SUSTAINABILITY POLICY

DiaSys Diagnostic Systems GmbH

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1. PRÄAMBEL

Our corporate mission is to make a positive contribution to healthcare worldwide by developing and producing high-quality reagents and blood analysis systems. In doing so, we assume ecological, social, and economic responsibility. This sustainability policy describes our guidelines in line with the United Nations Sustainable Development Goals (SDGs).

2. OUR COMMITMENTS

We assume ecological, social, and economic responsibility in all our activities.

Health and well-being (SDG 3)

Our reagents and analytical instruments improve healthcare worldwide and ensure reliable diagnostics.

High-quality education (SDG 4)

We promote lifelong learning through targeted training and further education as well as the development of young talent.

Gender equality (SDG 5)

We ensure equal opportunities and fair remuneration and promote a high proportion of women in our workforce.

Clean water and sanitation facilities (SDG 6)

We use water responsibly, monitor risks at our sites, and implement measures for efficient use wherever possible.

Affordable and clean energy (SDG 7)

We are continuously increasing energy efficiency and placing greater emphasis on renewable energies.

Decent work and economic growth (SDG 8)

We create safe, fair, and attractive working conditions based on collective bargaining agreements, health management, and co-determination.

Industry, Innovation, and Infrastructure (SDG 9)

We invest in research and development to provide innovative and environmentally friendly diagnostic solutions.

Sustainable consumption and production (SDG 12)

We use resources efficiently, reduce waste, and design our packaging to be as sustainable as possible.

Climate protection (SDG 13)

We are reducing CO_2 emissions through energy-efficient processes and renewable energies. With our own wind turbine, we have created the opportunity to cover part of our energy needs ourselves in a climate-friendly way in the future.

Life on land (SDG 15)

We promote biodiversity through greening measures at our sites and by supporting local initiatives.

Partnerships to achieve the objectives (SDG 17)

We work together with partners from business, science, and society to jointly advance sustainability goals.

3. IMPLEMENTATION IN OUR COMPANY

We implement our commitments through clear structures and established management systems. These include, among other things:

- Compliance management system in accordance with DIN ISO 37301 – for legally compliant and integrated operations
- Energy management system in accordance with DIN ISO 50005 – for greater energy efficiency
- Quality management system according to DIN ISO 13485, MDSAP, and IVDR – for the highest standards in medical devices
- Sustainability management according to the ZNU standard and DIN ISO 26000 – currently being developed to systematically integrate sustainability into all processes

We are committed to continuous improvement, regular review of our progress, and the involvement and training of our employees.

4. TRANSPARENCY AND SCOPE OF APPLICATION

We communicate our sustainability goals and progress openly and transparently:

- Internally via intranet and training courses to involve employees and motivate them to participate.
- Externally via sustainability reports, our website, and dialogue with stakeholders..

This policy applies to all locations and activities of DiaSys Diagnostic Systems GmbH. Our subsidiaries are already integrated into sustainability reporting. The sustainability policy supplements existing guidelines such as the Code of Conduct, the energy, compliance, and quality policies, and links them together in a comprehensive framework.

Holzheim, December 2025

For the management

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