



SUSTAINABLE RESPIRATORY DIAGNOSTICS

IMPROVING PATIENT LIVES

2024 SUSTAINABILITY REPORT



CREDITS

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A LETTER FROM OUR CEO

2024 is a year of decisive action to achieve ambitious goals at Vitalograph, most notably our acquisition of Morgan Scientific Inc which strengthens our US commercial footprint and ability to meet growing global demand for advanced pulmonary function testing solutions. As we navigate a period of continued strong growth across our market-leading respiratory diagnostic solutions and specialist respiratory clinical trial services, our priority is to meet the needs of our stakeholders by delivering the best possible diagnostic solutions that can enable a better understanding of lung health. We aim to do this whilst minimising our environmental impact, ensuring we meet our social responsibilities and maintaining the financial stability and profitability that allow us to continue to innovate.

As we celebrate our 50th year of innovative research, development and manufacture of respiratory diagnostic devices in Ennis on the west coast of Ireland, we are expanding our operations to meet growing global demand for respiratory diagnostic solutions, with chronic lung diseases representing the third leading cause of mortality globally. A spirit of innovation has been instrumental in realising our mission from our inception in 1963, to improve patient lives by designing and manufacturing market-leading respiratory diagnostic solutions. So far in 2024, we have achieved milestones of ISO 27001 and MDR certification, reflecting our commitment to quality.

Ultimately, our successes stem from our ongoing commitment to investment in our people, with every achievement reflecting huge individual efforts amplified by a strong team culture. Progress in 2024 includes the introduction of Insights leadership training for our senior managers, and the completion of the rollout of Vital Way leadership training for leaders across all areas of the business. The launch of a new Sustainability Champions Employee Resource Group (ERG) at the end of 2023 has resulted in widespread employee engagement in campaigns including reducing food waste, promoting

sustainable transport, and regular bitesize ESG awareness modules delivered through the Vitalograph Centre of Learning. We have also built closer links with our local schools and colleges, sponsoring learning events and identifying opportunities to offer work experience placements.



We are now in our second year of sustainability reporting and as we continue on our journey to gain more detailed insight into the environmental and social impacts of our activities, we commit to disclosing these in a form that is meaningful for our stakeholders. It is promising to see that energy efficiency projects in 2022-23 realised a reduction in energy use per capita. Our wildflower meadow areas are full of insects and an increasing proportion of our customers are making the switch to less impactful “eco” variants of consumables used in respiratory testing. Near-shoring of consumable production has proved highly successful and we are making plans to increase our local production capacity even further to meet growing demand. As we advance through our improvement journey we continue to strive to minimise any negative impact by engaging with local suppliers, and by reducing packaging. We look forward to more infrastructure upgrades in 2025 including roof upgrades and solar installations at our Maids Moreton and Ennis sites.

We look ahead, encouraged by our successes, committed to continued progress, and mindful of our ultimate priority - to improve patient lives.

A handwritten signature in black ink that reads "Frank Keane". The signature is written in a cursive, flowing style.

FRANK KEANE

Chief Executive Officer
Vitalograph

ABOUT THIS REPORT

This is Vitalograph's second 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 1st January 2023 to 31st December 2023 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.



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 & 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.

Vision

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

Mission

To improve patient lives through supporting our customers and partners by designing and manufacturing market leading respiratory diagnostic products and services.





Values



PEOPLE

We believe in our people to develop and nurture meaningful relationships with our customers. We are empowered, accountable and work together with respect, acceptance, and trust.



INTEGRITY

We will always strive to do the right thing. We stand over every claim we make and believe in doing things the right way. We have extremely high standards in everything we do. We have a significant part to play in helping to improve patients' lives.



QUALITY

We execute with excellence and quality in everything we do. We take great pride in our work, the accuracy of our data and the reliability of our products and services.



INNOVATION

We exhibit genuine leadership and unquestionable expertise driving the creation of pioneering solutions to improve patients' lives. Developing new ways of thinking is core to our identity.

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

'As we navigate a period of strong growth across market-leading respiratory diagnostic solutions our priority is to meet the needs of our stakeholders by delivering the best possible diagnostic solutions that can enable a better understanding of lung health.'



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 6 members including both independent and family-members.

Tenure

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

'We aim to minimise our environmental impact, ensuring we meet our social responsibilities!'

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

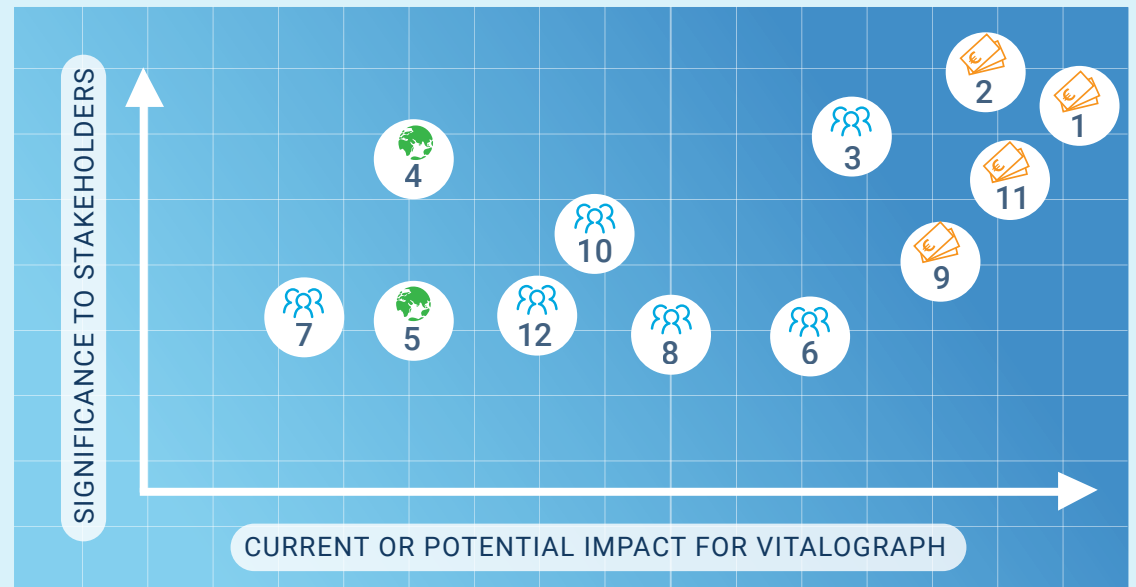
Vitalograph conducted a formal materiality assessment to understand what our internal and external stakeholders viewed as most important for us to perform sustainably. We engaged a third-party consultant to conduct interviews with leaders including members of the Board, and researched our customer and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

 PEOPLE	All Stakeholders
 PLANET	Environment + Resource
 PROFITABILITY	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

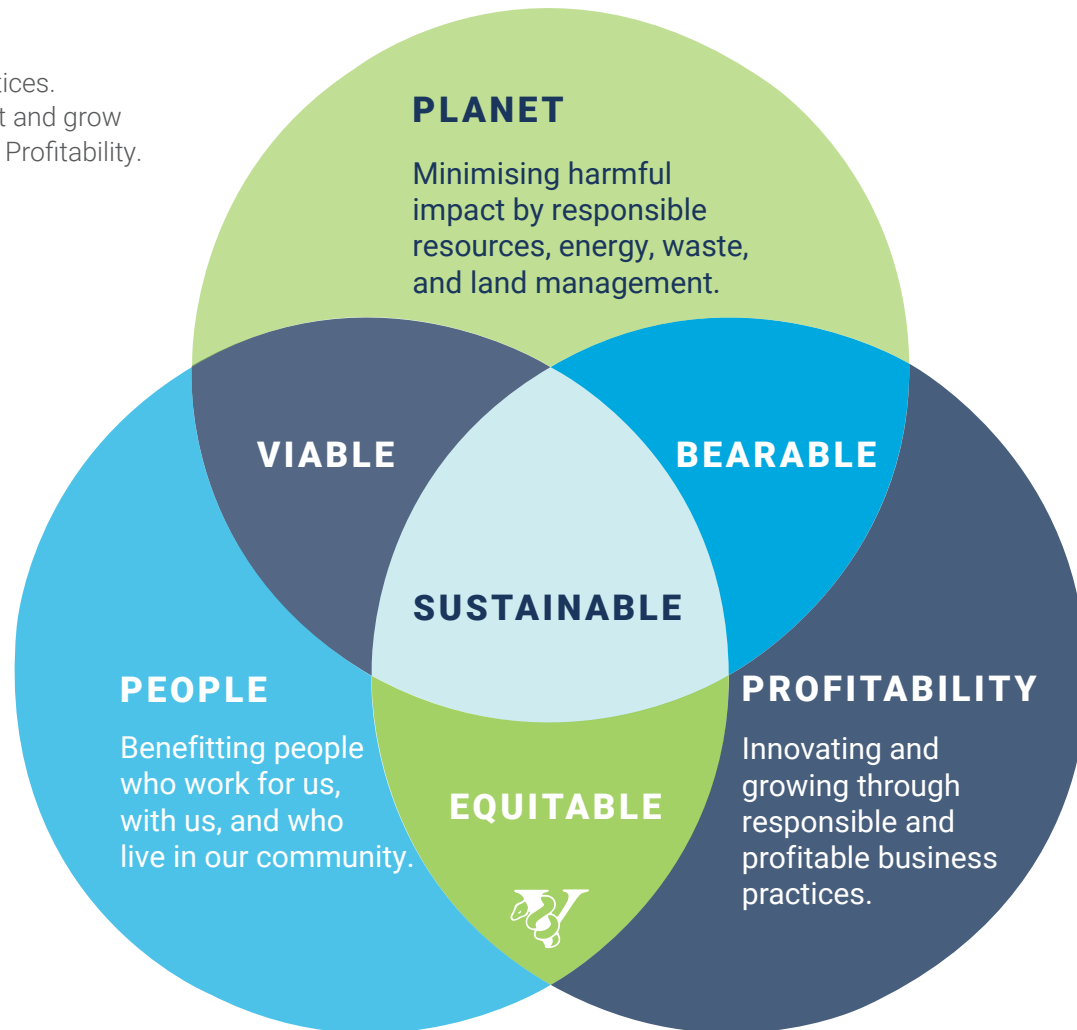
Alignment with Sustainable Development Goals

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>Vitalograph</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

Developing our people lies at the heart of Vitalograph's strategy. We are working to evolve a high-performance, team-based culture with open communication where people are fully engaged, developed, and empowered to do their best work and realise their full potential. By investing in our people, we ensure that in an increasingly complex and dynamic environment, we will always be adaptive to global market needs. By offering development opportunities to all our stakeholders, we aim to advance respiratory diagnostic domain leadership expertise. In 2022 we conducted a culture survey, seeking internal feedback to inform our people-based priorities. All employees globally with at least 6 months service (total 267) were invited to complete the survey of which 215 participated. The results were compared to global benchmarks. At the end of 2025 a new survey will be commissioned to measure the success of our initiatives.

People Priorities

Developing a team of teams.

Empowerment across all levels of seniority.

Organisational learning and capability development.




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.

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.



'Ultimately, our successes stem from our ongoing commitment to investment in our people, with every achievement reflecting huge individual efforts amplified by a strong team culture.'

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 Vitalograph Centre of Learning

This is Vitalograph's employee education portal offering relevant, high quality, certified online training modules accessible to all.

The Vital Way

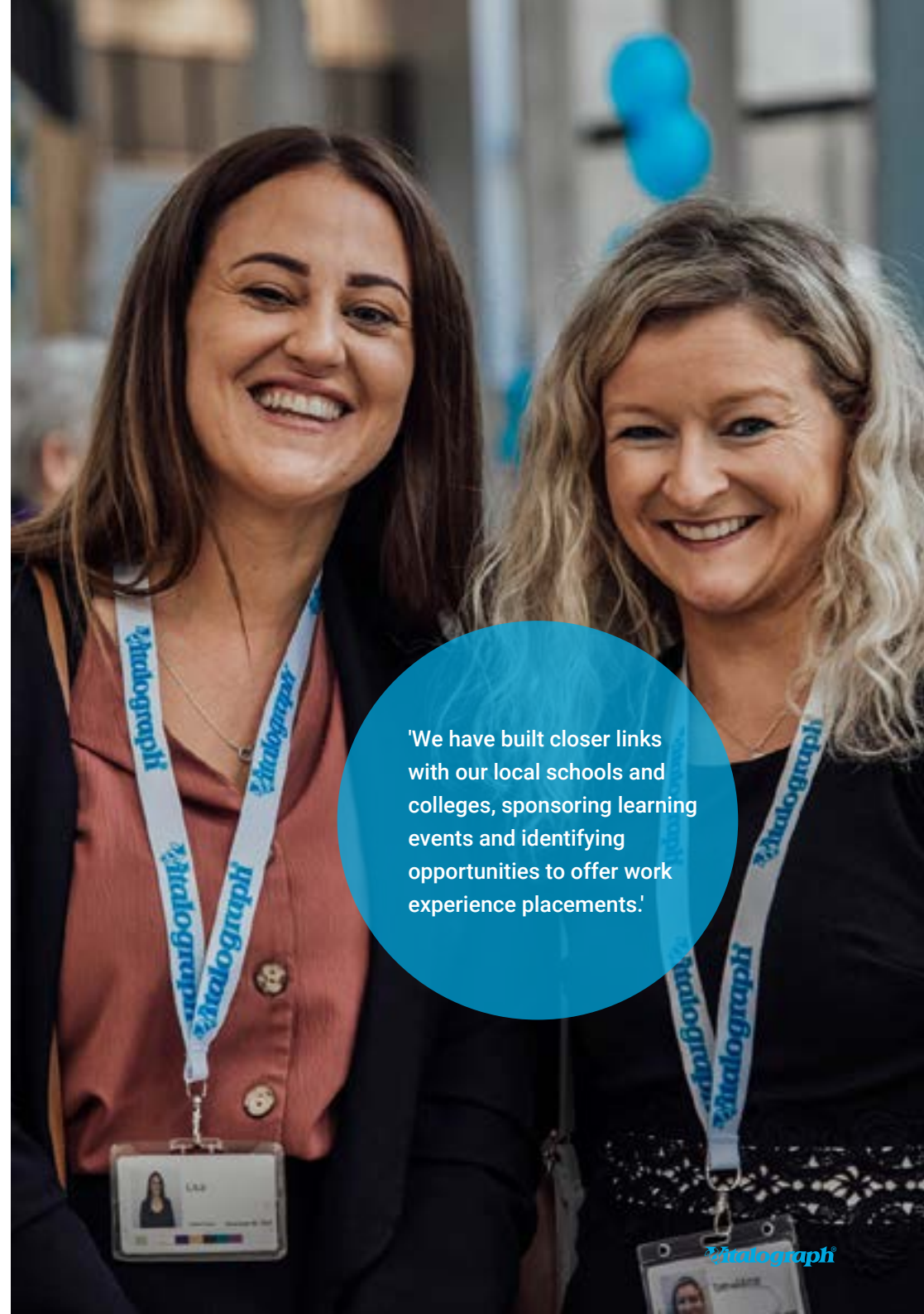
Vitalograph's leadership programme, this training programme enables leaders at all levels of the business to develop and uphold good practices and ethical behaviours through effective communication and developing the leadership qualities of:



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.



'We have built closer links with our local schools and colleges, sponsoring learning events and identifying opportunities to offer work experience placements.'

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.

Vitalograph has an active diversity, equality, and inclusion employee resource group, established in 2022. This employee-led group of volunteers fosters a diverse and inclusive work environment for employees including a DEI events calendar to raise awareness of cross-cultural celebrations and noteworthy events.

COUNTRIES	TOTAL NUMBER OF EMPLOYEES						
IRELAND	297	(45% women)					
UK	109	(56% women)					
USA	40	(53% women)					
GERMANY	9	(33% 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 Volunteering

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

Fundraising

- Asthma Society of Ireland,
- American Lung Association
- A+L UK, Race For Life (Cancer Research UK),
- Stand up to Cancer, Florence Nightingale Hospice,
- Helen & Douglas House Hospice,
- Jedidiah Foodbank Buckingham,

Sponsoring

- Buckingham Rugby Club,
- Newmarket Celtic FC Girl's soccer team
- Gator Steps for Lung Disease event at the University of Florida,
- Big Busk for Focus Ireland, COPD Support Ireland Roadshow

Volunteering to refurbish outdoor areas at Early Autism Support's Circle Centre,

Donations to local schools

Global Philanthropy

Sponsorship of MECOR, Donating spirometers to the Bonnell Foundation to support cystic fibrosis monitoring in Egypt

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 or recordable 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 2050.

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.

'We stand over every claim we make and believe in doing things the right way!'

'We will always strive to do the right thing!'

'We have a significant part to play in helping to improve patients' lives!'

'We have extremely high standards in everything we do!'



Carbon Reporting Year | 2023

Additional Details relating to the Baseline Emissions calculations

Official and approved GHG Protocol methodology: GWP 100

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.





GHE EMISSION ASSESSMENT RESULT

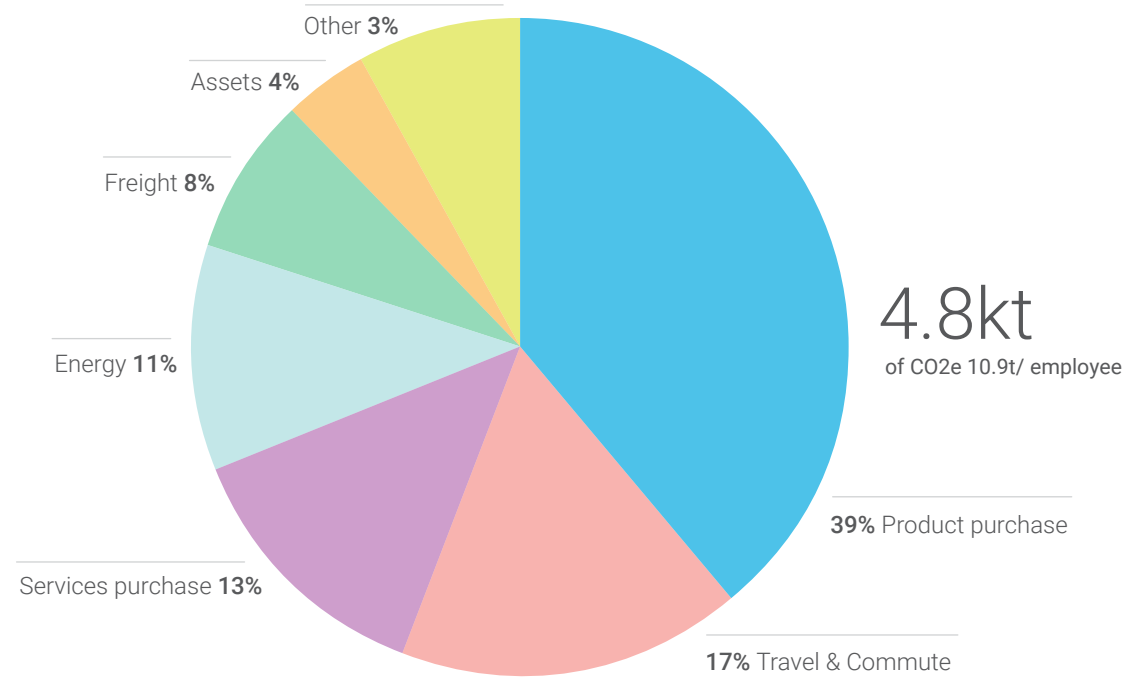
Scope 1	62 tCO ₂ e	0.1 t/employee
Scope 2	305 tCO ₂ e	0.7 t/employee
Scope 3	4.5 ktCO ₂ e	10 t/employee
Total	4.8 ktCO₂e	11 t/employee

SECTOR BENCHMARK

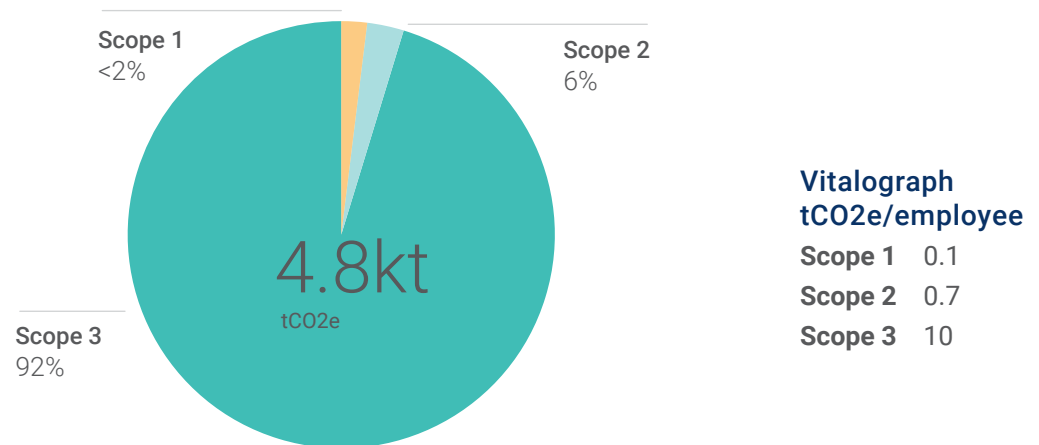
Medical and wellness devices
76 tCO ₂ e/employee
Scope 1, 2 & 3
Based on 8 companies in the sector

4.8 ktCO₂e IS EQUIVALENT TO

1	2.8k London - New York round trips
2	The annual emissions of 396 English people
3	The amount of CO ₂ sequestered annually by 439 hectares of growing forest



TOTAL EMISSIONS OF VITALOGRAPH by Scope (% tCO₂e)



Emissions Reduction Targets

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 1 emissions as we invest in renewables.


Offsetting | we commit to offsetting at least 10% of our emissions every year.

Based on our 2023 emissions data, we offset 20% of our emissions representing 960 tonnes of carbon, by investing in a project providing high efficiency rocket cookstoves to displace open-fire cooking methods in Malawi and Uganda. Rocket stoves significantly reduce greenhouse gas emissions over their life time, as well as the use of non-renewable biomass from forests-saving up to 3 tonnes per stove per year and protecting watersheds and biodiversity. They also require considerably less time for firewood collecting, reducing the work burden on rural families, and presenting alternative opportunities for economic development. Moreover, they release fewer indoor pollutants, including carbon dioxide, carbon monoxide, and particulate matter, as well as reducing burn injuries.

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 800 tCO₂e, a 10% reduction 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.

A man with tattoos, wearing a blue polo shirt, is focused on working on a laptop. He is using a red multimeter probe on the device. In the background, there are boxes with the 'Vitalograph' logo. A blue circular callout box is overlaid on the image, containing a quote.

'It is promising to see that energy efficiency projects in 2022-23 realised a reduction in energy use per capita.'

- 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 developments and during continuous improvement of existing products by updating our design handbook and processes.

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.

'As we advance through our improvement journey we continue to strive to minimise any negative impact by engaging with local suppliers, and by reducing packaging.'

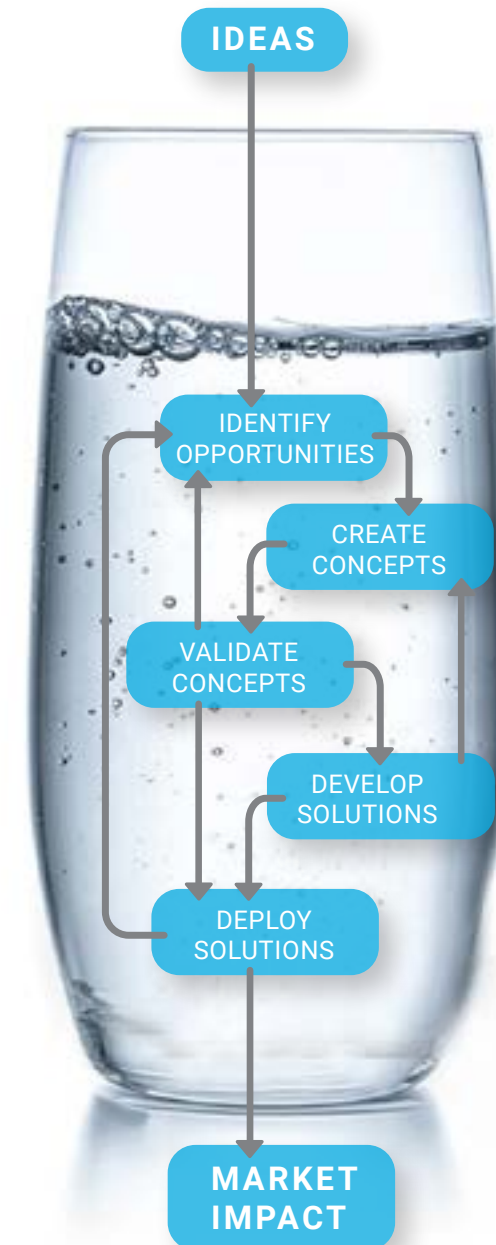


Respiratory Diagnostic Innovation

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.

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, which is an Information Sharing and Analysis Organisation for the Medical Device Community.

QUALITY ASSURANCE

FDA 21 CFR 820 - Compliance is monitored by the FDA, with yearly onsite audits.
ICH – GCP E6
EN ISO 13485 – certificate MD 82182
MDR 772430 R000
ISO 9001 - Quality Management Systems

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
MDSAP Program – Certificate 700480

SAFETY + PERFORMANCE

IEC 60601-1 Series Medical Electrical Equipment
ISO 26782 Spirometers
ISO 23747 Peak Flow Meters
IEC EN 60601-2-27 ECG Devices and Software
NIOSH CWHSP
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
IEC60601-2-25
IEC60601-2-47
EN 60601-1-11
ICH E14 (R3)

CYBERSECURITY

ISO 27001:2022 Information Security Management - Certificate No. 528908

GRI CONTENT INDEX

STATEMENT OF USE	Vitalograph has reported the information cited in this GRI content index for the period 1 January 2023 – 31 December 2023, with reference to the GRI Standards.
GRI 1 USED	GRI 1: Foundation 2021
APPLICABLE GRI STANDARD(S)	No sector guidelines apply

GRI STANDARD	DISCLOSURE	LOCATION or OMISSION
GRI 2 General Disclosures 2021	2-1 Organizational details	Vitalograph (UK) Ltd: Buckingham UK. About Vitalograph page 3
	2-2 Entities included in the organization’s sustainability reporting	Vitalograph includes all its entities in the scope of this report. About Vitalograph page 3
	2-3 Reporting period, frequency, and contact point	1 January 2023 to 31 December 2023 Frequency: Annual Contact point: Sustainability@vitalograph.com Helen Venn, Chief Scientific & Strategy Officer
	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	About Vitalograph Global Operations page 5
	2-7 Employees	People Diversity, Equality, and Inclusion page 14
	2-8 Workers who are not employees	This is not applicable.
	2-9 Governance structure and composition	About Vitalograph Governance Structure page 6
	2-10 Nomination and selection of the highest governance body	About Vitalograph Governance Structure page 6

GRI STANDARD	DISCLOSURE	LOCATION or OMISSION
GRI 2 General Disclosures 2021	2-11 Chair of the highest governance body	About Vitalograph Governance Structure page 6
	2-12 Role of the highest governance body in overseeing the management of impacts	About Vitalograph Governance Structure page 6
	2-13 Delegation of responsibility for managing impacts	About Vitalograph Governance Structure page 6
	2-14 Role of the highest governance body in sustainability reporting	About Vitalograph Governance Structure page 6
	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 Responsible Business Practices page 10 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 Governance Structure page 6
	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	Sustainability at Vitalograph page 7
	2-23 Policy commitments	Ethical Business and Corporate Compliance Policy Commitments page 15
	2-24 Embedding policy commitments	Ethical Business and Corporate Compliance Policy Commitments page 15

GRI STANDARD	DISCLOSURE	LOCATION or OMISSION
GRI 2 General Disclosures 2021	2-25 Processes to remediate negative impacts	Ethical Business and Corporate Compliance Policy Commitments page 15
	2-26 Mechanisms for seeking advice and raising concern	Ethical Business and Corporate Compliance Policy Commitments page 15
	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 Strong Global Partnerships page 15
	2-29 Approach to stakeholder engagement	Sustainability at Vitalograph page 7 People page 11
	2-30 Collective bargaining agreements	A small proportion of Vitalograph's workforce belong to trade unions.
GRI 3 Material Topics 2021	3-1 Process to determine material topics	Sustainability at Vitalograph page 7
	3-2 List of material topics	Sustainability at Vitalograph page 7
	3-3 Management of material topics	Sustainability at Vitalograph page 7
GRI 204 Procurement Practices 2016	204-1 Proportion of spending on local suppliers	This information is not available.
GRI 205 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 Employee Handbook page 12
	205-3 Confirmed incidents of corruption and actions taken	There were no incidents of corruption during the reporting year.
GRI 206 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.

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GRI 301 Materials 2016	301-1 Materials used by weight or volume	Our Sustainability Priorities page 7 Planet Carbon and Waste Reduction Plan page 19
	301-2 Recycled input materials used	Planet Carbon and Waste Reduction Plan page 19
	301-3 Reclaimed products and their packaging materials	This is not currently applicable
GRI 302 Energy 2016	302-1 Energy consumption within the organization	145,4109 kWh
	302-3 Energy intensity	Planet Energy Use and Greenhouse Emissions page 19
	302-4 Reduction of energy consumption	Planet Carbon and Waste Reduction Plan page 19
	302-5 Reductions in energy requirements of products and services	Performance Respiratory Diagnostic Innovation pp.X
GRI 304 Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Planet Biodiversity page 16
	304-2 Significant impacts of activities, products, and services on biodiversity	This is not applicable.
	304-3 Habitats protected or restored	Planet Biodiversity page 16
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	This is not applicable.
GRI 305 Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Planet Energy Use and Greenhouse Emissions page 19
	305-2 Energy indirect (Scope 2) GHG emissions	Planet Energy Use and Greenhouse Emissions page 19
	305-3 Other indirect (Scope 3) GHG emissions	Planet Energy Use and Greenhouse Emissions page 19
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	This is not applicable.

GRI STANDARD	DISCLOSURE	LOCATION or OMISSION
GRI 305 Emissions 2016	305-4 GHG emissions intensity	Planet Energy Use and Greenhouse Emissions page 19
	305-5 Reduction of GHG emissions	Planet Carbon and Waste Reduction Plan page 19
	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
GRI 306 Waste 2020	306-1 Waste generation and significant waste-related impacts	Planet Carbon and Waste Reduction Plan page 19
	306-2 Management of significant waste-related impacts	Planet Carbon and Waste Reduction Plan page 19
	306-3 Waste generated	73.74 mt
	306-4 Waste diverted from disposal	46.44 mt
	306-5 Waste directed to disposal	27.3 mt
GRI 308 Supplier Environmental Assessment 2016	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
GRI 401 Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Handbook page 12
	401-3 Parental leave	Employee Handbook page 12

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 Employee health and safety page 15
	403-2 Hazard identification, risk assessment, and incident investigation	Policy Commitments Employee health and safety page 15
	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 Employee health and safety page 15
	403-6 Promotion of worker health	Policy Commitments Employee health and safety page 15
	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 Employee health and safety page 15
	403-9 Work-related injuries	Policy Commitments Employee health and safety page 15
	403-10 Work-related ill health	Policy Commitments Employee health and safety page 15
GRI 404 Training and Education 2016	404-1 Average hours of training per year per employee	Metrics not available at this time.
	404-2 Programs for upgrading employee skills and transition assistance programs	People An employer of choice Education and Training page 13
	404-3 Percentage of employees receiving regular performance and career development reviews	100%

GRI STANDARD	DISCLOSURE	LOCATION or OMISSION
GRI 405 Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	People An employer of choice Diversity, Equality, and Inclusion page 14
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 Supplier code of conduct page 15
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 Supplier code of conduct page 15
GRI 413 Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	People Being a good neighbour Local philanthropy and volunteering page 14
	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 Supplier code of conduct page 15
	414-2 Negative social impacts in the supply chain and actions taken	This is not applicable.
GRI 416 Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Performance Quality page 23
	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 Quality page 23
	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 STANDARD	DISCLOSURE	LOCATION or OMISSION
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.