

AliveDx

Sustainability Report 2024

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Our Purpose

At AliveDx our solutions are built with the patient in mind and designed to make labs more efficient and clinical decision-making more effective. Our business is dedicated to delivering innovation to empower diagnostic insight, transform patient care and drive clinical and economic value. We continue to invest to expand and upgrade our portfolio to enable additional efficiency for our customers, to ensure faster results with high standards of quality.

At AliveDx, our mission is to empower diagnostic insights, transform patient care, and innovate for life. With over 30 years of expertise in in-vitro diagnostics, we are dedicated to shaping the future of global diagnostics in autoimmune, allergy, and beyond. Our solutions are built with the patient in mind and designed to make labs more efficient and clinical decision-making more effective.

The Clinical Diagnostics business provides customers with a solution to shorten time to diagnosis for multiple diseases through a highly automated, multiplex, multimodal clinical diagnostic and a fully automated all in one immunofluorescence solution. The Transfusion business produces more than 1.5 M vials of reagents per year to enable safe blood. In the coming year there will be quality control kits added to the portfolio and several anti-sera will be upgraded with monoclonal direct spin products. In addition, AliveDx ensures it has registrations in an increasing number of countries, so customers have an additional choice of anti-sera in their country.

Our portfolio includes the Alba, MosaiQ and LumiQ brands. Alba is our range of reagents for blood banks and hospitals. MosaiQ is our end-to-end, automated, multiplex, high-throughput, and continuous random access Microarray solution for clinical laboratories. LumiQ is our immunofluorescence assay (IFA) solution, which offers customers an automated, turnkey solution for autoimmune diagnostics when combined with the MosaiQ system. These solutions aim to generate both economic and clinical value by simplifying laboratory workflows and providing fast, accurate results that enhance clinical decision-making.



"As a healthcare diagnostics company, we aim to create positive environmental impact while acting responsibly toward patients, communities, and society. Our ESG strategy informs every decision we make, as we work toward a healthier and more sustainable future for generations to come."

Manuel O. Méndez
CEO, AliveDx

ESG 2024 at a glance

In 2024, as AliveDx continued driving its Sustainability agenda, we were proud to have accomplished:

Health

- CE marking for the MosaiQ AiPlex CD microarray for in-vitro testing in the field of coeliac diseases
- Product portfolio expansion to LumiQ™ – an innovative, automated immunofluorescence assay (IFA) solution.
- CE marking for AliveDx's first product for the evaluation of allergies, enhancing its portfolio of products beyond autoimmunity.

Environment

- 2024 Carbon emission reduction targets at AliveDx Swiss site
- ISO 14001 certification at AliveDx UK site
- 2023 Carbon accounting studies

Social

- Great Place to Work Certification in our first eligible site

Governance

- Enhanced Data Privacy Framework and Data Privacy Officer appointed
- New On-Line Compliance Training Modules deployed for employees globally

Our Company

Mission:

Empower diagnostic insights, transform patient care, and innovate for life

Offices:



Switzerland
(HQ)



UK



USA

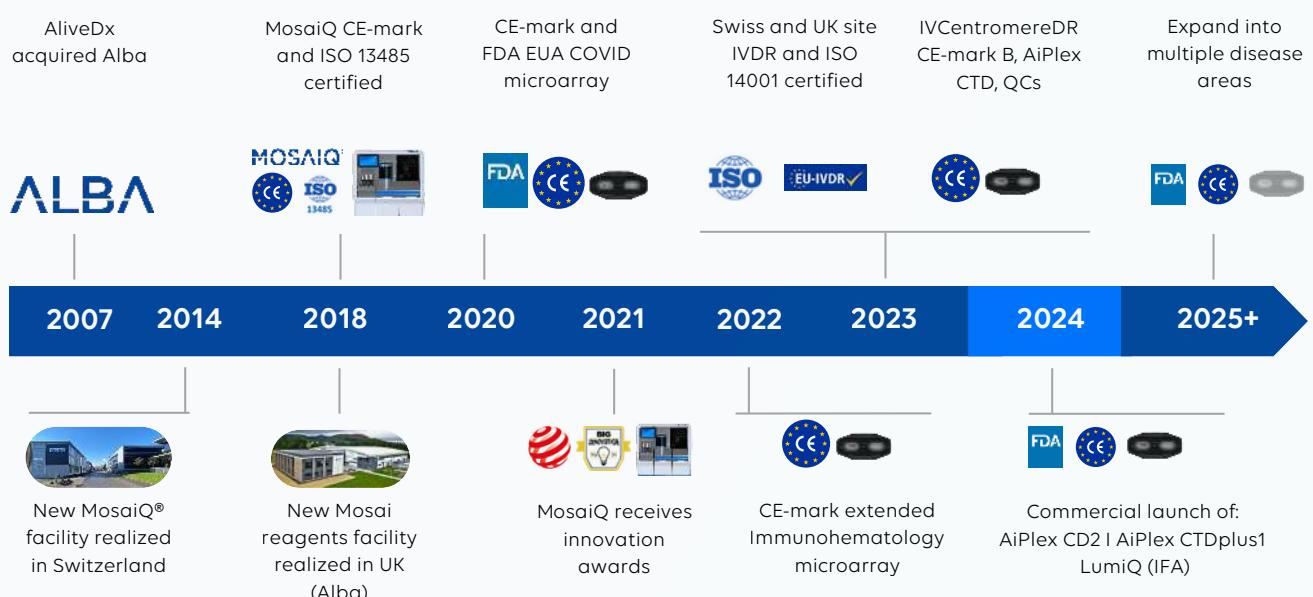


UAE

Employees:

460

Key Milestones:



Our Portfolio

AliveDx creates clinical and economic value with a unique portfolio of IVD solutions.

Clinical business

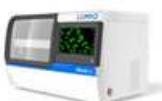
MOSAIQ®

A multiplex solution designed to accelerate and simplify clinical diagnostics, while enhancing economic and clinical value.



LUMIQ™

A turnkey IFA solution for precise automated autoimmune diagnostics



Transfusion business

ALBA

A line of high-quality reagents used by laboratories worldwide to streamline blood testing of donors and patients.



Also available to laboratories directly or via our OEM partners.

What Our Customers Say

About Our Clinical business Solutions

- "The MosaiQ platform [...] will simplify workflow and help to decrease turn-around times for patient results as currently samples have to go on several analysers to get all the required results." UK, Hospital laboratory.
- "The panel chosen for Connective Tissue Disease and Celiac are great, and will simplify our life. The instrument is super easy to use, we love the simplicity." France, reference laboratory.
- "Today we use 5 different systems, methods... not all are automated... with MosaiQ, we will use 1 system. MosaiQ will simplify our life and lab workflow." Spain, Hospital laboratory.
- "The team here are positively impressed by the solution from AliveDx, we need to understand our exit strategy from our current provider so that we can switch over to MosaiQ and LumiQ." UK, reference laboratory.

About Our Tranfusion Business Solutions

- "We really like the extensive monoclonal product range (limited incubation) that increase our staff efficiency – good value for money." USA, Hospital laboratory.
- "We love the strong reactions that allow for ease of interpretation. We appreciate the product reliability, quality and performance." USA, Blood bank.
- "I'm impressed with knowledge of technical support team – a trusted partner with deep transfusion expertise." USA, Hospital laboratory.
- "There are very few providers of hematology QC kits. To ensure supply chain resilience we engaged with Alba. They have a long history in producing quality QC products in the transfusion and immunohematology space. When we received a recommendation from a valued industry partner and learned about their track record with whole blood controls, we believed they would be a good partner." OEM customer.
- "We have been partnering with Alba Bioscience for over 20 years. They have been a reliable provider of quality reagents for our instruments. We believe Alba's 30 years' experience with whole blood products, their deep research and development experience, regulatory pathway support and their ability to deliver quality products each day make Alba the right choice. It is difficult to find other companies that offers that combination of capabilities and experience." OEM customer.

Governance

At AliveDx, we are committed to fostering a culture of honesty, accountability and promoting sustainable practices across our business.

Next to our own internal policies and procedures, we comply with external best practices including adherence to the multi-year strategy of the [United Nations Global Compact](#) and advancing United Nations Sustainable Development Goals (SDGs). We are also committed to providing high-quality products and services while also making a positive impact on society and the environment.

Our [board of directors](#) prioritizes governance and implementation of the Environment, Social and Governance (ESG) strategy and quarterly town halls are held by the CEO and executive management to update employees on company achievements.

The board's ability to monitor the performance of senior management and ensure oversight of the board's priorities, is facilitated by the presence of three independent directors, including a Lead Independent Director working closely with the Chairman of the board. Oversight from shareholders is carried out through, appointed board observers. AliveDx has a diverse leadership team who are committed to innovation, progress, and integrity. In 2024, executive management comprised diverse representations including Hispanics, gender diversity, African American, and one considered as minority in country of residency.

Ethics and Compliance are driven by senior management engagement as well as policies and procedures in place to provide guidance, including our Code of Business Conduct and Ethics to help employees raise concerns and our newly deployed Data Privacy framework and Data Privacy Officer. We are strongly committed to conducting our business affairs with honesty and integrity and in full compliance with applicable laws, rules, and regulations. Our anti-corruption and anti-bribery policy is prepared in accordance with the U.S Foreign Corruption Practices Act and the U.K. Bribery Act and are overseen by our General Counsel & Compliance Officer. Our Policy on Interactions with Healthcare Professionals is prepared in accordance with applicable sunshine, transparency, and anti-kick-back regulations globally, including the US Sunshine Act and European transparency requirements. AliveDx is a member of Medtech Europe and Advamed, and adheres to Medtech Europe Code of Ethical Business Practice as well as Advamed Code of Ethics on Interactions with U.S. Healthcare Professionals. Employees must complete a [mandatory ethics and compliance training](#) annually.

All employees also undergo [mandatory training on data and cyber security](#). AliveDx has an experienced IT team responsible for implementing sophisticated cyber security and data security policies and procedures. At AliveDx, we understand the significance of leadership tone and the critical importance of communicating our strategy.

Our Commitment to the United Nations Sustainable Development Goals (SDG)

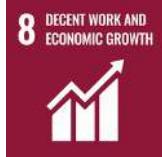
We are committed to actively addressing seven of the United Nations' Sustainable Development Goals.



SDG 3 Good Health and Well-Being: We aspire to ensure health and well-being for all through reshaping the way diagnostics is practiced.



SDG 5 Gender Equality: We are committed to ensuring that our male and female employees are paid equally when operating in the same job roles and ensuring equal opportunities for leadership positions. We are dedicated to delivering existing and new initiatives to improve our ability to attract, develop and retain women and to achieve a gender balance at all levels of our business.



SDG 8 Decent Work and Economic Growth: We are committed to conducting business in compliance with applicable laws and encourage employees to report ethical concerns they may have.



SDG 10 Reduced Inequalities: We are committed to diversity as it supports innovation, progress, and a great working environment for all our staff.



SDG 12 Responsible Consumption and Production: As a responsible company, we are committed to playing a key role in protecting the natural world and achieving sustainable climate objectives. To demonstrate our commitment, we are focused on building environmental awareness, reducing energy emissions, and increasing the use of renewable energy sources.



SDG 13 Climate Action: We aim to reduce our carbon footprint through site certification to ISO 14001, carbon footprint accounting, waste management and focus on energy consumption reduction, waste recycling, employee mobility plans and work from home policy, as well as the increased use of renewable energy sources. By way of example, both the UK and Swiss sites use solar panels for heating water and electricity supply. Part of the electricity in the UK site is sourced from 240 80kW solar panels. We are committed to carbon footprint accounting which we started in 2021 at our manufacturing site in Switzerland and will initiate in 2024 at our manufacturing site in the United Kingdom. We are committed to monitoring our carbon footprint and associated cost savings and are engaging in carbon footprint reduction initiatives.



SDG 16 Peace, Justice, and Strong Institutions: We have a strong focus on human rights and have implemented various policies, including an Anti-Slavery & Trafficking Policy and a Maternity Policy, to respect and support these rights.

Social

Employee Engagement



Our ability to successfully deliver solutions that reshape the way diagnostics is practiced is dependent on our people. We strive to create a **positive employee experience** dedicated to professional and personal success creating equitable opportunities across all AliveDx sites, including senior managers, remote staff, secondees, agency staff, suppliers, and contractors, whether permanent or temporary. We partner with the Great Place to Work institute, to guide us in our Journey to become a Great Place to Work for all employees, where employees can bring their true self to work every day, have trust in their leaders, a sense of pride on what we do and camaraderie with their colleagues. We conduct an annual survey and more regular pulse surveys to listen to our employees and understand where we are doing well, and which areas need further improvement. Action plans are built around the improvement items to ensure we continue to grow and continue to be a Great Place to Work. In 2024 we received certification for our US site and made significant progress in our UK and Switzerland sites. We continue to listen, inspire, value and empower to achieve certification across all our three sites.

AliveDx is committed to valuing **diversity and equality**. Protected characteristics are aspects of a person's identity that make them who they are; age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (which includes color, nationality and ethnic or national origins), religion or belief, sex or sexual orientation and any other protected characteristics set out in local legislation. AliveDx is committed to creating a work environment free of unacceptable behavior, where everyone is treated with dignity and respect.

Promoting sustainable development and social responsibility. The company follows the ISO 26000 and the Ten Principles of the UN Global Compact to measure its impact and ensure it meets the Sustainable Development Goals.



AliveDx has implemented a "Group Equal Opportunities and Dignity at Work Policy". This policy applies to staff across all AliveDx sites, including Senior Managers, remote staff, secondees, agency staff, suppliers and contractors, whether permanent or temporary. This policy explains AliveDx's commitment to providing equal opportunities and to avoiding unlawful discrimination in employment and against any other individual who may interact with the organization. AliveDx considers harassment or bullying to be unacceptable, and these will not be tolerated in the workplace.

AliveDx demonstrates its commitment to equal opportunities by ensuring it does not discriminate against individuals directly or indirectly on the basis of the above-referenced "protected characteristics", be it whether in recruitment, employment, after employment or in the provision of services, goods, or facilities. We also prioritize the **well-being of our employees** by offering competitive benefits packages and expanding access to mental and physical well-being resources as well as access to ongoing professional training through LinkedIn learning and on the job training when needed.

We are committed to ensuring that our male and female employees are paid equally when operating in the same job roles and ensuring **equal opportunities** for leadership positions. We are dedicated to delivering existing and new initiatives to improve our ability to attract, develop and retain women and to achieve a gender balance at all levels of our business.

What Our People Say

- "The company has a lovely, close-knit community. Our team is a big family."
- "Flexitime is a great benefit to add to a good work-life balance."
- "Two work-from-home days a week makes me want to stay."
- "Our Live Council offers activities to bring people together. Our UK and Eysins site have made great progress in organizing fun activities."
- "Most of our functions pull together as a team to meet deadlines."
- "Good cooperation and communication amongst all departments."

Corporate Social Responsibility



An awareness of the wider community is important to us at AliveDx, and we encourage employees to **give back** locally as well as internationally.

In 2022, employees in AliveDx Suisse SA donated school materials to Crayons Copains, a not-for-profit organization with the idea of giving a second life to pencils, felt-tip pens, drawing and writing materials. We also donated clothes, toys and other physical materials to people affected by the war in Ukraine. Employees in the UK held a coffee morning fundraiser in aid of Macmillan Cancer Support and provided sponsorship to a local youth soccer team.



Product Quality and Safety Controls



All operations related to product safety and quality are conducted within our established **ISO 13485** and **FDA QSR compliant Quality Management System**. This includes specific requirements for all phases of product development and manufacturing to ensure that the products are designed and produced in a way that ensures both continued safety and a high level of quality for all products. Additionally, within that Quality Management System, there is an established process for identifying and assessing all risks (according to ISO 14971) to the safety of patient and user, controlled, and measured via the implementation of Design, Process and Labeling Controls.

We establish necessary **quality inspections** for raw material, in-process products as well as final products to ensure that the required level of safety, effectiveness and quality is present and maintained at all stages of the production cycle for all products. These inspections are a combination of production staff in-process inspections and controls as well as independent monitoring and testing that is conducted by the Quality function which is independent from the production function.



Site Health and Safety



In Switzerland, representatives of the Federal Office for the Environment, the Federal Office of Public Health of the Swiss Confederation, the Swiss National Accident Insurance Fund, and ERFA BIO, in collaboration with professional BSO and private biosafety experts, have developed a biosafety curriculum to harmonize the biosafety standards within Switzerland on a high professional level. Under the supervision of these authorities, the study supervision (Sanu) organizes an annual series of general **training courses on biosafety**, which are designed according to biosafety levels, and held by renowned biosafety experts.

AliveDx is committed to the health, safety, and well-being of all employees in all aspects of their duties and provides resource training and infrastructure to achieve our policy objectives, as well as measuring ourselves against our performance to show continual improvement. In the UK, similar to Switzerland, we have collaborated with various public health bodies and created our own Biosafety group. The public health bodies included Edinburgh University, Institute of Safety in Technology and Research, and the Royal Society of Biology. This enables AliveDx to comply with standards, applicable laws and statutory regulations of all EH&S legislation including Biosafety.



Accidents and incidents are tracked each year and **safety standards** are adjusted accordingly to ensure that appropriate safety measures are in place for our employees. AliveDx closely follows the LTIR (Lost Time Injury Rate) indicator. In 2022 and 2023 the LTIR or recordable accidents of the Swiss site were 0. In 2024 unfortunately we had 1 LTIR in the Swiss site. The LTIR of the UK site in 2023 and 2024 was 0. Appropriate measures remain in place to limit and prevent an LTIR. We are proud of our strong and pro-active culture of our employees to prevent accidents and incidents. The table below highlights the number of accidents and incidents throughout the year 2023 for the Swiss and UK sites.

	Swiss Site 2024	UK Site 2024
Accidents with days lost	1	0
Total accidents	4	26
Total incidents	1	11
Near miss	23	90
Safety observations	13	5

AliveDx will continue to raise the level of awareness of safety across the group. Implementation of Corrective and Preventive Actions (CAPAs) on safety events reported will continue to be a point of focus in the future.

Supply Chain Management



We aspire to build stable and sustainable relationships with our suppliers. This helps to ensure the safety and quality of our products. We have monthly meetings with top suppliers to review forecasts, potential contract changes and availability of the products. We expect our partners and suppliers to adhere to our Environmental, Health and Safety Policy. We effectively deployed a Supplier Environmental, Social and Governance rating with our critical suppliers, and intend to expand to a wider group of suppliers in the near future.

We currently have a **Business Continuity Management System** (BCMS), and in 2024, our UK site received certification for ISO 22301 Security and Resilience – Business Continuity Management Systems. The BCMS allows us to protect against, reduce the likelihood of, and ensure recovery from disruptive incidents. The standard will further enhance our resilience.

As part of our request for proposals, we are compiling a list of various criteria, including obvious economic factors and considerations related to the supplier's environmental impact initiatives. We include Health & Safety, Governance, Business Continuity, Sustainability and Cybersecurity sections in our supplier ESG questionnaire to evaluate our suppliers' ESG performance.



Environmental



We are committed to playing a key role in protecting the natural world and achieving sustainable climate objectives. Our Swiss site successfully received the **ISO 14001** re-certification for 2025. Our UK site successfully received ISO 14001 certification in December 2024. The certification is based on international standards for environmental management systems and requires companies to measure and improve their environmental impact. This certification demonstrates our willingness to continue to improve our organizational systems through the increased prominence of environmental management within our strategic planning.

We invest in environmentally friendly technologies to reduce our impact on the environment. In 2024, both our Swiss and UK sites continued investing in Carbon Footprint studies, including scope 3 relevant emissions in addition to Scope 1 and 2, to enable achievable carbon emission reduction targets to minimize our negative impacts to contribute to a better future.

The Carbon Footprint study allowed us to calculate and evaluate the Greenhouse Gases (GHG) emissions of the Swiss and UK sites, including the carbon emissions generated by transport and employee travel. It is important to monitor the GHG balance from year to year, as this monitoring allows us to anchor the environmental aspect in our activities and to succeed in our transition to more sustainability.

Thanks to the Greenhouse Gases assessment, the environmental strategy is built to:

- Define objectives and key performance indicators (KPIs);
- Create and consolidate an action plan combining quick-wins, transformative actions and strengthening the corporate culture focused on sustainability;
- Carry out its implementation;
- Track KPIs and adjust strategy.

In 2024, our initiatives focused on energy reduction (electricity, heating, and cooling) and travel (travel reduction efforts), and a continuous improvement in reducing GHG emissions.

Renewable Energy Sources



As part of our efforts to improve our environmental impact globally we have developed initiatives to increase our use of renewable energy sources. Our UK site has a **solar panel farm** consisting of 240 80kW solar panels. Solar panels have also been installed at the Swiss site and are used to heat sanitary water. Electricity is supplied by European Hydraulics to the Swiss site, as well as hydraulic solar panels that are used for common hot water. The heating, ventilation, and air conditioning (HVAC) system is equipped with heat recovery units.

In 2024 we replaced our Swiss site heating system with energy friendly heat technology. We have signed an agreement with Romande Energie to reduce our electricity consumption over a 10-year period. We will achieve this by replacing outdated lighting with new technologies, improving heating and ventilation schedules, insulating uninsulated heat exchangers and encouraging staff to switch off electrical equipment at the end of the day.



Waste Management



At AliveDx, we strive to reduce our waste by employing continuous improvement initiatives, energy saving features and recycling programs. Significant progress has been made with regards to the analysis and measurement of waste in order to improve waste management. We have analyzed the variety of waste materials that are present at our UK site: general waste (Landfill), electrical waste (WEEE), chemical waste, recyclable waste (Cardboard, Plastic, Paper, Metal, Crisp Bags and Glass) and Clinical Waste (Biological and chemical). We ensure all waste is segregated and collected in the correct receptacles and disposed of in accordance with local regulations. All relevant consignment notes under the Special Waste Regulations 1996 and weekly reports for general and recyclable waste are provided. A dedicated third party is contracted to collect and treat the biological and chemical waste produced.

We are continuously exploring options to **reduce and recycle waste**. Recent examples have included the installation of a cardboard baler at our UK site which generates approximately 2 tons of cards every 8 weeks; the card is bought by our waste management company for recycling. Old IT equipment is sent to a local environmental social enterprise who repairs and refurbishes the items to be used elsewhere.



Mobility Plan and Employee Commuting



In line with our efforts to **reduce our carbon footprint** an employee mobility plan has been introduced to encourage employees to utilize environmentally friendly forms of transportation. The mobility plan includes a "Bike to Work" program, allowing employees to purchase a bike tax-free. Additionally, employees receive reimbursements for half-fare travel cards for railways, boats, buses, and trams. Furthermore, PubliBike subscriptions are available, facilitating the use of e-bikes.

As of 1 August 2022, AliveDx implemented a work-from-home policy allowing employees in roles permitting flexibility to work remotely two days per week (for full-time employees). Minimum attendance in the office is therefore reduced to three days per week. This initiative has helped reduce the carbon footprint associated with commuting to work.



Connect With Us



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