

TAKING RESPONSIBILITY | SHAPING SUSTAINABILITY | POSITIVELY INFLUENCING THE FUTURE



SUSTAINABILITY REPORT 2024

DiaSys Diagnostic Systems GmbH

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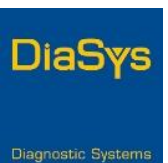


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WELCOME FROM THE MANAGEMENT

Dear readers,

Since DiaSys Diagnostic Systems GmbH was founded in 1991, we have pursued the goal of making an important contribution to healthcare worldwide through innovative products. Even back then, we were aware that this aspiration was inextricably linked to responsibility - for the quality of our products, for patient safety, and for treating the environment and society with respect. From the very beginning, we have conducted research into developing our reagents on an aqueous basis in order to reduce the use of organic solvents. This responsibility remains firmly anchored in our corporate philosophy to this day.

For us, sustainability is not a short-term trend but has accompanied DiaSys since its foundation and continues to shape our actions today. With this report, we are now making transparent for the first time how we integrate environmental, social, and corporate governance (ESG) issues into our company and what progress we have already made.

We have made a conscious decision to report voluntarily in accordance with the VSME standard—even though we are not currently under any legal obligation to do so. Our goal is to openly disclose where we stand, what measures we are already implementing, and how we are positioning ourselves for the future.

Our main focus is on:

- the responsible use of resources
- reducing our energy consumption and CO₂ emissions
- a fair, safe, and appreciative working environment
- as well as corporate governance based on integrity and compliance with regulations.

This report marks an important milestone for us: we are creating transparency, making progress traceable, and developing step by step. Together with our employees, customers, and partners, we want to contribute to a more sustainable future - for the health of people worldwide.

Holzheim, August 2025
Your Management Team

Min Zheng
Dr. Günther Gorka
Dr. Jan Gorka
Peter Zöller



DIASYS DIAGNOSTIC SYSTEMS GMBH

DiaSys Diagnostic Systems GmbH (hereinafter DiaSys GmbH) is an internationally active company in the field of in vitro diagnostics. We develop, produce, and distribute high-quality liquid reagents for clinical chemistry, immunology, and hematology - supplemented by matching calibrators, controls, and standards. As a system provider, we offer not only reagents but also fully automated analyzers.

Most of our products are developed in-house with a focus on patient safety and environmental compatibility and are sold worldwide under the DiaSys brand. In addition, we manufacture semi-finished products for customers who market them under their own brands.

Our analyzers are developed by external specialists on our behalf and offered under the DiaSys name in selected markets. We work closely with our international distributor network to provide on-site technical service. Application support and technical advice are provided by our central team and by subsidiaries in various markets.



GENERAL INFORMATION

B1 – Basis for creation

The reporting follows the Voluntary Sustainability Reporting Standard for Small- and Medium-Sized Enterprises (VSME Standard), as of January 2024, developed by the European Financial Reporting Advisory Group (EFRAG). It enables structured ESG reporting tailored to the size of the company - especially for unlisted medium-sized companies such as DiaSys GmbH.

Option selected for creating the report

We use the basic module of the VSME standard, which covers all key ESG factors such as energy consumption, emissions, occupational safety, and anti-corruption. The information is based on existing processes, management systems, strategic goals, and internal documentation.

Disclosure of sensitive information

Our company has not withheld any sensitive information pursuant to Section 19 of the VSME standard in this report. All relevant content has been disclosed in full.

Basis of the report

The sustainability report mainly refers to the activities of DiaSys GmbH, based in Rhineland-Palatinate, geo-coordinates 50.345 N, 8.017 E. The following overview contains the balance sheet total and revenue for the 2023 and 2024 fiscal years.

DiaSys Diagnostic Systems GmbH Germany, 65558 Holzheim, Alte Straße 9	2023	2024
Balance sheet total (in Euro)	39,950,841.28	76,223,477.55
Revenue (in Euro)	47,479,898.99	43,804,292.47

Fully consolidated reporting, in the sense of including all Group companies, is not yet in place. Subsidiaries were included in the data collection for reporting on a selective basis. Selected environmental indicators were recorded for 2023 and 2024. The available information has been fully integrated into the report and is clearly marked in the relevant sections. As not all data was yet available from some subsidiaries, reporting is based on the information available in order to ensure transparency regarding the status of data collection. The gradual expansion of systematic sustainability reporting to all subsidiaries is planned to create a consistent and complete database in the medium term.

Our group of companies

The locations of the subsidiaries, each of which operates independently in legal and economic terms, are listed below:

DiaSys Deutschland Vertriebs-GmbH Germany, 65558 Flacht, Bahnhofstraße 32

DiaServe Laboratories GmbH Germany, 82393 Iffeldorf, Seeshaupter Str. 27

DiaSys USA LLC USA 48393 Wixom MI, 28287 Beck Road, Building D15

Koalent Ltda. Brazil 24722-350 Sao Goncal RJ, Rua Cristóvão Sardinha, 110, Jardim Bom Retiro

DiaSys Diagnostics India Private Limited India, 400710 Navi Mumbai, Plot No. A -821, TTC, MIDC

DiaSys Deutschland Vertriebs-GmbH

Based in Rhineland-Palatinate, geo-coordinates 50.3495 N, 8.0305 E, distributes diagnostics and systems for clinical, private, and private practice laboratories in Germany and Austria. The core product range comprises products from DiaSys GmbH. This is supplemented by DiaSys Deutschland's own products, which are specifically tailored to the requirements of users in both countries.

DiaServe Laboratories GmbH

Based in Bavaria, geo-coordinates 47.7675 N, 11.2736 E, develops and produces serum-based calibrators and controls for the diagnostic industry and laboratory medicine, as well as reference materials for interlaboratory testing organizations. DiaServe is one of the leading direct suppliers of customer-specific IVD controls and calibrators. It also offers specific products in the field of freezing, as well as various human blood products.

DiaSys USA LLC

Based in Michigan, geo-coordinates 42.5091 N, 83.5366 W, is active in the field of veterinary in vitro diagnostics with analyzers and reagents. The company validates and distributes diagnostics and biochemicals with the associated instruments, which it purchases from DiaSys GmbH and DiaSys Deutschland Vertriebs-GmbH.

The portfolio includes clinical chemistry and immunobiochemistry reagents for routine and specialized diagnostics, as well as the corresponding calibrators and standards. The range of devices includes fully automated clinical chemistry analyzers and semi-automated devices.

Kovalent Ltda

Based in Rio de Janeiro, geo-coordinates -22.8428 S, 43.0590 W, develops, manufactures, and distributes diagnostics and biochemicals, including the associated analytical instruments. The portfolio includes clinical chemistry and immunobiochemistry reagents for routine and specialized diagnostics, as well as appropriate calibrators and standards.

The range of devices includes fully automated clinical chemistry analyzers as well as automated hematology, blood gas, and electrolyte analyzers. The offering is complemented by rapid tests, including COVID-19, HIV, and HBsAg. Products are sold under the company's own brand or on behalf of customers.

DiaSys Diagnostics India Private Limited

Based in Maharashtra, geo-coordinates 19.0735 N, 73.0071 E, designs and develops high-quality, reliable, and innovative diagnostic systems for the Indian market. The focus is on devices for clinical chemistry, hematology, urine analysis, and point-of-care testing.

Further information

The DiaSys Group is classified under code 20.59.0 - "Manufacture of other chemical products n.e.c." (not elsewhere classified) in accordance with the European industrial classification (NACE). This code includes, among other things, the manufacture of diagnostic reagents and other chemical products that are not classified in any other category. This also includes the reagents developed and produced by DiaSys for in vitro diagnostics (IVD), for example for blood, serum, or urine analyses. (Source: Eurostat / NACE Rev. 2).

The group of companies is 75% owned by Mindray Medical Netherlands B.V. (Hoevelaken, Netherlands) and 25% by Gorka-Holding GmbH (Bad Camberg, Germany) through DiaSys GmbH as the parent company.

ESG- certificates

Implementation of an energy management system in accordance with ISO 50005:2021

In May 2024, DiaSys GmbH successfully introduced an energy management system in accordance with the DIN EN ISO 50005:2021 standard. As part of the initial internal audit, the key figures for 2023 were evaluated by an external partner. The company met the requirements of the standard at implementation level 3. In May 2025, the energy management system was reviewed again based on the key figures from 2024 and certified at Level 4 for another year - an improvement over the previous year and the highest achievable implementation level of DIN EN ISO 50005.

Proof of climate and resource protection through recycling 2024

Since 2009, DiaSys GmbH has reported the packaging materials used annually to Interzero Circular Solutions Germany GmbH. Based on this data, Interzero issues an annual certificate that transparently shows the company's measurable contribution to climate and resource protection. The certificates are published continuously on our company website. According to the 2024 certificate, the recycling of recyclable materials has resulted in a calculated

- 45,860 kilograms of primary resources and
- 4,650 kilograms of greenhouse gases saved.

The calculation is based on the methodology of the Fraunhofer Institute UMSICHT using data for the year 2023.

Certified commitment to employee health

DiaSys GmbH has a qualified occupational health management system, which was awarded the silver certificate in 2024 as part of the AOK "Healthy Company" program. The award confirms the systematic implementation of health-promoting structures and processes within the company. Among other things, the integration of health management into the corporate strategy, employee participation, health promotion measures, and aspects of occupational safety and integration management were evaluated.



B2 – Practices, policies, and future initiatives

Responsibility and management of sustainability

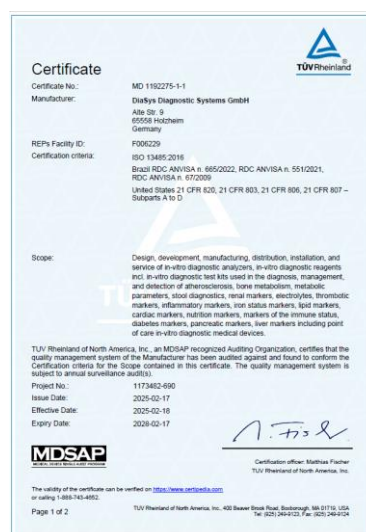
Responsibility for sustainability is structurally anchored at DiaSys GmbH and located at management level. Two members of the management board and a sustainability team coordinate the implementation of measures, strategic development, and internal and external communication.

In 2024, DiaSys GmbH began setting up a sustainability management system. The company is guided by the ZNU standard “Sustainable Management,” which provides practical assistance in integrating ecological, social, and economic issues into corporate processes, as well as DIN ISO 26000, an international guideline for social responsibility. Certification is not currently planned; however, the necessary structures and processes are being established step by step in all areas of the company.

The strategic orientation is based on the double materiality analysis, which was carried out for the first time in 2023 and updated in 2024 with the help of specialized software. It serves as a central tool for identifying and prioritizing relevant sustainability issues and the associated risks and opportunities.

Existing management systems

In addition, existing management systems such as the certified quality management system according to ISO 13485 including MDSAP and IVDR, the energy management system according to ISO 50005, and the compliance management system according to DIN ISO 37301 are also in place.



Corporate social responsibility

DiaSys GmbH pursues a holistic approach to fair, safe, and healthy working conditions. This approach is based on collective agreements, works agreements, and internal guidelines developed in collaboration with the works council. Key topics include co-determination, occupational safety, health promotion, equal treatment, and training and continuing education. In addition, structures and processes are continuously developed to provide employees with flexible working time models, transparent compensation structures, and targeted development opportunities.

Protection of whistleblowers

Our company has established a structured whistleblower system that is accessible both internally and via our company website. It also allows anonymous reports, thereby deliberately lowering potential barriers for whistleblowers. The system is implemented in accordance with the provisions of the Whistleblower Protection Act (HinSchG) with the involvement of an external, independent software provider to ensure confidentiality and data protection.

Animal welfare in the supply chain

When using animal by-products (ABP), we take responsibility for ethical standards. Our processes are based on Regulation (EC) No. 1069/2009 and EN 13641. As an approved technical company (company number: DE 07 141 0001 20), we use health certificates, traceability, and supplier audits to ensure that all materials come from healthy animals under veterinary supervision. A corresponding ethical declaration supplements our requirements for animal welfare and transparency.

Political engagement and advocacy

We actively contribute our perspectives to political and regulatory processes, particularly through our membership in professional associations such as the German Diagnostics Industry Association (VDGH) and MedTech Europe. Our involvement follows clear internal guidelines on compliance, transparency, and potential lobbying registration requirements. Contacts with politically exposed people (PEPs) are rare, but are systematically documented and evaluated.

Supply chain management

Our procurement processes comply with recognized standards (e.g., DIN ISO 13485, MDSAP, and IVDR) and include clear sustainability requirements. Although DiaSys GmbH is not currently required to implement the Supply Chain Due Diligence Act (LkSG), we have nevertheless conducted a risk analysis in accordance with the requirements of the law. All suppliers were subjected to an abstract risk assessment. In cases of increased risk factors, an additional individual review was carried out. Further measures include structured supplier selection, regular audits, business partner checks, and transparent payment practices. Through partnership-based cooperation and continuous process improvement, we promote a responsible and sustainable supply chain.

Code of Conduct

A Code of Conduct (CoC) is published on our website, clearly describing our stance on key sustainability issues. Among other things, it covers respect for human rights, environmental and resource protection, fair treatment of employees, integrity in corporate governance, and compliance issues. The CoC applies throughout the Group and serves as a binding guideline for responsible conduct both internally and externally. It is an important building block on our path to a more sustainable economy.



ENVIRONMENTAL INDICATORS

B3 – Energy and greenhouse gas emissions

The energy management system was introduced at the DiaSys GmbH and DiaSys Deutschland Vertriebs-GmbH sites. This provides structured processes for energy assessment that deliver reliable key figures for calculating Scope 1 and Scope 2 emissions. Based on the consumption data collected, an annual energy balance is prepared, which serves as the basis for the collection, evaluation, and processing of the key figures. Since no comparably detailed energy data is currently available for the other locations, Scope 1 and Scope 2 emissions were limited to the locations with energy management systems.

Methodology & calculation bases for energy consumption

In addition to the energy balance, data sources such as maintenance reports, invoices, and information from the hazardous materials officer were used as a basis. For the derived natural gas consumption of DiaSys Deutschland Vertriebs-GmbH, the total consumption of the building is divided between DiaSys GmbH and DiaSys Deutschland Vertriebs-GmbH according to floor space. Accordingly, these values should be understood as approximations or estimates of actual consumption. The information on the composition of electricity consumption is based on the information in the electricity bills from the respective suppliers. To convert energy consumption into comparable units, the heating values of the energy sources are used in accordance with the factors specified by the Federal Office of Economics and Export Control (BAFA).

Methodology & calculation bases for greenhouse gas emissions (Scope 1 & Scope 2)

Greenhouse gas emissions were determined in accordance with the principles of the GHG Protocol. The calculation was performed using a standardized tool that enables structured and traceable CO₂e accounting. The results are expressed in CO₂ equivalents (CO₂e) and, in addition to CO₂, also consider other climate-relevant gases such as methane (CH₄) and nitrous oxide (N₂O), which were converted according to their global warming potential (GWP). Emissions from electricity consumption (Scope 2) were calculated using the two internationally recognized methods of the GHG Protocol:

Market-based method: Evaluates emissions based on contractually agreed electricity deliveries. The share of certified green electricity with proof of origin is considered with an emission factor of 0 kg CO₂e/kWh. The remaining conventional electricity is calculated using the current emission factor.

Location-based method: Evaluates total electricity consumption based on the average emission factor of the electricity grid, regardless of supply contracts.

Total emissions are calculated based on direct emissions (Scope 1) and indirect emissions from electricity consumption using the market-based method (Scope 2). The proportion of certified green electricity was considered accordingly, and the results according to the location-based method are reported in addition. The following information shows the key calculation bases for determining greenhouse gas emissions:

- Emissions factor for electricity (EEW 2024): 0.435 kg CO₂e/kWh
- Green electricity with proof of origin: 0 kg CO₂e/kWh
- Emissions factor for natural gas (EEW 2022): 0.201 kg CO₂e/kWh
- Energy content of diesel: 9.8 kWh/l
- Emissions factor for diesel (EEW 2022): 3.10237 kg CO₂e/l
- Refrigerant R-404A (GWP): 3,922, refrigerant R-410A (GWP): 2,088

Energy consumption DiaSys GmbH

DiaSys GmbH's electricity requirements consist of grid electricity and its own supply from the company's combined heat and power plant (CHP). Compared to the previous year, there was a slight decrease in total electricity consumption in 2024, which is mainly due to adjusted usage patterns for ventilation and air conditioning systems during the summer months. Natural gas consumption rose slightly during the same period. Despite virtually unchanged weather conditions, this can be attributed to changes in heating patterns. In 2023, 17.7% of electricity procurement was certified green electricity with proof of origin, compared to 11.3% in 2024. These shares are taken into account in the market-based calculation at 0 kg CO_{2e}/kWh. The detailed energy consumption data is shown in the following overview:

	Unit	2023	2024
Total energy consumption	MWh	1,527.7	1,499.8
Of which renewable energy	MWh	156.4	91.7
Electricity	MWh	156.4	91.7
Non-renewable energy	MWh	1,371.3	1,408.1
Natural gas	MWh	644.2	688.4
of which used for CHP	MWh	387.8	442.7
Electricity	MWh	727.1	719.7

Greenhouse gas emissions DiaSys GmbH

Greenhouse gas emissions were calculated based on the energy data collected and other relevant information. Refrigerant losses of R-404A and R-410A were also taken into account and converted into CO₂ equivalents using the global warming potentials (GWP) according to IPCC AR4.

	Unit	2023	2024
Other total direct emissions	kg	12.8	14.3
Refrigerant losses R-404A	kg	11.3	9.8
Refrigerant losses R-410A	kg	1.5	4.5

The following overview shows total emissions in 2024, broken down into Scope 1 (direct emissions from natural gas consumption and refrigerant losses) and Scope 2 (indirect emissions from electricity consumption). The market-based method was used to calculate total emissions. The results according to the location-based method are shown in addition.



Figure: Total CO_{2e} emissions of DiaSys GmbH in 2024 Source: ecocockpit certificate 2024

	Unit	2023	2024
Total CO_{2e} emissions (marked based)	ton	493.0	499.1
Scope 1	ton	176.7	186.0
Natural gas consumption (heating & CHP)	ton	129.5	138.4
Refrigerant losses (R-404A, R-410A)	ton	47.3	47.6
Scope 2 (marked based)	ton	316.3	313.1
Scope 2 (location based)	ton	384.3	353.0
Avoidable CO _{2e} emissions through wind turbines (outside the balance sheet)	ton	-	205.1

Note on accounting for wind turbines: Since January 2024, DiaSys GmbH has been operating its own wind turbine, which had produced 473.2 MWh of electricity by the end of the year. The electricity generated is currently fed entirely into the public grid. The resulting CO₂e emissions savings of 205.1 tons - after deducting the wind turbine's own consumption of approx. 1.6 MWh - are shown separately in the table in order to transparently illustrate the contribution to climate-friendly electricity generation. It is not currently included in the company's internal CO₂ balance sheet, as the electricity is not yet used for own consumption. In the future, it is planned to use the wind power generated directly for own consumption, as far as this is technically and contractually possible.

Energy efficiency measures: In 2024, DiaSys GmbH initiated several energy efficiency measures to reduce energy consumption and lower greenhouse gas emissions in the long term. The most important projects include:

- Replacement of ventilation and air conditioning systems
- Renovation of the production roof
- Installation of a new boiler
- Strategic focus on alternative drive systems (electric) for the vehicle fleet
- Purchase of a wind turbine for climate-friendly in-house power generation.

Energy consumption DiaSys Deutschland Vertriebs-GmbH

Energy consumption consists mainly of electricity and, since 2024, diesel for company vehicles. The initial diesel consumption results from the purchase of an additional company car. The share of certified green electricity with proof of origin was 42.8% in 2023 and 41.1% in 2024. Detailed consumption data is presented in the following overview.

	Unit	2023	2024
Total energy consumption	MWh	54.5	62.9
<i>Of which renewable energy</i>	MWh	12.2	9.8
Electricity	MWh	12.2	9.8
<i>Non-renewable energy</i>	MWh	42.3	53.0
Fuels (diesel)	MWh	-	8.4
Natural gas	MWh	25.9	30.6
Electricity	MWh	16.4	14.1

Greenhouse gas emissions DiaSys Deutschland Vertriebs-GmbH

Greenhouse gas emissions are based on the energy data collected. The increase in 2024 is due to the diesel consumption of a newly purchased company car. As the company vehicles of DiaSys GmbH and DiaSys Deutschland Vertriebs-GmbH are mainly leased, their emissions are not included in the balance sheet. Only this vehicle is owned by us and is therefore included in the balance sheet.

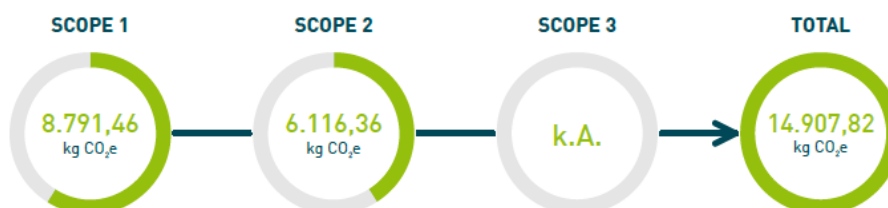


Figure: Total CO₂e emissions of DiaSys Deutschland Vertriebs-GmbH in 2024 Source: ecocockpit certificate 2024

	Unit	2023	2024
Total CO₂e emissions (marked based)	ton	12.3	14.9
Scope 1	ton	5.2	8.8
Scope 2 (marked based)	ton	7.1	6.1
Scope 2 (location based)	ton	12.4	10.4

In addition, the energy consumption data provided by the other subsidiaries is presented below. The figures are based on the information currently available from the sites and serve to ensure transparency and provide an overview of the current status of group-wide data collection:

DiaServe Laboratories GmbH	Unit	2023	2024
Total energy consumption	MWh	320,8	314.6
<i>Of which renewable energy</i>	MWh	24.9	24.8
Electricity from photovoltaics	MWh	24.9	24.8
<i>Non-renewable energy</i>	MWh	295.9	289.8
Natural gas	MWh	46.8	41.9
Electricity	MWh	249.1	247.9
DiaSys USA LLC	Unit	2023	2024
Total energy consumption	MWh	26.0	22.9
<i>Of which renewable energy</i>	MWh	-	-
<i>Non-renewable energy</i>	MWh	26.0	22.9
Natural gas	MWh	0.04	0.03
Electricity	MWh	25.9	22.9
Koalent Ltda.	Unit	2023	2024
Total energy consumption	MWh	-	380.8
<i>Of which renewable energy</i>	MWh	-	110.5
Electricity	MWh	-	110.5
<i>Non-renewable energy</i>	MWh	-	270.3
Fuels (gasoline, diesel)	MWh	-	1.2
Electricity	MWh	-	269.1
DiaSys Diagnostics India Private Limited	Unit	2023	2024
Total energy consumption	MWh	-	539.3
<i>Of which renewable energy</i>	MWh	-	-
<i>Non-renewable energy</i>	MWh	-	539.3
Fuels (gasoline, diesel)	MWh	-	33.5
Electricity	MWh	-	505.8

B4 – Pollution of air, water, and floor

Our company is not required by law or other national regulations to report pollutant emissions to the relevant authorities. Nevertheless, we take care to avoid potential environmental pollution at an early stage and actively control existing risks. Emissions of chemicals, vapors, fine dust, and aerosols from production, research, and development are effectively captured and controlled by modern extraction and filter systems. This means that there are no environmentally harmful air emissions above the applicable legal limits.

The proper storage, labeling, and processing of chemical substances also ensures that no pollutants enter the wastewater or soil. There are clearly defined internal processes for hazardous substances, which are monitored and regularly updated by two hazardous substances officers. In addition, a central hazardous substance database is available, which provides safety data sheets, operating instructions, and detailed information on substance properties and safe handling, and is accessible to all employees.

B5 – Biodiversity

Protecting biodiversity and ecosystems is an important part of our sustainability strategy. We regularly review whether our business activities have a direct impact on habitats that are particularly worthy of protection, taking into account relevant regulatory requirements such as the EU Regulation on deforestation-free supply chains (EUDR, Regulation (EU) 2023/1115). In addition, we implement targeted measures to promote local biodiversity at our sites and monitor regulatory developments in order to identify potential risks at an early stage.

The DiaSys Group's locations were checked for potentially biodiversity-sensitive areas using relevant national and international map portals (Geoportal RLP, BayernAtlas, Protected Planet / WDPA). No overlaps with designated protected areas such as Natura 2000, FFH areas, national parks, bird sanctuaries, or biotope areas according to internationally recognized criteria (e.g., IUCN categories, Ramsar, KBA). Thus, at none of the locations examined do our business activities have a direct impact on habitats particularly worthy of protection as defined by the VSME criteria.

At our main location, we also implement measures to promote local biodiversity, including greening roof areas, planting bushes, trees, and meadows, and creating a small pond. In addition, we support the promotion of biodiversity through donations to local initiatives.

These measures contribute to promoting biological diversity at the local level and increasing the ecological value of the site. Regardless of this, we ensure that we treat the environment in a responsible and resource-conserving manner at all our locations.

In 2025, we examined whether DiaSys is affected by the EUDR regulations. Our core products—IVD reagents and blood analyzers—do not contain any of the raw materials listed in the EUDR and are therefore not covered. Packaging and product-related documentation (e.g., package inserts, labels) are also exempt according to official guidelines. Paper advertising materials (e.g., flyers, brochures, and notepads) could in principle fall under the EUDR. However, as these are sourced exclusively from EU printers, DiaSys is classified as a distributor and not as a market participant. This means that responsibility for compliance with the EUDR lies with our suppliers, who may be required to submit a due diligence declaration. We are closely monitoring regulatory developments and will adapt our processes accordingly as necessary.

B6 – Water

The availability and use of water is a key environmental issue for the DiaSys Group, as water is a central component of production. Water is a particularly important ingredient in the manufacture of our water-based reagents.

To assess potential risks, the water stress of all sites was determined using the WRI Aqueduct Water Risk Atlas. Various factors are taken into account, including drinking water availability, droughts, and flood risks. The scale ranges from 0 = no stress to 5 = extremely high. The following values were determined for the sites:

- Holzheim, Rhineland-Palatinate, Germany: 0.91 - low water stress (<10 %)
- Flacht, Rhineland-Palatinate, Germany: 0.91 - low water stress (<10 %)
- Iffeldorf, Bavaria, Germany: 1.72 - low to moderate water stress (10-20 %)
- São Gonçalo, Rio de Janeiro, Brazil: 0.94 - low water stress (<10 %)
- Navi Mumbai, Maharashtra, India: 4.20 - extremely high water stress (>80 %)

Water consumption was surveyed for the first time in 2024 based on invoices and information provided by subsidiaries. For some sites (e.g., DiaServe Laboratories GmbH), no reliable data was available at the time of writing. This will be added in future reports. The following tables show the water consumption of each site. The info is meant to be transparent about actual usage:

DiaSys Diagnostic Systems GmbH	Unit	2023	2024
Water consumption	m ³	-	5,351.0
Water consumption in areas with water stress	m ³	-	0.0
DiaSys Deutschland Vertriebs-GmbH	Unit	2023	2024
Water consumption	m ³	-	68.7
Water consumption in areas with water stress	m ³	-	0.0
DiaServe Laboratories GmbH	Unit	2023	2024
Water consumption	m ³	-	-
Water consumption in areas with water stress	m ³	-	0.0
DiaSys USA LLC	Unit	2023	2024
Water consumption	m ³	-	ca. 303.8
Water consumption in areas with water stress	m ³	-	0.0
Koalent Ltda.	Unit	2023	2024
Water consumption	m ³	-	550.0
Water consumption in areas with water stress	m ³	-	0.0
DiaSys Diagnostics India Private Limited	Unit	2023	2024
Water consumption	m ³	-	7,710.0
Water consumption in areas with water stress	m ³	-	7,710.0

DiaSys GmbH and the Navi Mumbai site account for the highest water consumption within the DiaSys Group. At both sites, demand is above average due to the production processes. As the Navi Mumbai site is located in a region with extremely high water stress, we are continuously reviewing measures to make resource use as efficient as possible. To reduce water consumption, we are implementing targeted local measures, including:

- Monitoring water consumption using meters and regular reporting
- Using rainwater (e.g., cisterns) for non-drinking water purposes
- Measures to increase water efficiency in buildings and production areas.

Our goal is to optimize water consumption in the long term and to make the use of resources sustainable, especially at sites with increased risk.

B7 - Resource use, circular economy, and waste management

Resource inflows and resource use

The DiaSys Group's use of resources is based on the manufacturing specifications for our in vitro diagnostics (IVD) and is subject to strict legal regulations in the medical device industry. This means that changes to the raw materials used are only possible to a limited extent. There is no direct influence on analysis devices, as these are purchased products. Our packaging is designed to be as resource-efficient as possible:

- Reagent bottles are made of polyethylene (PE) to facilitate recycling.
- Labels are matched to the materials used for bottles (PE) and outer packaging (paper).
- There are no plans to change the bottle material, as the reagent comes into direct contact with the plastic and any material changes would require extensive validation.

Circular economy approaches and recycling

Due to regulatory requirements, traditional circular economy approaches such as the return or reuse of consumables are only possible to a limited extent. Nevertheless, DiaSys is implementing targeted measures to use resources more efficiently:

- Electronic package inserts (e-IFU): Since May 2023, we have switched to digital information to reduce paper consumption.
- Reusable containers: Where possible, internal transport between production service providers is carried out in reusable containers.
- Recyclable packaging: Only recyclable materials are used for outbound logistics. Since 2009, data on the packaging used has been reported annually to Interzero, which issues a certificate for climate and resource protection based on this information (see B1).
- Repairability and durability: Our analyzers are designed for a long service life in order to conserve resources throughout the entire product life cycle.

In 2024, recycling measures saved an estimated 9,650 kg of resources and 1,076 kg of greenhouse gas emissions. The proportion of renewable raw materials in our packaging is currently 48.34%; a possible expansion is being examined.

Waste management

Our production generates both non-hazardous and hazardous waste. Since we work with chemical substances, such waste cannot be completely avoided. Our goal is to minimize the environmental impact through consistent and responsible waste management. Our measures:

- Cooperation with certified waste disposal companies whose credentials are publicly available
- Appointment of two waste and water protection officers to monitor and control processes
- Regular training and audits to ensure legally compliant disposal
- Provision of disposal instructions for customers via the IFUs.

Hazardous waste is mainly generated through the use of chemical substances. These substances are handled and disposed of safely in strict accordance with legal requirements (REACH, CLP) and exclusively by certified specialist companies. Quantities, evidence, and disposal methods are fully documented and regularly evaluated in our internal waste balance sheet.

DiaSys Diagnostic Systems GmbH	Unit	2023	2024
Non-hazardous waste	ton	54.6	50.1
Hazardous waste	ton	1.9	3.1
Non-hazardous waste recycled	ton	29.2	45.9
Hazardous waste not recycled	ton	1.9	3.1
Waste recycling rate for total waste	%	51.7	86.3
DiaSys USA LLC	Unit	2023	2024
Non-hazardous waste	ton	-	0.6
Hazardous waste	ton	-	-
Kovalent Ltda.	Unit	2023	2024
Non-hazardous waste	ton	-	6.8
Hazardous waste	Tonne	-	-
DiaSys Diagnostics India Private Limited	Unit	2023	2024
Non-hazardous waste	ton	-	-
Hazardous waste	ton	-	0.3

Challenges and outlook

The use of alternative materials and classic circular economy approaches is currently limited due to regulatory requirements. Nevertheless, we are continuously examining the potential for integrating recyclable materials, increasing the proportion of renewable raw materials, and optimizing packaging - always with product safety in mind. Thanks to established processes such as waste statistics, cooperation with Interzero, and the appointment of two waste management officers, DiaSys is already well positioned and meets high standards of transparency and certification.



SOCIAL INDICATORS

The social indicators presented in the following sections refer exclusively to DiaSys Diagnostic Systems GmbH. Starting in the 2025 reporting year, there are plans to gradually expand data collection to other subsidiaries in order to create a more complete and consistent database for the entire group of companies.

B8 - Workforce – General characteristics

As of December 31, 2024, DiaSys GmbH employed a total of 236.1 full-time equivalents (FTEs). This represents an increase of around 6.7 % compared to the previous year. The majority of the workforce has permanent employment contracts, while only a small proportion are employed on a temporary basis. The proportion of women remains stable at a high level of 59.3 %. In addition, DiaSys employed six students, interns, or trainees in 2024, thereby specifically promoting young talent. The turnover rate was 6.8 % and resulted exclusively from voluntary resignations. A total of 16 employees left the company. There were no company-related redundancies. DiaSys pursues the goal of strengthening employee loyalty in the long term and focuses on attractive working conditions and targeted development opportunities. The high average length of service shows that many of our employees have been with the company for many years.

	Unit	2023	2024
Number of employees	FTE	221.3	236.1
Employees with permanent contracts	FTE	204.0	215.9
Employees with fixed-term contracts	FTE	17.3	20.3
Female employees	FTE	122.7	127.9
Male employees	FTE	98.6	103.3
Percentage of women among employees	% FTE	59.8	59.3
Students, interns, trainees	persons	5	6
turnover rate	% FTE	5.0	6.8
Voluntary turnover rate	% FTE	5.0	6.8
Company-related turnover rate	% FTE	0	0
Employees who have left the company	FTE	11	16

B9 - Workforce – Health and Safety

Health and safety are firmly anchored at DiaSys GmbH through a certified occupational health management system. This includes preventive measures, health campaigns, occupational health check-ups, and regular vaccinations. Occupational safety is regulated by binding processes and actively monitored by three occupational safety specialists. In addition, the intranet provides employees with all relevant information on occupational safety and health in a centralized location. In the 2024 reporting period, as in the previous year, there was one reportable accident at work. Due to the very low number of incidents overall, the accident rate remains at 0, reflecting the high level of safety in our business model. The reporting only includes reportable accidents at work, i.e., accidents that resulted in at least three days of absence.

	Unit	2023	2024
workplace accidents	number	1	1
Work accident rate (accidents per 200,000 hours)	rate	0	0
Fatal accidents at work	number	0	0

B10 - Workforce – Compensation, collective bargaining, and training

DiaSys GmbH is committed to reliable, fair, and transparent working conditions. Our collective bargaining agreement guarantees collectively agreed remuneration structures that ensure fair pay and non-discrimination. The applicable collective bargaining agreement defines clear regulations on wages, working hours, overtime, and bonuses, thereby contributing to fairness and wage equality within the company. To promote work-life balance, we offer flexible working time models, childcare subsidies, and leave options. Working time regulations are based on flexible company agreements, a digital time recording system, and clearly defined HR processes to give employees a high degree of planning security.

Continuing education and training: Our training strategy focuses on needs-based qualification measures in various formats - from mandatory training courses and specialist training to individual development programs. In the 2024 reporting year, our employees received an average of 29.5 hours of training per FTE. This represents an increase of around 7.3 % for DiaSys. All employees have equal access to relevant training opportunities, which is why there are no gender-specific differences in the number of training hours. Thematic priorities are quality assurance, regulatory requirements, product training, and data protection. The key figures were determined from internal system evaluations and supplementary HR data on external training courses.

	Unit	2023	2024
Collective bargaining coverage rate	%	90.5	90.3
Average number of training hours	h/FTE	27.5	29.5
Training hours for female employees	h/FTE	27.5	29.5
Training sessions for male employees	h/FTE	27.5	29.5

Data protection and information security: The protection of personal data is a central component of our corporate practice. To ensure the highest standards, we rely on:

- an external data protection officer,
- an internal data protection coordinator,
- binding data protection guidelines,
- and regular employee training.

This enables us to ensure that sensitive information is handled responsibly and in compliance with the law.



GOVERNANCE KEY FIGURES

B11 - Convictions and fines for corruption and bribery

To date, there have been no convictions or fines in connection with corruption or bribery within the entire DiaSys Group. Integrity, lawful conduct, and a sense of responsibility are the cornerstones of our actions.

DiaSys Group	Unit	2023	2024
Convictions for corruption/bribery	number	0	0
Penalties for corruption/bribery	EUR	0	0

To ensure integrity and compliance, the group of companies has a compliance management system (CMS) in accordance with DIN ISO 37301. This system was introduced in 2023 at the headquarters of DiaSys GmbH and at DiaSys Deutschland Vertriebs-GmbH. In 2024, it was implemented for the first time at an international subsidiary in the USA - an important milestone in establishing uniform standards for legally compliant and responsible conduct throughout the company. Since 2025, the CMS has been gradually introduced in the three remaining subsidiaries to ensure a consistent understanding of compliance within the entire group in the medium term.

In addition, we have implemented binding guidelines and processes that are regularly reviewed, updated, and trained. These include, among other things:

- Guideline on gifts
- Guideline on antitrust law
- Guideline on signing and signature regulations
- Guideline on the prevention of money laundering
- Guideline on the whistleblower system
- Guideline on data protection
- Code of Conduct (CoC) - valid throughout the Group and published on our website.

A key element of our compliance management system is the established whistleblower system. It enables internal and external reports - including anonymous - is operated in accordance with the Whistleblower Protection Act (HinSchG). Detailed information on the whistleblower system can be found in Section B2.



CONCLUDING REMARKS AND OUTLOOK

With the sustainability report for 2024, we are publishing voluntary reporting in accordance with the VSME standard for the first time. Our goal is to transparently demonstrate how we take responsibility for the environment, society, and good corporate governance.

For us, sustainability is an ongoing process. We will therefore continue to regularly review, develop, and openly communicate our measures, goals, and progress in the future. We plan to continue reporting annually, gradually incorporating additional key figures and areas of the company in order to present our developments even more comprehensively.

A special milestone in the 2024 reporting year was the acquisition of our own wind turbine near our headquarters. With this step, we have created the opportunity to cover further portions of our energy needs ourselves in a climate-friendly manner in the future. The wind turbine symbolizes our path:

Taking responsibility, shaping sustainability, positively influencing the future!

