

“

*I will always remember the first time we were allowed to change her diaper while she was still on the ventilator. And I will never forget the relief I felt when she woke up and tried to take out the ventilator tube,”*

says the mother of former ICU patient Alma, Linda Rose.

Read the full story [here](#).



**SUSTAINABILITY  
AT RADIOMETER  
2022**

## Letter from our President

Every day, almost one million blood samples are tested using Radiometer equipment.

That's a responsibility we take very seriously and a number we aspire to increase in the years to come as part of our vision to improve global healthcare. We are first-hand witnesses to the ever-increasing pressures on healthcare systems that are driving demand for reliable products and solutions. And we're committed to doing our part.

Our **innovation** efforts are focused on developing powerful technologies that help caregivers make diagnostic decisions that save lives. Despite recent market disruptions, geopolitical uncertainty, and rising inflation, our extraordinary teams continue to show up for our customers each day with dedication to solve the most complex challenges.

Our **people** are at the heart of everything we do at Radiometer. We believe that a diverse, safe, and engaged team is the key to finding the solutions of tomorrow and delivering on our vision. We strive to nurture an inclusive and sustainable workplace where we listen to the voices of our associates, balance their unique sets of changing circumstances, keep them physically safe, and look beyond our own walls to understand trends and challenges in the communities in which we operate.

We are also focused on minimizing our impact on the **environment**. Climate change is a global issue that requires our immediate attention, and we are working diligently to reduce our greenhouse gas (GHG) emissions, energy use, and waste.

These are the three key themes that are the pillars of our sustainability program and will serve as the framework for this 2022 edition of Sustainability at Radiometer: **Innovation, People, and Environment**.

### Uniting under a shared set of goals

For over a decade we have shared our sustainability efforts in the Radiometer sustainability report, following the Global Reporting Initiative (GRI) framework, the principles of the UN Global Compact, and in response to the Danish Financial Statements Act.

However, the year of 2022 marks an important year of transition for our reporting. Starting this year, our statutory reporting is covered by Danaher Corporation (parent company)<sup>1</sup> and the Radiometer annual report.

Hence instead of a separate Radiometer sustainability report, we're pleased to use this opportunity to share the 2022 highlights across the pillars of our sustainability program and demonstrate our commitment to improving global healthcare, fostering an inclusive workplace, and minimizing our environmental impact.

**We're excited to continue building a sustainable future together and Helping Realize Life's Potential.**



**Henrik Schimmell**  
President

### Our mission

We help caregivers make diagnostic decisions that save lives

### Our vision

Improving global healthcare with reliable, fast and easy patient diagnoses

### Our promise

Whatever comes next, we make sure life comes first

Each of the legal entities that comprise the Radiometer business are indirect, wholly-owned subsidiaries of Danaher Corporation, a publicly-traded corporation headquartered in Washington, DC in the United States ("Danaher"). Danaher publishes an annual sustainability report that highlights Danaher's overall sustainability strategy and program, including policies, systems, management programs, metrics and goals that cover various areas of sustainability. As subsidiaries of Danaher, the Radiometer legal entities are subject to such policies, systems and programs and contribute to such Danaher-wide metrics and goals.

1. See: Danaher 2022 Sustainability Report.pdf (investorroom.com)

## About Radiometer

When life takes an unexpected turn, Radiometer's technology and solutions enable caregivers to make informed diagnostic decisions to improve patient care.



### Owned by the Danaher Corporation

Each of the legal entities that comprise the Radiometer business are indirect, wholly-owned subsidiaries of Danaher Corporation. Danaher operating companies serve some of today's most dynamic fast-growing industries: Life Sciences, Diagnostics, Water Quality and Product Identification. In 2022 Danaher achieved consolidated revenue of approximately \$31 billion.



### Our factories

We have production sites in Poland, the United States, Finland, Switzerland and at our headquarters in Denmark. A new factory is currently under construction in China.



### A great place to work

Our success is based on a united effort of more than 4,000 Radiometer associates (part of an overall Danaher associate population of approximately 80,000).



### Better together

We believe that the best results are achieved together. Our focus on diversity begins in talent recruitment and continues with unique performance and career plans.



## Empowering caregivers

We empower caregivers to make diagnostic decisions to improve patient care by developing products and solutions that provide the critical information needed in acute care diagnostics.



### Our Business System

The Danaher Business System (DBS) is the foundation of our performance and culture. It drives a continuous cycle of improvement and innovation. It helps us navigate our toughest challenges, deliver innovative products and solutions, grow our business and develop the very best teams.



### Sustainable business

We have built our sustainability focus around three pillars that put healthcare at the center of our work and ensure lasting positive impact: **Innovation, People, Environment.**



### Customer experience

We continue to improve our value to customers by building on our unique expertise to invent new solutions, establish strong customer and partner relationships and continuously focus on improving workflows and seamless connectivity between devices and people in critical care settings.



### Global reach

Our solutions are used in hospitals, clinics and labs in more than 130 countries.



# Innovation



## Innovation

# Improving global healthcare

**We envision a future with personalized and preventive treatments everywhere, for everyone.**

Each year, 41 million lives are impacted by noncommunicable diseases like cardiovascular and chronic respiratory diseases<sup>2</sup>—a number that is expected to rise as the global population grows. At the same time, the population is aging<sup>3</sup> and there is a global shortfall of healthcare workers. We're looking at a future with an increase in the volume of patients admitted to hospitals and a call for a public health response.<sup>4</sup>

*At Radiometer, we want to continue to be part of the solution.*

## Enabling healthcare efficiency and ensuring access to health

Caregivers around the world face constant change and challenging situations. They never know what to expect each day when caring for critically ill patients. With our offering of products and solutions for the entire hospital, we dedicate our work to empowering caregivers to make informed diagnostic decisions to improve patient care.



2. Noncommunicable diseases (who.int)

3. Ageing and health (who.int)

4. Health workforce (who.int)

## Helping caregivers make diagnostic decisions that save lives



### At the Emergency Department (ED)

Patients with diffuse symptoms require various tests which can result in long waiting times for lab results, overcrowding, and potentially delayed care for the most critical patients. Radiometer's point-of-care testing can help to speed up diagnosis and treatment processes while reducing contingencies and process costs. Our comprehensive and connected ED point-of-care testing solutions empower caregivers with certainty and support clinical decision-making in the ED.



### At the Neonatal Intensive Care Unit (NICU)

The care that premature infants receive in the first hours and days of their lives can have a significant impact on their quality of life.

Premature infants often present a range of critical conditions that can change rapidly, and undetected oxygen changes can be particularly challenging.

Radiometer's NICU solution gives caregivers insight into infants' respiratory and metabolic status to support caregivers in making well-informed treatment decisions.



### At the Intensive Care Unit (ICU)

A patient's status can change quickly and without warning. Caregivers rely on blood testing around the clock to carefully monitor these changes. Radiometer's ICU point-of-care testing solution supports the daily work of caregivers so they can make critical decisions fast, increase efficiency in their ICUs, and spend more time where it matters the most – with patients.

“

*The point-of-care solution allows us to quickly get the relevant parameters needed for the treatment of our critically ill, intensive care patients.”*

**- Dr. Jan Brocke**  
Segeberger Kliniken, Germany

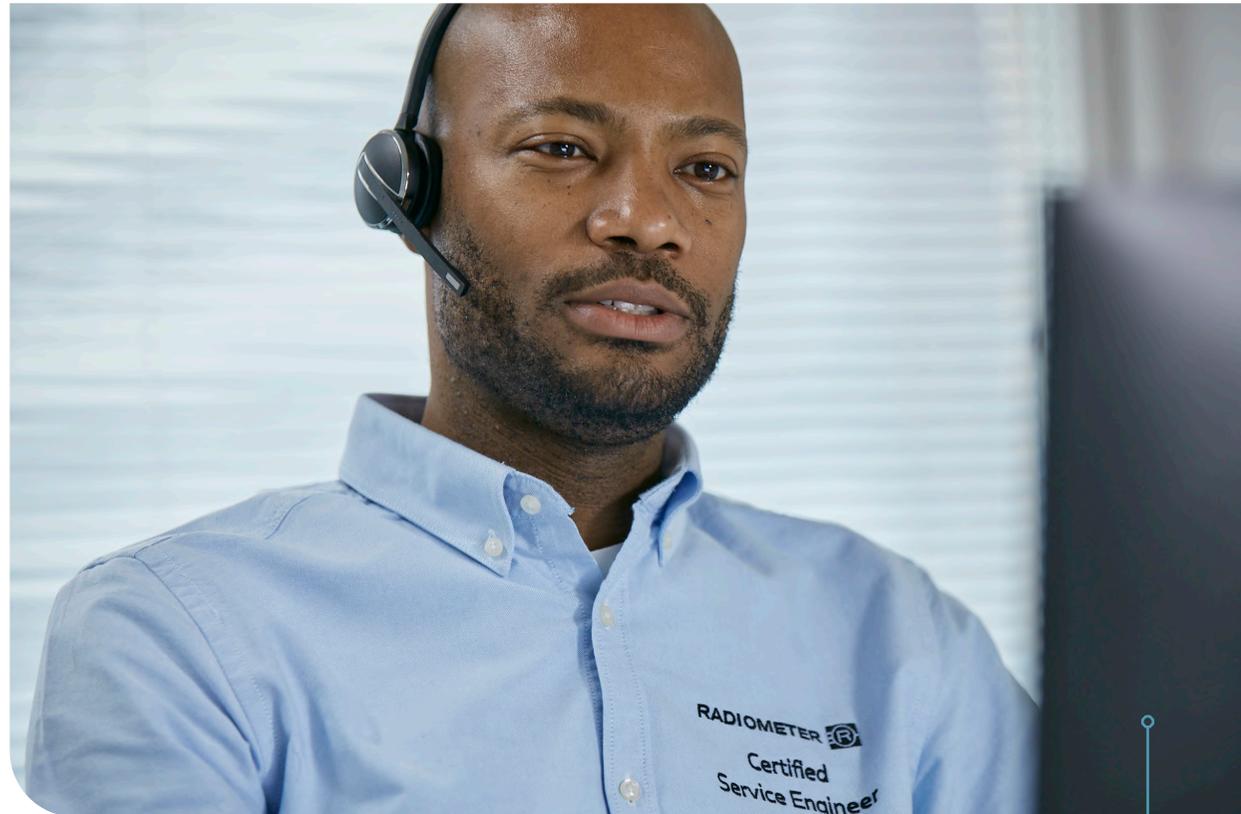
## Expanding our remote support offering

**With at least 50% of the world's population lacking full coverage of essential health services<sup>5</sup>, ensuring access to health is an urgent task.**

Accelerated by the pandemic, we continue to expand our remote support offering and by the end of 2022 we had 17,000 connected instruments globally—up 15% vs. 2021. When remote support and troubleshooting are possible, our Field Service Engineers can immediately address issues—decreasing instrument down-time and keeping the device running. This is particularly beneficial during lockdowns and for instruments located in remote regions.

*"Imagine areas with long distances or challenging infrastructure such as Sub-Saharan Africa, the Amazon region in South America, the Greek islands, or large cities such as Mexico City or Nairobi. And think about how much waiting time you eliminate for caregivers and their patients when the field service engineer does not have to travel, do on-site troubleshooting or identify and subsequently order needed components,"* says Ali Bora Bas, Senior Director Distributors and High Growth Markets.

**17,000**  
connected instruments  
globally



5. Improving service access and quality (who.int)

## Partnering up to improve patient care



In 2022 we announced a **partnership with Etiometry**, a leader in clinical decision-support software for critical care, to enhance the clinical workflows in neonatal intensive care units. The goal with integrating the Etiometry platform with **Radiometer's real-time Transcutaneous Monitoring solutions** is to be able to allow clinicians across the care continuum to view carbon dioxide trends with other physiologic parameters consolidated on one screen to streamline patient care management.



**In collaboration with Technicon**, a Danish robotics company specialized in complete flexible automation for pharma and medtech industrial companies, we set out on a mission to help reduce manual work. Together we created a **robotic solution for our ABL800 FLEX blood gas analyzer** that handles the test tube for data registration and sample testing, decreasing the amount of repetitive tasks. In 2022 the first solution was launched at Glostrup Hospital in Denmark.

# People



People

# A workplace where you belong

A workplace where differences are embraced and where everyone feels included and brings their authentic selves to work each day enables us to better understand our increasingly diverse customer base and ultimately fuels our ability to grow our business. We don't just want our associates to "fit in"—we want them to feel like they truly belong. We are committed to creating an inclusive work environment with equal access to open positions, development opportunities, and management roles at all levels.



*Picture: We use Kaizen events to bring colleagues together across functions to solve specific challenges. This is a snapshot from an event at our site in Stargard, Poland.*



*We are committed to creating an inclusive work environment.*



We hosted **Girls' Day in Science** to inspire and motivate girls to choose an education in STEM (science, technology, engineering and mathematics).

**Sanna Wallenborg**, Vice President & GM, Immunoassay, is the presenter.

## Meet our associates



*We have a very helpful, supportive culture. No one's on their own. If you have a problem or question, you can ask someone for help and solve it together. And it's flexible, as well, in terms of both when and where you work. I spend part of my week on-site at the manufacturing plant and then work from home two days per week."*

**Tea Holck**  
Production Planner,  
Radiometer Turku, Finland



*Radiometer has really invested in my personal development. When I joined, there was a well-defined onboarding plan, and it was customized to my background. I had mentoring from not only my own manager, but the specialists we work with in project management and compliance. And the guidance went beyond just a few hours of training—it was continuous support, until I felt completely confident on my own."*

**Kirti Bhogle**  
Senior R&D Manager,  
Software Development



*I really see the Danaher Business System (DBS) as one of the key advantages of being a Danaher operating company. In part, that's because of the culture. For example, at kaizen events—weeklong workshops focused on solving specific problems to make a difference or to improve a complex process—everyone in the room is there on equal grounds, regardless of their title or role. DBS truly works. If you're dealing with a complex, difficult issue, and you know where you need to go or what you want to reach, but not how to do it, there is a DBS process that will support you in figuring it out."*

**Sanna Wallenborg**  
Vice President & GM, Immunoassay



*As a manager I try to provide clarity, context, safety, and an environment where my colleagues can bring their best inherent qualities to life. Then I trust them to make the right calls and give them what they need to make sure they and their teams succeed. I'm pleased to say I'm learning and growing every day at Radiometer."*

**Anders Myhre**  
Vice President, Marketing & Services

# Environment



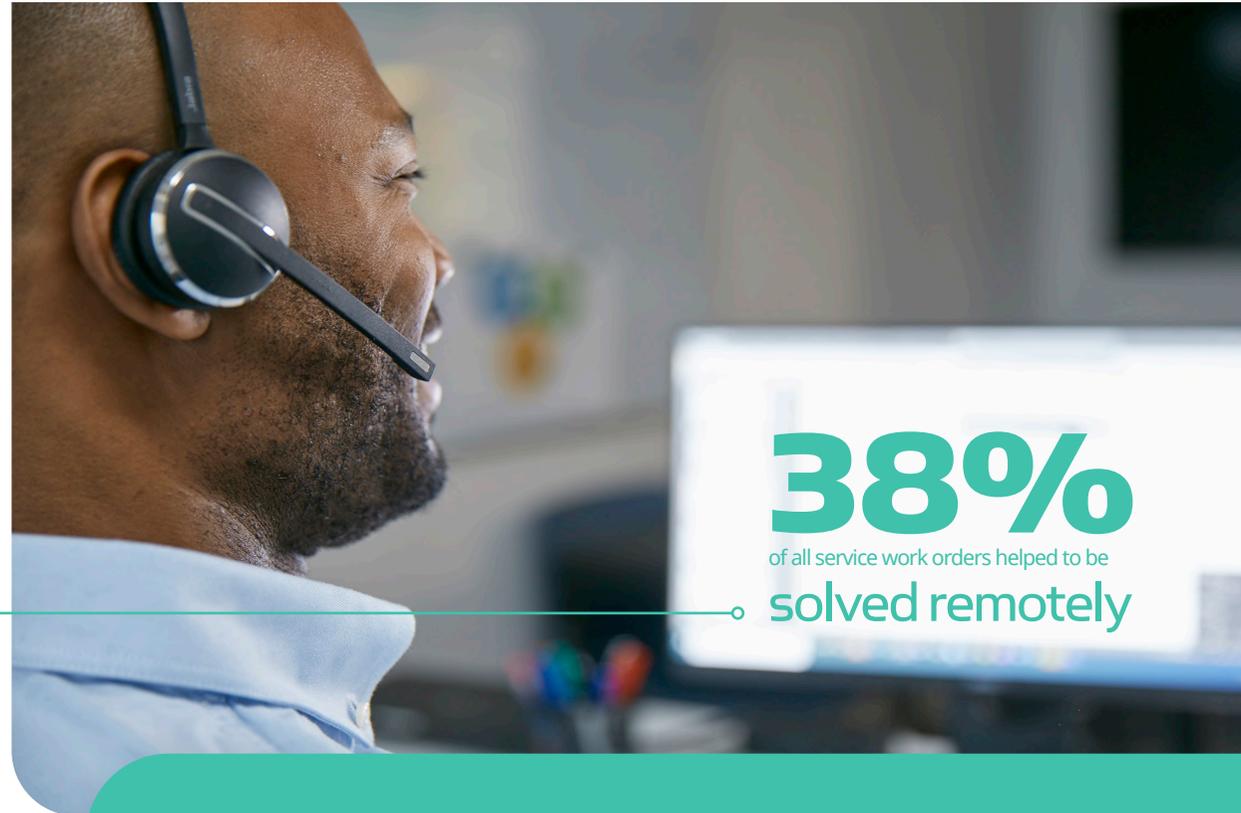
## Environment

# Minimizing our environmental impact

## Reducing the environmental impact of our products and services

Healthcare facilities tend to generate a lot of waste through the use of disposable packaging and devices, largely due to strict regulations—but we are striving to find a better way for our business, our associates, and our customers.

We have established a cross functional team consisting of Global Product Stewardship, Product Environmental Compliance and Research & Development. In 2023, this team will collaborate to create more sustainable products starting with identifying opportunities for e.g. recycling of materials. Based on this, requirements will be defined and added to upcoming product updates.



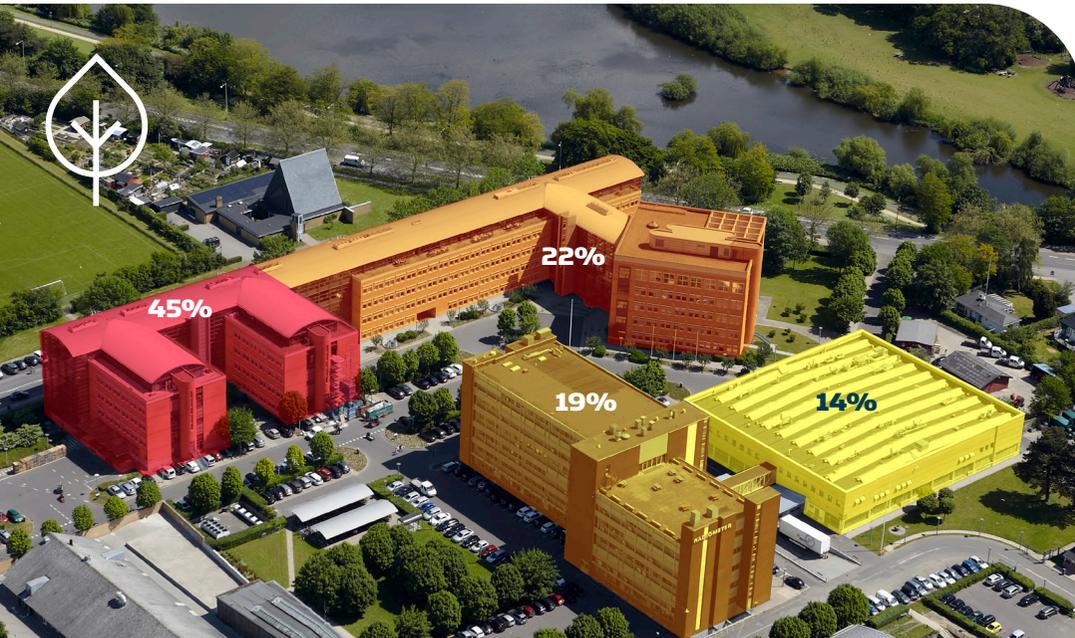
**38%**  
of all service work orders helped to be  
solved remotely

We are also pursuing a **digital transformation**, with digital technologies playing a central role in our sustainable offering.

We mentioned our **remote service offering** earlier:

In 2022, 38% of all service work orders on Radiometer's connected analyzers were helped to be solved remotely, eliminating related travel activities and ultimately reducing our environmental impact (vs 31% in 2021).

# Driving impact at our sites



Picture: Visualization of distribution of energy consumption at our headquarters in Brønshøj, Denmark

## Identifying a 15% energy reduction opportunity

### Headquarters in Brønshøj, Denmark & Turku, Finland

Two energy *kaizens* created a meaningful energy reduction opportunity at our Denmark headquarters and at our production facility in Turku, Finland.

Several initiatives were identified, from turning off the lights, avoid heating and cooling at the same time, closing the windows, and adding solar panels on the roof. And more significant reduction measures were identified, including changing humidity setpoints in production areas and in drying cabinets.

*"We found that a great part of the suggested reductions can be implemented with a very positive business case. Some can be implemented with no investment at all, simply by changing daily operations. Some can be changed immediately and others we expect to execute towards 2030,"* explains Senior Manager EHS & Facility Kaisa Halme.



Picture: Turku, Finland

## Reducing scope 2 emissions

### Stargard, Poland

Through no other investments than time, patience, priority and knowledge, our facility management team in Stargard, Poland has reduced monthly electricity consumption by 40 MWh—the equivalent of 94 tons Scope 2 emissions per quarter.<sup>6</sup> In 2022, we set out to initially optimize areas with the highest impact and easiest implementation. We took control over heat consumption by monitoring temperature fluctuations between rooms, keeping the system stable and the inside temperature consistent.

### Headquarters in Brønshøj, Denmark

A green electricity purchase agreement for our headquarters helped us reduce the site's Scope 2 emissions by approximately 919 tons<sup>7</sup> in 2022.

6. Calculation: 791kg CO<sub>2</sub>/MWh - emission for purchased electricity in Poland. Monthly energy consumption reduced by 40MWh  
791kg CO<sub>2</sub> x 40MWh x 3 months = 94,920 scope 2 emissions per quarter

7. Based on preliminary emission factor from Green Power Denmark



Picture: Stargard, Poland

## From waste to useful material

Packaging is a large part of our resource use. The right packaging choice helps protect our products and transport them efficiently, but it also generates waste.

*“Each month, we receive approximately 200 kg of EPS (expanded polystyrene foam) at our facility in Denmark. Its shape is often tailored to a specific product, and that makes it difficult to reuse in its original form”* explains Manager in Facility Services Lajla Johansen.

She continues: *“Instead of sending the EPS to incineration, it is picked up by a partner in the construction industry who reuses the EPS granulate for insulation.”*

By reusing the EPS, we’re able to ensure safe transportation of critical items while preventing 660 kg CO<sub>2</sub> emissions per month<sup>6</sup> (from avoided incineration) while contributing to the material sourcing of a sustainable insulation product.



6. Calculation: 3,3 kg CO<sub>2</sub> emissions per kg EPS per month. 3,3 \* 200kg = 660 kg CO<sub>2</sub> emissions per month

# Supporting resilient ecosystems

## Thanking our customers with 500 trees

### Australia and New Zealand

Healthy trees cool the planet by absorbing and storing harmful particulate pollutants and GHGs. In fact, a mature tree can absorb an average of 22lbs of CO<sub>2</sub> per year.<sup>9</sup>

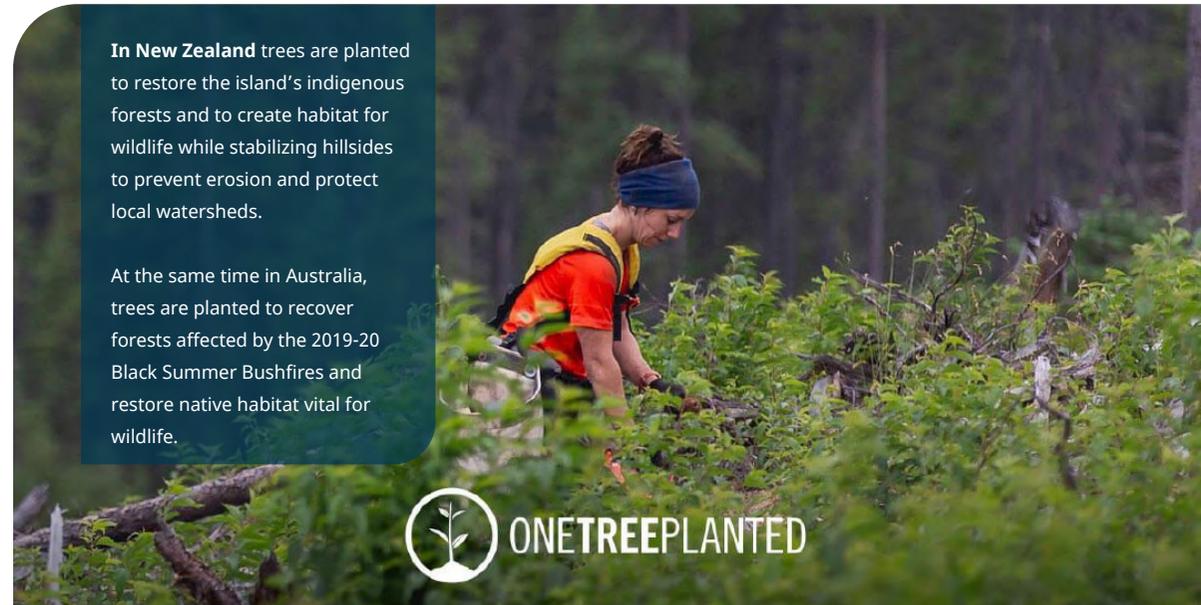
Planting trees can increase the resilience of ecosystems, help minimize climate change effects, and give people and governments time to adapt to changing conditions.

To encourage our Australian and New Zealand customers to participate in Radiometer's customer experience survey, we committed to planting a tree on their behalf through [OneTreePlanted.org](https://www.onetreeplanted.org).

We were pleased to announce we'll be planting 500 trees across Australia and New Zealand to thank our regional customers for contributing their time and valuable feedback.

In New Zealand trees are planted to restore the island's indigenous forests and to create habitat for wildlife while stabilizing hillsides to prevent erosion and protect local watersheds.

At the same time in Australia, trees are planted to recover forests affected by the 2019-20 Black Summer Bushfires and restore native habitat vital for wildlife.



## Supporting a rich and healthy community of pollinators, plants and people

### Denmark

Pollinators are increasingly under threat from human activities.<sup>10</sup> To support a rich and healthy community of bees, flowers, and people in Copenhagen, we collaborate with the regenerative organization called **Bybi** ('City bee'). Bybi takes care of beehives at our site in Copenhagen and in 2022 they harvested 180 kg of delicious honey. **The proceeds from the sale of honey at Radiometer support Bybi's program with local schools, where they teach children about sustainable lifestyles with the help of many different kinds of bees.**

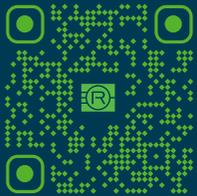


9. How Much CO<sub>2</sub> Does A Tree Absorb? - One Tree Planted

10. Countries urged to prioritize protection of pollinators to ensure food security at UN Biodiversity Conference - United Nation Sustainable Development

**Whatever comes next,  
we make sure life comes first.**

Radiometer products and solutions are used in hospitals, clinics, and laboratories in over 130 countries, providing information on critical parameters in acute care diagnostics. Through connected solutions, expert knowledge, and trusted partnership, we help health care professionals make diagnostic decisions to improve patient care.



Scan the QR code / Read more in the  
Danaher sustainability report **HERE**.