validation of science-based carbon reduction targets through the SBTi and the appointment of a Global ESG and Reporting Manager. This dedicated role ensures transparency and drives improvement projects across our operations and supply chain.

Employee engagement continues to grow, with our Sustainability Champions leading initiatives such as enhanced recycling, promotion of lift-sharing, and even a plant swap to promote greener workplaces.

Newly installed EV chargers and solar-powered energy solutions in Ennis and Buckingham in 2025 are already offsetting significant energy use, and we plan to replicate these efforts at our Kansas site next year.

Beyond our operations, we remain committed to supporting lung health globally. This includes spirometry training for healthcare providers in low- and middle-income countries through MECOR and IPCRG and research collaborations with the University of Manchester, McMaster University and child-BEAR-net. We also continue to support our local communities through sponsorships for schools, charities and sports teams.

As we look ahead to 2026, we anticipate continued growth in a dynamic global market. We approach this future with confidence - committed to innovation, sustainability, and supporting clinicians worldwide in delivering high-quality lung health care.

A handwritten signature in black ink that reads "Frank Keane".

## ABOUT THIS REPORT

This is Vitalograph's third annual sustainability report. It covers the sum of the environmental, social and governance activities of Vitalograph (UK) Ltd. including all subsidiaries and provides baseline data against which improvements may be assessed in the future and outlines our material topics and areas of impact.

Carbon accounting data in this report covers the period 1<sup>st</sup> January 2024 to 31<sup>st</sup> December 2024 in alignment with Vitalograph's financial reporting period. It was prepared in accordance with the Global Reporting Initiative Standards 2021.

There are no restatements from previous periods.

This report has not been externally assured.



'We are proud to share three years of consistent growth and meaningful progress!'

## ABOUT VITALOGRAPH

Vitalograph is a global leader in respiratory diagnostic solutions. Family-owned for over 60 years, the company produces high quality, accurate and reliable, respiratory diagnostic devices and services for primary and secondary healthcare, and occupational health. Vitalograph also delivers specialist respiratory clinical trial services to leading pharmaceutical companies, biotechs and research organisations.

### Mission

We empower every patient to breathe easier by enabling a deeper understanding of lung health, continuously innovating to deliver the most comprehensive and insightful suite of respiratory diagnostic solutions for our customers.

### Vision

To be the go-to people for respiratory diagnostics in healthcare and clinical trials.



## Vision

### People

Our people are empowered and accountable, working with our customers and each other, to deliver diagnostic solutions that deepen the understanding of lung health.

### Integrity

We act with integrity, standing over every claim and holding ourselves to the highest standards, ensuring our solutions inform the insights that help patients breathe easier.

### Quality

With a relentless focus on quality, we stand behind the excellence of our respiratory diagnostic solutions and the accuracy of our data.

### Innovation

We continuously innovate through bold thinking and proven expertise, constantly evolving our suite of pioneering solutions that improve patients' lives.



## GLOBAL OPERATIONS

Vitalograph is headquartered in Buckingham, UK and operates research, development and manufacturing facilities in Ennis, Ireland with further operations in Hamburg, Germany; Kansas City, USA; and Tokyo, Japan. In September 2024, Vitalograph acquired Morgan Scientific Inc. which is based in Haverhill, Massachusetts, USA.

## CUSTOMERS SERVED BY VITALOGRAPH

### Healthcare

**Vitalograph provides respiratory diagnostic solutions to healthcare professionals in the following sectors**

Primary Care (General Practitioners, Lung Health and Respiratory Care Clinics including Remote Testing, Pharmacists)

Secondary Care (hospitals and lung function laboratories, specialist clinics)

Occupational Health

### Clinical Trials

**Vitalograph's global clinical trials business unit supports sites in more than 60 countries globally.**

Pharmaceutical Companies

Clinical Research Organisations

Biotechs



'Our sustainability journey accelerated in 2025 with a commitment, setting, and validation of science-based carbon reduction targets through the SBTi.'

## GOVERNANCE STRUCTURE

Vitalograph's senior management team is accountable to the Board of Directors for good governance of environmental sustainability and social responsibility in the operations of the business. The Board is kept up to date with the environmental impact of operations including projects and initiatives to reduce impact and improvements to support sustainability of the business. The Chair of the Board is the chair of the highest governance body and is not a senior executive of the company.

Vitalograph's Board of Directors comprises 7 members including both independent and family-members.

### Tenure

>30 years	2 members
>15 years	2 members
<5 years	3 members



## SUSTAINABILITY AT VITALOGRAPH

Sustainability at Vitalograph is driven by factors relating to our internal and external stakeholders. While we endeavour to be a values-driven, market-led company, we are also committed to being a steward of the planet.

Achieving this balance requires ongoing investment in environmentally responsible manufacturing practices, product innovation and sustainable growth while also adapting to an evolving business landscape.

To maintain our focus on topics most important to all our stakeholders, in 2022 we conducted a stakeholder survey and materiality assessment to establish our areas of impact and stakeholder priorities. This enabled us to formalise four strategic priorities that will help us to operate sustainably into the future.

## OUR SUSTAINABILITY PRIORITIES

1

Innovate across our products, services, and manufacturing systems to make the most effective respiratory diagnostic products and services accessible to the people who need them while never compromising on quality and safety.

2

Address our environmental impact by minimising greenhouse gas emissions and waste going to landfill arising during manufacturing and across the product life cycle.

3

Support the communities and localities where we operate to have a net positive impact.

4

Cultivate partnerships across our value chain to broaden the availability of essential, quality healthcare and minimize negative impacts.



## DEVELOPING OUR SUSTAINABILITY PRIORITIES

### Areas of impact / Research conducted

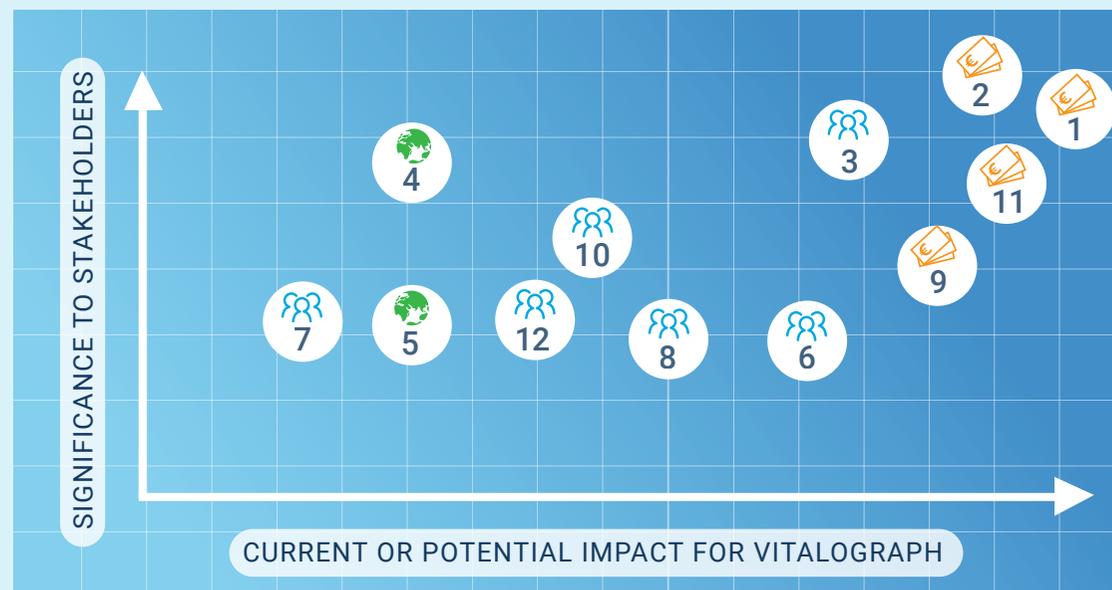
Vitalograph conducted a formal materiality assessment to understand what our internal and external stakeholders viewed as most important for us to perform sustainably. We engaged a third-party consultant to conduct interviews with leaders including members of the Board, and researched our customer and supplier priorities through their sustainability statements and reports.

### Key insights

As we assessed our impacts and stakeholder priorities, key insights emerged. Product innovation and corporate compliance including data protection and cybersecurity were our highest-ranking topics of importance with end-user and patient access to respiratory diagnostic testing, including education, and a sustainable supply chain also identified as highly significant.

### Prioritisation of Material Topics

 <b>PEOPLE</b>	All Stakeholders
 <b>PLANET</b>	Environment + Resource
 <b>PROFITABILITY</b>	Good Business Practices + Governance



1 Innovative, high-quality product	2 Corporate compliance
3 Access to respiratory diagnostic solutions	4 Minimise GHG emissions
5 Minimise waste	6 Be an employer of choice
7 Global + local philanthropy	8 Strong global partnerships
9 Sustainable supply chain	10 Stakeholder + workforce education + training
11 Cybersecurity	12 Diversity, equality + inclusion

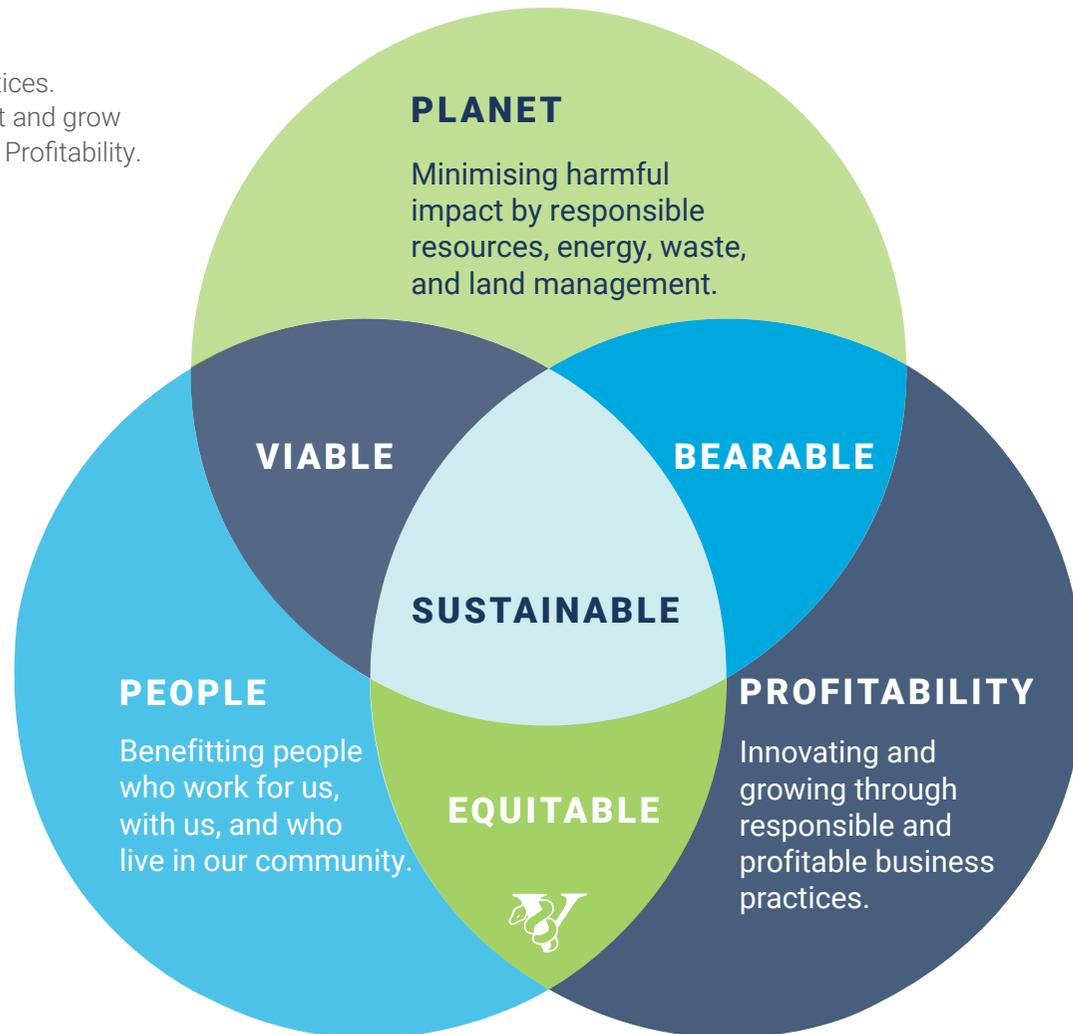
## Alignment with Sustainable Development Goals

We also distributed an online survey to our employees to understand their priorities. Once these data and insights were collected and analyzed, the most impactful areas from the initial assessment were aligned with the United Nations Sustainable Development Goals and then categorized into environmental, social and governance topics. Even though our business is driven by SDG 3, and our operations are important in the work to improve patient lives, it is our responsibility to operate in a manner that has minimal negative impact in the process. The sustainability assessment process allowed us to build a sustainability strategy around topics that bring value to all our stakeholders.

UN SDG	WHAT IT MEANS TO <i>italograph</i>
 <p>CLIMATE ACTION</p>	Reducing our carbon footprint through our manufacturing and business practices, aiming to reduce CO2 emissions by sourcing and using energy responsibly, minimising resource use and recycling, reusing, and refurbishing to minimise waste where possible.
 <p>RESPONSIBLE CONSUMPTION + PRODUCTION</p>	Good quality products with long useful life, produced using as few resources as possible and responsible resource use and waste management during production, business practices and end of product life.
 <p>GOOD HEALTH + WELLBEING</p>	Improving patient lives by designing, manufacturing, and supplying quality respiratory diagnostic equipment and services into healthcare and clinical trials is our core function. This also means caring for the health and wellbeing of our workforce by providing a good working environment, benefits and working practices.
 <p>QUALITY EDUCATION</p>	Educating internal and external stakeholders about best practices in and developments in respiratory diagnostics. Building employee capabilities through education and training and creating a collaborative pipeline with educational providers.
 <p>INDUSTRY, INNOVATION + INFRASTRUCTURE</p>	Positively influencing our industry by innovating devices and services while ensuring compliance with relevant regulatory frameworks and industry standards. We aim to enable the pharmaceutical industry by delivering high quality, efficient respiratory diagnostic clinical trial services and to deliver effective respiratory diagnostic solutions for healthcare.
 <p>REDUCED INEQUALITIES</p>	We aim to reduce inequalities and promote diversity in our workforce and to ensure our suppliers adhere to fair and responsible DEI practices. We aim to make respiratory diagnostic equipment available to underserved communities and regions through strategic partnerships, pricing, and donation of equipment.
 <p>DECENT WORK, ECONOMIC GROWTH, SUSTAINABLE CITIES + COMMUNITIES</p>	We aim to provide fair working practices, compensation, and benefits to our workforce, ensure that our suppliers do the same and to have a positive influence on the communities where our business is located.
 <p>PARTNERSHIP FOR THE GOALS</p>	We aim to create strong global partnerships with bodies that have an influence on our industry and advocate for change to improve sustainable growth, positively impact our employees and improve patient lives.

## RESPONSIBLE BUSINESS PRACTICES

Sustainability lies at the heart of responsible business practices. Our sustainability priorities enable us to sustainably support and grow our triple bottom line, identified as being People, Planet and Profitability.



## PEOPLE

People are at the core of everything we do. Over the past year, we invested significantly in programmes and platforms that foster inclusivity, build employee resilience and strengthen community ties.

In enabling our people to do their best work, Vitalograph evolved its global HR organisation over 2024, adding new team members in talent acquisition, learning and development, business partnering, as well as data and analytics. The HR team oversees a range of policies that accommodate flexibility, hybrid working, dignity at work, maternity leave, paternity leave and parent's leave.

In the second half of 2024, a new HR Information System – HiBob – was implemented. This offers resilient and agile technology that wraps all the complexities of HR processes into a user-friendly tool linking every employee across the business. From automating routine HR tasks and providing data-driven insights for strategic decision-making, Vitalograph looks forward to reflecting the broad diversity of our workforce through our HRIS by enhancing cross functional communication and showcasing what is best about our culture and our purpose.

In early 2026, a culture survey will be administered across our global workforce to listen to and learn from our people. The voice of our workforce will be key to developing our people and culture strategy for the next four years as part of our Vitalograph 30 (V30) business strategy. By combining structured development, patient centred initiatives and open dialogue, we continue to build a resilient, inclusive culture that empowers employees and advances our mission to improve patient lives.

'Employee engagement continues to grow, with our Sustainability Champions leading initiatives such as enhanced recycling, promotion of lift-sharing, and even a plant swap to promote greener workplaces!'



## Employee Handbook

The Vitalograph Employee Handbook lays out practical guidelines and our conduct expectations for all employees. To ensure understanding, all employees complete training on the employee handbook during their induction and with more detail in certain areas depending on their role. By ensuring all employees understand and agree to follow the company handbook, Vitalograph can uphold its reputation as a company that employees, customers and our communities can trust.

While the Employee Handbook is comprehensive, we recognise that situations may arise that are not covered directly within it. We therefore have a whistleblower policy, through which we encourage employees to raise concerns, knowing that when we report and act on questionable conduct, we are protecting our reputation and our stakeholders' trust.

## Employee Resources

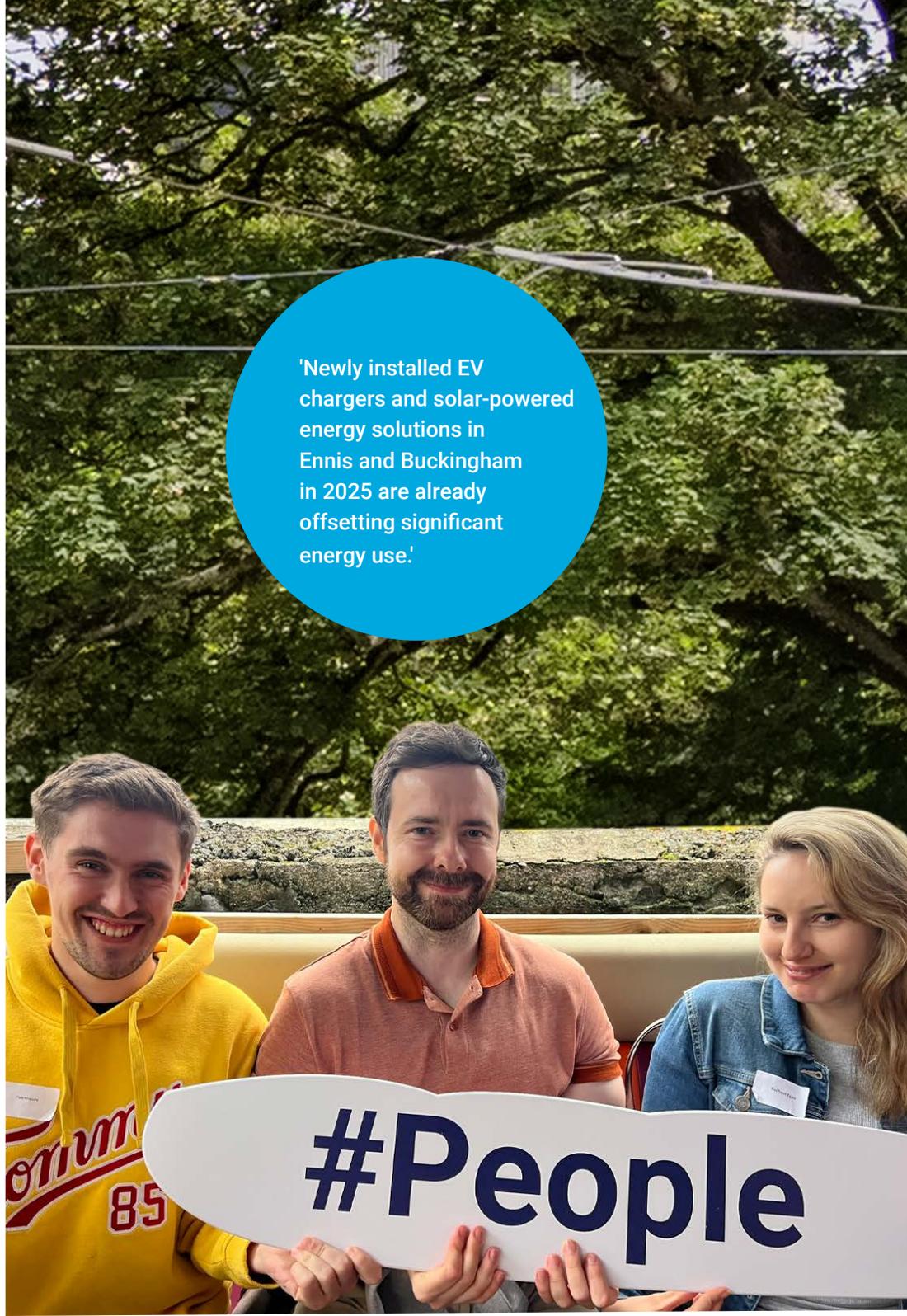
We launched a wellbeing hub on our intranet to provide centralised access to advice and support resources on a wide range of topics including personal wellbeing, family matters, financial guidance and taking care of your mental health. Mental first-aid training is also being delivered across global sites to provide immediate peer support and guidance, ensuring colleagues feel safe and supported.

## An Employer of Choice

Vitalograph is a global leader in respiratory diagnostic solutions, and we recognise that this is the result of our employees' hard work and dedication. Their cumulative efforts position our company for success. In turn, we aim to provide a safe and inclusive work environment in all our locations that serve the needs of our employees and our surrounding communities.



'Newly installed EV chargers and solar-powered energy solutions in Ennis and Buckingham in 2025 are already offsetting significant energy use!'



## Education and Training

Vitalograph prioritises education and training for our workforce to motivate, uphold and develop the skills and expertise required to maintain our position as a global leader in respiratory diagnostic products.

### Employee education and training initiatives include:

#### The Vital Way

Our leadership capability framework – The Vital Way – is based on five core dimensions: Vision, Inspiration, Trust, Accountability and Learning. The framework emphasises the importance of building strong relationships, fostering a culture of trust and respect, and empowering team members to take ownership of their work. It is designed to help leaders at all levels of the organisation, whether they are an individual contributor, new to leadership or experienced managers. In 2024, the Vital Way was delivered across all Vitalograph locations globally reflecting our commitment to building resilient and collaborative teams.

#### Insights Discovery

We delivered Insights Discovery training workshops over the course of 2024 to senior leadership teams giving participants an opportunity to understand more about each other and how they are perceived in terms of personal energies and styles. Insights Discovery is a psychometric training programme designed to enhance self-awareness, improve communication, and foster better teamwork through a unique four-colour model based on Carl Jung's psychological theories.

#### Graduate Leadership Programme

A comprehensive program to equip our graduate joiners with the professional skills, leadership capabilities, and industry-specific knowledge necessary for success. Education and training are also an integral part of the solutions we offer to our customers. This supports access to respiratory diagnostic solutions for patients by ensuring that the knowledge and skills required to offer diagnostic testing using our device solutions are available to clinicians.

An example of our community engagement is our participation at the annual Explore Engineering showcase in Ireland. This flagship event is an outstanding opportunity to showcase our respiratory diagnostic innovations and engage with students, educators and industry peers. Our participation highlights career opportunities in engineering and sustainability, inspiring the next generation of talent. Employees volunteered as ambassadors, sharing insights into sustainable product design and patient-centred innovation. We partnered with educational institutions and universities in each of our locations to provide structured students placement opportunities. These placements give students hands-on experience in respiratory diagnostics, engineering and sustainability practices. This ongoing initiative strengthens our talent pipeline, supports local communities, and inspire the next generation of healthcare innovators.

## Diversity, Equality and Inclusion

An inclusive workplace nurtures diverse perspectives, talents and experience which are essential for innovation and business success. Vitalograph is committed to providing a work environment where everyone is welcomed and valued. We aim to ensure fair treatment and equality of opportunity in recruitment and career progression.

In 2024, our focus on diversity, equity and inclusion pivoted when Vitalograph acquired Morgan Scientific Inc. to strengthen Vitalograph's US commercial footprint and ability to meet growing global demand for advanced pulmonary function testing (PFT) solutions. Bringing both companies together was both a strategic opportunity and a cultural challenge. An integration programme was implemented based on recognising and respecting differences, leveraging the strengths of each culture and building a new shared culture for our US based respiratory diagnostic solutions business.

Our Talent Acquisition team strengthened its recruitment efforts in building out a new organisational structure to support our new shared culture in the US. This involved creating equitable opportunities across all open roles and ensuring gender balance and representation in leadership roles.

Our Ireland business published its second [gender pay gap report](#). For 2024, Vitalograph's mean gender pay gap was 14.5% with a median pay gap of 5%. In 2023, the mean gender pay gap was 19%, while the median gap was 10%.

We continue in our drive and commitment to providing equality of opportunity. We recruit, develop, and promote across all diversity dimensions and career levels with the aim of positively influence social, environmental, and economic conditions for our employees, and by extension the communities where we live and work. We stand up for what is right and treat everyone with integrity and respect in line with our core values. Our DEI calendar of events, Kaleidoscope, raises awareness of cross-cultural celebrations and highlights initiatives that are being supported and championed by Vitalograph, including International Women's Days, Pride, Diwali, amongst others.

COUNTRIES	TOTAL NUMBER OF EMPLOYEES			
IRELAND	419	(45% women)		
UK	141	(58% women)		
USA	54	(50% women)		
GERMANY	8	(25% women)		
JAPAN	2	(50% women)		

## Being a Good Neighbour

Vitalograph's philanthropic activities support three of our sustainability priorities by:

- Making a positive impact in our communities and localities
- Helping to make effective respiratory diagnostic services accessible to the people who need them
- Cultivating partnerships across our value chain to broaden the availability of essential, quality healthcare

## Local Philanthropy and Donations

Local philanthropy at Vitalograph is led by volunteers through a fundraising and social employee resource group. Initiatives include:

### Fundraising

- Asthma Society of Ireland,
- American Lung Association Lung Force Gala
- A+L UK
- Willen Hospice, Midnight Moo Walk,
- Jedidiah Foodbank Buckingham,

### Sponsoring

- Buckingham Rugby Club,
- Newmarket Celtic FC Girl's soccer team
- Buckingham Choral Society, and Buckingham Live Music Festival
- University College Cork

## Donations

- To local schools

## Global Philanthropy

Sponsorship of PATS/MECOR and IPCRG spirometry workshops, AARC PFT Guide.

## Ethical Business and Corporate Compliance

Vitalograph is committed to acting ethically and with integrity across our organisation and in our interactions with our supply chain. Vitalograph has developed codes of conduct to guide ethical behaviour throughout the company which are introduced during staff induction training and through the staff handbook, setting out the ethical expectations of all Vitalograph employees. These include areas such as equality and diversity, data protection, working practices, human rights and workers' rights including modern slavery and supplier selection.

## Policy Commitments

### Supplier Code of Conduct

Our Global Supplier Code of Conduct outlines how we do business and our standards for integrity and compliance on topics such as antibribery, anticorruption, conflicts of interest, environmental protection, and human rights. Vitalograph expects its Suppliers to conduct business responsibly, with integrity, honesty and to adhere to our values and the principles within the Vitalograph Global Supplier Code of Conduct. Our Supplier Relationships Policy, Supplier Qualification Procedure and Supplier Control Procedures further support these efforts.

### Employee Health and Safety

Vitalograph takes a proactive approach to employee health and safety, with a robust induction training programme and safe workspaces. Every employee, whether on site or at home, has a workstation safety assessment and first responders are trained as required for each site. We monitor our health and safety performance and have had no reportable health and safety incidents for over 10 years.

## Strong Global Partnerships

Vitalograph is an active member of a number of trade and industry associations including:

The Association for Anaesthetic and Respiratory Device Suppliers (Barema)  
The Association of British Health Tech Industries (ABHI)  
The American Thoracic Society (ATS)

## Human Rights

Vitalograph is committed to respecting the human rights and dignity of everyone, and we support related international efforts. We do not tolerate abuse of human rights in our operations or supply chain, and we explicitly state our expectations for suppliers to promote human rights and fair worker treatment in our Global Supplier Code of Conduct. We also expect suppliers to comply with all laws prohibiting slavery, human trafficking, and other forms of forced labour, including child labour. In addition to our Global Supplier Code of Conduct, we document human rights expectations in our Modern Slavery Statement pursuant to supply chain diligence, specifically section 54 of the UK Modern Slavery Act 2015, and Article 4 of the European Convention on Human Rights and upheld across all Vitalograph's global operations.

## Data Privacy and Information Security

The Vitalograph Global Privacy Policy helps to ensure protection of critical information for our employees, customers, and partners. Data privacy is vital to our success, and as global data breaches continue to rise, we continually work with suppliers and vendors to improve our data privacy and security standards. Vitalograph provides ongoing training to develop our employees' abilities to identify and handle email attachments, recognize phishing emails and other provisions of advanced security protection. Vitalograph's information security management system is certified under ISO 27001.

## PLANET

Minimising harmful impact by responsible resources, energy, waste, and land management.

### Biodiversity

Our sites in Ireland and the UK are in beautiful rural settings and we are mindful of our responsibilities as stewards of the land for our human and wildlife neighbours. At both locations we are re-wilding areas of previously manicured lawn to wildflower meadow. In the UK, where our property includes farmland, we work with the government's environmental land management schemes to identify areas of land that are suitable for local nature recovery.

### Carbon Reduction Plan

Vitalograph is committed to achieving Net Zero emissions by 2045.

### Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

# CONSISTENT GROWTH & MEANINGFUL PROGRESS



## Carbon Reporting Year | 2024

### Additional Details relating to the Baseline Emissions calculations

Official and approved GHG Protocol methodology: GWP 100 and ISO 14064-1 compliant

**Measurement scope** | All emissions under operational control Scope 1, Scope 2, Scope 3

**Primary data** | Accounting files, Employee survey, Activity data for some key emission sources.

### Method | Market-based

Going forward, Vitalograph will also report according to the market-based method. This decision aims to reflect our company's environmental choices, such as procurements efforts to switch to renewable energy, as opposed to location-based reporting (average emissions intensity of the local electricity grid where the energy is consumed).

### Comparison with previous year (2023)

In 2024, our absolute emissions (market-based reporting) rose by 4%. This is mainly due to the increase in our operations, the acquisition of Morgan Scientific in 2024 and additional data collected which were previously unavailable.

### Intensity metrics

- Our emissions per average number of employees (tCO<sub>2</sub>e/average employee number) decreased by 16%.
- Our emissions per GBP gross revenue (tCO<sub>2</sub>e/M revenue) decreased by 30%.
- Our Scope 3 emissions per GBP value added (tCO<sub>2</sub>e/M value added) decreased by 26%.

Vitalograph significantly improved the accuracy and quality of its 2024 data. The share of activity-based data in our total emissions increased from 44% to 67% (compared with less precise expense-based data).



## GHG EMISSIONS ASSESSMENT RESULT

Market-based reporting method:

Scope 1	157 tCO2e	0.27 tCO2e/employee
Scope 2	336 tCO2e	0.58 tCO2e/employee
Scope 3	4,589 tCO2e	7.93 tCO2e/employee
<b>Total</b>	<b>5,082 tCO2e</b>	<b>8.78 tCO2e/employee</b>
	+4% ↑	-16% ↓

## SECTOR BENCHMARK

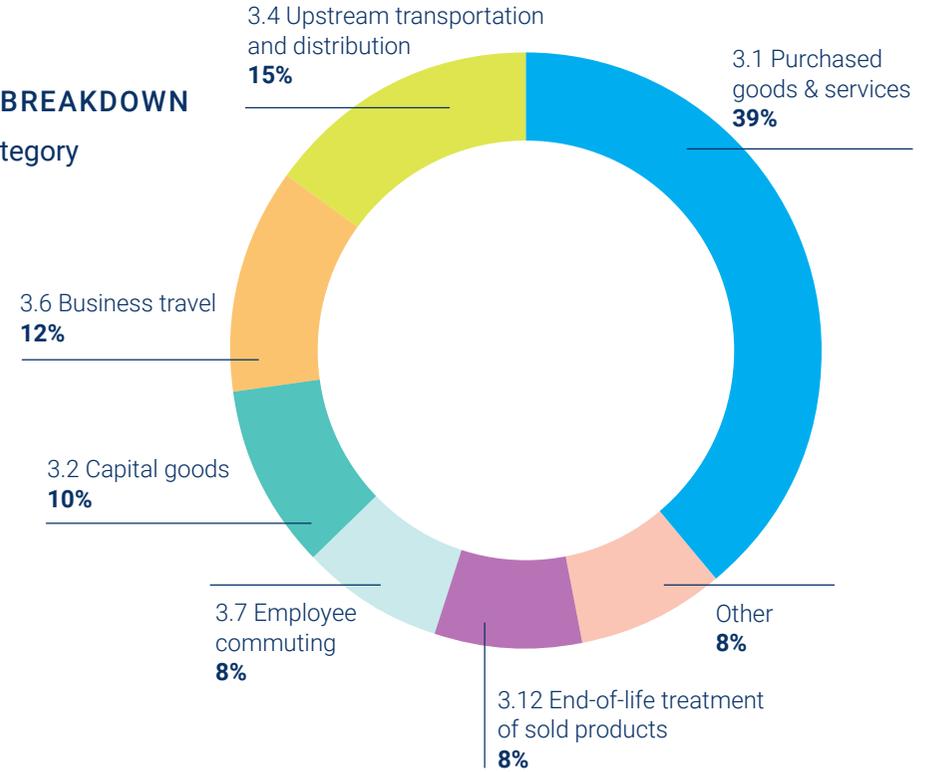
Medical and wellness devices
57.3 tCO2e/employee
Scope 1, 2 & 3
Based on 30 companies in the sector

## LOCATION-BASED REPORTING METHOD

Scope 1	157 tCO2e
Scope 2	220 tCO2e
Scope 3	4,584 tCO2e
<b>Total</b>	<b>4,961 tCO2e</b>

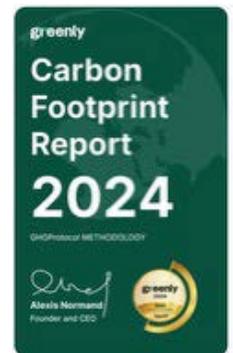
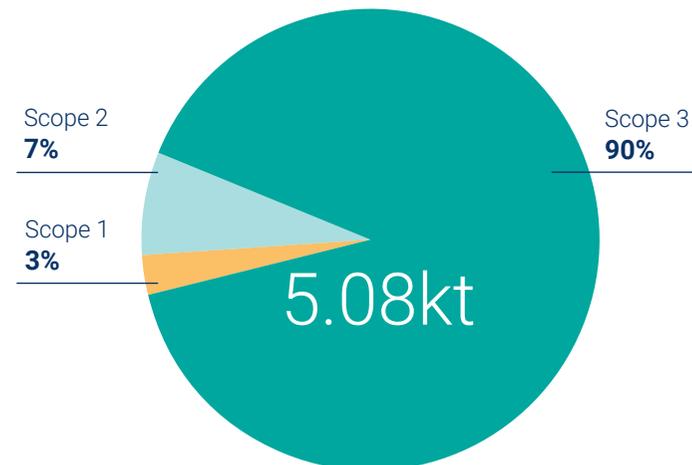
## SCOPE 3 BREAKDOWN

by GHG Category



## TOTAL EMISSIONS OF VITALOGRAPH

by Scope (market-based)



## Emissions Reduction Targets

Offsetting | we commit to offsetting at least 10% of our emissions every year. To reach net zero by 2045, we aim to neutralise residual emissions with a maximum of 10% offsets.

Based on our 2024 emissions data, we offset 10% of our emissions representing 508 tonnes of carbon, by investing in solar water pumps in Kenya, a project managed by SunCulture (certified Verified Carbon Standard; Verra Carbon Credit Registry VCS2989). The installation of solar-powered irrigation systems allows farmers to transition away from fossil fuel-based pumps. The purchase of carbon credits helps lowering the cost of solar irrigation to a price below traditional water pumps. Solar-based solutions can provide reliable, cost effective and environmentally sustainable energy. Benefits include improved livelihoods (increased productivity, income, and food security), increased social welfare (poverty alleviation, emissions reduction) and reduced spending on fossil fuels and centralised infrastructure.

To continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets. We project that carbon intensity will decrease to 2030 including close to 100% reduction in our scope 2 emissions as we invest in renewables.

## Carbon Reduction Projects

Vitalograph commits to the following environmental management measures and projects since the 2022 baseline. The carbon emission reduction achieved by these initiatives has the potential to equate to 700 tCO<sub>2</sub>e, a 8% reduction in 2026 against the 2022 baseline:

- 1) **Reshoring** | Reshore 80% of BVF manufacture to Ireland from China by the end of 2024 and 95% of all manufacturing by 2026.
- 2) **Reduce packaging** | 15% reduction in cardboard and plastic packaging by 2026.
- 3) **Increase recycled materials in packaging** | 25% increase in recycled cardboard content and 50% increase in recycled plastic content by 2026.
- 4) **Shift sales of standard to eco variant of single use plastic bacterial viral filters using 50% less plastic** | from 67% to 90% by 2026 and 100% by 2028.
- 5) **Incentives to encourage and enable more sustainable commute** | to achieve a 15% replacement of thermal car use by employees with lower emitting alternatives (e.g. bike, foot, electric or hybrid vehicles) by 2026.
  - Bike scheme in Ireland
  - Electric car scheme in UK
  - Electric car charging infrastructure (UK and Ireland)
  - Electric bike charging infrastructure (Ireland)
- 6) **Energy use reduction** | infrastructure improvement project.
  - Conduct site energy surveys to identify areas for improvement
  - Upgrade all lighting to low energy lighting – 100% by 2025.
  - Install movement sensor lighting in all areas where it is safe to do so – 100% by 2025.
- 7) **Increase renewable energy** | use at our sites, prioritised by usage.
  - Update energy procurement to increase renewable energy and biogas credits – 60% by 2026
  - Ennis manufacturing – Solar PV ≥ 102.5kW by 2026

In addition to the quantified improvements outlined above, we align with the UN business travel benchmark by considering the necessity and purpose of every journey, using the most direct route available, exploring non-flight options for journeys under 6 hours and using economy travel.

We have implemented an employee education programme to support individual contributions to GHG emission reduction, appointed local sustainability champions and support local site initiatives (e.g. promote reduce, reuse, recycle; responsible consumable sourcing; biodiversity).

#### In the future we hope to implement further measures such as:

- Upgrade the insulation and roofing of current buildings.
- Install renewable energy at our UK and US sites.
- Prioritise excellent energy performance for new buildings and refurbishment projects.
- Work with industry partners to identify viable lower impact alternatives to virgin plastics for single use medical devices.

#### Circular Solutions

- We will continuously improve to reduce and optimise our use of materials in products and packaging.
- We will reuse and repurpose materials and goods throughout our operations, including end user product where quality may be maintained while doing so.
- We will implement a sustainable-by-design approach to new product development and during continuous improvement of existing products by updating our design handbook and processes.



'We have advanced key initiatives: developing innovative products, reshoring manufacturing from China to Ireland, automating processes, and installing sustainable energy solutions at our main sites.'

## PROFITABILITY

Vitalograph owes its origins, reputation and growth to its DNA of innovation. The company today manufactures and supplies high quality spirometers and respiratory medical devices. Our solutions aid the detection, diagnosis and management of respiratory conditions and are chosen by medical professionals in healthcare and occupational health settings worldwide.

We also provide specialist respiratory monitoring solutions, including project and data management services, for many successful clinical trials as a supplier to some of the world's leading pharmaceutical companies, biotechs and contract research organisations.

To ensure long term sustainability, it is essential that we operate a high performing and profitable business. Vitalograph's success is based on its commitment to provide high quality respiratory diagnostic solutions that meet the diverse needs of healthcare professionals around the world. Our strategy for performing profitably is based around innovation and customer focus - to increase the depth, breadth and sustainability of our products and from our innovation to design, manufacture and distribute a full suite of high quality, reliable respiratory diagnostic solutions that meet customer needs. To perform our core business functions in an environmentally bearable manner into the future, we aim to develop R&D processes and design criteria to move to a sustainable-by-design approach to minimise impact by consideration of the cradle to gate life of our products.

'In 2024 and 2025, we invested significantly in expanding our U.S. presence, responding to a changing competitive landscape and growing demand for our respiratory diagnostic solutions.'

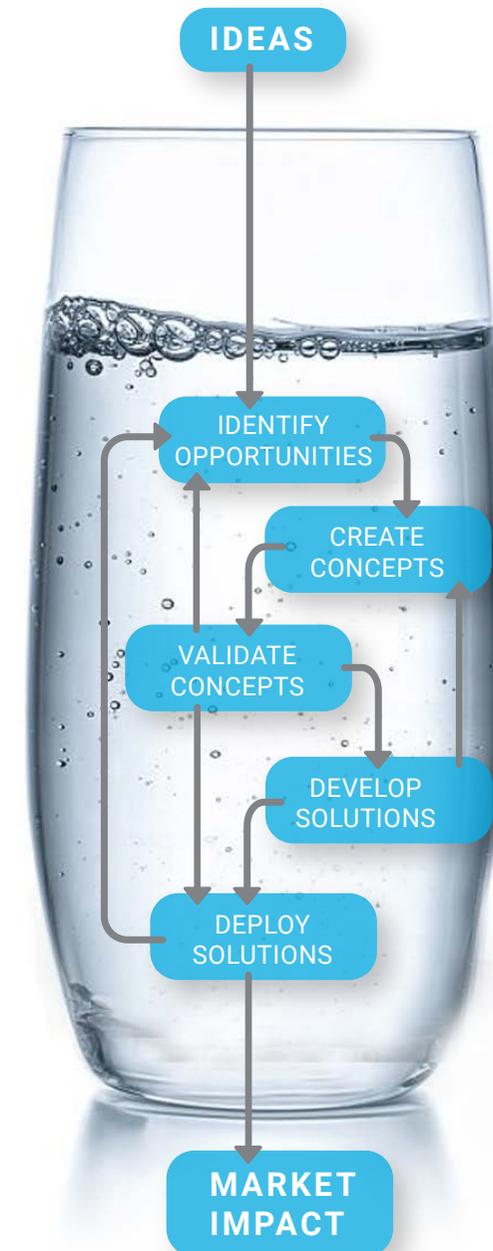


## Respiratory Diagnostic Innovation

Innovation at Vitalograph aligns with ISO 56000, Innovation Management Standards.

Under these standards, the innovation process is a funnel where new ideas are identified and assessed before concepts are created. Concepts are then validated to confirm financial and technical feasibility, then the solution may be developed. Once solutions are developed they are deployed, and they enter a continuous improvement loop until they reach end of life.

At any stage an innovation entity, be it a product, offering, solution, service, or process, will be in one of these states;



## Quality

The quality and safety of Vitalograph's solutions are monitored through our robust quality systems.

Quality assurance extends throughout all functions in Vitalograph for greater company efficiency and continuous improvement of product and customer service. We have implemented systems to meet relevant Clinical, Data Management, Training, Design, Manufacturing, Distribution and Service requirements. Compliance is also monitored via regular internal quality audits.

## Cybersecurity

Cyber security is also critical to ensure the sustainability of Vitalograph's operations. Vitalograph's information security management system is certified as compliant under ISO 27001, and cybersecurity risk management is included in product development and during life cycle phase review of all in-scope products. Our processes identify requirements that, when implemented, act to control or eliminate vulnerabilities or threats within the system and continue until the product is retired from production.

In addition, Vitalograph participates with MedISAO and Health-ISAC, both of which are Information Sharing and Analysis organisations for the Medical Device Community.

### QUALITY ASSURANCE

FDA 21 CFR 820 – Manufacturer's QMS complies with the requirements  
ICH – GCP E6 - Regular Sponsor audits  
EN ISO 13485 – certificate MD 82182. Audited annually by Notified Body.  
MDR 772430 R000  
ISO 9001 - Quality Management Systems - certificate 10597741.  
Audited annually by Notified Body.

### DESIGN + MANUFACTURE

Vitalograph's design and manufacturing facility is located in Ennis, Ireland.  
Our processes are varied and are required to meet the requirements outlined below.  
IEC 62304 Medical Device Software – Software Life Cycle Processes  
ISO 14971 Medical devices – Application of Risk Management to Medical Devices  
CE Marking – Certificates CE 00772 and CE 85553  
UKCA Marking - Certificate 756776  
MDSAP Program – Certificate 700480. Audited annually by Notified Body.

### SAFETY + PERFORMANCE

IEC 60601-1 Series Medical Electrical Equipment  
ISO 26782 Spirometers  
ISO 23747 Peak Flow Meters  
FDA 21CFR Part 11  
EN ISO 14971 Medical Devices – Application of Risk Management to Medical Devices  
EN ISO 10993-1 Biological Evaluation of Medical Devices, Part 1. Evaluation and Testing  
ATS/ERS 2019 Spirometry Standards  
EN 60601-1-11

### CYBERSECURITY

ISO 27001:2022 Information Security Management - Certificate 528908.  
Audited annually by Notified Body.

## GRI CONTENT INDEX

<b>STATEMENT OF USE</b>	Vitalograph has reported the information cited in this GRI content index for the period 1 January 2024 – 31 December 2024, with reference to the GRI Standards.
<b>GRI 1 USED</b>	GRI 1: Foundation 2021
<b>APPLICABLE GRI STANDARD(S)</b>	No sector guidelines apply

<b>GRI STANDARD</b>	<b>DISCLOSURE</b>	<b>LOCATION or OMISSION</b>
<b>GRI 2</b> General Disclosures 2021	2-1 Organizational details	Vitalograph (UK) Ltd: Buckingham UK. <b>About Vitalograph page 3</b>
	2-2 Entities included in the organization’s sustainability reporting	Vitalograph includes all its entities in the scope of this report. <b>About Vitalograph page 3</b>
	2-3 Reporting period, frequency, and contact point	1 January 2024 to 31 December 2024 <b>Frequency:</b> Annual <b>Contact point:</b> Sustainability@vitalograph.com Camille Frandon-Martinez, Global ESG & Reporting Manager
	2-4 Restatements of information	There were no restatements of information.
	2-5 External assurance	This report has not been externally assured.
	2-6 Activities, value chain and other business relationships	<b>About Vitalograph   Global Operations page 5</b>
	2-7 Employees	<b>People   Diversity, Equality, and Inclusion page 14</b>
	2-8 Workers who are not employees	This is not applicable.
	2-9 Governance structure and composition	<b>About Vitalograph   Governance Structure page 6</b>
	2-10 Nomination and selection of the highest governance body	<b>About Vitalograph   Governance Structure page 6</b>

GRI STANDARD	DISCLOSURE	LOCATION or OMISSION
GRI 2 General Disclosures 2021	2-11 Chair of the highest governance body	About Vitalograph   <b>Governance Structure page 6</b>
	2-12 Role of the highest governance body in overseeing the management of impacts	About Vitalograph   <b>Governance Structure page 6</b>
	2-13 Delegation of responsibility for managing impacts	About Vitalograph   <b>Governance Structure page 6</b>
	2-14 Role of the highest governance body in sustainability reporting	About Vitalograph   <b>Governance Structure page 6</b>
	2-15 Conflicts of interest	Company directors are required to disclose conflicts of interest.
	2-16 Communication of critical concerns	Ethical Business and Corporate Compliance <b>Responsible Business Practices page 10</b> No critical concerns were communicated to the highest governance body during the reporting period.
	2-17 Collective knowledge of the highest governance body	CEO's Letter p.1   <b>Governance Structure page 6</b>
	2-18 Evaluation of the performance of the highest governance body	This information is confidential.
	2-19 Remuneration policies	This information is confidential.
	2-20 Process to determine remuneration	This information is confidential.
	2-21 Annual total compensation ratio	This information is confidential.
	2-22 Statement on sustainable development strategy	<b>Sustainability at Vitalograph page 7</b>
	2-23 Policy commitments	Ethical Business and Corporate Compliance   <b>Policy Commitments page 16</b>
	2-24 Embedding policy commitments	Ethical Business and Corporate Compliance   <b>Policy Commitments page 16</b>

GRI STANDARD	DISCLOSURE	LOCATION or OMISSION
<b>GRI 2</b> General Disclosures 2021	2-25 Processes to remediate negative impacts	Ethical Business and Corporate Compliance   <b>Policy Commitments page 16</b>
	2-26 Mechanisms for seeking advice and raising concern	Ethical Business and Corporate Compliance   <b>Policy Commitments page 16</b>
	2-27 Compliance with laws and regulations	There were no significant instances of non-compliance with laws and regulations and no fines were paid during the reporting period.
	2-28 Membership associations	Performance   <b>Strong Global Partnerships page 16</b>
	2-29 Approach to stakeholder engagement	<b>Sustainability at Vitalograph page 7</b> <b>People page 11</b>
	2-30 Collective bargaining agreements	A small proportion of Vitalograph's workforce belong to trade unions.
<b>GRI 3</b> Material Topics 2021	3-1 Process to determine material topics	<b>Sustainability at Vitalograph page 7</b>
	3-2 List of material topics	<b>Sustainability at Vitalograph page 7</b>
	3-3 Management of material topics	<b>Sustainability at Vitalograph page 7</b>
<b>GRI 204</b> Procurement Practices 2016	204-1 Proportion of spending on local suppliers	This information is not available.
<b>GRI 205</b> Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	This process is not applicable.
	205-2 Communication and training about anti-corruption policies and procedures	Responsible Business Practice   <b>Employee Handbook page 12</b>
	205-3 Confirmed incidents of corruption and actions taken	There were no incidents of corruption during the reporting year.
<b>GRI 206</b> Anti-competitive Behaviour 2016	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	There have been no legal actions for anti-competitive behaviour, anti-trust, and monopoly practices during the reporting year.

GRI STANDARD	DISCLOSURE	LOCATION or OMISSION
<b>GRI 301 Materials 2016</b>	301-1 Materials used by weight or volume	<b>Our Sustainability Priorities page 7</b> Planet   <b>Carbon and Waste Reduction Plan page 20</b>
	301-2 Recycled input materials used	Planet   <b>Carbon and Waste Reduction Plan page 20</b>
	301-3 Reclaimed products and their packaging materials	This is not currently applicable
<b>GRI 302 Energy 2016</b>	302-1 Energy consumption within the organization	1,753 MWh
	302-3 Energy intensity	Planet   <b>Energy Use and Greenhouse Emissions page 20</b>
	302-4 Reduction of energy consumption	Planet   <b>Carbon and Waste Reduction Plan page 20</b>
	302-5 Reductions in energy requirements of products and services	Performance   <b>Respiratory Diagnostic Innovation page 23</b>
<b>GRI 304 Biodiversity 2016</b>	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Planet   <b>Biodiversity page 17</b>
	304-2 Significant impacts of activities, products, and services on biodiversity	This is not applicable.
	304-3 Habitats protected or restored	Planet   <b>Biodiversity page 17</b>
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	This is not applicable.
<b>GRI 305 Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	Planet   <b>Energy Use and Greenhouse Emissions page 20</b>
	305-2 Energy indirect (Scope 2) GHG emissions	Planet   <b>Energy Use and Greenhouse Emissions page 20</b>
	305-3 Other indirect (Scope 3) GHG emissions	Planet   <b>Energy Use and Greenhouse Emissions page 20</b>
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	This is not applicable.

GRI STANDARD	DISCLOSURE	LOCATION or OMISSION
<b>GRI 305</b> <b>Emissions 2016</b>	305-4 GHG emissions intensity	Planet   <b>Energy Use and Greenhouse Emissions page 20</b>
	305-5 Reduction of GHG emissions	Planet   <b>Carbon and Waste Reduction Plan page 20</b>
	305-6 Emissions of ozone-depleting substances (ODS)	No emissions in this reporting period.
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	This is not applicable
<b>GRI 306</b> <b>Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	Planet   <b>Carbon and Waste Reduction Plan page 20</b>
	306-2 Management of significant waste-related impacts	Planet   <b>Carbon and Waste Reduction Plan page 20</b>
	306-3 Waste generated	113 metric tonnes
	306-4 Waste diverted from disposal	80 metric tonnes
	306-5 Waste directed to disposal	33 metric tonnes
<b>GRI 308</b> <b>Supplier Environmental Assessment 2016</b>	308-1 New suppliers that were screened using environmental criteria	Not applicable in this reporting year
	308-2 Negative environmental impacts in the supply chain and actions taken	Not applicable in this reporting year
	401-1 New employee hires and employee turnover	This information is confidential
<b>GRI 401</b> <b>Employment 2016</b>	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<b>Employee Handbook page 12</b>
	401-3 Parental leave	<b>Employee Handbook page 12</b>

GRI STANDARD	DISCLOSURE	LOCATION or OMISSION
GRI 402 Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	This is not applicable.
GRI 403 Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Policy Commitments   <b>Employee health and safety page 16</b>
	403-2 Hazard identification, risk assessment, and incident investigation	Policy Commitments   <b>Employee health and safety page 16</b>
	403-3 Occupational health services	This is not applicable.
	403-4 Worker participation, consultation, and communication on occupational health and safety	This is not applicable.
	403-5 Worker training on occupational health and safety	Policy Commitments   <b>Employee health and safety page 16</b>
	403-6 Promotion of worker health	Policy Commitments   <b>Employee health and safety page 16</b>
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	This is not applicable.
	403-8 Workers covered by an occupational health and safety management system	Policy Commitments   <b>Employee health and safety page 16</b>
	403-9 Work-related injuries	Policy Commitments   <b>Employee health and safety page 16</b>
	403-10 Work-related ill health	Policy Commitments   <b>Employee health and safety page 16</b>

GRI STANDARD	DISCLOSURE	LOCATION or OMISSION
GRI 404 Training and Education 2016	404-1 Average hours of training per year per employee	Approximately 76 hours (this includes learning policies and procedures via electronic document management system; classroom-based training with competency assessment; on the job training; cyber Security training; training via internal platform available on Intranet). Training from external providers is excluded from reporting as it is challenging to quantify.
	404-2 Programs for upgrading employee skills and transition assistance programs	People   An employer of choice   <b>Education and Training page 13</b>
	404-3 Percentage of employees receiving regular performance and career development reviews	100%
GRI 405 Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	People   An employer of choice   <b>Diversity, Equality, and Inclusion page 14</b>
GRI 406 Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	There have been no incidents of discrimination during the reporting year.
GRI 408 Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	Ethical Business and Corporate Compliance   Policy Commitments   <b>Supplier code of conduct page 16</b>
GRI 409 Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	Ethical Business and Corporate Compliance   Policy Commitments   <b>Supplier code of conduct page 16</b>
GRI 413 Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	People   Being a good neighbour   <b>Local philanthropy and volunteering page 15</b>
	413-2 Operations with significant actual and potential negative impacts on local communities	This is not applicable.
GRI 414 Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	People   Policy Commitments   <b>Supplier code of conduct page 16</b>
	414-2 Negative social impacts in the supply chain and actions taken	This is not applicable.

GRI STANDARD	DISCLOSURE	LOCATION or OMISSION
GRI 416 Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Performance   <b>Quality page 24</b>
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	There have been no incidents of non-compliance concerning the health and safety impacts of products and services during this reporting period.
GRI 417 Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Performance   <b>Quality page 24</b>
	417-2 Incidents of non-compliance concerning product and service information and labeling	There have been no incidents of non-compliance concerning product and service information and labelling during this reporting period.
GRI 417 Marketing and Labeling 2016	417-3 Incidents of non-compliance concerning marketing communications	There have been no incidents of non-compliance concerning marketing communications during this reporting period.
GRI 418 Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	There have been no substantiated complaints concerning breaches of customer privacy and losses of customer data during this reporting period.