

# Aidian Sustainability Policy

Entry into force	1 May 2026
Approval date	28 April 2026
Approved by	Aidian Board of Directors and Aidian Management Team

1.5.2026

## 1. Introduction

Aidian is a health technology company that develops, manufactures, and distributes in vitro diagnostic (IVD) products. Patient safety, product quality, and reliable and ethical business practices are at the heart of our operations. This Sustainability Policy sets out Aidian's principles and commitments to promote sustainability in all our operations and value chain. The policy supports Aidian's strategy and complements existing sustainability principles, ethical guidelines, and other group-level policies.

## 2. Principles of sustainable development

Aidian's sustainability work is based on three complementary areas: environmental responsibility, social responsibility and good governance (ESG). We identify the most significant impacts, risks, and opportunities in our operations in accordance with the principle of double materiality and develop our operations systematically based on legislation, stakeholder expectations, and the special characteristics of our business.

### 2.1 Our sustainability commitments

We comply with applicable international and local laws in all our operating countries. We respect the UN Universal Declaration of Human Rights and the fundamental rights defined by the International Labour Organization (ILO). We are also committed to the UN Global Compact initiative, the Chemical Industry's international Responsible Care program, and the Vision Zero Forum coordinated by the Finnish Institute of Occupational Health.

## 3. Environmental responsibility

Aidian strives to minimize the environmental impact of its operations throughout the product life cycle, from research and development to manufacturing, distribution, and use. The development of our environmental work is based on measurable data, continuous improvement, and the long-term development of product responsibility.

### Our key commitments are:

- identifying and monitoring greenhouse gas emissions to set ambitious emission reduction targets
- compliance with environmental and chemical legislation in all our operations
- assessing opportunities for improving resource and energy efficiency as part of operational development
- waste prevention and proper waste management in accordance with legislation and regulatory requirements
- developing capabilities to take environmental responsibility into account in procurement and the value chain as practices evolve.

1.5.2026

## 4. Social responsibility

The core of Aidian's activities is the promotion of health and well-being. The safety of patients, end-users, and customers is paramount in everything we do. Aidian respects the UN Universal Declaration of Human Rights and the fundamental rights of workers as defined by the International Labour Organization (ILO). These rights cover freedom of association, the right to organise or not to organise, the right to collective bargaining, the prohibition of forced labour and child labour, and employees' right to equal treatment and opportunities. We also require similar commitment from our partners through our Third-Party Code of Conduct.

### Our key commitments are:

- ensuring patient safety and high product quality
- promoting the health, safety, and well-being of employees
- developing a non-discriminatory, equal, and inclusive work community
- respect for human rights and fundamental labour rights both in own operations and in value chain
- requiring suppliers and business partners to act responsibly.

## 5. Governance

Good governance is the foundation of Aidian's sustainable business. We operate transparently, ethically, and in accordance with current legislation in all our operating markets. We have separate Code of Conduct and Anti-Bribery Policy that further describe our ethical business practices. Our ethical business requirements for partners are described in our Third-Party Code of Conduct. Aidian has a whistleblowing process and an anonymous reporting channel through which employees and other stakeholders can report suspected criminal behaviour and violations confidentially.

### Our key commitments are:

- compliance with ethical business principles and anti-bribery policies
- responsible risk management and internal control
- ensuring data protection and information security
- open and reliable stakeholder communication.

## 6. Management, reporting, and monitoring

The Sustainability Policy applies to all companies and functions of the Aidian Group. It is reviewed regularly and updated as necessary to reflect changes in the operating environment, regulation, and stakeholder expectations.

We publish an annual sustainability report and comply with the applicable legislation and industry recommendations.