



Sustainability Report 2025

AliveDx

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I Preface

At AliveDx, we innovate for life. Our products and services have a true impact on people's lives. Basically, everything we do at AliveDx is impact driven. Transforming disease detection and diagnostics by empowering clinical insights and ultimately improving the health and lives of people around the world is not just our business, it is our responsibility. Collaboration is key. Through partnerships with laboratory professionals, clinicians, patient organizations and researchers, we are committed to creating clinical and economic value.

Sustainability is embedded as a core strategic pillar of AliveDx. It is a natural part of who we are and what we stand for, and it is with great pride that I present our third Sustainability Report. It truly reflects the dedication and persistence of our colleagues and partners to be good corporate citizens with a positive impact on society. Our commitment is driven by an intrinsic belief that innovation and responsibility must go hand in hand. We are motivated by the opportunity to create lasting value for patients, for society and for future generations.

At the heart of our approach is data. Advanced data analytics, including the use of real-time data, AI-driven insights and predictive modeling, power both our scientific innovation and operational decision-making. These capabilities allow us to continuously improve the effectiveness and scalability of our solutions. This is how we as AliveDx drive both clinical and economic value creation for our customers and patients we serve.

At the same time, we apply the same level of rigor to our Environmental, Social and Governance efforts. We are engaged in strengthening our ability to measure our impact, monitor progress and identify levers for improvement. This approach allows us to move from ambition to accountability, geared towards a sustainability strategy that is both actionable and measurable.

Step by step, we are advancing change, strengthening our governance, reducing our environmental footprint, and expanding the positive impact of our solutions.

We believe that meaningful impact starts from within and we are committed to fostering a supportive, inclusive and inspiring workplace for all our colleagues. This commitment is reflected in our recognition as a Great Place to Work once again, an achievement that underscores the trust, engagement and strong corporate culture we continue to build together.

Crucial for our success is the structural collaboration with like-minded partners. None of our progress is possible without them. By working closely with healthcare providers, research institutions, suppliers, and many others, we can amplify our impact far beyond what we could achieve alone. This spirit of partnership will remain essential as we continue to move forward.

In this report, we bring that collaborative ecosystem to life by sharing the perspectives of colleagues. Their voices highlight not only the breadth of our sustainability efforts, but also the collective commitment that drives them.

In a time of geopolitical uncertainty and global turbulence, we are especially encouraged to stay focused on what truly matters: delivering sustainable impact and building a healthier future.

I would like to sincerely thank all our partners and stakeholders for their trust, energy and ongoing commitment. Together, we are shaping a future where better health and responsible progress go hand in hand.

Manuel O. Méndez
Chief Executive Officer AliveDx



II About AliveDx

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 deliver 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.

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 patients 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. We expect quality control kits to be added to the portfolio and several anti-sera to be upgraded with monoclonal direct spin products. In addition, we ensure that we have registrations in an increasing number of countries, so customers can choose AliveDx products and experience the benefits over alternative providers and solutions.

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.



30+

Years of expertise
in in-vitro diagnostics



Increasing

Registrations in an increasing
number of countries



1.5 M+

Vials of reagents produced per
year to enable safe blood

III AliveDx and the United Nations

Sustainable Development Goals

At AliveDx, sustainability through the Environmental, Social and Governance (ESG) agenda, is what connects our people to a shared sense of purpose. It drives meaningful, group-wide initiatives that reach beyond individual teams and regions, creating alignment and collective impact. Through these initiatives, we turn ambition into action, sparking innovation, strengthening accountability, and embedding sustainability into our daily work. In doing so, ESG is not just a strategy but a common language that unites us and helps us create lasting, positive changes in our respective markets.

United Nations Sustainable Development Goals (SDGs)

To guide and structure our ESG efforts, we have chosen the United Nations Sustainable Development Goals (SDGs) as a foundational framework. The SDGs provide a clear, globally recognized set of objectives that are both concrete and actionable, enabling the organization to translate its ambitions into focused initiatives. Their measurable nature supports transparent monitoring of progress and helps ensure accountability over time.

At the same time, the SDGs reflect themes that are broadly relevant to our company, its partners and its customers. By aligning our ESG strategy with these goals, we connect our own priorities with wider societal challenges, creating a shared language for collaboration and impact. This approach allows us to focus on areas where we can make a meaningful contribution, while ensuring that our efforts remain practical, achievable and aligned with stakeholder expectations.

Within the **Environmental** pillar of ESG, we have identified three United Nations Sustainable Development Goals (SDGs) as key priorities: SDG 3 (Good Health and Well-being), SDG 12 (Responsible Consumption and Production), and SDG 13 (Climate Action). SDG 3 focuses on ensuring healthy lives and promoting well-being for all, which in an environmental context relates to creating safe, healthy working and living conditions and minimizing environmental impacts that can affect human health. SDG 12 emphasizes the importance of responsible resource use, waste reduction, and sustainable production practices across the value chain. SDG 13 calls for urgent action to combat climate change and its impacts, encouraging the reduction of greenhouse gas emissions and the adoption of more sustainable energy and operational practices.

These three SDGs reflect the areas where AliveDx can make the most meaningful environmental impact, both within our own operations and in collaboration with partners and customers. In the following sections of this report, these priorities are explored in more detail.



With regard to the **Social pillar** of ESG, we have identified four United Nations Sustainable Development Goals (SDGs) as priorities: SDG 3 (Good Health and Well-being), SDG 5 (Gender Equality), SDG 8 (Decent Work and Economic Growth), and SDG 10 (Reduced Inequalities). SDG 3 is also key within this pillar, reflecting our company's commitment to safeguarding the health, safety, and well-being of its employees and the communities in which it operates. In addition, SDG 5 focuses on achieving gender equality and empowering all women and girls, underlining the importance of diversity, equal opportunities, and an inclusive workplace culture. SDG 8 promotes sustained, inclusive economic growth, productive employment, and decent work for all, aligning with our focus on fair labor practices, employee development, and long-term employability. SDG 10 aims to reduce inequalities within and among countries, emphasizing equal access to opportunities and fostering an environment where everyone can participate and thrive.

Together, these priorities reflect the company's commitment to creating a positive social impact for its people, partners, and wider society.

Where it comes to the **Governance** pillar of ESG, we have also identified SDG 5 (Gender Equality) and SDG 8 (Decent Work and Economic Growth) as its key priorities, and also SDG 16 (Peace, Justice and Strong Institutions). SDG 5 and SDG 8 reflect the importance of inclusive leadership, equal opportunities, and fair, transparent working conditions as the foundation of sound governance. In addition, SDG 16 focuses on promoting peaceful and inclusive societies, ensuring access to justice, and building effective, accountable, and transparent institutions. For AliveDx, this translates into a strong commitment to ethical business conduct, governance and internal control structures, compliance, and integrity in all operations and relationships.

Together, these priorities underline AliveDx's dedication to responsible and transparent governance practices that build trust with stakeholders and support sustainable long-term value creation.



IV Environment



Introduction: Global impact of the healthcare industry

The global healthcare industry has a significant environmental footprint, accounting for approximately 5% of all global greenhouse gas emissions. This impact is comparable to or greater than that of the aviation or shipping industries.¹

Evidently, healthcare's global environmental impact extends beyond greenhouse gas emissions. The sector is a high consumer of energy and water, and it also generates significant amounts of waste. Hospitals, for instance, generally produce vast quantities of medical waste that require intensive disposal processes. In general, the environmental impact associated with healthcare is driven by both direct operations and complex, global supply chains.

An important notion is that environmental pollution has been directly associated with medical conditions, such as respiratory diseases, cardiovascular conditions and other health issues. An even bigger imperative for the industry to become more sustainable.



The major sources of environmental impact in diagnostics include:

- ➔ Single-use plastics
- ➔ Energy-intensive operations
- ➔ Chemical and hazardous waste
- ➔ Supply chain and logistics (e.g., cooled, energy-intensive transportation).

¹ <https://www.who.foundation/post/five-fast-facts-on-healthcares-climate-footprint>

AliveDx's impact

As a medical technology company, we feel responsible for the industry's unavoidable environmental impact, but more importantly for making efforts to reduce that impact. This is reflected in our corporate strategy, which has a focus on reducing our carbon footprint but also on contributing at a social level, for example by excelling as an employer.

We strongly believe it is not sufficient to just be a good corporate citizen. Where possible, we try to take a role in the areas where we can make a difference. As we discuss in this report, making a positive contribution to people's well-being and health is at the core of our mission. However, this does not give us a free pass to avoid extra efforts to see where we can reduce our negative impact. On the contrary.

Environmental achievements 2025

In 2025, we rolled out various initiatives based on our Environmental Objectives. These initiatives were designed to advance our sustainability goals, including carbon reduction, waste management and circular economy practices.

This chapter discusses each initiative, outlining their scope, implementation and impact on our environmental performance. Together, these efforts demonstrate our commitment to achieving ISO 14001 certification standards and our long-term ambition of carbon net zero by 2050, while strengthening sustainable practices across our value chain.

Recyclable packaging for magazines and reagents

The MosaiQ Instrument end-user set-up package was upgraded in 2025 to actively drive environmental impact reduction at the point of installation and use. In addition, as of March 2025, all the outer packaging of our rebranded Alba products is recyclable. The sustainable packaging of our manual reagent line for blood bank testing is clearly recognizable by the presence of the well-known international recycling logo.

For 2025 this represents no fewer than 413,065 packages for our manufacturing and R&D site in Scotland, which are now 100% recyclable². In general, we continue to look for initiatives that will support our customers to reduce their waste and subsequent carbon footprint.

²Alba Bioscience TROPOS ERP system 2025 data

Integration of sustainability and waste management training

In 2025, sustainability and waste management training were integrated into every clinical instrument installation, embedding environmental responsibility directly into operational processes. This approach ensures that end users are consistently informed about proper waste handling and sustainable usage practices from the outset. Standardizing this training strengthens compliance, reduces environmental impact and supports broader sustainability objectives, while fostering greater awareness and accountability among healthcare professionals in day-to-day instrument use. At our UK site we also integrated continuous improvement as part of our training to improve EHS aspects and impact. Key areas included but were not limited to waste supplier audits, investigating and diverting waste streams from general waste to additional recyclable options and ongoing contractor and carbon reduction activities.

ESG ratings for AliveDx suppliers

We have initiated ESG ratings for our suppliers as part of our sustainability strategy⁴. This initiative supports our Environmental Management System, where suppliers are expected to adhere to AliveDx Sustainable Procurement Policy. By implementing ESG ratings, we promote sustainable development and social responsibility across the entire value chain.

Complete ISO 14001 renewal for our sites

We are proud that our headquarters and R&D / manufacturing site in Eysins, Switzerland⁵ has been re-certified to ISO 14001. Our UK site⁶ also successfully completed the ISO 14001 surveillance audit, with no major findings identified.

The certification is a formal external confirmation of our commitment to environmental management, sustainability and climate action, including alignment with UN Sustainable Development Goal 13.

⁴AliveDx ESG rating framework and surveys

⁵AliveDx Suisse SA ISO 14001 Certificate CH22/00001001

⁶Alba Bioscience Limited ISO 14001 Certificate EMS 794446

Return and waste management as-a-service for MosaiQ packaging

We have been exploring ways to develop MosaiQ packaging return and waste management as a service, including as a first step, identification of possible services providers. This service would enable customers to return packaging materials for proper recycling and disposal, reducing waste and environmental impact. We will continue with this initiative when scale permits.

Level 2 of UK NHS Evergreen Assessment

The NHS Evergreen Assessment is a supplier self-assessment framework used to measure sustainability, maturity and alignment with NHS net zero objectives. It provides a standardized way for suppliers to demonstrate and rate their environmental performance and progress.

In 2025, we have attained Level 2 of the UK NHS Evergreen Assessment by both AliveDx Suisse SA (Switzerland)⁷ and Alba Bioscience Ltd. (Scotland, UK)⁸. This means that we not only have commitment, but also net zero targets and transparent reporting on all relevant Scope 3 emissions, as well as a public modern slavery statement and a social value program.

Monitoring and assessment

In 2025, we continued to invest in environmentally responsible technologies to reduce our environmental impact.

Annual monitoring and assessment of our emissions footprint data is essential to understand how we are impacting the environment and what actions we can take to reduce that impact. The data is readily available and shows our commitment to our Net Zero journey to both our internal and external stakeholders.

Both our Swiss and UK site have their Carbon Footprint assessment in place, covering Scope 1, 2 and relevant Scope 3 emissions. These Carbon Footprint studies provide a comprehensive evaluation of our greenhouse gas (GHG) emissions across both sites, including emissions related to transportation and employee travel. It enabled us to define carbon reduction targets to minimize our environmental footprint.

^{7,8} AliveDx Evergreen Assessment 2025 / 2026 - reference C436473

Emissions reduction

Our company is developing, and this inevitably means that our carbon footprint is increasing in absolute terms. However, we are endeavoring that our carbon footprint remains neutral or decreases in relative terms, meaning that per unit of output, per employee, or per euro of revenue, our environmental impact remains stable or keeps going down.

In 2025, we identified three key areas of our operations to support carbon emission reduction initiatives:

- ➔ Emissions from employee commuting.
- ➔ Efficiency to reduce emissions from energy use.
- ➔ Optimize logistics to decrease emissions from transport.

These targeted efforts reflect our continued commitment to minimizing our environmental impact and contributing to a more sustainable future.

Where it comes to **reducing emissions from commuting**, we have:

- ➔ Continued to promote and stimulate alternative commuting methods (bike, public transport, carpooling).
- ➔ Continued to explore occasional car use models (vs. fixed parking spaces), such as the app Fairemove and recommended active mobility and car sharing.

In the field of **reducing emissions from energy use**, we have:

- ➔ Installed energy-efficient humidifiers.
- ➔ Optimized the heating, ventilation and air conditioning (HVAC) system in our Eysins office to run at lower capacity outside normal working hours (nights and weekends) to save energy while still maintaining basic indoor conditions.
- ➔ Achieved full transition to LED lighting.
- ➔ Continued implementing actions under our "Electrical Large Consumer" convention with the Canton and Romande Energie.

Our efforts in **reducing emissions from transport** focused on the encouragement of our logistics partner to adopt electric trucks.

Eysins Site Emissions⁹ tCO2e*

Scope	2025
Scope 1	66.7
Scope 2	24.4
Scope 3	1918
Total	2009

UK Site Emissions¹⁰ tCO2e**

Scope	2025
Scope 1	535
Scope 2	435
Scope 3	5398
Total	6368

- Scope 1: Direct emissions from owned or controlled sources.
- Scope 2: Indirect emissions from the generation of purchased electricity, heat, or steam.
- Scope 3: All other indirect emissions that occur across the value chain, including upstream suppliers and downstream customers.

AliveDx Suisse is committed to achieving a 50% reduction across scopes 1, 2 and 3 by 2030 as well as achieving Net Zero Emissions by 2050.

Alba Bioscience is committed to achieving a 42% reduction across scopes 1, 2 and 3 by 2030 and achieving Net Zero Emissions by 2045.

⁹ecoLive ClimaMetrix report on carbon emissions, publication date: 31 July 2026
¹⁰Trident Carbon Reduction Plan Alba Bioscience, publication date: August 2026

In conversation with

Mario Wijker

Chief Quality & Regulatory Affairs
Officer

As AliveDx's Chief Quality & Regulatory Officer, Mario Wijker is responsible for ensuring that the company's products are safe, accurate and compliant in every market that they are sold and marketed in.



Mario brings extensive leadership experience in regulatory affairs and quality within the medical devices and diagnostics sector. He held senior roles at Bio-Rad, Teleflex, Mölnlycke and Boston Scientific, where he led global regulatory strategies, compliance efforts and product launches across multiple markets. Mario holds a BSc in biochemistry and genetics, as well as an MIT certificate in AI and business strategy.

Responsibility

"As a company, we aim to positively impact people's lives", Mario says. "That is what we work very hard on across our entire company, each and every day. Everything we do, on the quality and regulatory side and on the design side, has a direct impact on the quality of life of the patient. Clinicians make decisions based on the results from our diagnostic products. Patients depend on those. If I narrow it down, my role is to make sure that the rigor behind every product and every outcome that we give reflects that significant responsibility. If you link this to our ESG-efforts, it's really an operational topic, as opposed to just symbolic, ambitious or aspirational. You could argue that ESG is at the very core of everything we do."

Design objective

Consistent with the "Safe and Sustainable-by-Design" (SSbD) concept under the European Green Deal, Mario strongly believes that sustainability should be a design objective, not an afterthought. "When you look at our products, particularly our instruments, they are designed to operate reliably every day over a long period of time. The same thinking applies to how we design, develop and manufacture our consumables, including the plastics we use. A great deal of effort goes into making them as effective and efficient as possible, while minimizing material use. This is where sustainability becomes tangible: Our consumables are designed to be recyclable, and we actively run sustainability initiatives across our manufacturing and operations. In diagnostics, this truly matters. Ultimately, the product itself represents our most significant environmental lever."

Urgency

Mario: "In addition to designing products with the end goal of sustainability and recyclability in mind, there is of course the question of how to run our organization from an ESG point of view. Are we efficient in our energy consumption? Are we traveling for frivolous reasons or do we take a critical look at our movements? There are countless factors that play a role, and we do not overlook a single one." He explains his personal philosophy. "If you're very happy about what you've achieved, then you probably haven't pushed hard enough. I'm proud of our accomplishments in 2025, but we can always do more and better. A major advantage is that no one in this organization needs to be convinced of the urgency of improving. Not when it comes to the quality of our products, nor to reducing our carbon footprint."

In conversation with
Caroline Linton
Environment, Health & Safety Officer

As AliveDx's Environment, Health and Safety (EHS) Officer, Caroline is responsible for the integration of EHS practices into day-to-day operations. An important part of her job is the training of her coworkers.



"Our environmental commitments are fully integrated into everything we do", Caroline says. "At the same time, we continuously look for new opportunities to evolve. We believe that progress is only possible if we educate and engage our people, which is why we provide training every two years for staff and update our approach in real time as relevant developments arise. These moments also allow people to step away from their day-to-day work and reflect on our impact. Without exception, the feedback we get is very positive."

Framework

Caroline: "We received the ISO 14001 certificate for our Scottish site in 2025. Although the assessment already took place in 2024, it was great to formally receive the certificate and be able to showcase that achievement." The framework has really helped Caroline and her colleagues to stay on top of legislation reviews and updates, she explains. "This is increasingly important given the number of environmental requirements we need to track. For example, there are many different carbon reduction commitments and agreements. ISO 14001 really helps to bring all of that together in a structured way."

Green Team Initiative

"In 2025, we relaunched our Green Team, bringing together people who are genuinely passionate about sustainability and come up with new ideas beyond the formal environmental framework", Caroline says. "They are always looking at what other companies are doing and figuring out how we can adapt those ideas in our own context." The ideas that come out of the Green Teams range from cycling to work and repair workshops to new recycling initiatives and even tree planting. "We are helping to restore Scotland's magnificent Caledonian forest. Every tree we add is a direct contribution to combating climate change¹¹."

Rewarding

Caroline feels fortunate to work exclusively in EHS. "My time here is fully dedicated to the health and safety of our people as well as environmental commitments. There is also a strong social aspect to it, in the sense that you are doing things for their benefit and well-being." For Caroline, training is the most influential and rewarding part of the role. "It helps staff make the right decisions, not just by following a risk assessment or a set way of doing things, but by giving them the confidence to adapt when unforeseen situations arise. Ultimately, we are always looking for opportunities to improve, rather than simply meeting compliance requirements."

¹¹<https://treesforlife.org.uk/groves/551404/>

In conversation with
Arnaud Seidenbinder
Environment, Health & Safety Lead

Arnaud has over 15 years of experience in the medical device sector, holding management positions in quality, production, and health & safety. The last couple of years, he has been deeply involved in AliveDx's ESG efforts.



"One of the achievements I am most proud of is that we turned ESG from a reporting exercise into a driver for continuous improvement", says Arnaud. "Throughout 2025, we strengthened our environmental management system, successfully maintained our ISO 14001 certification, and launched several concrete initiatives to reduce our environmental footprint."

Strong foundations

Arnaud finds it particularly rewarding that ESG has become part of everyday decision-making at AliveDx. "Whether it is through improving energy efficiency, preparing the installation of electric vehicle charging stations, promoting more sustainable mobility, or engaging employees through awareness initiatives: We have built strong foundations across the board, that will continue to deliver value in the years ahead."

Driver of innovation

"I believe that one of the greatest opportunities for our industry in general, is that ESG can really be used as a driver for innovation and operational excellence", Arnaud explains. "Sustainability is no longer just about compliance or reporting, but very much about finding smarter ways to design products, to optimize your manufacturing processes, reduce resource consumption, and build more resilient supply chains." In Arnaud's view, companies that make ESG a driver of innovation will not only reduce their environmental impact but also strengthen their competitiveness and create greater value for customers, employees, and society.

Sustaining impact through collaboration

For AliveDx, ESG will remain a key priority in 2026. "Just as in recent years, achieving ESG targets and rolling out new initiatives remains a true team effort," says Arnaud.

"Collaboration with our dedicated partners is becoming increasingly important in this regard." When asked what he would like AliveDx to achieve in the field of ESG, Arnaud is clear: "I think we should continue transforming ESG objectives into measurable results. Our focus will remain undiminished when it comes to real improvements." Areas where Arnaud expects concrete improvement are energy consumption, the implementation and expansion of several sustainable mobility initiatives, AliveDx's overall waste performance, and the collaboration with suppliers on sustainability. Arnaud concludes: "Beyond the environmental results, success will be measured by our ability to integrate ESG into our daily operations and ensure that every improvement contributes to a more sustainable and resilient company. "It is wonderful that, through my work, I can help achieve these important objectives every single day."



Employee Engagement

People are our most valuable asset. Their knowledge, commitment and wellbeing are fundamental to our success as an organization. For this reason, we place strong emphasis on creating an environment in which colleagues feel supported, valued and able to thrive. This includes offering fair and competitive compensation, as well as providing comprehensive support for both physical and mental health. As an engaged and responsible organization, we are committed to fostering a workplace culture that prioritizes care, respect, and sustainable employability.

We are proud of the strong employee engagement we see across all the countries in which we operate. Across every location, our people are dedicated professionals who clearly understand the importance of our mission and the difference they can make on an individual level to the wellbeing of others.

Diversity and equality

We believe that diversity makes us stronger. As a company, we are committed to embracing the full spectrum of human identity and equality, including age, disability, gender identity, marital or partnership status, pregnancy, race, religion, sex, and sexual orientation, as well as any other characteristics protected by applicable law.

We strive to create a work environment where everyone is treated with dignity and respect, and where all employees feel safe to speak up, share ideas, and be themselves without fear. This includes our commitment to equal pay for colleagues performing equivalent roles, and to providing equal opportunities for access to leadership positions. These commitments are underpinned by our Group Equal Opportunities and Dignity at Work Policy¹².

Mental and physical well-being

We place strong emphasis on the well-being of our employees by offering competitive and comprehensive benefits packages that support their overall quality of life. We are actively expanding access to resources that promote both mental and physical health, ensuring that our teams have the support they need to thrive personally and professionally. In addition, we invest in continuous learning and development by providing professional training opportunities, including access to LinkedIn Learning and tailored on-the-job training programs. This enables our colleagues to develop their skills, advance in their careers, and stay engaged in a rapidly evolving work environment.

¹²AliveDx HR policies 2025

Pension plan

In 2025, we introduced greater flexibility for our employees in Switzerland regarding their pension, by offering a pension contribution optionality¹³. This allows them to make higher contributions if they choose to do so.

Great Place To Work

The Great Place to Work Institute is a globally recognised research and advisory authority on workplace culture. Its certification is awarded to organisations that demonstrate high levels of trust, pride, and enjoyment at work, making it one of the most respected benchmarks for employee experience worldwide.



At AliveDx, building a great workplace for all employees is a genuine priority. We began our Great Place to Work journey in 2024, receiving certification at one of our three eligible sites; the US. Since then, we have made significant strides. By 2025, we achieved certification across all three eligible sites (the UK, the US, and Switzerland)¹⁴ and maintain that clean sweep in 2026. We are proud that this recognition is not a one-off, but a reflection of our sustained commitment to creating a positive and engaging environment for our people.

To ensure we continue improving, we conduct the Great Place to Work survey annually. The results help us understand where we are doing well and where there is room to grow. Alongside this, we have various forums and listening channels to gather ongoing feedback from our employees. These insights feed directly into action plans designed to drive continuous progress, and to ensure we remain a place where everyone can thrive.

¹³AliveDx HR policies 2025

¹⁴<https://greatplacetowork.ch/en/employer/alive-dx/>

Product Quality and Safety Controls / Site Health & Safety

We are dedicated to protecting the health, safety, and well-being of all employees across all areas of operations. Through the provision of appropriate resources, training, and infrastructure, we support the achievement of our EHS objectives and regularly measure our performance to foster a culture of continuous improvement¹⁵. In the UK and Switzerland, we collaborate with relevant public health organizations and have established a dedicated Biosafety Group to strengthen our biosafety governance and ensure adherence to applicable standards and regulations. What we have achieved in 2025:

- ➔ We have increased **near-miss reporting** by 3 times compared to 2024, which shows that we have strengthened our proactive approach and communications with regard to risk prevention, particularly given the reduction in EHS inspections.
- ➔ We have defined and implemented **clear EHS goals** for the Production EHS Assistant role, ensuring a structured contribution to the achievement of our environmental, health, and safety objectives.
- ➔ We have deployed **enhanced visual management systems** across the sites to promote EHS awareness and drive proactive engagement and action.



¹⁵Data conducted from the AliveDx EHS reporting tool

Accidents and incidents

Accidents and incidents are tracked each year and safety standards are adjusted accordingly to ensure that appropriate safety measures are in place for our employees¹⁵. We closely follow 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, but 0 in 2025. The LTIR of the UK site in 2023 and 2024 was 0. Appropriate measures remain in place to limit and prevent LTIR. We are proud of the strong and pro-active culture of our employees to prevent accidents and incidents.

Supply Chain Due Diligence

Stable and sustainable relationships with our suppliers are essential. This helps to ensure the safety and quality of our products. We expect all our partners and suppliers to adhere to our Environmental, Health and Safety Policy and 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.

As we did in previous years, we had monthly meetings with top suppliers in 2025 to review forecasts, potential contract changes and availability of the products.

We have a Business Continuity Management System (BCMS) in place, and in 2024, our UK site received certification for ISO 22301 Security and Resilience – Business Continuity Management Systems¹⁶. The BCMS allows us to protect against, reduce the likelihood of, and ensure recovery from disruptive incidents. In May of 2026, there was a successful surveillance audit.

Suppliers' ESG performance

As part of our request-for-proposal (RFP) process, we evaluate suppliers based on a broad set of criteria, encompassing both commercial factors and their environmental, social, and governance (ESG) performance. To support this assessment, critical and strategic suppliers are required to complete an ESG questionnaire covering key areas including Health & Safety, Governance, Business Continuity, Sustainability, and Cybersecurity. This enables us to assess suppliers' commitment to responsible business practices and their ability to meet our ESG expectations.

¹⁵Data conducted from the AliveDx EHS reporting tool

¹⁶BSI surveillance audit and recertification of BCMS 794447; 20 May 2026

In conversation with
Viviane Montarnal
General Counsel & Compliance Officer

Viviane has over 25 years of experience in legal and compliance matters within the healthcare industry. Before joining AliveDx in 2020, she held senior legal positions at medical technology and pharmaceutical companies, including leadership roles at Haemonetics, Integra LifeSciences and Ipsen Group.



In 2023, Viviane took on the sponsorship of Environment, Social & Governance (ESG) within AliveDx through a dedicated ESG taskforce designed to bring visibility to and drive AliveDx ESG agenda. "Since 2023, we have connected functions together to select and drive seven AliveDx' prioritized United Nations Sustainable Development Goals through our ESG agenda, across a broad range of topics. For almost every company, reality is that as we strive to serve the healthcare community with AliveDx technology products, the environmental footprint inevitably increases in absolute terms. It's therefore critical to work at mitigating impact in relative terms by setting the agenda and fostering environment, social and governance initiatives."

Internal support

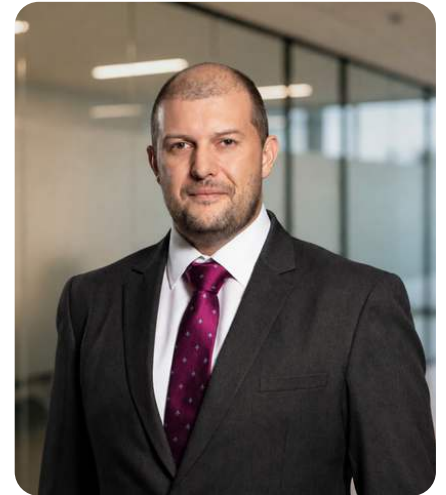
"One of the key enablers is our internal governance structure. It gives ESG both a voice and greater visibility across the company, which is essential for building momentum and securing internal buy-in. By way of illustration, it empowers our local Health & Safety leaders to get initiatives off the ground and connect with the right people and expertise across the business. That level of collaboration makes it easier to turn ideas into action and ensures that isn't treated as a standalone initiative, but as something embedded in the organization."

Powerful reflection

There are several milestones in 2025 that Viviane considers worth highlighting, but a few stand out. "We have certified or re-certified to ISO 14001 standard in both our Swiss and Scotland manufacturing sites, and attained Level 2 of the UK NHS Evergreen Assessment for both sites. This means among other areas of focus, that we are committed to net zero targets and we track our carbon footprint including relevant Scope 3 emissions in addition to Scope 1 and 2 emissions. This also means we are committed to focus on human rights and deter modern slavery. For me, these accomplishments give meaning to and reward the dedication of our people."

In conversation with **Paul Stuart** Head of Human Resources

As AliveDx's Head of Human Resources for our Transfusion business, Paul is responsible for shaping people strategy, supporting business growth and building a high-performing, compliant and engaged workforce.



"At AliveDx, the "S" in ESG is fundamentally about people, and people are at the core of everything we do", Paul says. "As a company focused on delivering diagnostic solutions that impact patients' lives, success depends on attracting, developing, and engaging talented individuals across a global workforce. From an HR perspective, this social pillar includes employee wellbeing, diversity and inclusion, learning and development, health and safety, and fostering a workplace where everyone feels respected and valued. A strong people-centric culture directly supports stronger business performance." For Paul and his team, the ESG framework helps measure progress, ensure accountability, and continuously improve the employee experience across the entire employee journey.

Great Place to Work®

For AliveDx, 2025 was a landmark year for the people and culture agenda. One of the most notable achievements was obtaining a Great Place to Work® certification in all three eligible countries. In addition, voluntary employee turnover remained low, with further reductions in several operational areas, underscoring the strength of the employee experience, leadership, and workplace environment. Paul: "Recognition as a Great Place to Work®, combined with strong retention and engagement levels, really demonstrates that investing in people is not only the right thing to do, but also a key driver of sustainable growth." Key characteristics of the company's culture are open communication, collaboration, and a clear connection between individual contributions and the company's mission, Paul explains.

LIVE Council

One of the initiatives that had a strong impact on the company's culture and the level of workforce engagement in 2025 was the LIVE (Listen, Inspire, Value, Empower) Council. Paul: "The council organized a range of useful initiatives and events that have really strengthened connections among colleagues and also reinforced a sense of community across the organization." Another key development in 2025 was the introduction of manager kick-off meetings and quarterly follow ups focused on aligning corporate and functional objectives. "By involving managers early in the planning process, we improved alignment, enhanced communication, and ensured that teams clearly understood how their work contributes to broader strategic goals. This collaborative approach has strengthened execution and reinforced a shared commitment to success", Paul says.

Ongoing effort

Although much has been achieved in 2025, resting on their laurels is the last thing Paul and his HR-team do. "We see a certification not as an endpoint, but as an opportunity to keep improving. Building and maintaining a company where people can grow, succeed, and feel proud to be part of, is an ongoing effort. It's one of the reasons that we really value feedback from our colleagues. It's the only way to truly understand what their needs are."

In conversation with
Erika Abondano
Chief People Officer

Erika is AliveDx's Chief People Officer. She joined the company in 2022 and brings more than 15 years of HR leadership at multinational organizations. Before joining AliveDx, Erika held senior HR roles at SC Johnson and ING Investment Management.



Conditions to thrive

"At AliveDx, the "S" isn't a separate initiative bolted onto the business, it's how we think about the workplace itself", Erika says. "My focus is to make sure our people are genuinely fulfilled in their roles and feel they can bring their true selves to work" A first condition is to provide the right environment, she explains. "This means we have to build a safe, inclusive, and psychologically secure organization. Second, we need to give our colleagues the right tools and support to do meaningful work well, not simply work harder. And third, there has to be a culture where people feel connected to something bigger than their day-to-day tasks. In our case, that's the impact our diagnostics have on patient outcomes." For the Chief People Officer, the "S" ultimately comes down to trust: giving people the conditions to thrive, and trusting that when they do, the business thrives too."

Close collaboration

"When it comes to HR and workforce management, the biggest challenge of 2025 was balancing scaling our business with stabilizing what we had already built," Erika says. "Growth and stability aren't opposites, but they do pull in different directions if you are not deliberate about it. Practically, from an HR and workforce lens, that meant asking which parts of the organization needed to move fast and expand, and which needed to hold steady and be reinforced first."

In the end, the real skill wasn't choosing between growth and stability, but having the judgment to sequence the two correctly, and building the structure, capacity, and communication to support whichever phase a given part of the business was in at any moment. Erika adds: "Basically, that meant a lot of teaming up with other members of our leadership team on where to add capacity, where to hold, and how to bring people along transparently as we went. Close collaboration was essential for a successful outcome."

People, exposure and purpose

"When asked about AliveDx's company culture, Erika points to three things that stand out. "These are characteristics that I hear consistently, and that also come back in our Great Place to Work survey." The first is the quality of the people, she explains.

"Genuinely strong colleagues, real team spirit, and a level of mutual support that colleagues mention again and again when asked what makes AliveDx feel different."

The second is the exposure employees get within the organization, she continues.

"Because we are fast-moving and growing, employees aren't siloed. They see the full product lifecycle and the direct impact of their work. There's real opportunity to build things from scratch, try new approaches, and develop broad skills you might not get in a larger, more siloed organization." The third is purpose, she says. "Our mission, improving patient outcomes, isn't an abstract line in a values deck. Between the clinical relevance of what we do and the innovative technology behind it, like MosaiQ, people feel they're doing something that matters. That sense of meaning is what sustains engagement even when the work is demanding. Together, those three things - people, exposure, and purpose - are what I'd call the heart of our culture."

VI Governance



Sustainability and responsible business practices have been a prominent theme within our organization for years. ESG is deeply embedded in our strategy and decision-making processes and is actively reflected at all levels of the company. This is also demonstrated by the composition of our board, where relevant and diverse expertise is deliberately ensured to effectively support the ESG agenda. Our CEO and the executive team host quarterly regular town halls to keep colleagues informed about our achievements.

In general, 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).

As the organization continues to grow we expect transparency, risk management, and compliance with regulatory requirements to continue to play an increasingly significant role. We remain committed to strengthening our governance structures to sustainably create value for all our stakeholders.

Monitor performance

The board's ability to effectively monitor senior management performance and ensure alignment with its strategic priorities is strengthened by the presence of three independent directors. This includes a Lead Independent Director who works closely with the Chairman of the Board to support balanced governance and objective oversight. In addition, shareholder interests are represented through appointed board observers, who provide an extra layer of transparency and accountability. Together, these governance structures contribute to a robust oversight framework. We have a diverse leadership team that is firmly committed to driving innovation, fostering progress, and upholding the highest standards of integrity.

Codes, policy & compliance

We are strongly committed to conducting our business affairs with honesty and integrity and in full compliance with applicable laws, rules, and regulations. Ethics and Compliance are driven by senior management engagement and we have policies, training and procedures in place to provide guidance, including our Code of Business Conduct and Ethics to help employees raise concerns. We also have a Data Privacy framework and Data Privacy Officer¹⁷.

Our anti-corruption and anti-bribery policy is prepared in accordance with the U.S. Foreign Corrupt Practices Act and the U.K. Bribery Act and are overseen by our General Counsel & Compliance Officer.

The Policy on Interactions with Healthcare Professionals is developed in accordance with applicable global sunshine, transparency and anti-kickback regulations, including the U.S. Sunshine Act and European transparency requirements.

Our company is a member of MedTech Europe¹⁸ and AdvaMed¹⁹ and adheres to the MedTech Europe Code of Ethical Business Practice as well as the AdvaMed Code of Ethics on Interactions with U.S. Healthcare Professionals.

Training

All of our colleagues are required to complete mandatory annual training on ethics and compliance, as well as modern slavery, data protection and cybersecurity. In addition, we have a skilled and experienced IT team responsible for implementing advanced cybersecurity measures and robust data protection policies and procedures.



¹⁷<https://alivedx.com/data-protection-officer/>

¹⁸<https://www.medtecheurope.org/about-us/members/>

¹⁹<https://www.advamed.org/advameddx/members/>

In conversation with
Steven Zuiderwijk
Chief Strategy & Marketing Officer

Steven Zuiderwijk is Chief Strategy & Marketing Officer. He leads the company's long-term strategy and global marketing efforts and plays a key role in positioning and scaling innovative diagnostic solutions, including the MosaiQ AiPlex assays*.



Steven joined AliveDx in 2022. He brings extensive leadership experience in diagnostics and medical imaging, focusing strategic growth and innovation. Steven previously held senior roles at Royal Philips and The Boston Consulting Group, focusing on corporate strategy, business development, marketing and sales.

Personal involvement

Steven's personal involvement with ESG is threefold. "At a company level, I help set the vision for our ESG strategy. Fundamentally, our approach to doing sustainable business is to do more with less. In vitro diagnostics is shifting away from transactional sales toward long-term service models. Second, my involvement relates to my responsibility to head up internal and external communications. And third, on a more personal level, I like to focus on how I can contribute as an individual employee to the things I can control. This includes reducing my carbon footprint by using public transport or cycling to work, and minimizing the number of flights I take to conferences and customers by careful travel planning. And I'm definitely not the only one with this focus. I am really proud to be part of a company where doing business in a sustainable way is truly part of the culture."

Fundamental belief

"Since we established our company strategy, ESG has been part of our vision and mission", Steven says. "This is driven by competitive necessity but also by a fundamental belief we share across AliveDx: companies that solve resource constraints have a clear advantage."

In general, customers prefer to buy from companies that operate in a sustainable way, he says. "The most profound evidence is that if we look at current tenders being published, they increasingly include requirements in which we as vendors need to show our sustainability efforts."

For AliveDx's Leadership Team, ESG is a catalyst to expand growth and drive superior margins. At the same time, it recognizes that the company is part of a wider community. "We have a responsibility to operate in a sustainable way for our customers, the patients we indirectly serve, society, and our employees. That's the bottom line", Steven says. "In order to do so, collaboration is key."

Cost saver, value creator

As Steven points out, there is a common misconception that sustainability adds costs. "We fundamentally believe that operating sustainably can bring substantial savings to the company. Good design and innovation, done in a sustainable way, can deliver growth and margin expansion. In our industry, limiting the burden on staff, the use of renewable materials as well as energy and water savings can really make a difference." AliveDx is in an expansion phase and increasingly installing its systems across the globe. It's Steven's expectation that in the near future, the company will adopt circular economy principles similar to those seen in other industries. "In the IVD industry, leasing is a very common business model", he explains. "We can upgrade and refurbish these systems, sell them to another customer and install more state-of-the-art technology for the first customer. One of the challenges in this context will be that we need to evolve as an industry and fundamentally decide that we are comfortable with pre-used products."

In conversation with
Matt Howson
Chief Manufacturing Operations
Officer

Matt joined AliveDx in 2024 as Chief Manufacturing Operations Officer, bringing more than 20 years of international experience in operations, supply chain, and business transformation across the healthcare and medical device industries.



As a member of AliveDx's Executive Team, Matt combines a strong technical foundation - he has a degree in Nuclear Engineering - with a business education and extensive leadership experience in management, business, and finance, gained through senior roles at companies like Johnson & Johnson, Convatec, and Distalmotion. Earlier in his career, he worked in consulting, investment banking, and in the U.S. Army. Born in the UK and raised in the United States, Matt lived and worked across multiple countries and continents.

Relative impact

"As the company grows, it's inevitable that we process more raw materials and use more energy that's simply part of scaling a business", Matt says. "Part of my role is to make sure that, while absolute use may increase, our relative impact continues to decrease. Together with my team, we're constantly looking at which levers we can pull whether in processes, sourcing or technology to keep our overall footprint as efficient and responsible as possible." An example is AliveDx's MosaiQ® microarrays, used for allergy and autoimmune disease testing*. Each microarray consists of a functional, chemically treated glass chip onto which antigens are printed. This glass chip is housed in a plastic structure. Matt: "For our production facility in Switzerland, we made the very conscious choice to source our glass from Germany and our plastic from France. You can imagine this has a positive impact in terms of your carbon footprint, compared to more distant alternatives. It is significant."

Meaningful progress

"Looking back at 2025, I am proud of the meaningful progress we have made across a broad range of ESG priorities. From strengthening our governance frameworks to advancing environmental targets and social commitments, we have taken important steps forward. What's crucial is the ongoing awareness of the fact that delivering on our sustainability ambitions goes beyond our own operations. That's why we expect all our partners and suppliers to adhere to our Environmental, Health and Safety Policy." In 2025, AliveDx effectively deployed an ESG rating among critical suppliers, enabling the company to gain better insights and drive performance improvements where needed. "Building on this foundation, we intend to expand this approach to a broader group of suppliers in the near future, further strengthening transparency, accountability and long-term impact. This year, hard work is once again being done across the board to meet targets and, where possible, push boundaries", Matt concludes.

VII Conclusion and Outlook

This report captures a year of meaningful progress and renewed momentum in our ESG journey. We took significant steps, proving that ESG is not just a supporting priority but a driver of AliveDx's business strategy. It truly reflects our dedication and persistence with a positive impact on society. Our commitment is driven by an intrinsic belief that innovation and responsibility must go hand in hand. We are motivated by the opportunity to create lasting value for patients, for society and for future generations.

These highlights capture some of our main achievements in 2025:

- ➔ Our headquarters and R&D / manufacturing site in Eysins, Switzerland has been re-certified to **ISO 14001**. In addition, our UK site successfully completed the ISO 14001 surveillance audit, with no major findings.
- ➔ We have attained **Level 2 of the UK NHS Evergreen Assessment** by both AliveDx Suisse SA (Switzerland) and Alba Bioscience Ltd. (Scotland, UK).
- ➔ We achieved **Great Place to Work®** certification across all three eligible AliveDx sites (the UK, the US and Switzerland).

In 2026, we continue to build on the progress made and pursue new opportunities to make a meaningful difference. Collaboration remains crucial, because our positive impact strongly depends on the level in which our partners move in the same direction. It is one of the reasons that we will intensify our efforts to further map and monitor the ESG performance of our suppliers, ensuring that they apply and uphold the same high standards that we set for ourselves.

At the same time, we remain committed to being an excellent employer, with a strong focus on people, leadership and a safe, inclusive work environment. We will also explore how we can make an even bigger difference through more sustainable, thoughtfully designed packaging solutions.

We look forward to raising the bar by further strengthening our positive impact while reducing the company's relative footprint. In the year ahead, our ambition is to accelerate progress, expanding the value we create for society and minimizing our environmental impact per unit of growth.

2026 will be about pushing boundaries: Increasing our positive contribution and continuing to shrink our relative footprint as we scale.

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