



AIDIAN

Sustainability Report 2024

Aidian, formerly Orion Diagnostica, is a Finnish-based in vitro diagnostics (IVD) company with over 50 years of experience in developing and manufacturing reliable, fast, and easy-to-use diagnostic tests especially for primary care. Our aim is to aid health globally by promoting efficient healthcare through accurate and fast diagnostics.

aidian.eu

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This is Aidian

Aidian, formerly Orion Diagnostica, is a Finnish-based in vitro diagnostics (IVD) company with over 50 years of experience in developing and manufacturing reliable, fast, and easy-to-use diagnostic tests especially for primary care. Our aim is to aid health globally by promoting efficient healthcare through accurate and fast diagnostics. We specialize in point of care and our product portfolio provides solutions among others for infectious disease diagnostics, improved management of diabetes, and colorectal cancer screening.



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Established in **1974** in Finland



Over **90%**
from international sales



60 000
instruments placed worldwide



300
Personnel



13
countries



Finnish-based
IVD company.



QMS is IVDR and ISO
13485:2016 certified
and FDA compliant.



CE-marked diagnostic
tests for primary care.



Production & HQ
located in Finland

Locations in Europe



Location in China

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We offer our customers and partners the best solutions and service with a customer-focused mindset, high-quality products, and agile operations. With a strong can-do attitude, we aim to provide flexible solutions to our customers' specific needs.

We have approximately 300 dedicated employees who want to be in the forefront of creating tools for better healthcare.

In addition to our head office and production plant in Espoo, Finland, we have local offices in 12 different countries: Sweden, Norway, Denmark, Germany, Czech Republic, Slovakia, Hungary, Poland, the Netherlands, Belgium, Estonia, and China. In other markets, we work in partnerships with other companies. In addition, we are a distributor for selected well-established suppliers' diagnostic products.



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Our customers include healthcare professionals around the world, primary care settings, and industry monitoring environmental cleanliness. Our global footprint covers over 60 countries and our QuikRead go flagship products are used globally, with over 60,000 instruments placed worldwide.

We are fully compliant with the ISO 13485:2016 Quality Standard as well as IVDR and FDA requirements. Additionally, our hygiene monitoring product manufacturing is covered by ISO 9001:2015 certification, and our internal plastic factory is certified against both ISO 9001:2015 and ISO 15378:2017 standards.



ISO 9001:2015

General quality
management system
standard



ISO 13485:2016

Quality management
system standard for
medical devices



ISO15378:2017

Quality management
system standard for primary
packaging manufacturers
in the pharmaceutical
and medical device
industries

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Letter from CEO

Aidian celebrated its 50th anniversary in 2024. Through these years, Aidian has grown into an innovative global health technology company focusing especially on point-of-care diagnostics. High-quality products are at the core of our business and we want to play a part in people's well-being through accurate and fast diagnostics.

As an indication of our dedication to meeting the highest standards of regulatory compliance and ensuring the safety and efficacy of our products, Aidian achieved IVDR (In Vitro Diagnostic Regulation) certification in 2024. This achievement strengthens our position as a trusted leader in the diagnostics industry.

We also strive to be the best employer by providing a safe, inclusive, and supportive work environment where all employees can thrive. We respect and protect human rights and fair labor practices within our company and expect the same from our stakeholders.

Aidian
turned 50
in 2024!



In 2024, Aidian received the highest occupational safety level classification from the Finnish Vision Zero Forum (Nolla tapaturmaa -foorumi). Additionally, the Finnish MIELI recognition was again awarded to Aidian for the second time. These recognitions highlight our continuous efforts to maintain employee health, safety, and well-being.

We are committed to minimizing our environmental impact through continuous monitoring and improvement of our environmental performance. We have identified the key environmental aspects of our operations, such as the largest greenhouse gas emission sources, raw material consumption, and waste generation. By focusing on innovative solutions in these critical areas, we can take deliberate steps towards more sustainable practices.

In 2024, we conducted a double materiality assessment to have a systematic and comprehensive understanding of the impacts of our business activities on the environment, people, and society as well as the business risks and opportunities linked to sustainability. This information will help us to understand what to focus on in our sustainability work, and how to most efficiently integrate sustainability into our business operations and processes.

Juhana Rauramo
CEO



*Aidian achieved
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Regulation) certification
in 2024. This achievement
strengthens our position
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Aidian's impact on society

Aidian creates value for its customers, owners, and society. Point-of-care testing (POCT) provides timely results that support healthcare professionals in evidence-based diagnosis and treatment decision making.

Fast results already during patient's visit increase diagnostic certainty, and aid healthcare professionals in treatment decision making.

We want to speak for the importance of efficient and accessible diagnostics to aid health globally. In addition, we are part of the value chain for our suppliers and subcontractors, as well as for service providers and other partners. We are also part of society and support it at both national and international level, for example by employing people and paying taxes.



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Point-of-care diagnostics

Point-of-care diagnostic tests are easy to use and the results are quickly available for healthcare professionals. Our solutions for point-of-care testing (POCT) support evidence-based diagnosis and correct treatment decisions for improved healthcare, especially in primary care settings where every minute counts.

Aidian advocates early diagnostic testing and immediate evaluation of patients to ensure the most beneficial treatment path, reduce overprescribing of antibiotics, and provide valuable data rapidly to support correct diagnosis and treatment decision making.



Industry hygiene monitoring

Good hygiene is important in various settings, including food processing facilities, hospitals, and factories. Our easy on-site hygiene monitoring tests help to detect protein residues and microbial contamination even in challenging industrial environments, enabling effective hygiene control. This prevents the spread of infections and protects machinery from microbial damage, resulting in significant financial savings.

Values and principles

Our operations are guided by our values: customer focus, mutual trust and respect, quality, reliability and safety, innovation, and achievement. These values guide and unite our employees to deliver and offer products that promote well-being and health. Our values are the foundation of our operations and way of working.



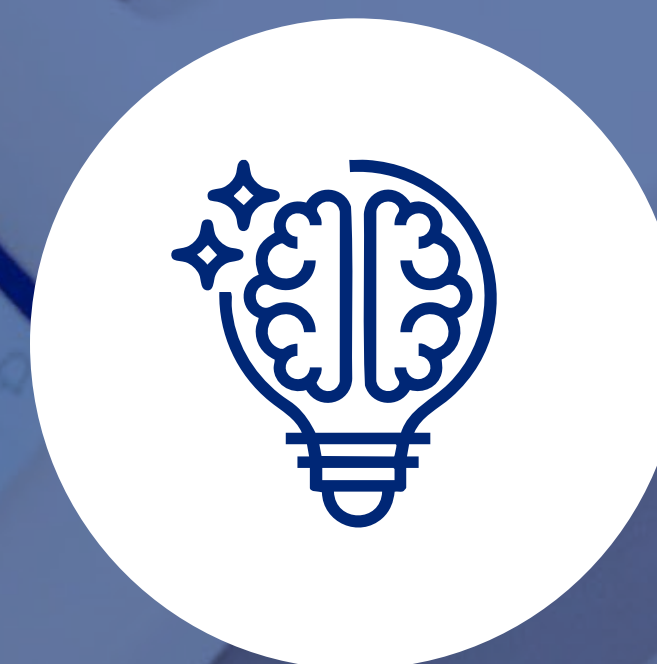
Customer focus



Mutual trust
and respect



Quality, reliability
and safety



Innovation



Achievement

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to sustainability

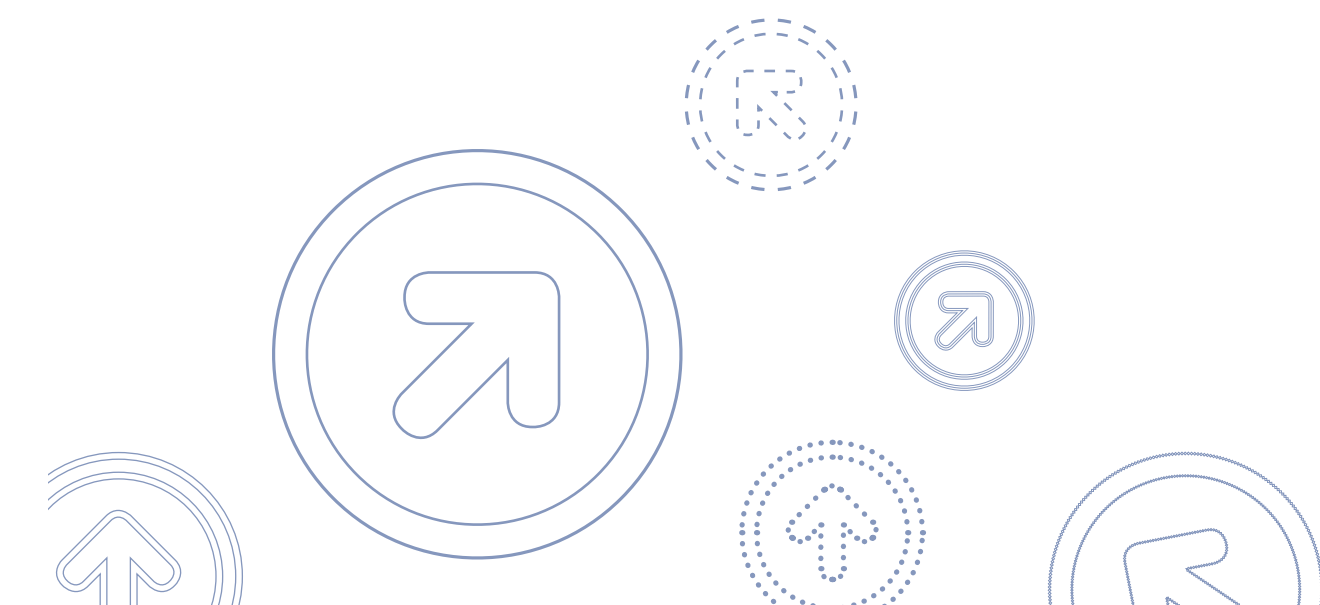
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Our approach to sustainability

Aidian is committed to operating in a responsible and sustainable manner. Patient safety is the guiding value in all Aidian's operations. Our Code of Conduct determines the basic principles our employees are expected to follow in their interactions with each other and with the stakeholders of our company, as well as with society and the environment. Additionally, Aidian's operations and working practices are guided by numbers of mandatory guidelines and specifically defined company policies. All our company policies have been approved by Aidian's Management Team.



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Our strategy emphasizes the significance of our work and the value it creates for our customers. We want to be an excellent workplace and a responsible and attractive employer. Ensuring the continuous development of the well-being and skills of our employees is important to us. We strive to achieve the high objectives we have set for managing matters related to the environment, occupational health and safety, and human resources, and ensuring our operations are ethical. In addition, we are committed to continuous improvement in every aspect of our work and performance.

We want to be an excellent workplace and a responsible and attractive employer. Ensuring the continuous development of the well-being and skills of our employees is important to us.



Double materiality assessment

In fall 2024, we completed a double materiality assessment (DMA) together with an external consultancy company in accordance with the requirements of ESRS 1¹ to determine material sustainability topics for Aidian. The assessment considered both the impacts of our business on people, society, and the environment (impact materiality) and how sustainability topics affect Aidian in the form of business risks and opportunities (financial affect materiality).

In addition, we considered the implementation guidance provided by EFRAG (EFRAG IG 1)², including how to set qualitative and quantitative thresholds for materiality. The assessment covered the whole value chain and all operations of Aidian. By assessing the material impacts, risk, and opportunities (IROs), we were able to identify sustainability themes that are particularly relevant to Aidian and our business, and which also influence our key stakeholders.

¹ European sustainability reporting standard 1

² European Financial Reporting Advisory Group, a private association providing technical advice to the European Commission on both financial and sustainability reporting standards.



Our DMA working group consisted of Aidianeers from several relevant functions, including finance, supply chain, and quality management. Additionally, we conducted a number of both internal and external interviews to get a comprehensive view of the relevant sustainability impacts, risks, and opportunities both in our operations but also in our upstream or downstream value chain.

Process to identify and assess material impacts, risks, and opportunities

Firstly, a longlist of potentially material sustainability topics, sub-topics, and sub-sub-topics was created based on the ESRS and other relevant documents such as policies and risk assessment results.

Secondly, a preliminary short list of material topics was created based on the interviews with internal and external stakeholders (f.ex. customers, suppliers, and Board of Directors), review of relevant materials and literature, as well as working meetings and discussions. Additionally, the identified impacts, risks, and opportunities were scored to assess their materiality.

By using an average scoring approach, impacts were assessed based on their scale, scope, irremediability (in the case of negative impacts), and likelihood; and risks and opportunities on their magnitude and likelihood. Likelihood was assessed only for potential IROs.

The methodology to determine impact materiality was largely aligned with EFRAG's implementation guideline, assessing scale, scope, and irremediability against qualitative criteria. For scale, we assessed the size of the impact to the environment and people; for scope its reach or geographical span and, where applicable, irremediability scores considered how difficult it would be to remedy our negative impacts. In the scoring method, severity precedes likelihood meaning that a topic with a high severity score becomes material even with low likelihood.

The methodology to determine financial materiality included quantitative and qualitative scales to assess magnitude of financial effects. Short- (under 1 year), medium- (1–5 years), and long-term (over 5 years) time horizons were all considered.

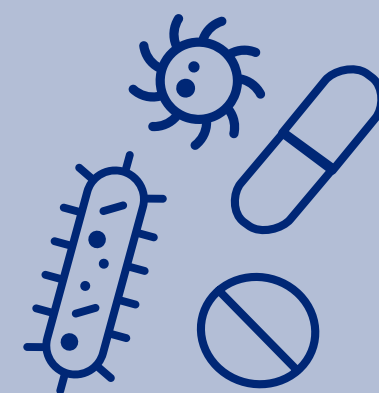
Thirdly, the impacts, risks, and opportunities and their scoring were assessed and validated in workshops including Aidianees from different relevant functions and Senior Management level as subject matter experts. Finally, the compiled assessment results were reported to the Aidian Executive Management Team and the Board of Directors. The DMA results have been taken into account in Aidian's sustainability program created for years 2026–2030.



Material sustainability topics to Aidian



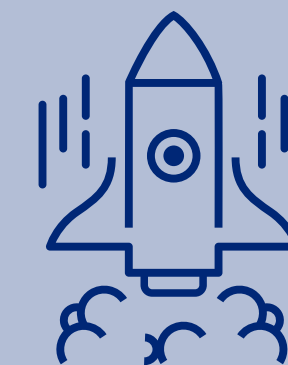
Product quality
and safety



Products
tackling global
health threats



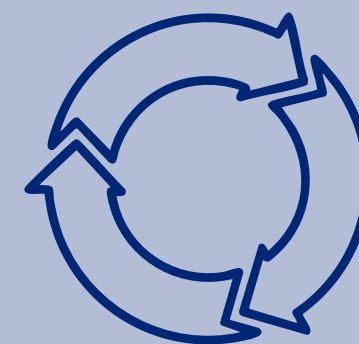
Social inclusion
by point-of-care
diagnostic products



Competence and
career development
of employees



Climate change
adaptation and
mitigation



Resource use and
circular economy



Transparent and
responsible value
chain (including
value chain workers)



Ethical business
practices, including
anti-corruption
and anti-bribery

Memberships and commitments

UN Global Compact

Aidian is a proud participant of UN Global Compact, the world's largest corporate sustainability initiative, since April 2019 ([view our commitment](#)). UN Global Compact supports companies to do business responsibly by aligning their strategies and operations with universal principles on human rights, labor, environment, and anti-corruption, and take actions that advance societal goals.

Responsible Care

Aidian is a participant of the international Responsible Care sustainability program, which is a voluntary environment, health, and safety initiative of the chemical industry. The objective of the program is to promote operations that are in line with sustainable development, from both social and environmental points of view. All participating companies are committed to continuously improving their health, safety, and



United Nations
Global Compact



Responsible Care
Our commitment to sustainability

environmental performance and to developing their products and operations in a way that increases social well-being.

The program has participants in over 50 countries.

The Chemical Industry Federation of Finland coordinates the membership of Finnish companies in Responsible Care, which reports the performance on an annual basis at

kemianteollisuus.fi/en.

Vision Zero Forum

Aidian is a member of Vision Zero Forum or Nollis® which is a network of workplaces aimed at motivating and encouraging workplaces to strive towards a high level of occupational safety and well-being at work. The activities of the Vision Zero Forum are based on the Vision Zero of safety. This refers to a long-term commitment and a holistic and positive attitude toward the continuous development of occupational safety, occupational health, and well-being at work. The Forum has a steering group comprised of representatives of its member companies. The Forum's activities are coordinated by the Finnish Institute of Occupational Health.



Our principles of reporting sustainability

The content of the report and the selected key figures are based on identified relevant sustainability themes to Aidian. In addition, the reporting has taken into account, where applicable, the results of the double materiality analysis which was carried out in 2024 following the principles of the EU Sustainability Reporting Directive (CSRD). Our reporting period is one calendar year (1.1.-31.12.2024), and we publish our sustainability report on an annual basis.

This Report has not been assured by a third party.

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Our approach
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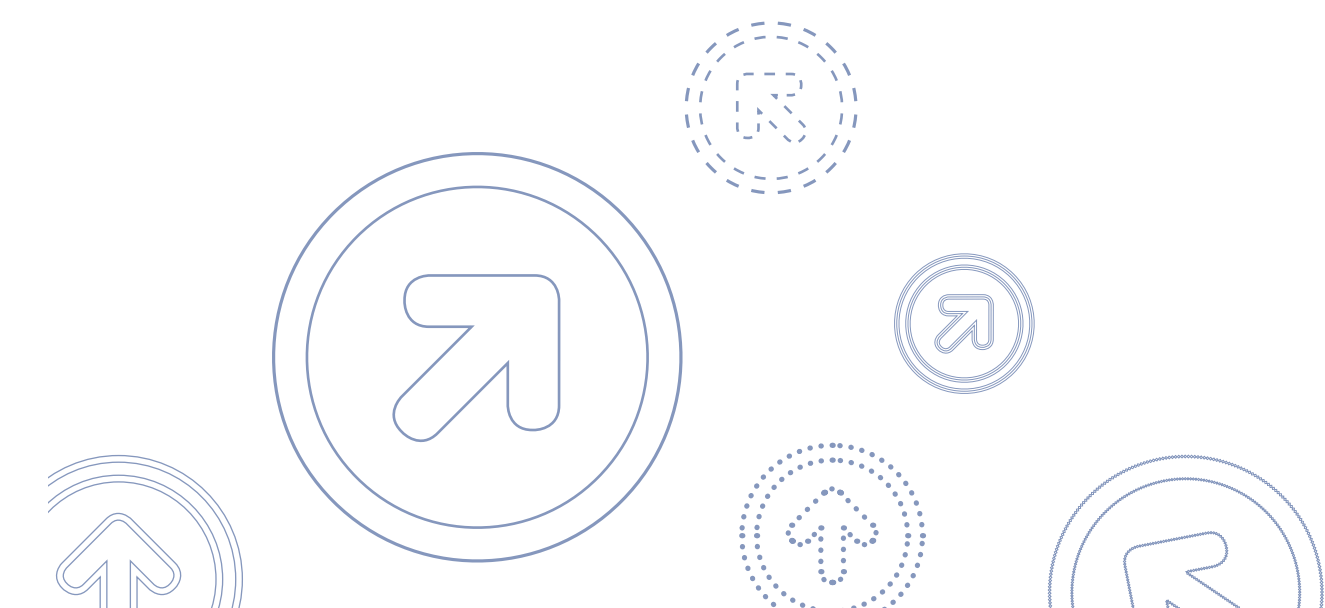
Promoting efficient
health care

Working actively to
protect the planet

Caring for people and
performing with integrity

Promoting efficient health care

Our mission is to enhance health by providing efficient, accurate, and safe diagnostic products. We specialize in easy-to-use point-of-care tests that deliver quick results for healthcare professionals. Our point-of-care diagnostic solutions support evidence-based diagnoses and correct treatment decisions, improving healthcare, especially in primary care settings where every minute counts. Furthermore, our rapid diagnostic tests support sustainable use of antibiotics.



Patient safety and product quality

Patient safety is the core of our responsibility and the guiding value in all Aidian's operations, ranging from research and development, procurement, manufacturing, and marketing and communications. We work to ensure the safety of our products throughout their lifecycles. Our products are manufactured using qualified production equipment in a controlled production environment using validated production and quality control methods to ensure that each batch fulfils predetermined quality specifications.

The legal and regulatory requirements of healthcare authorities guide our activities in everything we do.

In addition to this, we also follow the commonly agreed codes of harmonized practices applied by our industry internationally. Aidian follows the requirements concerning its products, such as the EU directive and regulation concerning in vitro diagnostics (IVD), as well as the corresponding requirements of the US Food and Drug Administration (FDA) and other national regula-

tors, as well as the ISO 13485 and ISO 9001 standards. We are constantly audited by third parties on our compliance.

Patient safety is managed through our quality management and vigilance systems with the involvement of various internal functions. All customer complaints concerning our products are assessed, and the root causes are investigated. We collect customer feedback and carry out benefit-risk evaluations throughout the entire lifespan of a product. This process facilitates the assessment and follow-up of the impacts of corrective and preventive actions.

In 2024, Aidian successfully achieved IVDR (In Vitro Diagnostic Regulation) certification, which was granted by notified body TÜV SÜD Product Service GmbH. The certificate confirms that Aidian's quality management system complies with the requirements of IVD Regulation 2017/746. Achieving this significant milestone highlights our commitment to delivering high-quality, reliable, and safe diagnostic solutions. It is an indication of our dedication to meeting the highest standards of regulatory compliance and ensuring the safety and efficacy of our products. This achievement strengthens our position as a trusted leader in the diagnostics industry.

Fighting against antimicrobial resistance

Antimicrobial resistance (AMR) means the ability of micro-organisms to resist treatment. In most cases, AMR specifically concerns antibiotic resistance, which occurs when bacteria develop the ability to withstand the effects of antibiotics. Antibiotics are life-saving medicines and the most important drugs to treat bacterial infections. Unfortunately, the over- and misuse of antibiotics have driven the development of antibiotic-resistant bacteria, which poses a significant threat to public health.

AMR is recognized as one of the top 10 global health threats by the World Health Organization (WHO) and remains a major global concern.³

In 2021, it was estimated that AMR directly caused 1.14 million deaths and was associated with 4.71 million deaths worldwide.⁴

If current trends continue without significant intervention, AMR could lead to 8.22 million deaths annually and 1.91 million deaths directly attributable to AMR by 2050. Cumulatively, between 2025–2050, AMR is projected to cause 39 million direct deaths to AMR and 169 million deaths attributable to AMR.

Even 50% of prescribed antibiotics are estimated to be unnecessary or incorrectly prescribed.⁵ Majority of all antibiotics used in healthcare are prescribed in primary care where respiratory infections are the most common reason for the healthcare visit.^{6,7} However, approximately 90% of respiratory infections are caused by viruses or are self-limiting, requiring no antibiotic treatment.⁸ Ensuring the proper use of antibiotics is critical in the fight against AMR. This means not only reducing unnecessary prescribing but also providing antibiotics to the patients who truly benefit from the treatment.

Fast and accurate diagnostics play an essential role in proper use of antibiotics. Point-of-care testing prior to prescribing supports treatment decisions by guiding whether antibiotics are needed or not. Aidian's QuikRead go CRP and Strep A tests help healthcare professionals in identifying those patients who need antibiotic treatment – and those who do not.

Aidian is committed in supporting antimicrobial stewardship and promoting sustainable healthcare practices. Through our external communication channels, we work to raise awareness about AMR and the importance of appropriate antibiotic use.

³ World Health Organization (WHO). Antimicrobial resistance.

Available at <https://www.who.int/news-room/fact-sheets/detail/antimicrobial-resistance>

⁴ Naghavi M et al. Global burden of bacterial antimicrobial resistance 1990–2021: a systematic analysis with forecasts to 2050. Lancet 2024; published online September 16. [https://doi.org/10.1016/S0140-6736\(24\)01867-1](https://doi.org/10.1016/S0140-6736(24)01867-1)

⁵ CDC. Antibiotic Use in the United States, 2017: Progress and Opportunities.

⁶ Hay AD. Antibiotic prescribing in primary care. BMJ 2019; 364:l780.

⁷ Petersen I et al. Antibacterial prescribing in primary care. J Antimicrob Chemother 2007; 60 Suppl 1: i43–47.

⁸ Bjerrum L et al. Health Alliance for Prudent Prescribing. Yield and Use of Antimicrobial Drugs in the Treatment of Respiratory Tract Infections (HAPPY AUDIT). BMC Fam Pract 2010; 11:29.

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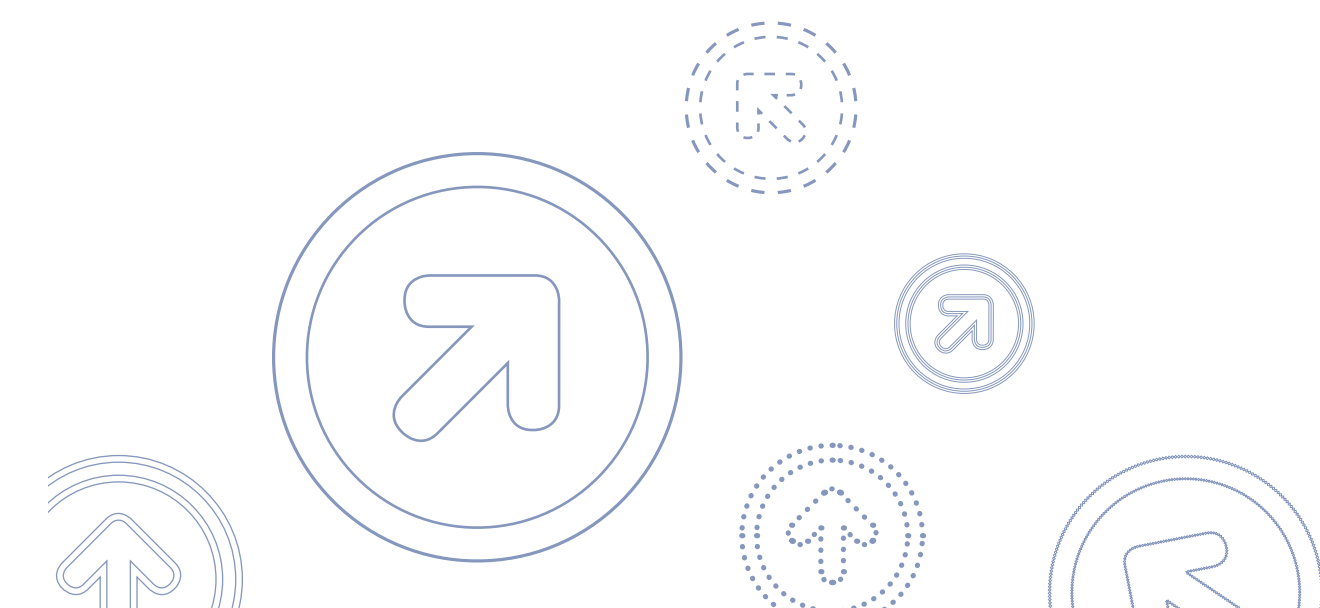
Promoting efficient
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Working actively to protect the planet

We are committed to taking an active part in protecting our planet from one the biggest global challenges of our time: climate change. We have identified the key environmental aspects of our operations and continuously monitor our environmental performance. Our focus is on reducing our carbon footprint and using materials and resources more efficiently. By increasing our knowledge and utilizing data-driven, innovative solutions, we aim to improve our actions over time. We expect the same from our suppliers and partners.



Climate change mitigation

Climate change is one of the biggest global challenges of our time, threatening life on the planet. At Aidian, we want to play an active role in mitigating climate change.

We conducted the first detailed greenhouse gas (GHG) emission calculation according to the GHG Protocol for the year 2024. This will also serve as a base year when setting GHG emission reduction targets for both own (Scope 1) and value chain (Scope 3) emissions.

Carbon footprint of Aidian

Aidian's total GHG emissions (Scope 1-3) were 4339 tCO₂e in 2024. Our GHG emission intensity was 62 tCO₂e /mEUR, and emissions per employee were 13 tCO₂e. Emissions from our own operations (Scope 1) are relatively low, comprising only 12% of our total emissions. We report our indirect electricity, district heat, and steam emissions under Scope 3, Category 8

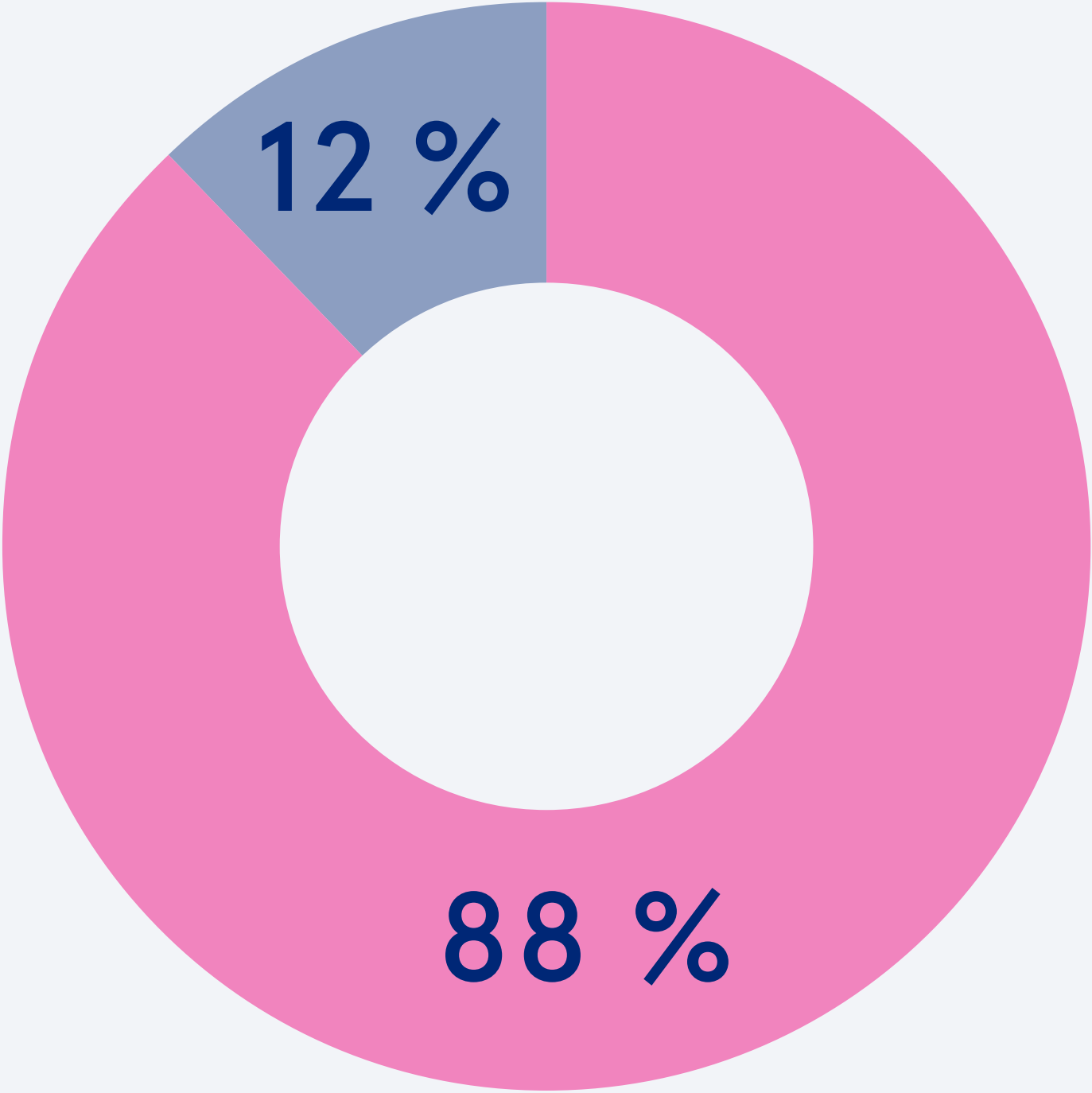
Upstream leased assets instead of Scope 2 as we operate in leased facilities, and the energy contracts are not under our own operational control. Our electricity, district heat, and steam emissions are low, only 49 tCO₂e, as 100% of purchased electricity and district heat come from carbon-free sources.

Most of our emissions, 88%, derive from our value chain (Scope 3). Purchased goods and services and transportation and distribution are the major sources of our Scope 3 emissions. Therefore, for climate actions to be sufficient, significant emission reductions across our value chain are necessary in the future.

We will target our procurement towards climate-friendly alternatives whenever possible.

We will develop our supply chain management from a climate perspective to target our procurement and logistic choices towards climate-friendly alternatives whenever possible and to demand environmental responsibility from our own suppliers and subcontractors.

Total (Scope 1-3) GHG emissions



Scope 1, 2, and 3 GHG emissions

	Unit	2024
Scope 1 GHG emissions	tCO ₂ e	540
Mobile combustion	tCO ₂ e	241
Fugitive emissions	tCO ₂ e	299
Scope 2 GHG emissions	tCO ₂ e	-
Scope 3 GHG emissions	tCO ₂ e	3799
Category 1: Purchased goods and services	tCO ₂ e	2019
Category 3: Fuel and energy-related activities	tCO ₂ e	230
Categories 4 and 9: Up- and downstream transportation and distribution	tCO ₂ e	970
Category 5: Waste generated in operations	tCO ₂ e	1
Category 6: Business travel	tCO ₂ e	175
Category 7: Employee commuting	tCO ₂ e	336
Category 8: Upstream leased assets	tCO ₂ e	49
Category 11: Use of sold products	tCO ₂ e	15
Category 12: End-of-life treatment of sold products	tCO ₂ e	4
Total GHG emissions	tCO ₂ e	4339
GHG emission intensity (total GHG emissions per net revenue)	tCO ₂ e/mEUR	62
Total GHG emissions per employee (total GHG emissions per number of employees)	tCO ₂ e/employee	13

GHG accounting policies

Aidian’s carbon footprint has been calculated according to the Greenhouse Gas Protocol (GHG Protocol). Our calculation covers Scopes 1–3. The organizational boundaries for the emission calculation are defined in accordance with operational control. Our calculation covers all our other major emission sources except Scope 3, Category 2 Capital goods, which will be included in FY 2025 calculations.

- Scope 1:** Includes CO₂e emissions from fuels, as well as fugitive emissions of purchased refrigerants. Emission factors from open-source libraries, such as DEFRA.
- Scope 2:** Not applicable to Aidian. Aidian’s indirect emissions from electricity, district heat, and steam are not under its operational control and therefore, not included under Scope 2 emissions but under Scope 3 Category 8 Upstream leased assets emissions instead.
- Scope 3:**
- Category 1 Purchased goods and services:** Emissions calculated based on volume. Does not include emissions from purchased services. Emission factors from open-source libraries, such as DEFRA.
- Category 3 Fuel and energy-related activities:** Emissions calculated based on fuel and energy usage. Emission factors from open-source libraries, such as DEFRA.
- Category 4 and Category 9 Up and downstream transportation and distributions:** Categories 4 and 9 are calculated using primary data obtained directly from our logistics partners. Additionally, these categories are reported combined, as the emissions could not yet be separated into up and downstream emissions.
- Category 5 Waste generated in own operations:** Emissions calculated using actual waste data (volume) multiplied by relevant GHG emission factors obtained from open-source libraries, such as DEFRA.
- Category 6 Business travel:** Emissions calculated using both primary and estimated travel data available multiplied by relevant GHG emission factors obtained from open-source libraries, such as DEFRA.
- Category 7 Employee commuting:** Emissions calculated using primary data based on employee survey. A representative sample (150 employees) was used to extrapolate the emissions for the whole personnel group. Emission factors from open-source libraries, such as DEFRA.
- Category 8 Upstream leased assets:** Aidian’s indirect emissions from electricity, district heat, and steam are not under its operational control and thus, reported under this category. The emissions are calculated with market-based method using emission factors from energy service providers. Only electricity, district heat, and steam emissions from operations in Finland are included.
- Category 11 Use of sold products:** Includes emissions caused by the energy consumption of sold electric devices of Aidian’s own brand. The emissions are calculated by multiplying the relevant GHG emission factors obtained from open-source libraries, the sale volumes in 2024, the estimated number of product uses during their expected lifetime, and the power of the electric device.
- Category 12 End-of-life treatment of sold products:** Emissions calculated using sales volumes per product type and material, multiplied by relevant GHG emission factors associated with estimated disposal methods. Emission factors from open-source libraries, such as DEFRA.

Carbon footprint of Aidian's value chain (Scope 3)

53.1 %



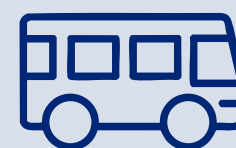
Category 1:
Purchased raw
materials

25.5 %



Categories 4&9:
Transportation
and distribution

8.8 %



Category 7:
Employee
commuting

6.0 %



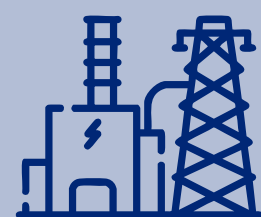
Category 3:
Lifecycle emissions
from used fuels

4.6 %



Category 6:
Business Travel

1.3 %



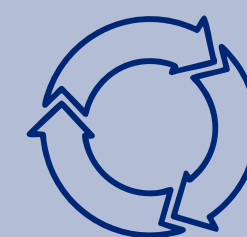
Category 8:
Energy emissions
from leased
facilities

0.4 %



Category 11:
Use of sold
products

0.1 %



Category 12:
End-of-life
treatment of
sold products

0.03 %



Category 5:
Waste
generated
in own
operations

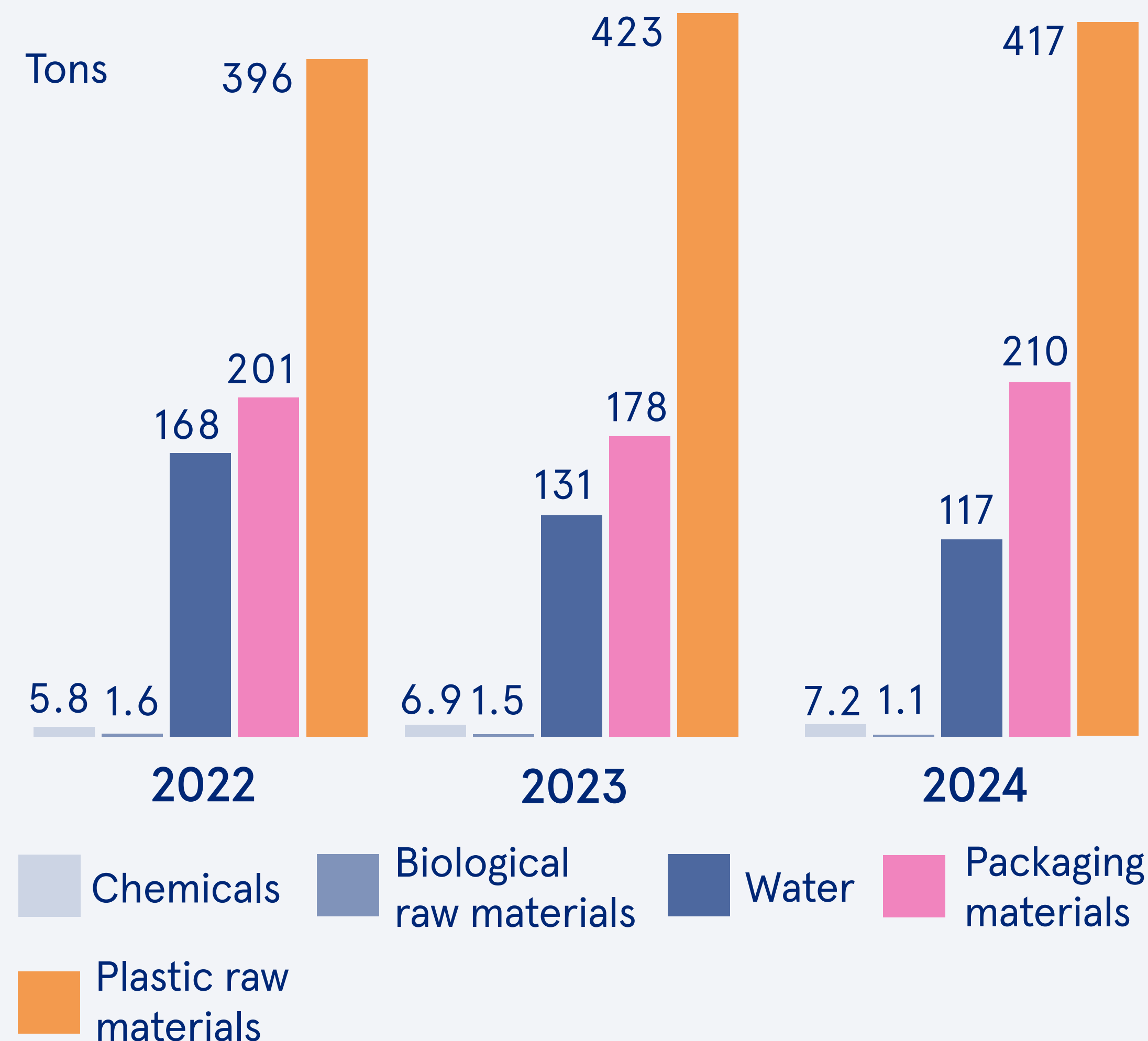
Resource use

Our production facilities are located in Espoo, Finland. Our products are manufactured using qualified production equipment in a controlled and highly automated production environment using validated production and quality control methods. We take environmental impacts and risks into account in our manufacturing processes and continuously seek ways to improve our environmental performance.

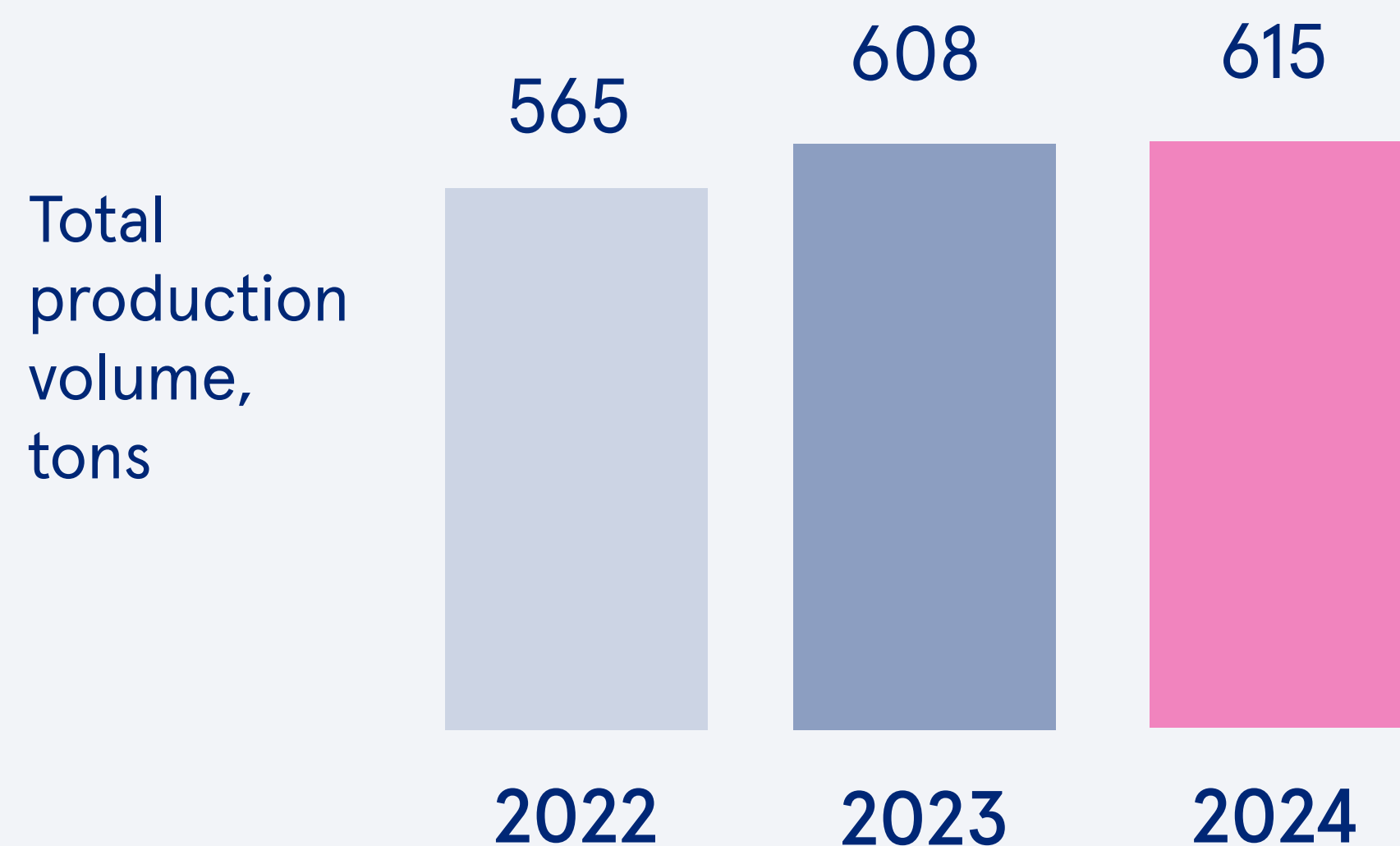
Materials use and production output

We need to follow strict quality requirements when manufacturing our products to ensure patient safety. Therefore, we are limited to using virgin materials in the production of our IVD and hygiene monitoring tests as most of the currently available reused and recycled materials do not meet the stringent regulatory requirements that demand, for example, high purity and consistency. Additionally, the same reasons hinder the recyclability and reuse of our finished products.

Use of manufacturing materials



Production volumes

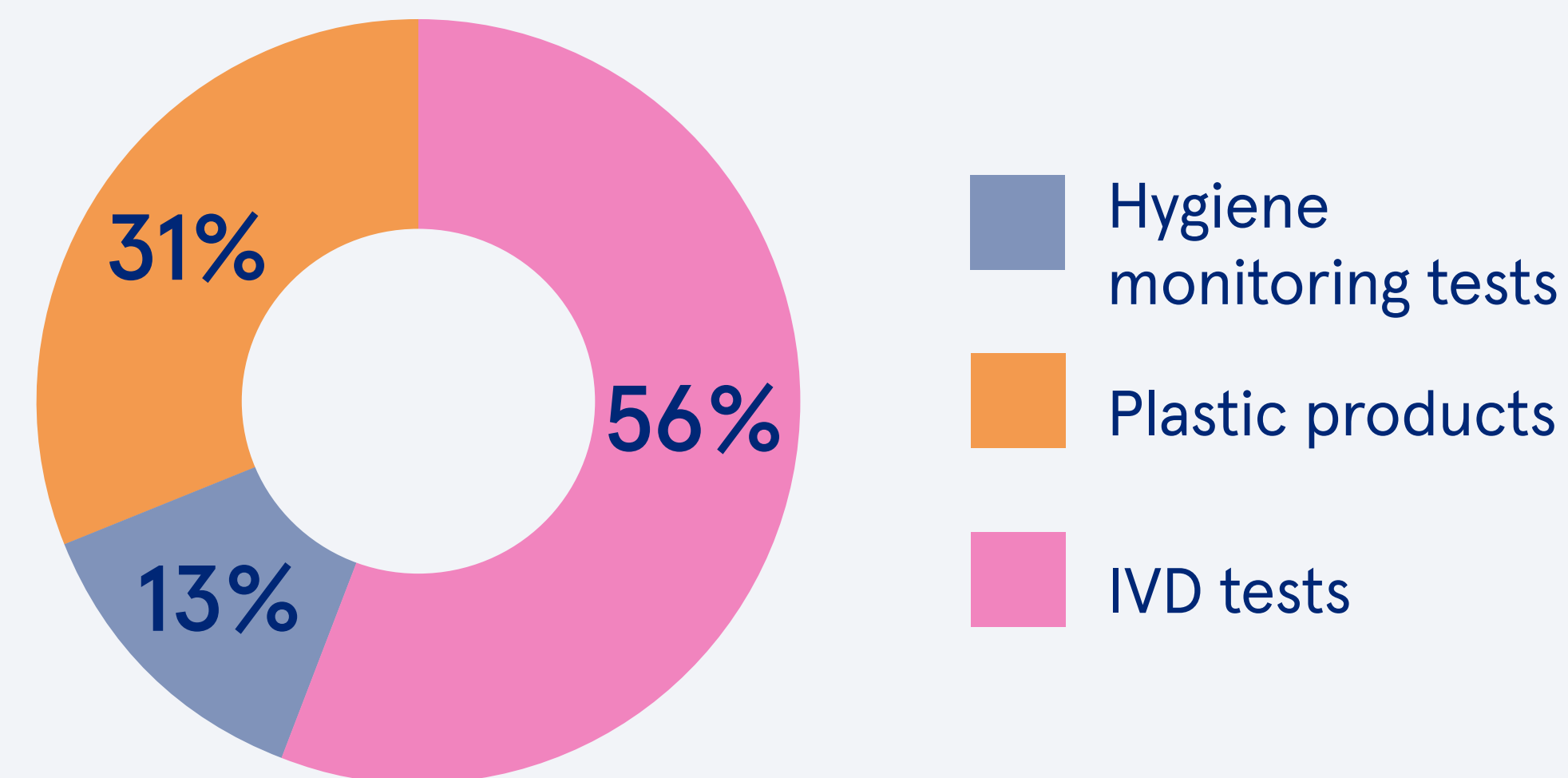


Nevertheless, we do our best to enhance material utilization in our manufacturing processes.

We are continuously seeking ways to utilize our side streams and to prevent material, energy, and water losses.

Additionally, we limit the use hazardous chemicals as much as possible. In 2024, we used 1 500 kg of hazardous chemicals which comprised 21% of our total chemical usage. Our production volumes have stayed relatively stable for the past three years. In 2024, our total production volume, excluding secondary packaging of the products, was 615 tons. IVD-tests comprised 56% of the total production volume.

Production volumes by product category



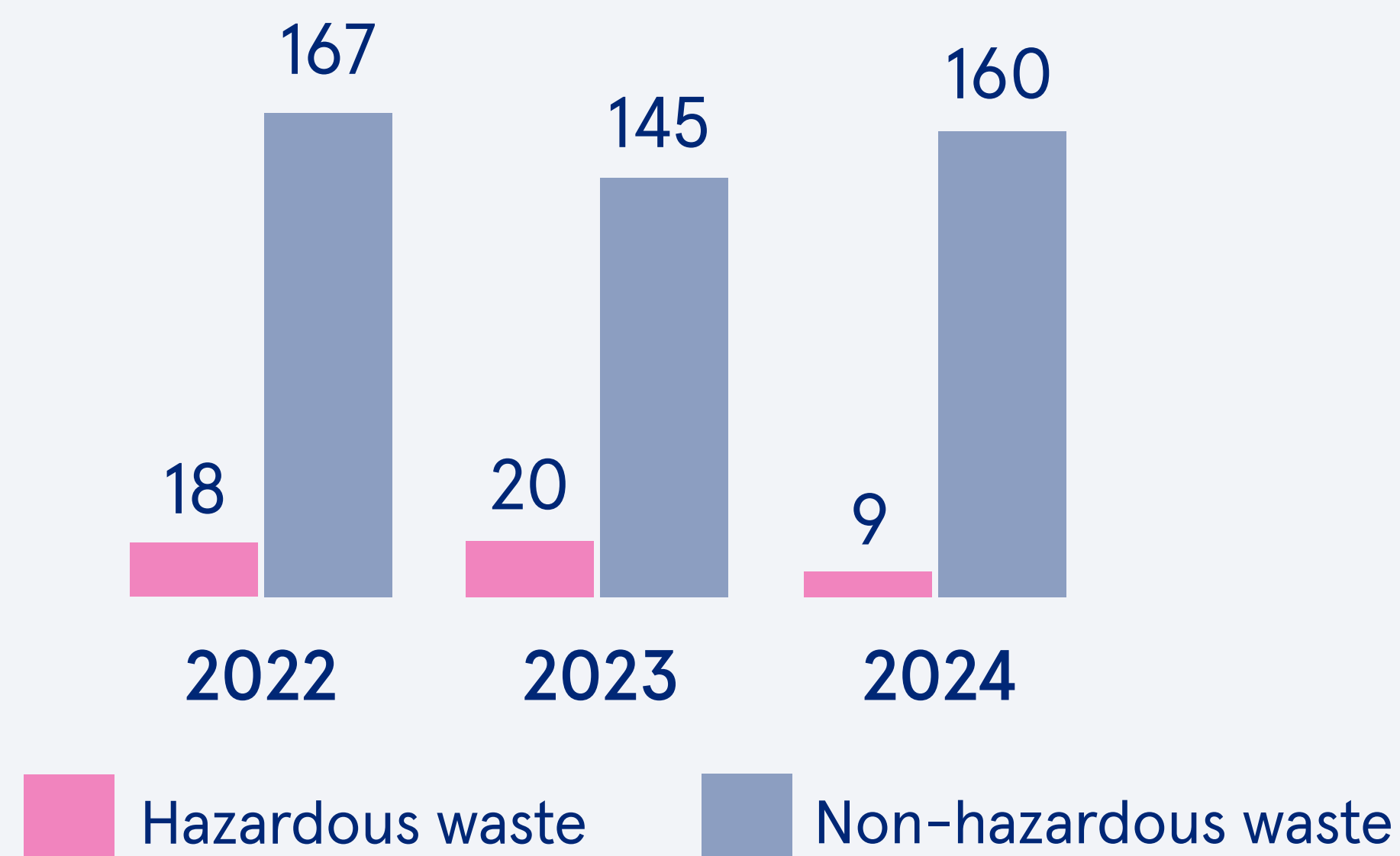
Waste

We are committed to reduce the waste generated in our operations and to recycle the generated waste materials, if possible. Waste that cannot be re-used as material in our own operations is delivered to our waste partner, NG Nordic Finland, who provides all the services we need for managing our waste. Plastic waste generated from our production plant is very clean and can largely be used as raw material by other companies.

Our manufacturing processes generate hazardous waste due to the usage of hazardous chemicals and biological materials. Most of our hazardous waste can be used as fuel for generating energy. The energy generated is utilized as district heating energy. In 2024, 5.3% of our total waste was hazardous. The amount of hazardous waste reduced by 55% compared to 2023. The total amount of waste increased by 2.4% compared to 2023.

*No waste generated by Aidian
is deposited at landfill sites.*

Hazardous and non-hazardous waste*

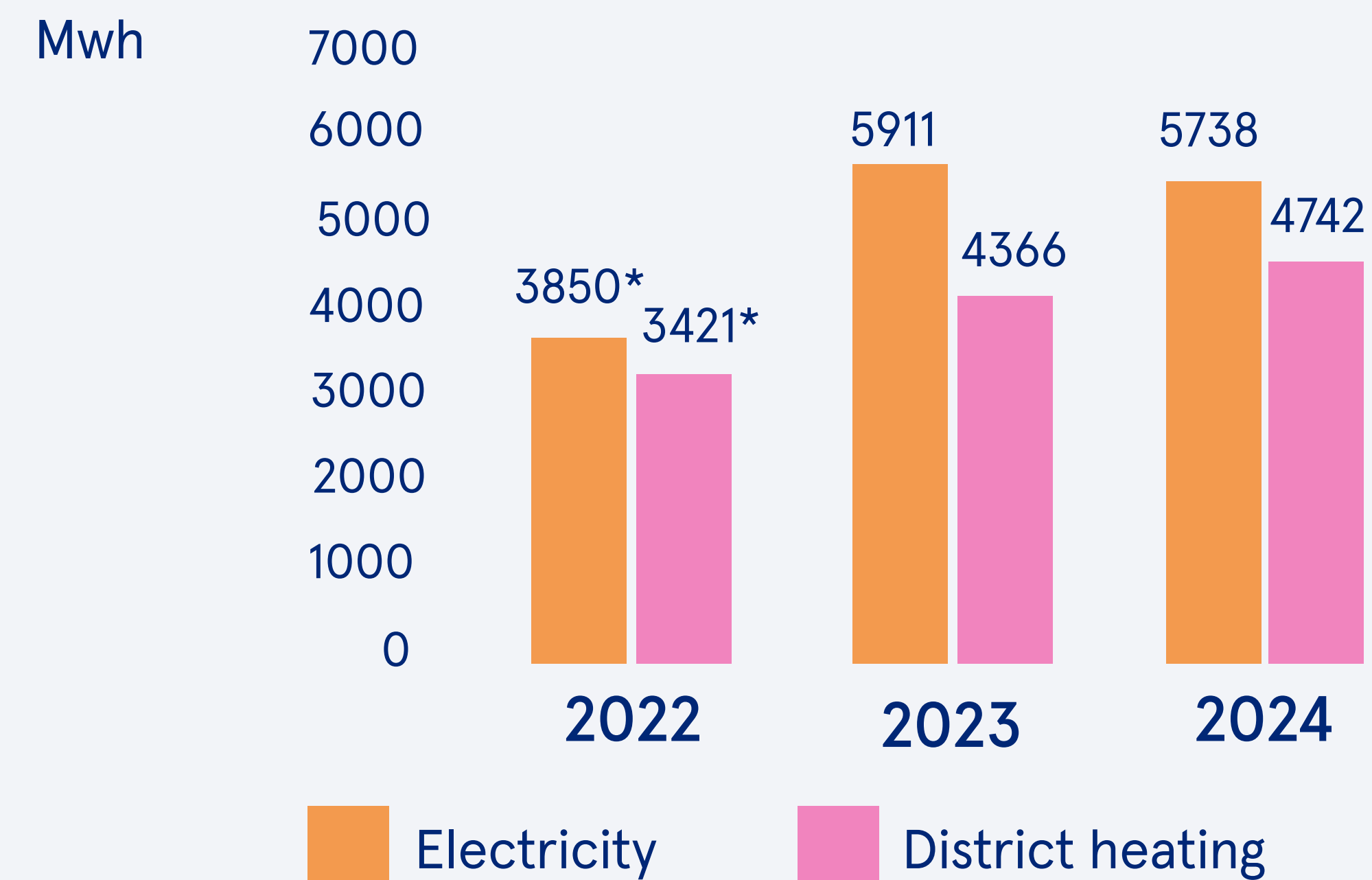


*Figures include waste generated in Aidian's premises in Finland.
Shares of hazardous waste of total waste: 2022 9.7%, 2023 12.1%, and 2024 5.3%.

Energy consumption

All electricity and district heating used in Aidian's premises in Finland come from carbon-free sources. The amount of electricity used decreased by 2.9% compared to 2023

Energy consumption



* Excluding plastic factory consumption. Please note that the electricity and district heat consumption in 2022 and 2023 may differ from numbers reported in our previous sustainability reports as the boundaries of consumption reporting have been revised.

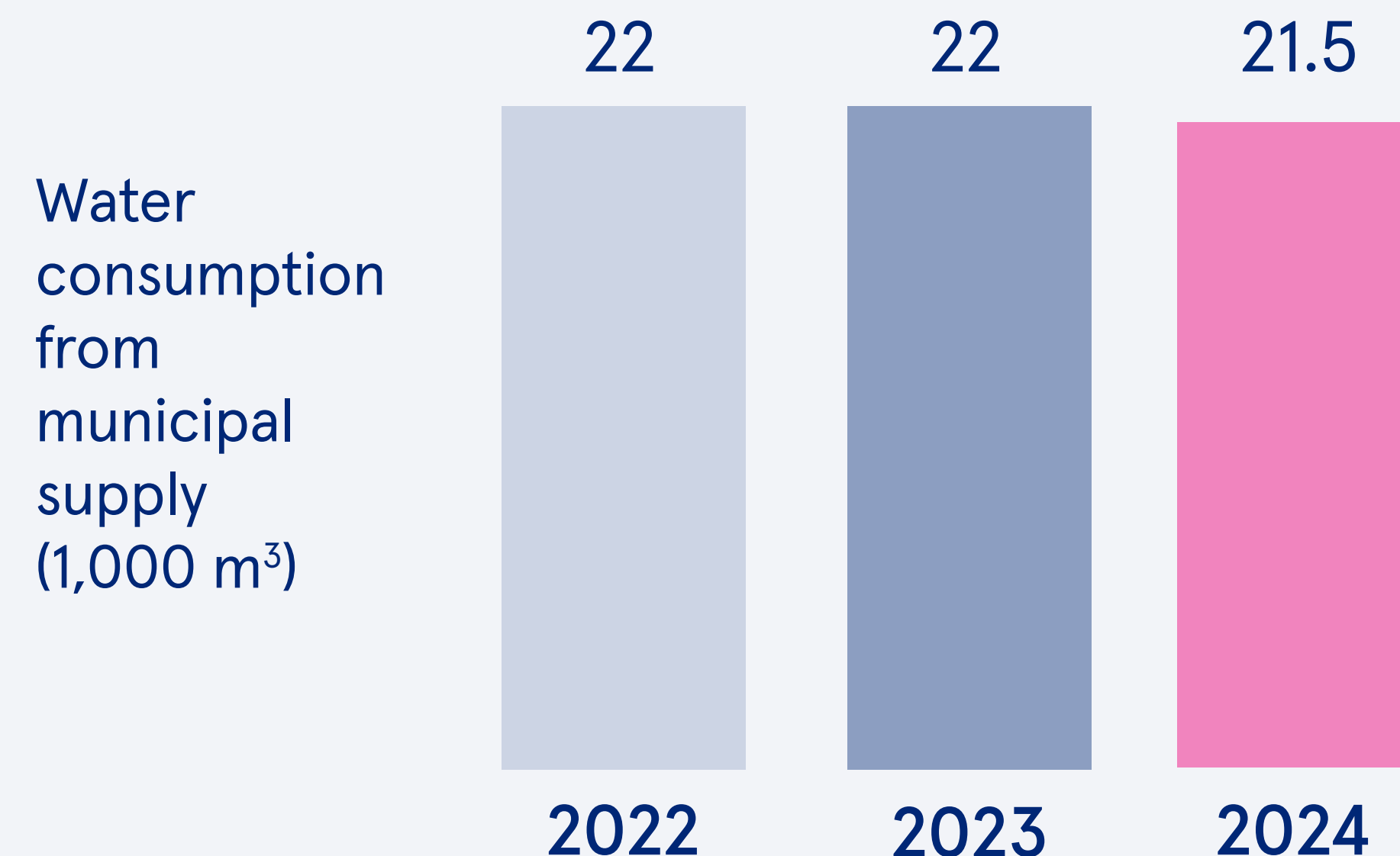
whereas the amount of consumed district heating increased by 8.6%. The heating of our premises vary yearly depending on the climate conditions.

Water

All water consumed by Aidian is taken from local municipal water supply systems. Water consumption has stayed stable during the past three years. A lot of water is needed in the manufacturing phases of reagents and buffers of our main diagnostic product line, QuikRead go system.

Our production sites generate practically as much wastewater as they consume fresh water, and the wastewater is led to municipal water treatment plants directly. No wastewater from our sites are directly conducted to natural waterways.

Withdrawal and consumption of water



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The foundation of our operations is our professional, and committed personnel. Our employees are our most important asset, and we want to cherish their well-being and satisfaction at work. We provide diverse career and development opportunities in various positions and want our employees to feel motivated to develop professionally. We aim for our employees to feel that they are doing inspiring and meaningful work that corresponds to their skills in a well-managed and safe working environment. Mutual trust and respect for each other is one of our values and in the heart of our operations.



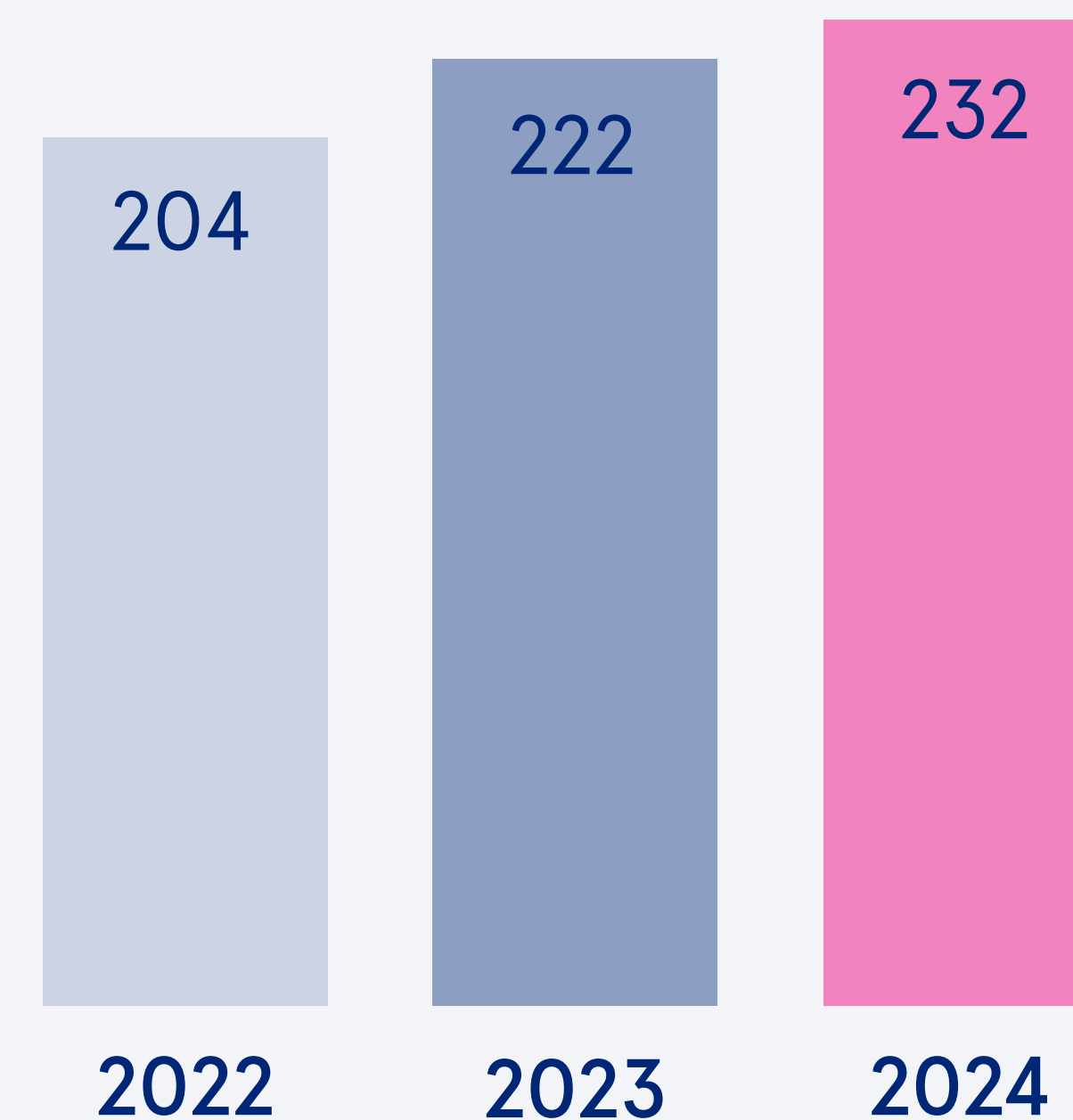
Employee health and safety

Health and safe workplace is a necessity in Aidian. We want to provide our employees with a healthy and safe working environment and a smoothly functioning working community, which is characterized by an atmosphere of mutual trust and respect, good management, and vigilant processes. To ensure that each employee is fit for work and is not exposed to occupational diseases or other health problems, we minimize and manage the occupational health, safety, and well-being risks that our employees may face at work.

Our occupational safety and well-being activities focus on the prevention of hazardous situations and occupational diseases and injuries. We continuously monitor our working conditions and perform regular risk assessments related to the different occupational hazards. Furthermore, we encourage every Aidianee to proactively report on any possible safety issues with a low threshold via our safety observation program. In 2024, a total of 232 safety observations were made, which was 4.5% more than in 2023. The safety observations help us to manage potential risks to avoid hazardous situations.

We continuously monitor our working conditions and perform regular risk assessments related to the different occupational hazards.

Safety observations



E-LEARNING



Training is an integral part of active occupational health and safety culture and plays an important role in reducing the risk of accidents.

We emphasize the importance of each employee being aware of the health and safety risks that are involved in their duties, as well as how to avoid them. We have instructed safe chemical handling and storing to prevent accidents.

All employees are required to follow the safety instructions and act without posing a risk to either their own safety and/or that of other employees, and without causing damage to the company's property. To ensure that our employees act correctly and appropriately, we arrange regular training sessions, such as First-Aid Fire Extinguishing training, first aid training, and rescue training.



Aidian takes part in the **Finnish Vision Zero Forum** (Nolla tapa-turmaa -foorumi), which encourages companies towards a high level of occupational safety and well-being, and towards zero accidents at work.

In 2024, Aidian was granted the highest occupational safety level classification by Vision Zero Forum, emphasizing the long-term and high-quality work that Aidian has done towards occupational health and safety.

In 2024, there was one workplace injury causing absence, and three commuting injuries. During the years 2022–2024, all workplace injuries have been minor accidents which have led to absence of less than three days (LTI 3 zero (0)).

Injuries

Total



	2022	2023	2024
Injury rate LTI 3	0	0	0
Injury rate LTI 1	0	9.10	3

Workplace injuries include injuries caused by accidents that occur at the workplace or its area, or at an external working area outside the primary workplace.
Commuting injuries include injuries caused by accidents that occur when employees are travelling between home and work.
The number of injuries causing absence from work indicates the level of occupational safety at the company.
Injury rate measures the number of workplace injuries per million working hours. It can be used to compare the injury risks of different industries, professional groups, etc. It is also referred to as the LTI Rate (Lost Time Injury Rate).
 In this report, injury rate LTI 3 includes workplace injuries which led to an absence of 3 or more days, and LTI 1 correspondingly those having led to an absence of 1 or more days.

¹The absences and injuries reported cover the staff working at the Aidian’s Finnish locations.

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Employee well-being

Aidian values employee opinions when making and implementing decisions on human resources topics. We have close dialogue with the employee representatives in addition to the mandatory employer-employee forums. A separate Work community development plan has been created together with Aidian's employee representatives to support the well-being of the employees.

Monthly Town Hall meetings are organized to inform the personnel about timely issues and to maintain and develop an atmosphere of continuous interaction between the company management and employees.





Early support model

We feel that early intervention is the key for health and well-being at work. Our Early Support Model defines the processes and tools to identify and support situations that threaten employee well-being as early as possible. Supervisors are in a key role in the success of the Early Support Model. They receive regular training and guidance how to recognize warning signs, intervene in time, and support their team members in the best possible way. Additionally, the supervisors follow the absence rate due to illness, and act accordingly if the rate increases. We have a close co-operation with our

occupational health service provider to support our employees ability to cope at work. Employee's health-related information is always treated as strictly confidential. The patient systems used by the occupational healthcare services are separate from Aidian's information systems.

In 2024, the Finnish MIELI recognition was again awarded to Aidian for the second time. The MIELI recognition is granted to organizations that systematically promote employee mental health and well-being.

Our recognition was highlighted by flexibility in working life – we aim to see our employees as a whole and provide support and flexibility to perform in different life situations. We believe that flexibility in working life is an important factor that enables the rhythm of work, supports each person's resources, and increases commitment to work.

Employee experience

We regularly measure and monitor employee experience through an employee survey. The last employee survey was conducted in 2024 and had a participation rate as high as 89.7%. This indicates that Aidianeers want to make their voices heard, give feedback, and improve their workplace. Based on the results of the 2024 survey, employees feel their own work highly meaningful and value the quality of supervisor work in Aidian as well as the support they receive from colleagues whenever needed. The next employee survey will be organized in the end of 2025.

Collective bargaining agreements

Aidian respects the freedom of association of its employees, including their right to collective bargaining and to form trade unions. Freedom of association is considered a personal matter of privacy. We respect the legal rights of the employees and their representative organizations and treat them openly and honestly.

Overall, 81.5 % of Aidian's employees are covered by collective bargaining agreements. In countries where relevant collective bargaining agreements do not exist, are not applied, or are not a common practice, we operate according to local laws and regulations.

In Finland, we adhere to current employment legislation and applicable collective bargaining agreements valid in the chemical industry. Collective bargaining agreements cover all our Finnish employee groups, which are workers, salaried employees, and senior salaried employees.

In 2024, Aidian was awarded as Finland's Best TES Workplace 2023 in a competition run by the Industrial Union. The competition sought workplaces in the union's sectors where things are in exceptionally good shape from both the employees' and employer's perspective. The criteria included straightforward and open cooperation between the employer and employees, and the recognition of shop stewards as representatives of all employees.

Competence

As the world and operating environments change, continuous development of the personnel's skills will play an increasingly important role. Competent and curious employees are Aidian's asset, determining also the success and competitiveness of Aidian.

We want that every Aidianee has the competence and skills necessary to implement our strategy and be innovative at work. Hence, supervisors are in a key position in supporting the development of organizational and individual capabilities but every employee is also responsible for developing their own competences. Furthermore, we want to enable internal competence and career development possibilities that support employees' own wishes, interests, and developmental aspirations. We see that this increases motivation and supports well-being and commitment to work.

We provide a wide range of training to support the continuous learning and development of our specialists' competencies. Every new Aidianee goes through an intensive onboarding

period that includes mandatory general trainings, including Code of Conduct, anti-corruption, IVD industry specific quality requirements, occupational health and safety, and data protection, which ensure that all our employees operate according to expected regulations and standards.

Additionally, they receive job-role specific detailed orientations which guarantee that the new employees will gain all the relevant skills and knowledge to succeed in their role. Additionally, we have annual internal training plans to maintain and develop the competence of existing Aidianees.

We provide our employees with an e-learning platform where they can deepen their knowledge of several different topics, such as leading projects, efficient utilization of AI, and improving presentation and communication skills.

In 2024, our employees used at total more than 3,200 hours for trainings proceeding their career development.

Diversity, equality, and inclusion

We are committed to treating all our employees equally, fairly, and with respect and we acknowledge the importance of a diverse, equal, and inclusive workplace for employee well-being, commitment, and innovation. Each employee at Aidian has equal possibilities to succeed and develop in their own work. Age, sex, sexual orientation, religion, or ethnic background may never, at any stage of the employment relationship, be considered a discriminating factor.

At the end of 2024, Aidian employed 333 people, and 21.3% of them working outside Finland. Of the employees, 98.5% were in permanent employment. Senior salaried employees

represented 60.7%, salaried employees 14.7%, and workers 24.6% of the total workforce. Aidian employs more women than men (62.2% women, 37.8% men), and approximately half of all people in Aidian are 30–50 years old (52.3%).

The duration of employment at Aidian was an average of 8.4, 15.2, and 9.1 years among senior salaried employees, salaried employees, and workers, respectively. Employee turnover rates were 2%, 2%, and 12% for senior salaried employees, salaried employees, and workers, respectively.

In Aidian's Management Team, female represented 22% and male 78%. One third (33%) of the Management Team were under 50 years old, and 67% were over 50 years old.



333

Aidianees together

98.5 %

Permanent employees

62.2 %

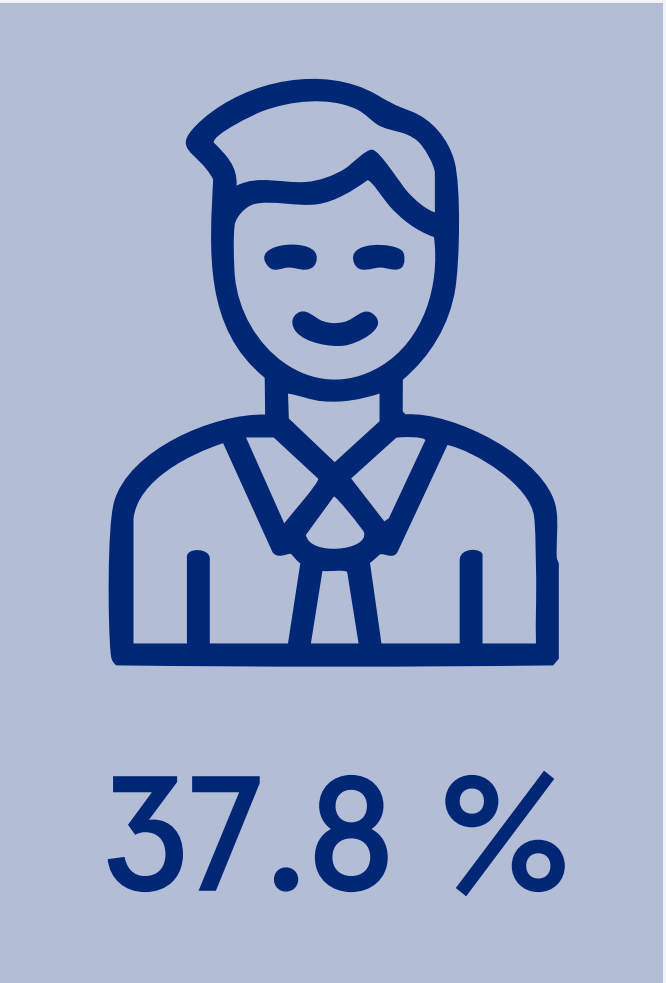
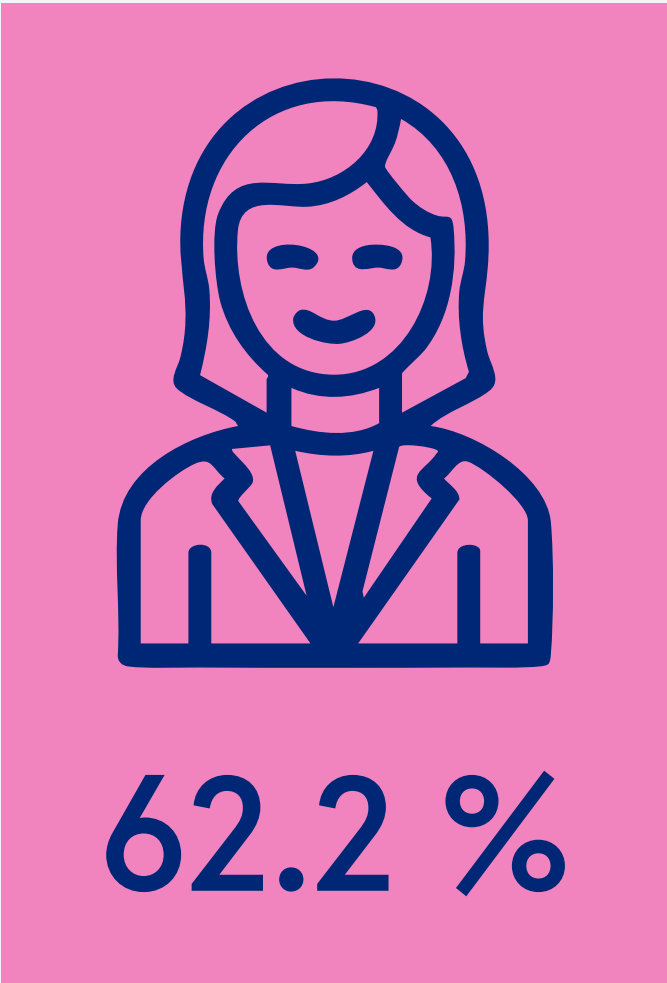
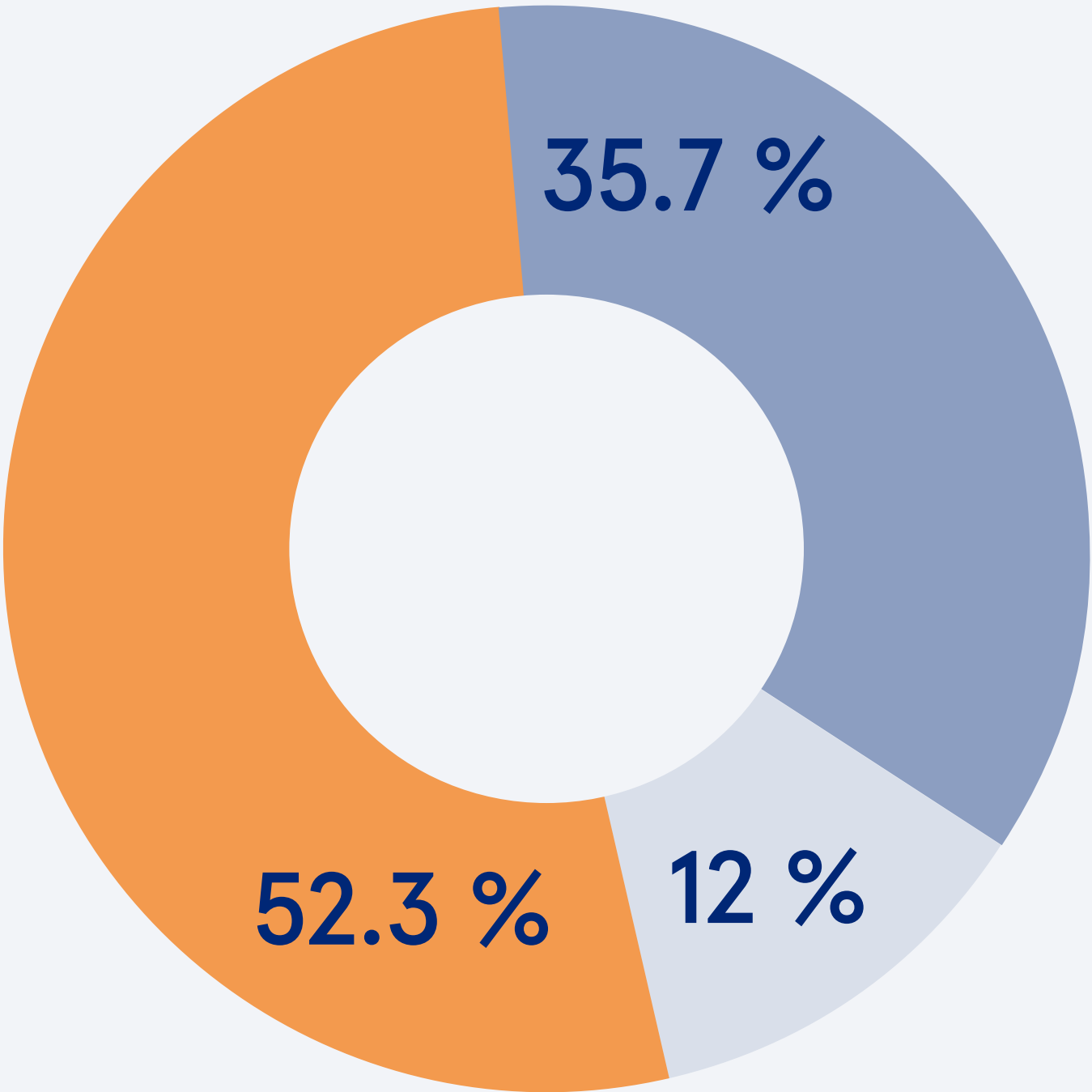
Women

37.8 %

Men

Diversity of Aidian employees as on 31 December 2024

< 30 years % 30-50 years % > 50 years %



	Female %	Male %	< 30 years %	30-50 years %	> 50 years %	Total %
Senior salaried employees	62.9 %	37.1 %	11.4 %	54.5 %	34.7 %	60.7 %
Salaried employees	75.5 %	24.5 %	6.1 %	49.0 %	44.9 %	14.7 %
Workers	52.4 %	47.6 %	17.1 %	48.8 %	32.9 %	24.6 %
Total	62.2 %	37.8 %	12.0 %	52.3 %	35.7 %	100.0 %

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Transparent and ethical business practices

We follow high ethical standards and operate responsibly in all situations, and expect the same from all actors in our value chain. Aidian's internal Code of Conduct sets out the foundation for our transparent and ethical operations. An annual Code of Conduct and anti-bribery training is mandatory to all Aidianees to ensure compliance with the ethical practices and internal guidelines. With our Third-Party Code of Conduct, we commit our suppliers, distributors, and other partners to the same high level of ethics in their business operations.

Human rights

Human rights are universal and every person around the world deserves to be treated with dignity and equality. Basic rights include freedom of speech, privacy, health, life, liberty, and security, as well as an adequate standard of living. Aidian's aim is to comply with human rights obligations in all our operations. We strive to ensure that there are no violations of them in our own operations or those of our subcontractors, suppliers, or other collaboration partners.



We are committed to and respect the UN Global Compact's Ten Principles and the International Labour Organization (ILO) conventions principles. The same is expected from our partners by their commitment to Aidian Third-Party Code of Conduct.

Every Aidian employee and every employee in our value chain has the right to be treated well and with respect by supervisors, subordinates, and colleagues.

We do not accept discrimination in any form. We acknowledge the right of indigenous people to their cultural and spiritual values. We do not condone or tolerate the use of child labor or forced or compulsory labor in any of our operations, nor in any such operations of our suppliers.

Principles and values to respect human rights are embedded in our Code of Conduct that we expect all our employees to

comply with. Aidian's Code of Conduct obliges all employees to behave and act in ways which respect human rights. Our employees' awareness of the content and spirit of the Code of Conduct is promoted by ways of internal communication, in the context of our familiarization processes and training courses. We monitor compliance with human rights principles and react to any violation thereof. Code of Conduct has been approved by Aidian's Board of Directors.

We continuously aim to develop our human rights due diligence process to mitigate possible health and safety and work-related risks in our global value chain.

Anti-corruption and anti-bribery

Competition laws aim to protect consumers and businesses against unfair business practices. Bribery and corruption perpetuate poverty, undermine economic development, and distort competition. Aidian is engaged in the international fight against bribery and corruption, and strictly prohibits its employees, suppliers, service providers, distributors, and other partners from engaging in bribery and corruption, as well as any conduct which could give rise to the appearance or suspicion of such illegal activities.

The principles concerning anti-corruption are included in our Code of Conduct and our Anti-Corruption Policy, which clearly instruct our employees to refuse to offer or take a bribe or any comparable benefit. Employees are also instructed to intervene without delay in any noncompliance situation and report suspected violations via Aidian's Whistleblow reporting channel. Additionally, we have implemented fair competition guidelines as Aidian's Code of Ethical Business Practice. In accordance with these policies, Aidian does not tolerate any form of bribery or corruption in any of its business operations.

In selecting suppliers or partners, Aidian has a critical approach as regards so called risk countries where there is a risk of corruption. Each business partner should comply with competition laws. Aidian has included anti-corruption and ethical requirements in agreements with partners, and requires the partners to comply with Aidian Third-Party Code of Conduct.

Whistleblow reporting channel

Aidian has a secure online Whistleblow reporting channel in place for reporting any misconducts. We encourage the personnel and other stakeholders to report their experiences, observations, and suspicions about behavior suggesting a violation of human rights, as well as any other activity breaching the ethical codes or standards. Reports can be submitted fully anonymously.

Aidian has an impartial Whistleblow team that handles all the reports confidentially and without undue delay. Appropriate, case-specific remedial measures will be taken when necessary to stop behavior and activity violating the principles. We have zero tolerance for discrimination or retaliation against whistleblowers.

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Our compliance with ethical business practices

No incidents of the following kind have been recorded in the year under review:

- Non-compliance with regulations and voluntary codes concerning the health and safety impacts of our products and services during their lifecycle
- Breaches of customer privacy or losses of customer or research subject data
- Fines for non-compliance with laws and regulations concerning the provision and use of products and services
- Fines and non-monetary sanctions for non-compliance with environmental laws and regulations
- Incidents of corruption
- Legal actions for anti-competitive behavior
- Violation of human rights
- Whistleblowing reports

AIDIAN

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We are a leading Finnish-based in vitro diagnostics (IVD) company established in 1974.

aidian.eu