

**AIDIAN**

# Sustainability Report 2025

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](https://aidian.eu)

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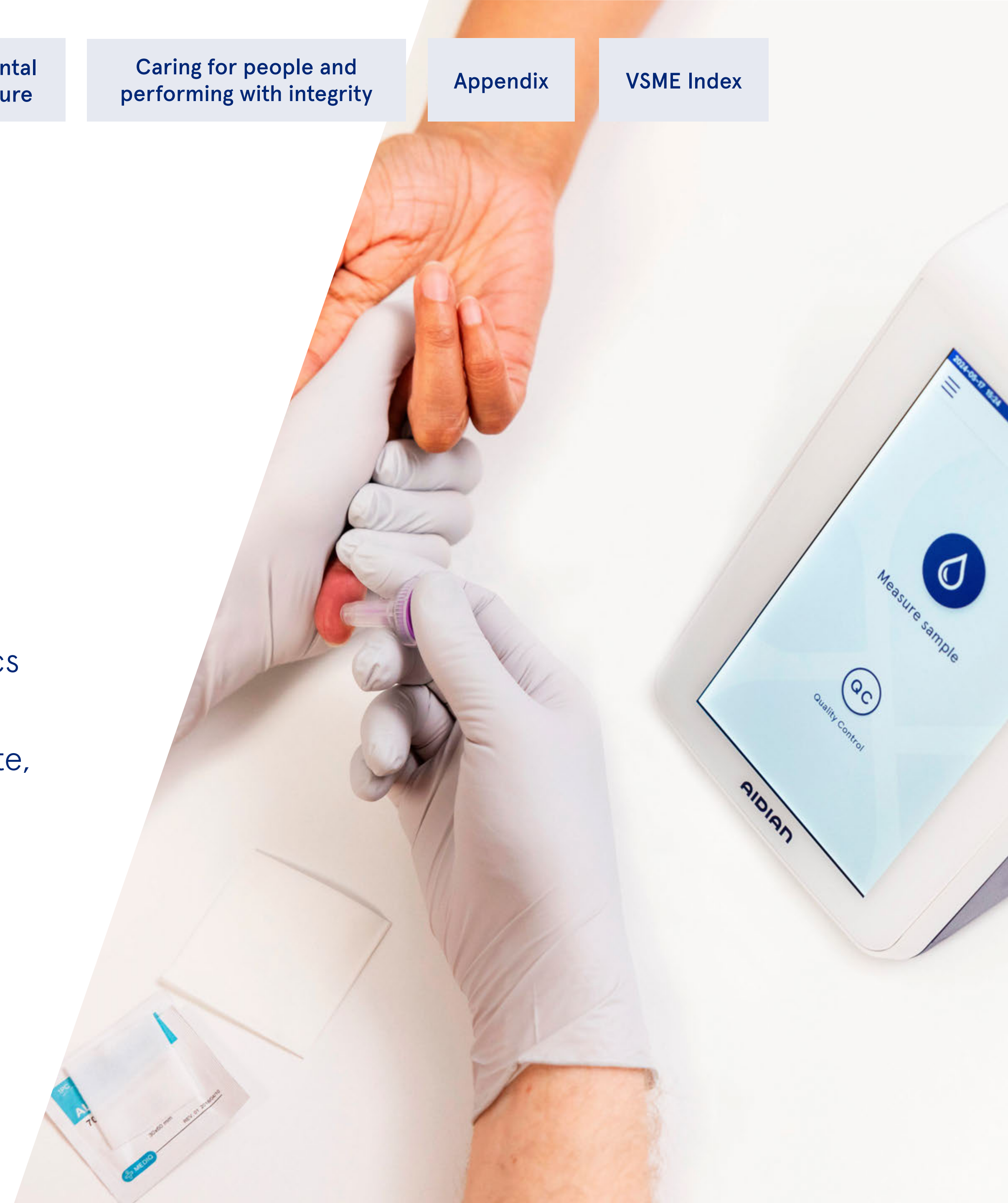
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# Aidian – Your aid in diagnostics

## This is Aidian

Aidian (formerly Orion Diagnostica) is a Finnish-based in vitro diagnostics (IVD) company with over 50 years of experience in point-of-care diagnostics. Aidian's mission is to improve global health by providing accurate, fast, and easy-to-use diagnostic tests, mainly for primary care settings. Aidian develops, manufactures, and supplies diagnostic solutions for infectious disease diagnostics, diabetes management, and colorectal cancer screening. In addition, we provide easy-to-use on-site hygiene monitoring tests that support effective hygiene control in critical environments such as healthcare facilities and food processing operations.



Established in **1974** in Finland



Over **90%** from international sales



**70 000** instruments placed worldwide



**315** Personnel



**12** countries



Turnover (2025): 68 273 000 €  
Balance sheet (2025): 92 480 801 €



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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The company employs approximately 300 professionals. Aidian's headquarters, including research and development, manufacturing, quality management, and administrative functions, are located in Espoo, Finland.

In addition, Aidian has local sales offices in 11 countries. Aidian operates a global B2B business model, with sales conducted through own sales offices, distributors, and sales partners in over 60 countries. Aidian's value chain relies on several critical and key suppliers of raw materials and components, as well as selected strategic partners.

#### Our value chain





Aidian operates in a regulated environment and complies with applicable quality and regulatory requirements, including ISO 13485:2016 and ISO 9001:2015 standards, as well as the EU In Vitro Diagnostic Regulation (IVDR) and relevant U.S. Food and Drug Administration (FDA) requirements.



ISO 9001:2015

General quality  
management system  
standard



ISO 13485:2016

Quality management  
system standard for  
medical devices



ISO 15378:2017

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

## Letter from CEO

In 2025, we focused on developing our products, strengthening our ways of working, and advancing our sustainability practices in a pragmatic and focused manner. These efforts reflect our commitment to supporting healthcare professionals, maintaining a responsible business culture, and building a solid foundation for long-term success.

In the beginning of the year, we launched our new QuikRead go Plus instrument, designed to provide effortless point-of-care testing when used with our trusted QuikRead goreagent kits. The portable instrument, together with ready-to-use reagents, enables flexible patient visits and testing throughout the day across a wide range of healthcare settings. This launch represents an important step in advancing accessible diagnostics and supporting timely clinical decision-making, and

is an end-result of countless hours of dedicated work from our personnel.

Internally, 2025 was a year of strengthening our foundations. We focused on developing our leadership principles and updating our values to better support our people and our way of working. For the third consecutive year, Aidian was awarded the Mental Health Friendly Workplace label by MIELI Mental Health Finland (MIELI Suomen Mielenterveys ry). This recognition reflects our culture of open dialogue, leadership development, and everyday support for employee wellbeing. We remain committed to ensuring that Aidian is a workplace where everyone can thrive.

In terms of sustainability, the year 2025 was characterized by turbulence and uncertainty, driven by rapid changes in EU sustainability legislation. In response, we focused on the essentials. We refined our greenhouse gas emission

calculations, updated key sustainability policies and our Third-Party Code of Conduct and developed a Sustainability Action Plan to guide our work in the identified key sustainability areas in the coming years.

Throughout our more than 50-year history, patient safety and high-quality products have been at the core of Aidian's business. We advocate for efficient, accessible, and early diagnostics to support the most beneficial treatment pathways, help reduce the overprescribing of antibiotics, and provide timely and reliable data to support correct diagnosis and treatment decisions globally. We aim to continue this work successfully.

Antti Koivula  
CEO, interim



*“In 2025, we focused on developing our leadership principles and updating our values to better support our people and our way of working.”*

## Basis for report preparation

This sustainability report covers our operations during the calendar year 2025 (1.1.-31.12.2025) and is prepared in accordance with Basic and Comprehensive Modules of the Voluntary Sustainability Reporting Standard for SMEs (VSME), published by EFRAG. No data has been omitted due to classified or sensitive information. Additionally, a section ‘Promoting efficient healthcare’, describing our product-related information, has been included as it is considered material sustainability topic to Aidian.

This report is prepared on a consolidated basis, i.e. it covers both our main location in Espoo, Finland and our subsidiaries.<sup>1</sup> These legal entities are managed and operated jointly, and unless otherwise stated, all disclosures apply to the group as a whole. This is the first time that Aidian has prepared a sustainability report according to VSME Standard.

This report has not been assured by a third party. Aidian’s Management Team and Board of Directors have approved this report.

<sup>1</sup> See Appendix for additional details.

# Our approach to sustainability

## Sustainability year 2025

The sustainability year 2025 was marked by regulatory uncertainty following rapid changes in the EU sustainability reporting framework. At the beginning of the year, Aidian was preparing for the reporting requirements under the Corporate Sustainability Reporting Directive (CSRD), supported by a double materiality assessment (DMA) conducted in 2024. At the end of 2025, legislative developments resulted in Aidian falling totally outside the scope of CSRD.

Although mandatory ESRS-based reporting no longer applies, the preparatory work provides a strong foundation for Aidian's sustainability efforts. The DMA continues to guide the identification and prioritisation



of material sustainability matters from both impact and financial perspectives. In response to the sudden regulatory shifts, we focused on the essentials: proportionate, value-adding actions aligned with our DMA outcomes. These included refining greenhouse gas (GHG) emission calculations, updating key sustainability policies and Third-Party Code of Conduct, and creating a Sustainability Action Plan to guide our sustainability work in the identified key sustainability areas in the upcoming years.

To further develop our sustainability reporting in a transparent and comparable manner while ensuring proportionality, we prepared this Sustainability Report 2025 in accordance with the Voluntary Sustainability Reporting Standard for SMEs (VSME) published by EFRAG. The VSME framework supports consistent sustainability disclosures and enables Aidian to focus its resources on meaningful sustainability improvements.

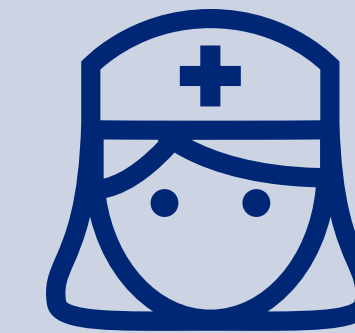


## Sustainability practices, policies, and future initiatives

At Aidian, we aim to create long-term value for both society and our business. Our approach to sustainability spans our entire value chain: from the value our products and services deliver to patients and healthcare systems, to caring for our employees and value chain partners, and to understanding and reducing our environmental impacts to safeguard the health of the planet. Our sustainability work is based on the material sustainability topics identified through our DMA (see the Sustainability Report 2024 for a detailed description of the DMA process).

Guided by these priorities, our Sustainability Action Plan for 2026–2030 promotes sustainability across our business through the following focus areas:

- Promoting efficient healthcare
- Caring for people and performing with integrity
- Mapping our environmental footprint for a better future.



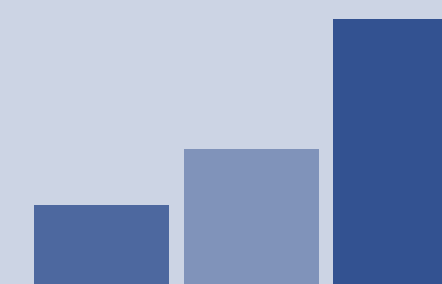
### Promoting efficient healthcare

Focus on developing fast and cost-efficient diagnostic solutions for global health threats while maintaining patient safety as top priority.



### Caring for people and performing with integrity

Strive for a safe, healthy, and inclusive workplace through continuous development, training, and risk mitigation. Apply Third-Party Code of Conduct to suppliers and subcontractors to ensure ethical business practices in our value chain.



### Mapping our environmental footprint for a better future

Collect data on our current environmental impacts and integrate sustainability principles into key business processes to drive improvements toward carbon-efficient operations.

An internal, cross-functional Sustainability Working Group coordinates sustainability initiatives and supports the integration of sustainability into key business processes and practices. The group is led by the ESG Manager, who reports directly to the CFO.

The Management Team, together with the Board of Directors, defines Aidian's sustainability ambition and strategic direction and is responsible for ensuring adequate resources for the implementation of the Sustainability Action Plan. Both the Management Team and the Board of Directors approve the Sustainability Action Plan and all key company policies.

Sustainability performance is reported annually to the Board of Directors, and from 2026 onwards, sustainability is included as a standing agenda item in quarterly Management Team meetings to monitor progress.

Sustainability practices/policies/future initiatives		Practices/policies/future initiatives in place	Information publicly available	Targets in place
<b>Climate change</b>	See section Energy and greenhouse gas emissions. GHG emission reduction targets covering Scope 1-3 will be set at latest in 2030.	Yes	No	No
<b>Pollution</b>	Not material topic for Aidian. Nevertheless, we have procedures for safe handling, storage, and disposal of chemicals to minimize environmental risks.	Yes	No	No
<b>Water and marine resources</b>	Not material topic for Aidian.	No		
<b>Biodiversity and ecosystems</b>	Not material topic for Aidian.	No		
<b>Circular economy</b>	See section Resource use, circular economy, and waste management.	Yes	No	No
<b>Own workforce</b>	See section Caring for people and performing with integrity.	Yes	No	Yes Zero workplace incidents in each year.
<b>Workers in the value chain</b>	See section Transparent and ethical business practices.	Yes	No	Yes All our critical suppliers are committed to our Third-Party Code of Conduct by 2030.
<b>Affected communities</b>	Not material topic for Aidian.	No		
<b>Consumers/customers and end-users</b>	See section Promoting efficient healthcare.	Yes	No	No
<b>Business conduct</b>	See section Transparent and ethical business practices.	Yes	No	Yes All our critical suppliers are committed to our Third-Party Code of Conduct by 2030.

## Memberships and commitments



**United Nations**  
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.



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 environmental performance and 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\*](https://www.kemianteollisuus.fi/en).



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.



Aidian is a member of **Healthtech Finland** (Terveysteknologia ry), an industry association representing Finnish health technology companies. The organisation promotes the growth and international competitiveness of the health technology sector by facilitating collaboration, knowledge sharing, and dialogue on sector-specific regulatory and market developments. Through its membership, Aidian gains access to industry insights and networks that support responsible business practices and long-term development within the health technology ecosystem.

# Promoting efficient health care

Patient safety is our top priority. We deliver fast, reliable, and cost-effective diagnostics worldwide with safe and high-quality point-of-care test solutions. Our rapid diagnostic tests support sustainable use of antibiotics, aiding in the battle against antimicrobial resistance (AMR). Additionally, our easy on-site hygiene monitoring tests enable effective hygiene control in various challenging environments, including food processing facilities, hospitals, and factories.



## Fast, accessible, and cost-efficient point-of-care testing

Aidian creates value for customers, owners, and society by promoting efficient and accessible diagnostics that support global health. Early patient monitoring and point-of-care testing (POCT) enable timely, evidence-based treatment decisions and improve diagnostic confidence by providing results already during the patient visit.

Point-of-care testing brings diagnostics directly to the care setting, allowing healthcare professionals to act quickly and effectively. Compared to traditional laboratory testing, POCT typically requires smaller sample volumes as well as less space, maintenance, and hands-on time. Fast, real-time results reduce waiting times, support faster decision-making, and improve patient satisfaction by alleviating uncertainty and anxiety.

Aidian's point of care solutions are easy to use and deliver reliable results within minutes, supporting high-quality care both in clinical environments and in remote settings. By advocating efficient diagnostics and early decision making, Aidian contributes to more sustainable and effective healthcare systems worldwide.



### Case example: Confidence in every result with QuikRead go Plus

In the beginning of 2025, Aidian launched the new QuikRead go Plus Instrument, an easy-to-use in vitro POCT solution that delivers accurate results in minutes for common tests including CRP, Strep A, HbA1c, and iFOBT. QuikRead go Plus supports practitioners in making a fast and reliable diagnosis at the point of care. Testing consists of three simple steps: take the sample, run the test, and see the result.

Patient results are fully traceable, and their integrity is ensured with robust quality control management features and state-of-the-art cyber security. With its ergonomic carrying handle, long-lasting battery, and compact size, QuikRead go Plus Instrument enables patient visits all day. The portable instrument allows testing in various healthcare settings. It is your lab on the move!

## Patient safety and product quality

Patient safety lies at the core of Aidian's responsibility and acts as the guiding principle for decision-making across all operations, including research and development, procurement, manufacturing, and marketing and communications. We work systematically to ensure the safety, performance, and reliability of our products throughout their entire lifecycle.

Product quality is ensured through validated processes, controlled production environments, and quality control methods. Our products are manufactured using qualified equipment and predefined procedures to ensure that each batch meets established performance specifications. Product and process compliance is ensured by active monitoring of the regulatory requirements and by their implementation to our internal procedures. Our job-role specific detailed orientations and continuous trainings guarantee that all our employees have all the relevant skills and knowledge to ensure product quality and compliance.



Patient safety is managed through quality management processes and vigilance system supported by cross-functional internal teams. Customer feedback, product complaints, and benefit-risk evaluations are systematically collected and reviewed throughout the product lifecycle. These processes enable timely identification of potential risks and support the implementation and follow-up of corrective and preventive actions to ensure product safety and performance.

Aidian operates in a regulated healthcare environment. Our activities are governed by applicable regulatory requirements, including the EU In Vitro Diagnostic Regulation (IVDR 2017/746), relevant U.S. Food and Drug Administration (FDA) requirements, and international quality management standards such as ISO 13485:2016. The manufacturing of products other than IVD products, such as hygiene-monitoring products, takes place under Aidian's ISO 9001:2015 certified quality management

system. Compliance with these requirements is continuously verified through regular third-party audits.

Since 2024, Aidian's quality management system has been certified as compliant with the EU IVDR by our notified body. This certification confirms that our quality system meets the regulatory requirements for the design, manufacture, and lifecycle management of in vitro diagnostic medical devices and demonstrates our commitment to product safety and regulatory compliance.

## Antimicrobial resistance

Antimicrobial resistance (AMR) is the ability of microorganisms to withstand treatment, most commonly referring to antibiotic resistance. Driven by the overuse and misuse of antibiotics, AMR is recognized by the World Health Organization as one of the top global health threats causing already over one million deaths annually.<sup>2,3</sup> Without action, its impact is projected to rise sharply by 2050. Up to half of antibiotic prescriptions are unnecessary or inappropriate, particularly in primary care where many infections are viral and self-limiting.<sup>4,5</sup>

Fast and accurate diagnostics play a key role in decreasing unnecessary antibiotic use. Point-of-care testing before prescribing supports decisions on whether antibiotics are needed. Aidian's QuikRead go CRP, QuikRead go Strep A, and Uricult tests help identify patients who require treatment – and those who do not. Aidian is committed to antimicrobial stewardship and sustainable healthcare. Through our communications, we raise awareness of AMR and the importance of responsible antibiotic use.

<sup>2</sup> World Health Organization (WHO). Antimicrobial resistance. Available at <https://www.who.int/news-room/fact-sheets/detail/antimicrobial-resistance>

<sup>3</sup> 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)

<sup>4</sup> CDC. Antibiotic Use in the United States, 2017: Progress and Opportunities.

<sup>5</sup> 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.

## Case example: CRP point-of-care testing supports antimicrobial stewardship across paediatric care

Studies published in The Lancet Regional Health – Europe and BMC Pediatrics demonstrate that CRP point-of-care testing using QuikRead go systems supports more appropriate antibiotic use in paediatric care across different settings. In primary care, CRP testing helped differentiate between mild and severe infections among children with acute respiratory tract infections, reducing unnecessary antibiotic prescribing.<sup>6</sup> In neonatal care, combining CRP point-of-care testing with a clinical scoring tool improved the assessment of suspected infections and reduced antibiotic use and treatment duration in low-resource settings.<sup>7</sup> Together, the findings highlight the role of CRP point-of-care testing in supporting antimicrobial stewardship and improving paediatric and neonatal healthcare outcomes.

## Case example: Collaborative efforts to improve UTI diagnostics and antimicrobial stewardship

Aidian participates in the UTI-Diag- project<sup>8</sup>, a multisectoral international collaboration aimed at improving the diagnosis and management of urinary tract infections (UTIs) and reducing inappropriate antibiotic use. Coordinated by Karolinska Institutet and funded by the European Union (EDCTP3) and UK Research and Innovation, the project brings together 11 partner organisations across Europe and Africa. UTI-Diag- project focuses on improving access to rapid and reliable diagnostic tools, particularly in low-resource settings, to support antimicrobial stewardship and address the growing challenge of antimicrobial resistance. Aidian's participation builds on its long-standing expertise in UTI diagnostics and its commitment to advancing equitable access to effective diagnostic solutions.

<sup>6</sup> Isaeva E et al. C-reactive protein testing in primary care and antibiotic use in children with acute respiratory tract infections in Kyrgyzstan: an open-label, individually randomised, controlled trial. *The Lancet Regional Health – Europe* 2025;51: 101184

<sup>7</sup> Lloyd LG et al. Theoretical impact of a bedside decision-making tool on antibiotic use for suspected neonatal healthcare-associated infection: an observational study. *BMC Pediatrics* 2025; 25:52.

<sup>8</sup> <https://news.ki.se/official-launch-of-the-uti-diag-project-innovating-for-better-diagnosis-of-urinary-tract-infections>

## Easy on-site hygiene monitoring reduces health risks

Good hygiene is essential in environments such as food processing facilities, healthcare settings, and industrial manufacturing. Our hygiene monitoring tests support the detection of protein residues and microbial contamination even in demanding industrial environments, enabling effective and systematic hygiene control. By preventing the spread of infections and reducing microbial contamination-related damage to machinery, proper hygiene monitoring contributes to safer operations and helps avoid unnecessary costs.

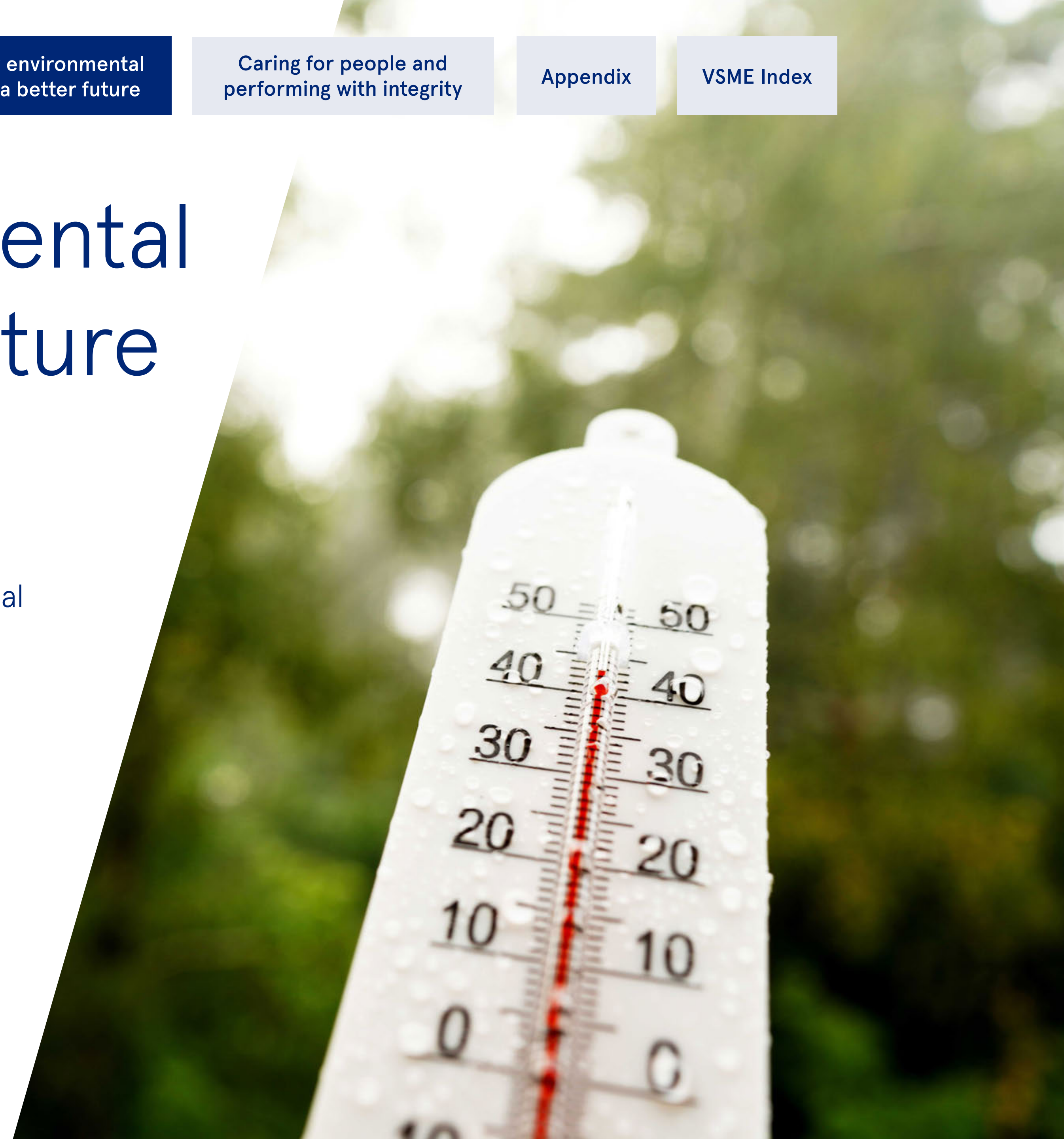
Our Easicult® and Hygicult® products are ready-to-use on-site tests that offer easy result interpretation and a long shelf-life when compared with traditional culture plates. The products are based on reliable, well-established methods, and have a long history as part of our core offering. Together,

they support consistent hygiene monitoring practices across a wide range of applications. More information on hygiene monitoring and our testing options is available in Aidian's [Guide to Monitoring Surface Hygiene](#).

By enabling fast, on-site assessment of hygiene conditions, Easicult® and Hygicult® products support proactive hygiene management and informed decisions in everyday operations. Their easy and practical use allows testing to be performed directly where it is needed, without laboratory infrastructure, helping organizations identify deviations early and maintain consistent hygiene standards. On-site testing also reduces unnecessary sample transport and retesting, supporting more efficient use of resources. Through reliable and accessible hygiene monitoring, these products help prevent risks, support operational continuity, and promote environmentally responsible practices across food, healthcare, and industrial environments.

# Mapping our environmental impacts for a better future

A healthy planet is vital for human well-being. We aim to make informed choices that minimize our environmental impact and shape a better tomorrow. We believe a thriving planet is essential and want to be part of the solution.



# Energy and greenhouse gas emissions

## Energy consumption

The majority of our total energy consumption (approximately 90%) arises from our headquarters and manufacturing facilities in Finland as our other locations are only small offices. In Finland, all electricity consumption is covered with Guarantees

Energy consumption (MWh)			
	2025	2024	2023
<b>Total energy consumption related to own operations</b>	<b>11385</b>	10698	10388
Total energy consumption from non-renewable sources	6972	5956	10388
Fuel consumption <sup>1</sup>	979	-	-
Electricity consumption <sup>2</sup>	5391	5738	5911
Heating consumption	19	-	4366
Steam consumption	583	218	110
Total energy consumption from renewable sources	4413	4742	0
Fuel consumption	0	0	0
Electricity consumption	5	-	-
Heating consumption <sup>3</sup>	4408	4742	0
Steam consumption	0	0	0

<sup>1</sup> Not detailed enough fuel data available for years 2024 and 2023.

<sup>2</sup> Majority of electricity consumption arises from Finland facilities where 100% of electricity originates from nuclear energy which is considered as non-renewable.

<sup>3</sup> From 2024 onwards, 100% of district heating used in Finland facilities originates from renewable sources.

of Origin (GOs) from nuclear sources, and all district heating consumption is covered with GOs from renewable sources. The electricity and heating consumption have decreased from 2024 to 2025, however, the steam consumption has increased.

## Greenhouse gas emissions

Climate change presents significant environmental and societal risks. At Aidian, we are committed to mitigating climate change by reducing the environmental impacts of our operations. We conducted the first detailed greenhouse gas (GHG) emission calculation according to GHG Protocol for the year 2024, and now we have refined the calculation further for the year 2025. This work enables us to set realistic yet ambitious GHG reduction targets in the near future.

Aidian's total GHG emissions (Scopes 1, 2, and 3) increased by 4% compared to 2024. This increase is mainly driven by higher Scope 3 emissions. However, emission data for 2025 and

2024 are not fully comparable. The 2025 calculations include new Scope 3 categories that were not covered in 2024, and the overall data depth and quality have improved. For most categories, restating the 2024 calculations was not feasible, meaning that the reported year-on-year changes do not fully reflect actual emission trends.

Scope 1 emissions decreased by 21% from 2024 to 2025, primarily due to lower refrigerant usage. Scope 2 location-based emissions decreased by 25% compared to 2024. This decrease occurred despite the inclusion of energy emissions from local sales offices in 2025, which were not included in 2024. The reduction is mainly explained by lower electricity and district heating consumption in Finland facilities.

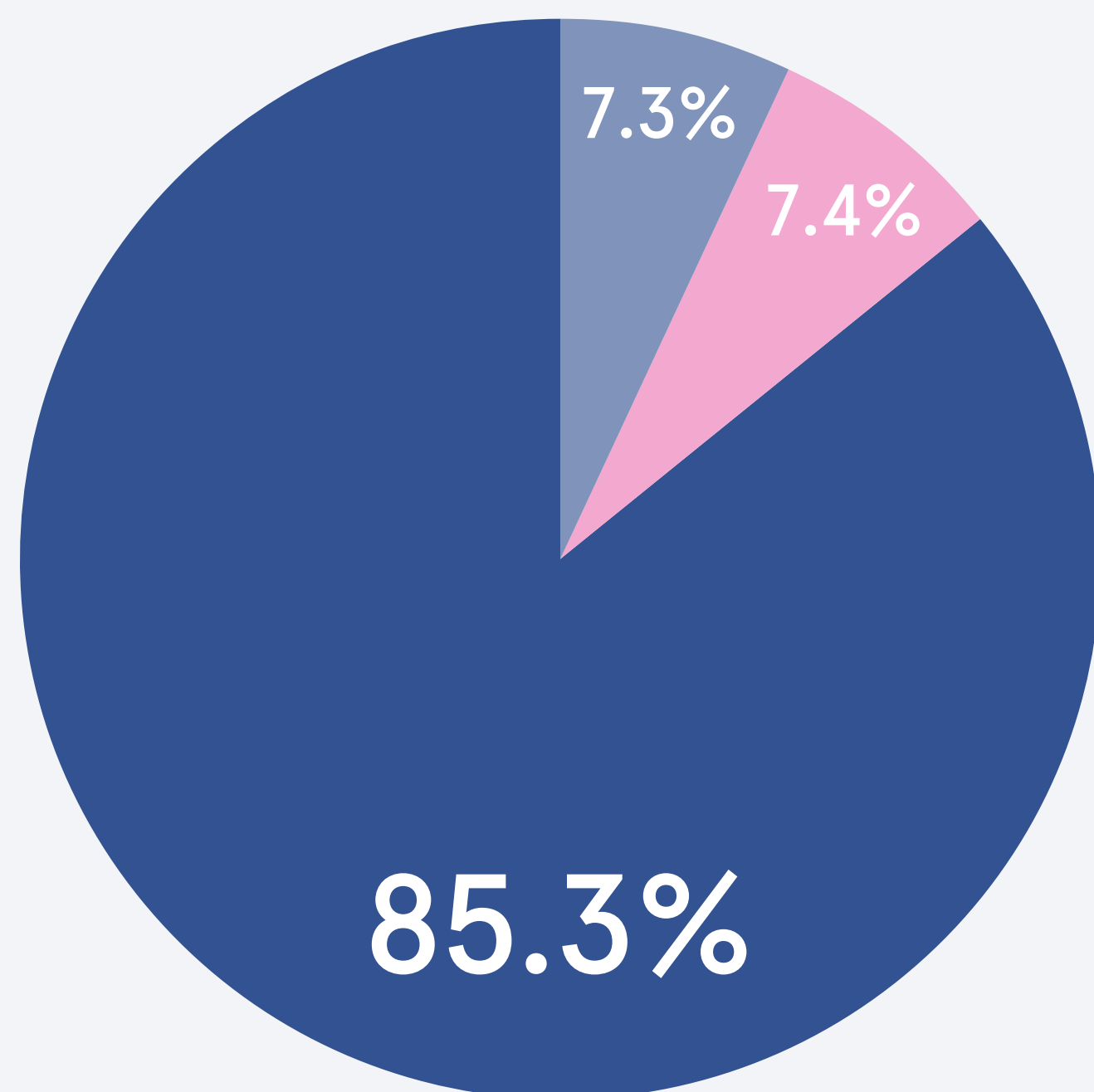
Scope 3 emissions remain Aidian's largest source of greenhouse gas emissions and increased by 10% from 2024 to 2025.

This increase is largely attributable to more comprehensive

calculations in 2025, and therefore the figures are not fully comparable between the two years. Purchased goods and services (Category 1) continue to be the largest contributor to Scope 3 emissions. In 2025, purchased services were included in the calculations, which largely explains the increase compared to 2024. Notable increases are also observed in Categories 3 and 11, where more detailed data were used in 2025 than in 2024.

Emissions in Categories 4, 5, and 12 decreased from 2024 to 2025, mainly due to lower sales volumes in 2025. In addition, business travel emissions (Category 6) decreased by 21%. In 2024, Aidian celebrated its 50th anniversary with a company-wide summer event in Finland, which required travel from local sales offices across Europe. This exceptional event is likely reflected in the higher business travel emissions reported for 2024.

## Scope 1, 2 and 3 emissions in 2025



Scope 1
  Scope 2 - location-based
  Scope 3

### Scope 1, 2 and 3 GHG emissions and GHG emission intensity<sup>9</sup>

	Unit	2025	2024	% change
<b>Scope 1 GHG emissions</b>	tCO <sub>2</sub> e	<b>429</b>	<b>540</b>	<b>-21%</b>
<b>Scope 2 GHG emissions - location-based</b>	tCO <sub>2</sub> e	<b>433</b>	<b>575</b>	<b>-25%</b>
Scope 2 GHG emissions - market-based	tCO <sub>2</sub> e	110	49	127%
<b>Scope 3 GHG emissions</b>	tCO <sub>2</sub> e	<b>5019</b>	<b>4559</b>	<b>10%</b>
Category 1: Purchased goods and services	tCO <sub>2</sub> e	3218	2024	59%
Category 2: Capital goods	tCO <sub>2</sub> e	84	-	0%
Category 3: Fuel and energy-related activities	tCO <sub>2</sub> e	418	230	82%
Category 4: Upstream transportation and distribution	tCO <sub>2</sub> e	823	970	-15%
Category 5: Waste generated in operations	tCO <sub>2</sub> e	0,7	1,1	-35%
Category 6: Business travel	tCO <sub>2</sub> e	138	174	-21%
Category 7: Employee commuting <sup>1</sup>	tCO <sub>2</sub> e	251	230	9%
Category 8: Upstream leased assets	tCO <sub>2</sub> e	4	-	0%
Category 9: Downstream transportation and distribution	tCO <sub>2</sub> e	17	-	0%
Category 11: Use of sold products	tCO <sub>2</sub> e	63	15	310%
Category 12: End-of-life treatment of sold products	tCO <sub>2</sub> e	3	4	-39%
Category 15: Investments <sup>1</sup>	tCO <sub>2</sub> e	0	909	-100%
<b>Total GHG emissions - location-based</b>	tCO <sub>2</sub> e	<b>5881</b>	<b>5675</b>	<b>4%</b>
GHG emission intensity - location-based (total GHG emissions per net revenue) <sup>2</sup>	tCO <sub>2</sub> e/mEUR	86	81	6%
Total GHG emissions per employee (total GHG emissions per number of employees) <sup>3</sup>	tCO <sub>2</sub> e/employee	20	17	15%

<sup>1</sup> Category 7 values in 2024 were restated due to error in previous calculations. Category 15 values in 2024 were restated due to absence of information at the time of Sustainability 2024 report release.

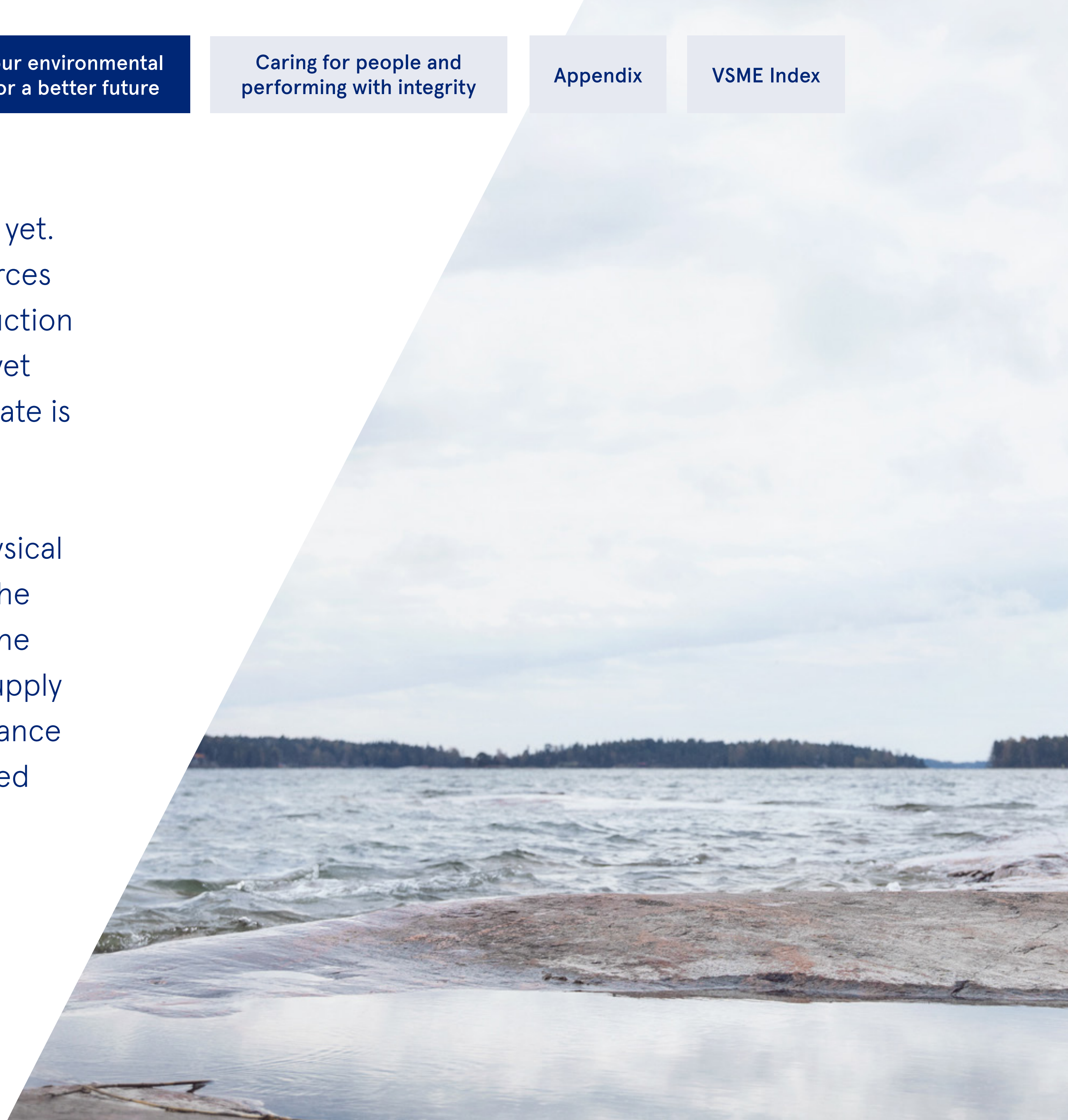
<sup>2</sup> GHG emission intensity calculated as follows: total location-based GHG emissions in tCO<sub>2</sub>e / net revenue in M€.

<sup>3</sup> GHG emissions per employee calculated as follows: total location-based GHG emissions in tCO<sub>2</sub>e / employee headcount on 31.12.2025.

<sup>9</sup> Detailed GHG accounting policies can be found in Appendix.

Aidian has not set any official GHG emission reduction targets yet. So far, we have focused on reliably identifying our biggest sources of emissions to enable ambitious but reachable emission reduction target settings in the near future. Additionally, Aidian has not yet adopted a climate transition plan, but the planned adoption date is estimated to be at latest 31/12/2030.

As part of the 2024 DMA, Aidian identified climate-related physical and transition risks with potential impacts on its operations. The assessment considered suppliers' geographical location and the criticality of key raw materials. In particular, climate-related supply chain disruptions may pose operational and financial performance risks through reduced availability of raw materials and increased price volatility in long-term. We also acknowledge that broad, industry-wide climate risks could indirectly influence our operations in a long-term manner.



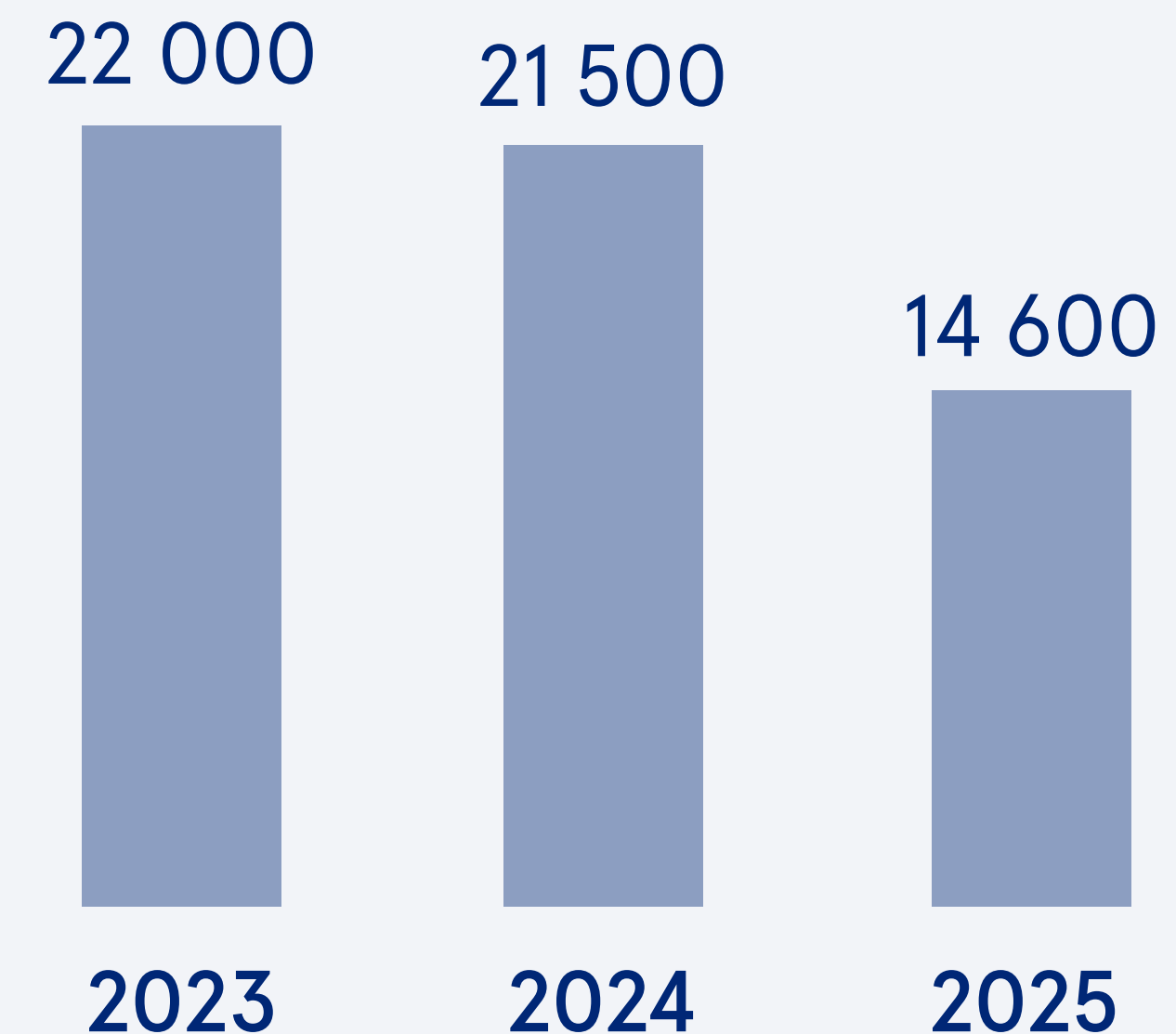
## Water

According to the Aqueduct Water Risk Atlas<sup>10</sup>, our production site and headquarters in Espoo, Finland, are not located in an area of high-water stress. Our operations in Finland include production processes that require water, primarily for manufacturing purposes. In 2025, total water withdrawal in Finland amounted to 14,607 m<sup>3</sup>, and total water consumption was 105 m<sup>3</sup>.

Two subsidiaries, Aidian Sweden AB (Stockholm) and Aidian Belgium BV (Diegem), are located in areas classified as having extremely high baseline water stress (>80%)<sup>10</sup>. The Belgian site has no employees or operational activities and is used solely as a registered address for legal purposes. The Swedish site is a small office where water use is limited to sanitary facilities and office kitchens, with no water-intensive processes. Based on the limited nature and low volume of water use at these locations, water consumption in areas of high water stress

is not considered a material impact. Additionally, water withdrawal data in our other locations than headquarters and manufacturing facilities in Finland are omitted as water withdrawal in small-occupancy offices is not considered significant when compared to the water withdrawal and consumption in Finland.

### Water withdrawal in Finland facilities (m<sup>3</sup>)

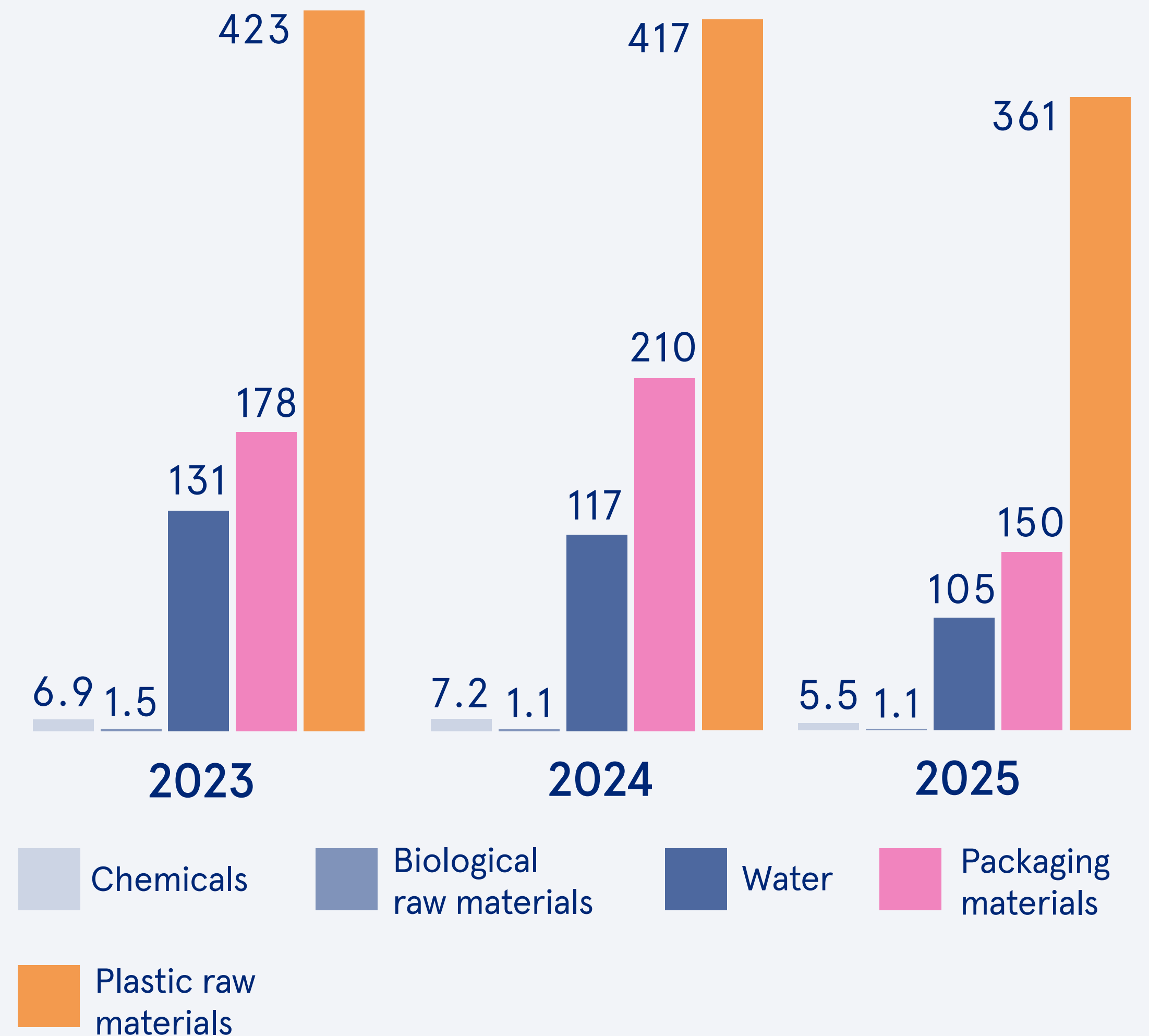


<sup>10</sup> <https://www.wri.org/applications/aqueduct/water-risk-atlas/#/?>

## Resource use, circular economy, and waste management

To manufacture our products, we need to use several different materials in our operations, including chemicals, biological materials, plastic raw materials, water, and packaging materials. Aidian’s total material use decreased by 17% from 2024 to 2025, reflecting a reduced production volume in 2025. Our largest material category is plastic raw materials, accounting for 58% of total material use. Packaging materials comprise the second largest material category (24%). Chemicals and biological materials are used in relatively low quantities, together comprising 1.05% of total material use in 2025. A total of 1.8 tonnes of hazardous chemicals were used during the reporting year.

### Use of manufacturing materials (tonnes)



## Waste management

The total waste generated at our headquarters and manufacturing facilities amounted to 153 tonnes in 2025. Total waste decreased by 9.6% compared to 2024, while the amount of hazardous waste increased slightly by 8.9%. Despite this increase, hazardous waste accounted for only 6.4% of total waste generated in 2025. Of the total waste, 34% was diverted to recycling and 60% to energy recovery.

Waste data from our other locations has been omitted, as the amount of waste generated at local offices is insignificant compared to the waste generated at our headquarters and manufacturing facilities.

Generated waste in Finland facilities (tonnes)

	2025	2024	2023
<b>Total waste generated</b>	<b>153</b>	<b>169</b>	<b>165</b>
Energy recovery waste	92	89	95
Recycled waste	52	71	59
Incineration	9	9	11

Hazardous and non-hazardous waste (tonnes)



## Circular economy

As a manufacturing company, we use a significant amount of materials in the production of our products and generate waste as part of our operations. Minimising both resource use and waste generation is important to us for environmental as well as cost and operational efficiency reasons. Through our development idea system, we continuously seek opportunities to improve material efficiency and optimise our production processes. In addition, we are investigating ways to utilise our production side streams to further enhance material use.

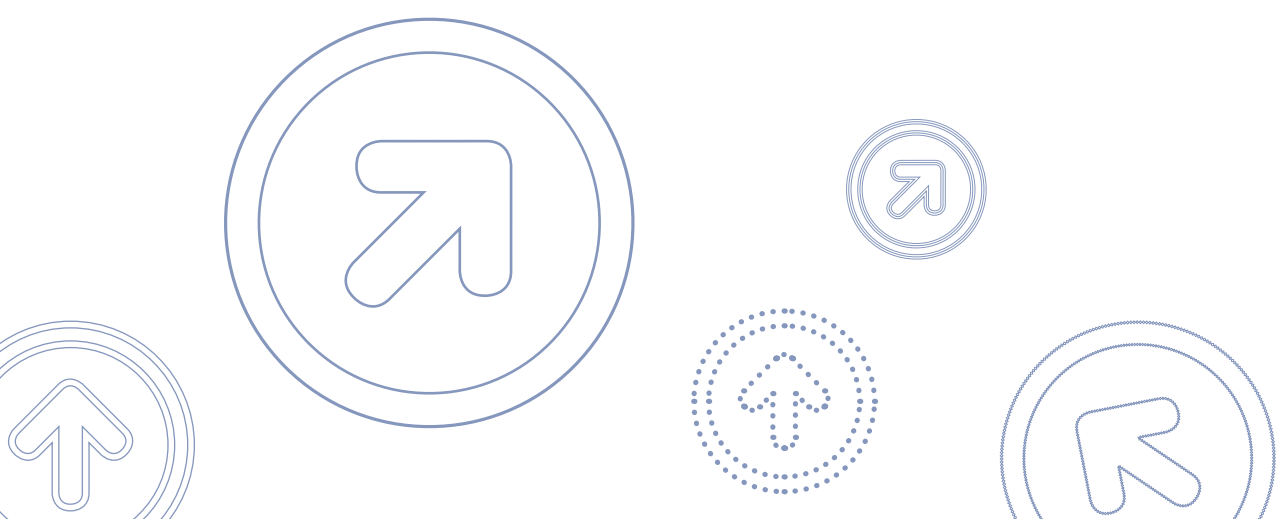
However, the manufacturing of our products is subject to strict quality and regulatory requirements to ensure patient safety and product quality. As a result, we are currently limited to using virgin materials in the production of our IVD and hygiene monitoring tests. Most reused or recycled materials available today do not meet the stringent regulatory requirements

related to, for example, material purity, consistency, and performance.

In contrast, our QuikRead go and QuikRead go Plus instruments are designed and developed for long service life and repairability, enabling customers to use them for several years together with the test kits. At the end of their life cycle, the instruments shall be disposed of as waste electrical and electronic equipment (WEEE), allowing for the recovery of materials through established industry recycling processes, unless otherwise required by local waste legislation.

# Caring for people and performing with integrity

People are in the heart of our success. We strive for a healthy and inclusive workplace that promotes diversity, well-being, and continuous learning to drive engagement and innovation. We adhere to ethical business practices and expect the same from our value chain.



## Employee characteristics

At the end of 2025, Aidian employed 315 people<sup>11</sup>, which is 5.4% less than at the end of 2024. In the beginning of 2025, we went through a transformation to re-structure our organization and speed-up decision-making and innovating capabilities, reducing the number of employees in our headquarters. Hence, the employee turnover was 13.6% in 2025.<sup>12</sup>

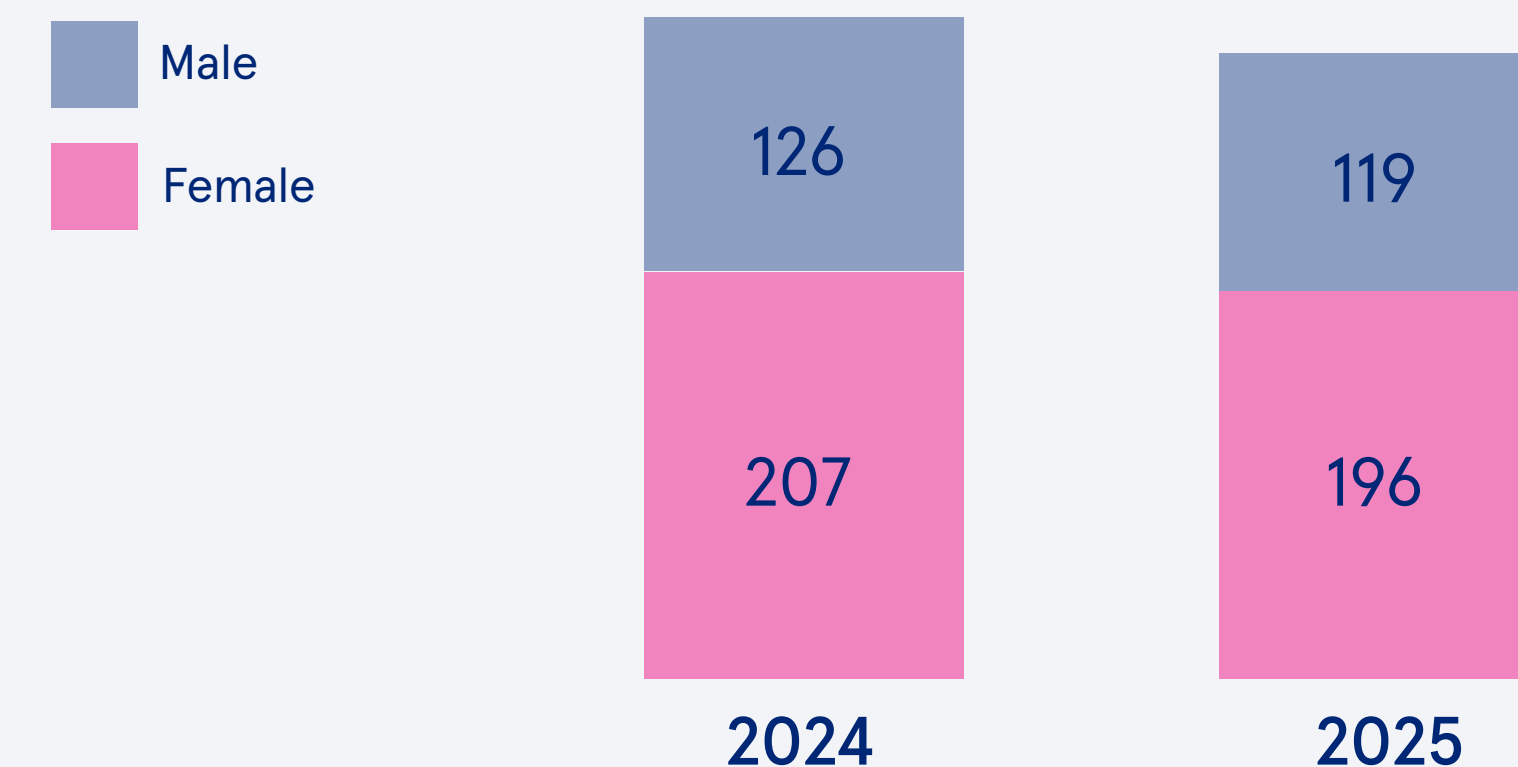
Majority of Aidian’s employees work in Finland (77.8%) and 99% of all the employees were in a permanent employment in 2025. Aidian employs more women than men (62.2% women, 37.8% men), and approximately half of all people in Aidian are 30–50 years old (51.7%). Aidian did not engage any self-employed workers without personnel or temporary agency workers in 2025.

Aidian employees receive pay equal or above minimum wage determined by collective bargaining agreements or national

laws in all countries where we operate. The pay gap between female and male employees in 2025 was 1.0%.

At the end of 2025, women represented 37.5% and men 62.5% of Aidian’s Management Team (female-to-male ratio 3:5). Over one third (37.5%) of the Management Team were under 50 years old, and 62.5% were over 50 years old. All members of the Board of Directors were men in 2025 (female-to-male ratio 0:1).

### Employee headcount

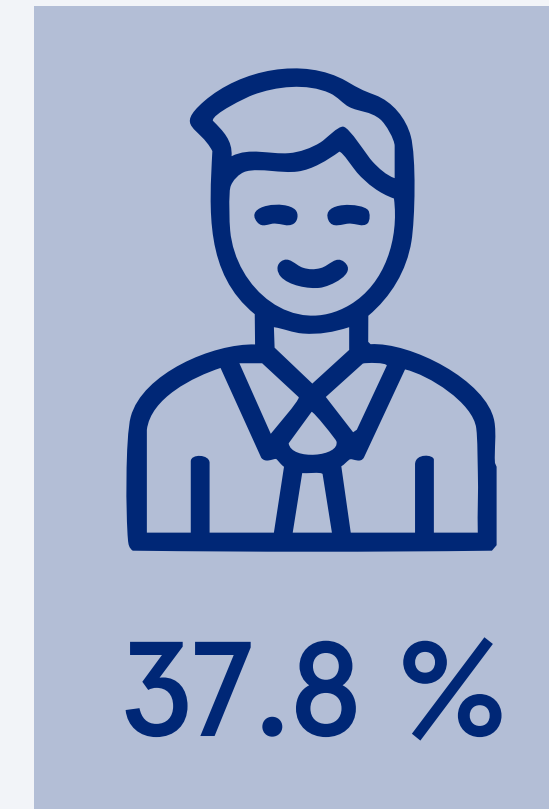
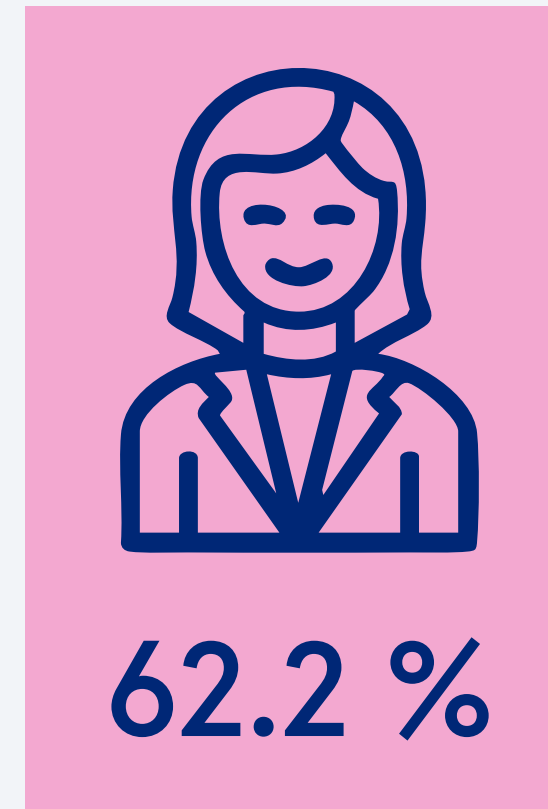
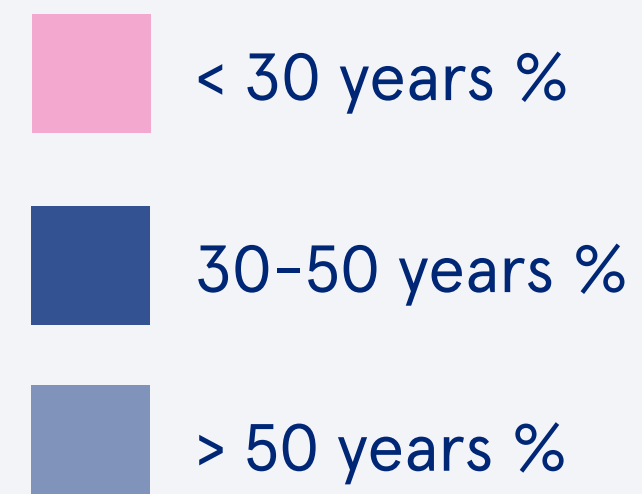
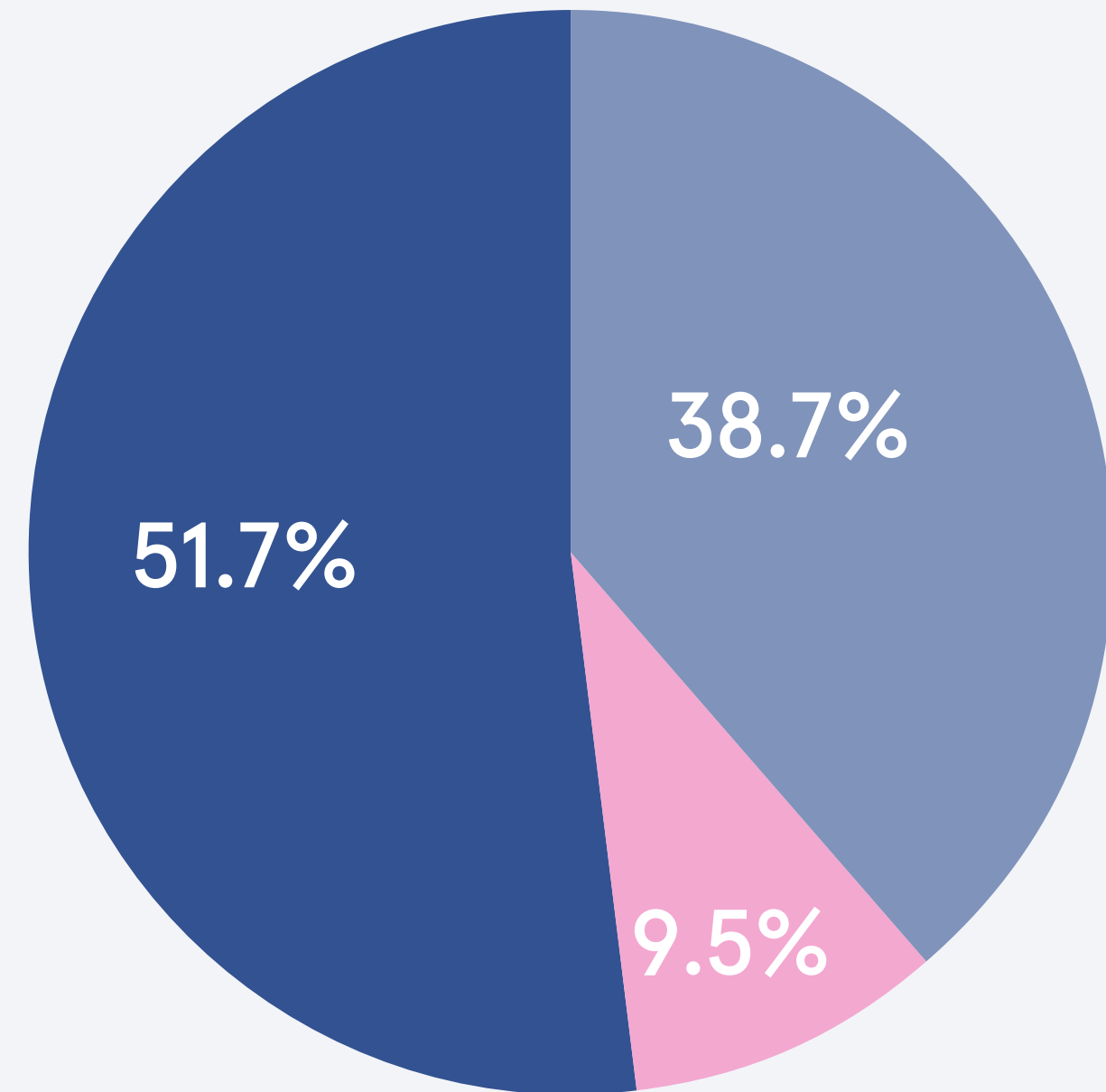


<sup>11</sup> Calculated as headcount on 31/12/2025.

<sup>12</sup> Excluding temporary workers. Calculated as (number of employees who left during 2025 / average number of employees in 2025) \* 100.

## Diversity of Aidian employees as on 31 December 2025<sup>13</sup>

### Employee age distribution



Country	Number of employees
Finland	245
Sweden	8
Norway	6
Denmark	4
Germany	8
Poland	6
Czech	18
Slovakia	4
Belgium	2
Netherlands	12

	Female %	Male %	< 30 years %	30-50 years %	> 50 years %	Total %
Senior salaried employees	62.3%	37.7%	8.0%	54.8%	37.2%	63.2%
Salaried employees	72.1%	27.9%	4.7%	53.5%	41.9%	13.7%
Workers	54.7%	45.2%	16.4%	42.5%	41.1%	23.2%
<b>Total</b>	<b>62.2%</b>	<b>37.8%</b>	<b>9.5%</b>	<b>51.7%</b>	<b>38.7%</b>	<b>100.0%</b>

<sup>13</sup> Our current HR system does not include 'Other' or 'Not reported' gender information.

## Employee health, safety, and well-being

### Healthy and safe workplace

A healthy and safe workplace is a necessity at Aidian. We emphasize prevention and early intervention as key elements in promoting health, safety, and overall well-being at work. Occupational health and safety risks are systematically identified, assessed, and managed to ensure employees are fit for work and protected from occupational illnesses and other health-related risks.

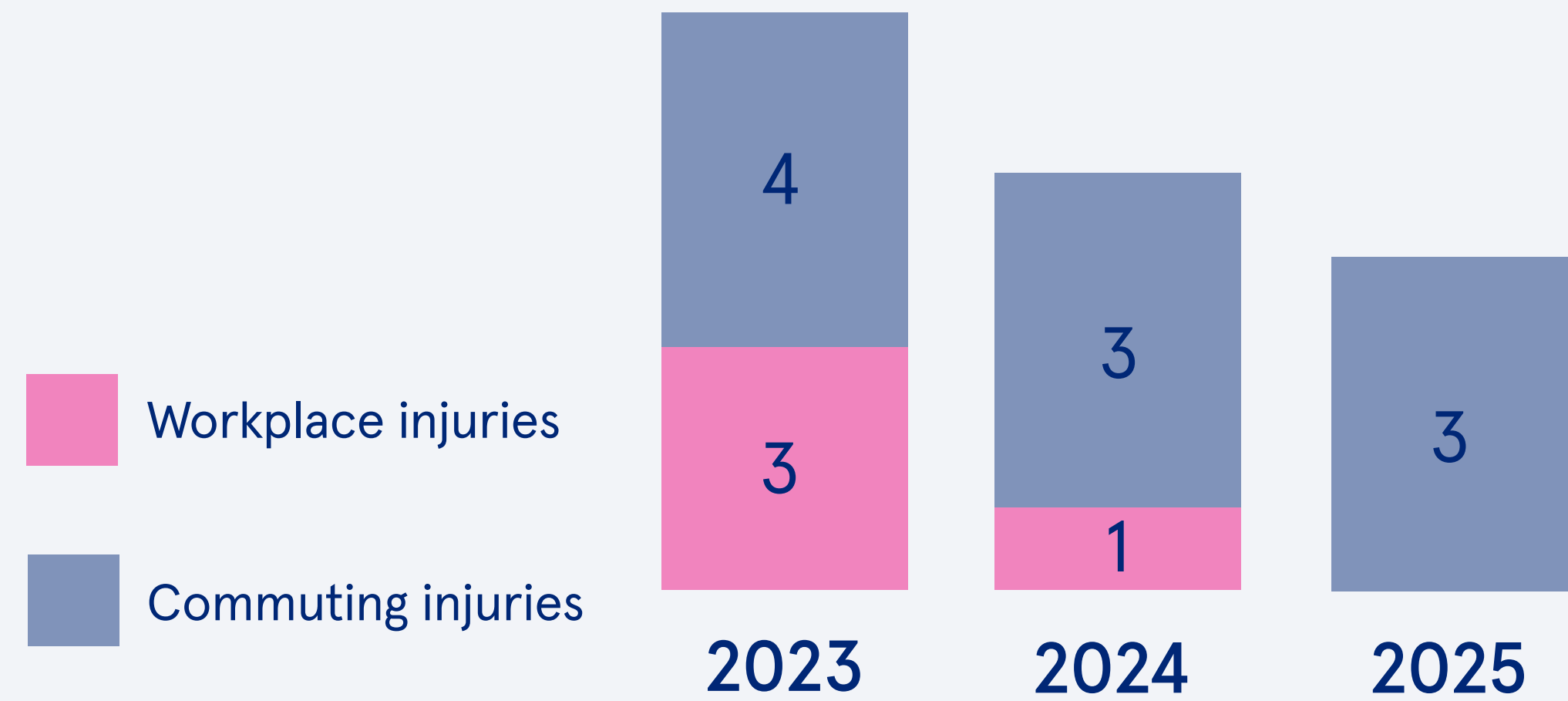
Our Early Support Model defines the processes and tools for identifying and addressing situations that may threaten employee well-being at an early stage. Supervisors play a key role in the successful implementation of the model. We continuously monitor working conditions, carry out regular risk assessments, and encourage employees to report safety observations through a low-threshold reporting program,

supporting proactive risk management and the prevention of hazardous situations.

In 2025, there were no workplace injuries and no work-related fatalities. Three commuting injuries occurred during the year. All workplace injuries during 2023–2025 have been minor, resulting in absences of less than three days (LTI 3 = 0). These results reflect our systematic approach to occupational health and safety management.

In 2025, a total of 214 safety observations were reported, supporting continuous improvement of workplace safety. Compared to the previous year, the number of observations decreased by 7.8%, which is likely attributable to the reduction in employee headcount.

## Injuries (total)



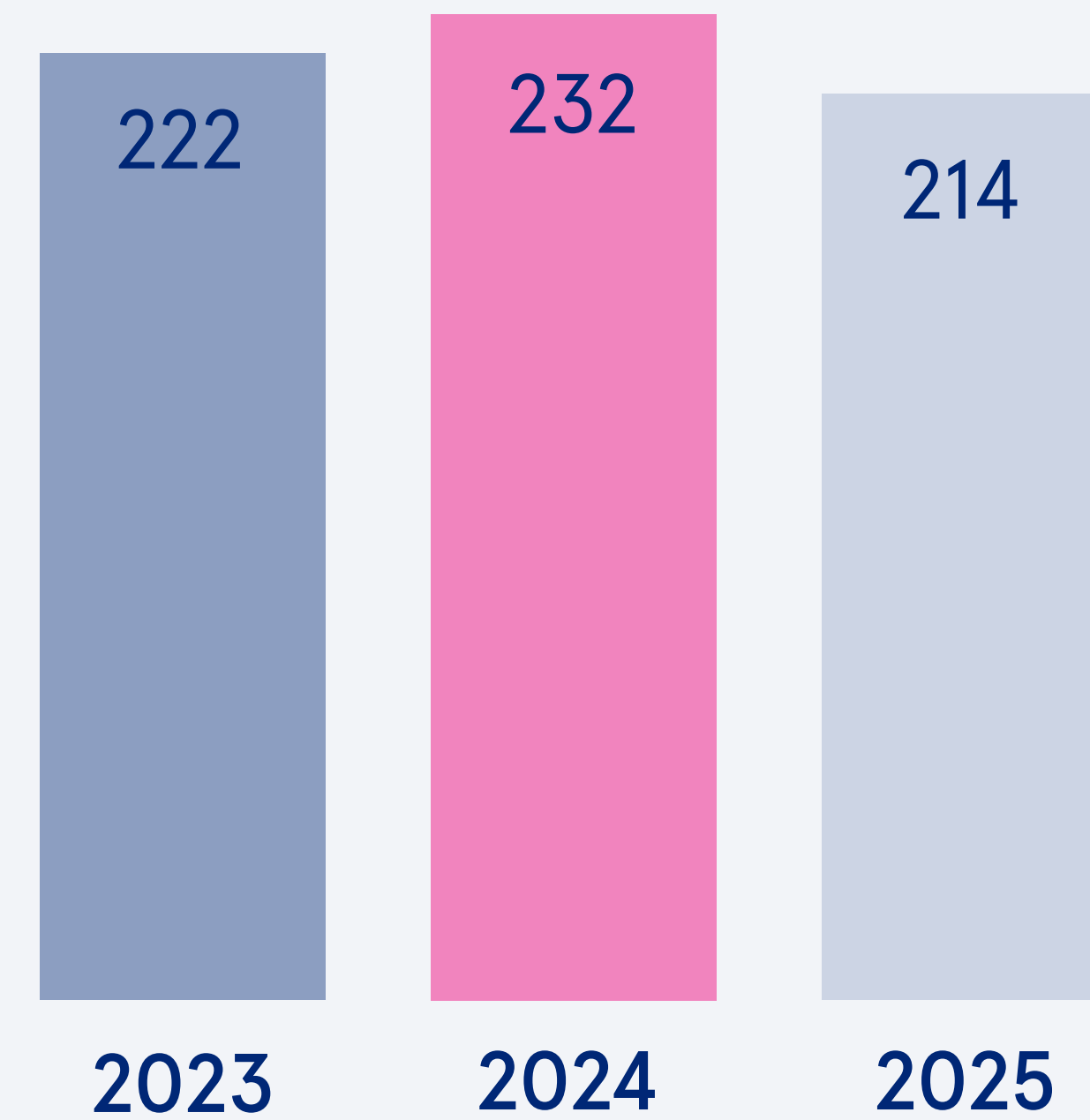
	2023	2024	2025
Injury rate LTI 3	0	0	0
Injury rate LTI 1	9.10	3	0

**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, causing absence from work.

**Commuting injuries** include injuries caused by accidents that occur when employees are commuting between home and work.

**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. The absences and injuries reported cover the staff working at the Aidian's Finnish location.

## Safety observations (total)



## Employee well-being

Open dialogue, leadership development, and everyday support for employees form the foundation of employee well-being at Aidian. Regular interaction between the company management level and employees is promoted through monthly Town Hall meetings, which provide updates on timely topics and support a culture of continuous dialogue.

Regular and honest feedback from employees is essential for continuously improving our ways of working and for maintaining a work culture and atmosphere in which our people can perform, develop, and succeed. Employee experience is regularly monitored through employee surveys. In 2025, the survey achieved a participation rate of 88%, reflecting strong employee engagement. Employees reported high levels of work meaningfulness and expressed particular appreciation for supervisory quality, teamwork, and strong peer support. These strengths reflect a collaborative work culture and supportive



leadership practices. At the same time, the survey identified opportunities to further strengthen open communication and cross-functional collaboration. These focus areas are being addressed through targeted development actions and ongoing organizational initiatives.

We are committed to treating all employees equally, fairly, and with respect. Our long-term focus on mental well-being is also reflected in external recognition. In 2025, Aidian Oy (Finland) was again granted the right to use the Mental Health Friendly Workplace® label, awarded by MIELI Mental Health Finland. The recognition reflects our long-term commitment to promoting mental well-being. Regular interaction between supervisors and employees promotes mental health at work and enables the need for support to be detected in time.

Aidian respects the freedom of association of its employees, including the right to collective bargaining and trade union

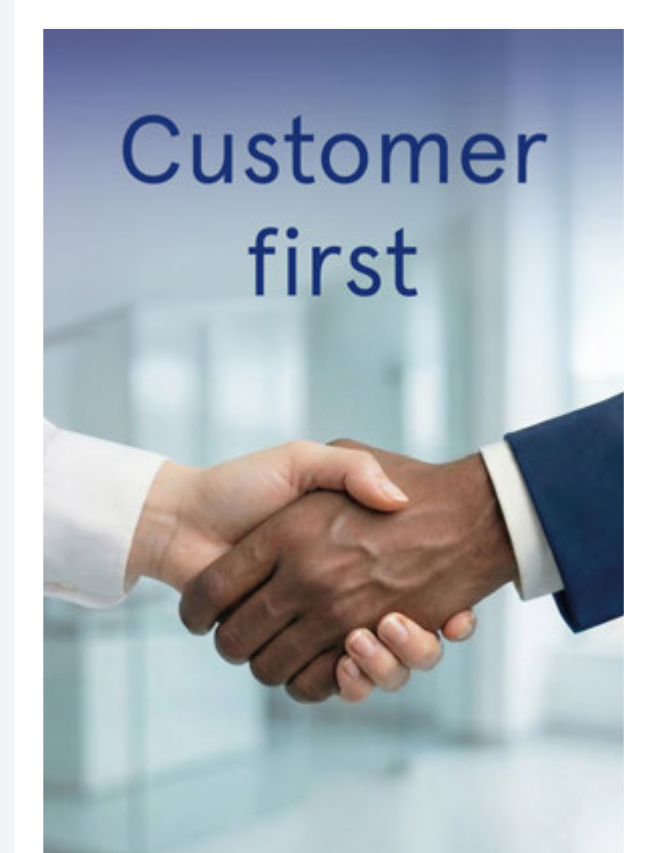
membership. We respect the legal rights of employees and their representative organizations and engage with them openly and transparently. Overall, 77.8% of Aidian's employees are covered by collective bargaining agreements. In Finland, collective bargaining agreements apply to all employees in every employee group in accordance with applicable employment legislation and collective bargaining agreements in the chemical industry. In other operating countries, we comply with local laws and regulations where collective bargaining agreements are not in place or commonly applied.

## Company culture and employee competence management

The cornerstones of our culture are positive teamwork, open atmosphere, and mutual trust. We work together towards a meaningful goal of improving the health and well-being of people around the world also for future generations to come.

The foundation of our way of working is guided by our values, and these values unite our employees. We value open culture where everyone's opinion is appreciated, and we want to act so that we can trust each other and respect each other's work. This creates a basis for collaboration and enables us to develop new innovations. In 2025, Aidian updated its values to align them with the company's evolving culture and strategic direction.

### Aidian's values



We believe that continuous development of employee competencies is essential for Aidian's success and competitiveness. We aim to ensure that every Aidianee has the skills and capabilities needed to implement our strategy and drive innovation. Supervisors play a key role in supporting both individual and organizational development, while employees are also encouraged to take ownership of their own learning and competence development. Internal career and competence development opportunities support motivation, well-being, and long-term engagement.

We support continuous learning through structured onboarding, role-specific training, and annual internal training plans. All new employees complete mandatory onboarding trainings, including Code of Conduct, anti-corruption and anti-bribery, IVD industry quality requirements, occupational health and safety, and data protection. In addition, employees have access to an e-learning platform covering topics such as

project management, communication skills, diversity, equity, and inclusion, effective use of AI, and cybersecurity. In 2025, the average estimated number of annual training hours was 8.6 per female employee and 5.2 per male employee.<sup>14</sup>

<sup>14</sup> Our current HR and competence management systems do not enable monitoring employee training hours directly per gender. Therefore, the gender-specific annual training hours are estimated based on the female-to-male ratio of employees.

## Transparent and ethical business practices

### Human rights

Human rights are universal, and all individuals are entitled to dignity, equity, and fundamental freedoms, including freedom of expression, privacy, health, life, liberty, security, and an adequate standard of living. Aidian complies with applicable human rights obligations and is committed to the UN Global Compact's Ten Principles and the International Labour Organization (ILO) conventions.

Aidian has an internal Code of Conduct approved by the Board of Directors and applicable to all employees. The Code of Conduct addresses key human rights-related topics, including child labour, forced labour, human trafficking, non-discrimination, and accident prevention. Awareness of the Code of Conduct is promoted through internal communications, onboarding, and training. Compliance is



monitored, and any identified violations are addressed without undue delay.

Aidian expects similar commitments from its business partners through adherence to Aidian's Third-Party Code of Conduct. Aidian is committed to ensuring that all employees and workers in its value chain are treated with respect and fairness. The company continuously develops its human rights due diligence processes to identify, prevent, and mitigate health, safety, and work-related risks across its global value chain.

Aidian maintains a secure and confidential whistleblowing channel that enables employees and other stakeholders to report suspected misconduct, including human rights violations and breaches of ethical standards. Reports may be submitted anonymously and are handled impartially and without undue delay by a designated whistleblowing team. Appropriate corrective actions are taken where necessary,

and Aidian has zero tolerance for retaliation or discrimination against whistleblowers.

In 2025, Aidian had no confirmed severe negative human rights incidents within its own workforce and is not aware of any confirmed severe negative human rights incidents involving workers in the value chain, affected communities, consumers, or end-users.

## Corruption and bribery

Bribery and corruption undermine fair competition, economic development, and trust in business. Aidian strictly prohibits all forms of bribery and corruption and has zero tolerance for any actions or practices that could constitute, or give the appearance of, corruption or bribery.

Aidian's anti-corruption principles are defined in the Anti-Corruption Policy, which requires employees to refuse bribes and other improper benefits and to report suspected violations through Aidian's whistleblowing channel. Principles related to fair competition and ethical business conduct are also included in Aidian's internal Code of Ethical Business Practice.

Aidian applies a risk-based approach when selecting and engaging suppliers and business partners, with particular attention to operations in countries or sectors with an elevated risk of corruption. Anti-corruption and ethical requirements

are incorporated into partner agreements, and partners are required to comply with Aidian's Third-Party Code of Conduct.

Aidian has not committed any violations of anti-corruption or anti-bribery laws and has not been subject to any related fines or sanctions during the reporting period.

## Other topics

Aidian does not generate any revenue from the defined controversial sectors (controversial weapons, tobacco, fossil fuels (coal, oil, gas) or the manufacture of pesticides/ agrochemical products, and is not excluded from EU reference benchmarks that are aligned with the Paris Agreement.

# Appendix

## Reporting principles

**Legal form:** private limited liability undertaking

**NACE codes:**

NACE C 32.50 Manufacture of medical and dental instruments and supplies

**Certifications:**

**Aidian Oy**

- ISO 13485:2016
- IVDR quality management system requirements
- ISO 9001:2015
- ISO 15378:2017

**Aidian Netherlands BV**

- ISO 9001:2015

## Locations of operations

Company name	Address	Postal code	City	Country	Coordinates (goelocation)
Aidian Oy (headquarters)	Koivu-Mankkaan tie 6	02200	Espoo	Finland	60.181899,24.774438
Aidian Sweden AB (subsidiary)	Gustav III:s Boulevard 42	169 73	Solna	Sweden	59.37317,18.016621
Aidian Norway AS (subsidiary)	Nydalsveien 28	0484	Oslo	Norway	59.949708,10.762549
Aidian Denmark ApS (subsidiary)	Ørestads Boulevard 73	2300	Copenhagen	Denmark	55.632256,12.581706
Aidian Germany GmbH (subsidiary)	Papenreye 65	22453	Hamburg	Germany	53.54926,9.9997
Aidian Netherlands BV (subsidiary)	Industrieweg 12B	6871	Renkum	Netherlands	51.985004,5.738531
Aidian Belgium BV (subsidiary)	Pegasuslaan 5	1831	Diegem	Belgium	50.88557,4.448412
Aidian Oy Czechia (branch office)	Bělohorská 57	169 00	Prague	Czechia	50.083698,14.37216
Aidian Slovakia s.r.o. (subsidiary)	Karadžičova 8A	821 08	Bratislava	Slovakia	48.14805,17.125174
Aidian Poland Sp. z o.o. (subsidiary)	Ul. Kamienna nr. 21	31-403	Krakowa	Poland	50.076075,19.942237

## Climate change: GHG accounting policies

The reporting of GHG emissions follows the Greenhouse Gas Protocol (GHG Protocol), covering Scopes 1–3. The organizational boundaries for the emission calculation are defined in accordance with operational control.

### Scope 1

Includes CO<sub>2</sub>e emissions from fuels used in leased company cars, as well as fugitive emissions of refrigerants. Emission factors are based on open-source libraries, such as DEFRA.

### Scope 2

Includes indirect GHG emissions from electricity, heat, and steam, purchased and consumed by Aidian in premises located in Finland, Netherlands, and Czech Republic. Location-based energy emissions are calculated using grid average emission factors on local/national level. Emission factors are based on open-source libraries, such as AIB. Market-based energy emissions are calculated using supplier-specific emission factors or emission factors on local/national level and taking into account contractual instruments, such as Guarantees of Origin (GOs). In Finland, all electricity consumption is covered with GOs from nuclear sources, and all district heating consumption is covered with GOs from renewable sources.

### Scope 3

Includes indirect emissions originating from our value chain. Aidian has identified 12/15 Scope 3 emission categories significant. The remaining three categories (Category 10: Processing of sold products, Category 13: Downstream leased assets, and Category 14: Franchises) are not reported, as they are not applicable to Aidian. See detailed accounting policies for each Scope 3 category in next page.

**Category 1 Purchased goods and services:** Purchased goods and services include purchased raw materials, packaging materials and consumables (direct purchases), as well as services, such as IT, facility and other business-related services (indirect purchases). When possible, emissions are calculated based on material weights matched with applicable emission factors from open source libraries, such as DEFRA. A spend-based method based on spend data is applied when material weights were not available, using emissions factors from EPA or EXIOBASE.

**Category 2 Capital goods:** Includes emission related to production utilities and equipment investments. A spend-based method based on spend data is applied using emissions factors from EPA.

**Category 3 Fuel and energy-related activities:** Includes the indirect emissions from fuel extraction, refining, and transportation of upstream energy not included in Scopes 1 and 2, as well as transmission and distribution losses. Emissions are calculated based on total annual fuel and energy consumption using emission factors from open-source libraries, such as DEFRA.

**Category 4 Upstream transportation and distribution:** The GHG emissions are derived primarily from GHG emission reports provided by Aidian's logistic partners. When GHG emission reports are not available, distance-based and fuel-based methods are used to determine the emissions. Energy emissions from 3PL warehouses are estimated based average-data method or spend-based method. Emissions data from inbound logistics organized by our suppliers not available.

**Category 5 Waste generated in own operations:** Waste-type-specific method is used to calculate the emissions: the amount of generated waste by waste type is multiplied by waste-type specific emission factors provided by DEFRA.

**Category 6 Business travel:** Includes emissions from air, rail, bus, taxi, and ferry travelling as well as hotel nights during business trips. The emissions are derived either from the GHG emission report provided by the travel agency or calculated from travel spend data using spend-based method and emission factors from EPA.

**Category 7 Employee commuting:** Emissions calculated using primary data based on employee survey. A representative sample (172 employees) was used to extrapolate the emissions for the whole personnel group. Emissions from remote work are not considered. Emission factors from open-source libraries, such as DEFRA, are used.

**Category 8 Upstream leased assets:** Includes energy (electricity and heating) emissions from Aidian's local sales offices in Sweden, Norway, Denmark, and Germany, where Aidian has no operational control. The energy consumption in these locations is estimated either based on occupied area (m<sup>2</sup>) or amount of personnel. The emissions are calculated based on location-based method using grid average emission factors on local/national level.

**Category 9 Downstream transportation and distribution:** In the absence of primary data, the emissions are calculated based on sales volume, assumed transport mode and estimated distance using distance-based method. Emission factors from open-source libraries, such as DEFRA, are used.

**Category 11 Use of sold products:** Includes emissions caused by the electricity consumption of sold electric devices. The average-data method is applied using the amount of sold electrical equipment and its estimated lifetime, as well as electricity consumption. The grid average emission factors in each sales country are used.

**Category 12 End-of-life treatment of sold products:** In the absence of primary data from customers, emissions were calculated using sales volumes (weight) 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, were used.

**Category 15 Investments:** No investments at 31<sup>st</sup> December 2025.

# VSME Index

The purpose of the VSME index is to make it easier for the reader of the report to identify and locate VSME reporting information. Please note that VSME reporting information that is not applicable to the company has not been included in the sustainability report in accordance with the VSME standards.

Basic Module			
VSME Disclosure	VSME Data point	Section in this report	Page number
B1: Basis for Preparation	24a-c 24d, 24e(i-ii), 24e(vii) 24e(iii-v)	Basis for report preparation Appendix This is Aidian	9 45 4
B2: Practices, policies and future initiatives for transitioning towards a more sustainable economy	26-28	Sustainability practices, policies, and future initiatives	12-14
B3: Energy and greenhouse gas emissions	29-31, 50-53	Energy and greenhouse gas emissions	25-27
B4: Pollution of air, water and soil	-	Not applicable	-
B5: Biodiversity	-	Not applicable	-
B6: Water	35-36	Water	29
B7: Resource use, circular economy and waste management	37-38	Resource use, circular economy, and waste management	30-32
B8: Workforce – General characteristics	39-40	Employee characteristics	34-35
B9: Workforce – Health and safety	41	Employee health, safety, and well-being	36-37
B10: Workforce – Remuneration, collective bargaining and training	42a-b	Employee characteristics	34
	42c	Employee health, safety, and well-being	39
	42d	Company culture and competence management	41
B11: Convictions and fines for corruption and bribery	43	Transparent and ethical business practices	44

## Comprehensive Module

VSME Disclosure	VSME Data point	Section in this report	Page number
C1: Strategy: Business Model and Sustainability – Related Initiatives	47	This is Aidian	3–5
C2: Description of practices, policies and future initiatives for transitioning towards a more sustainable economy	48–49	Sustainability practices, policies, and future initiatives	12–14
C3: GHG reduction targets and climate transition	55–56	Energy and greenhouse gas emissions	28
C4: Climate risks	57–58	Energy and greenhouse gas emissions	28
C5: Additional (general) workforce characteristics	59–60	Employee characteristics	34
C6: Additional own workforce information – Human rights policies and processes	61	Transparent and ethical business practices	42
C7: Severe negative human rights incidents	62	Transparent and ethical business practices	43
C8: Revenue from certain sectors and exclusion from EU reference benchmarks	63–64	Transparent and ethical business practices	44
C9: Gender diversity ratio in the governance body	65	Employee characteristics	34

# AIDIAN

## Aidian – Your aid in diagnostics

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

[aidian.eu](https://aidian.eu)