SSI DIAGNOSTICA GROUP

Sustainability Report

2025

Where trust meets care

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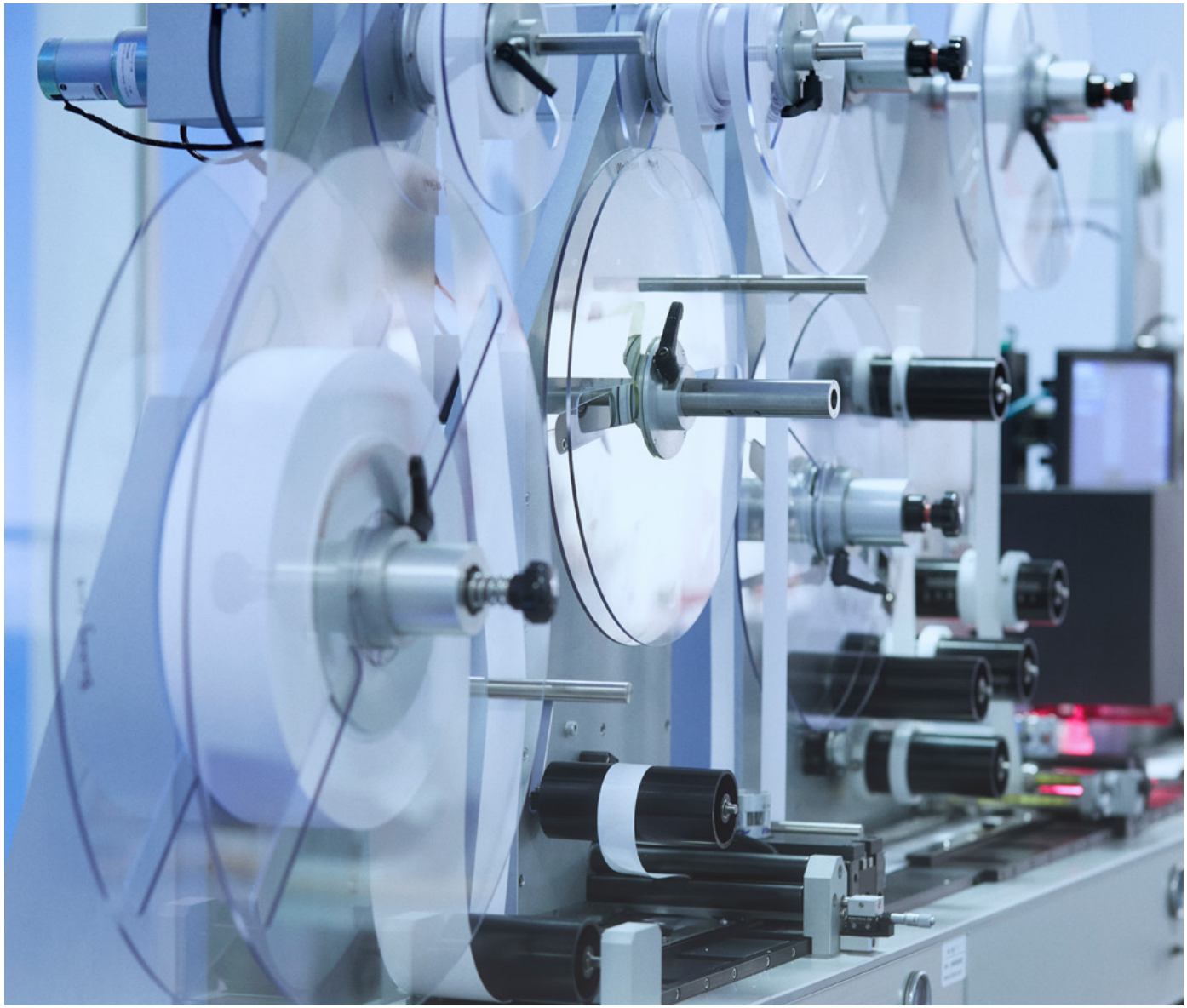


Letter from the management

Over the past years, we have built SSI Diagnostica Group into a global company with a leading portfolio in infectious disease diagnostics, bringing together five companies: SSI Diagnostica, CTK Biotech, Beijing Genesee Biotech, TECHLAB, and, most recently, Gulf Coast Scientific.

Operating as one company today, we supply more than 60 million diagnostic tests annually to customers in over 130 countries, with manufacturing and offices across Europe, the United States of America, and Asia. Our purpose is clear: to enable better treatment outcomes for patients by providing healthcare professionals with reliable tools to prevent, monitor, and diagnose infectious diseases.

Throughout the development of the Group, a guiding priority has been integration without dilution. We do not acquire companies to replace what they have built, but to strengthen and amplify it. This means aligning people, processes, and ways of working across geographies while preserving the scientific expertise, product quality, and customer relationships that define us.

> *"We are not optimizing for the next quarter. We are building a company that can be relied on for decades - by patients, by customers, and by our employees"*

This long-term perspective also shapes our approach to sustainability. In 2025, we established our first group-wide sustainability strategy, focusing on the areas where we have the greatest impact:

- **The improved patient outcomes** our tests enable
- **The product quality** our customers depend on
- **The equitable access** we expand in the markets we serve
- **The operational excellence** we pursue across energy, resources, people, and conduct

These areas are integral to how we create value and operate as a trusted, long-term partner.

This first sustainability report marks an important milestone for us as an integrated company. It reflects where we stand today and sets the direction for the work ahead. We thank our colleagues for their contributions, and our customers and partners for their continued trust, as we work to bring lasting value to patients.

Best regards

Christina Lindved (Group CEO)
Lars Henrik Vejrup Hansen (Group CFO)

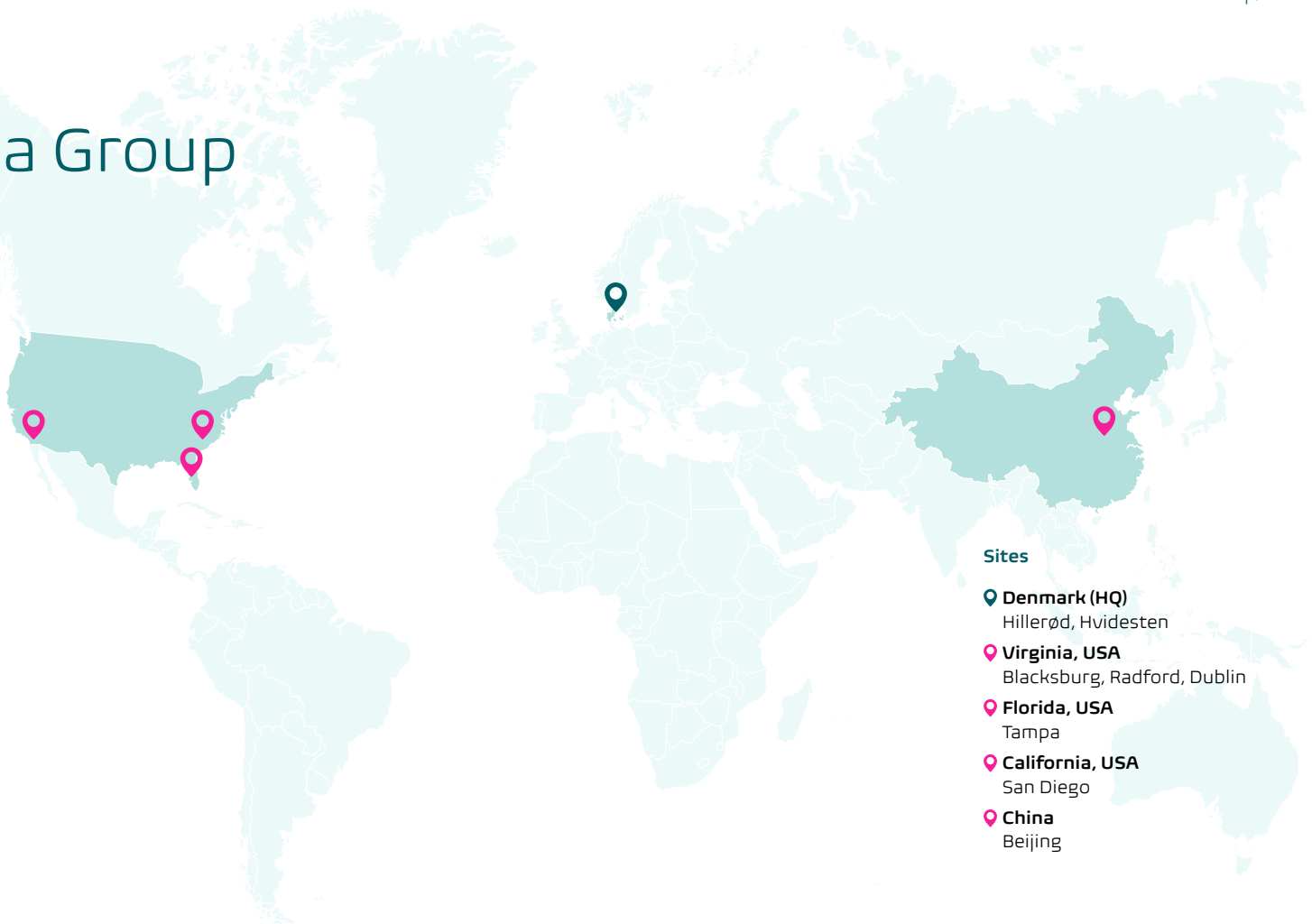
About SSI Diagnostica Group

SSI Diagnostica Group ("SSID Group", "Group") is a global and vertically integrated in vitro diagnostics (IVD) company specializing in infectious disease diagnostics. The Group has 547 employees at nine sites across three continents, with operations in Denmark, the United States and China.

The Group delivers diagnostic solutions to customers such as hospital labs, reference and CDC labs, vaccine producers, IVD companies, microbiology labs and NGOs in more than 130 countries. The United States is the Group's largest market, and the Group manufactures more than 60 million diagnostic tests annually.

As of year-end 2025, the Group consisted of five companies brought together through a series of acquisitions - SSI Diagnostica, CTK Biotech, Beijing Genesee Biotech, TECHLAB, and Gulf Coast Scientific. Together, these companies form a strong international platform with shared expertise, broader capabilities, and an expanded market presence.

The Group's global presence combines a strong local position across key markets with an integrated network of manufacturing and R&D capabilities. This enables proximity to customers while maintaining control over critical components and processes, supporting consistent quality standards grounded in scientific rigor. With multiple R&D hubs, the Group sustains a robust innovation pipeline alongside ongoing support for existing products. Its globally distributed operations also help reduce supply chain risks by enabling localized sourcing and production, enhancing operational resilience and continuity while reinforcing the ability to reliably serve diverse markets in a dynamic global environment.



Sites

- **Denmark (HQ)**
  Hillerød, Hvidesten
- **Virginia, USA**
  Blacksburg, Radford, Dublin
- **Florida, USA**
  Tampa
- **California, USA**
  San Diego
- **China**
  Beijing

Total revenue Group
807 mDKK

Employees (FTE)
547 as of December 31, 2025

Customers in more than
130 countries

Manufactures more than
60 million diagnostic tests annually

Key milestones in the Group's history

SSI Diagnostica Group traces its origins to the early 1900s and the renowned Statens Serum Institut:

1902
Statens Serum Institut founded in Denmark.

1938
Pneumococcal serum developed before penicillin was widely available.

1989
TECHLAB founded, establishing the diagnostic portfolio in gastrointestinal infections and intestinal inflammation.

1992
First FDA approval, marking the start of decades of innovation in *C. difficile* diagnostics and 14 additional FDA approvals over the following nine years.

1998
SSI Diagnostica becomes an independent business unit focused on diagnostic innovation and commercialization.

1999
CTK Biotech founded, establishing the bloodborne disease testing portfolio and expanding access to high-quality products in low- and middle-income countries.

(Early) 2000s
QUIK CHEK technology is introduced, leading to more than 10 additional FDA-approved assays over the following years.

2005
Beijing Genesee Biotech (BGB) founded, creating the manufacturing base in China.

2005
First dengue assay launched, supporting the global response to a rapidly spreading disease.

2007–2013
WHO approvals for malaria tests, supporting public health in tropical and low-resource settings.

2009
FDA approval of C. DIFF QUIK CHEK COMPLETE, strengthening the leadership in *C. difficile* testing and establishing it as a flagship product in the QUIK CHEK portfolio.

2014
ImmuView P&L developed, becoming a flagship product in the respiratory portfolio for pneumococcus and legionella antigen detection and enabling fast, accurate diagnosis for patients worldwide.

2016
SSI Diagnostica acquired by Adelis Equity Partners, marking a new phase of strategic investment and expansion.

2020
SSI Diagnostica Group established through the combination of acquisition of CTK Biotech and BGB.

2021
Covid-19 Ag Self-Test receives WHO Emergency Use Listing (EUL), becoming the first co-created product from CTK and SSI to gain WHO endorsement and an early milestone in global Covid-19 self-testing.

2022
TECHLAB joins SSI Diagnostica Group.

2023
A joint Group strategy established, aligning innovation, sales channels, and product development across the company.

2025
Gulf Coast Scientific joins SSI Diagnostica Group, expanding the Group's diagnostic portfolio with Urea Breath Tests.

Supported by long-term active ownership under Adelis Equity Partners, SSI Diagnostica Group has invested significantly in international expansion and innovation in recent years and continues to pursue purposeful growth with patients and customers at the center of its strategic development.

Vision, mission, and values

SSID Group combines more than 200 years of scientific expertise and provides diagnostic solutions for healthcare professionals, laboratories and life science customers worldwide, with a clear vision to be *the global leader in making diagnostic expertise available to everyone, at any time, everywhere*.

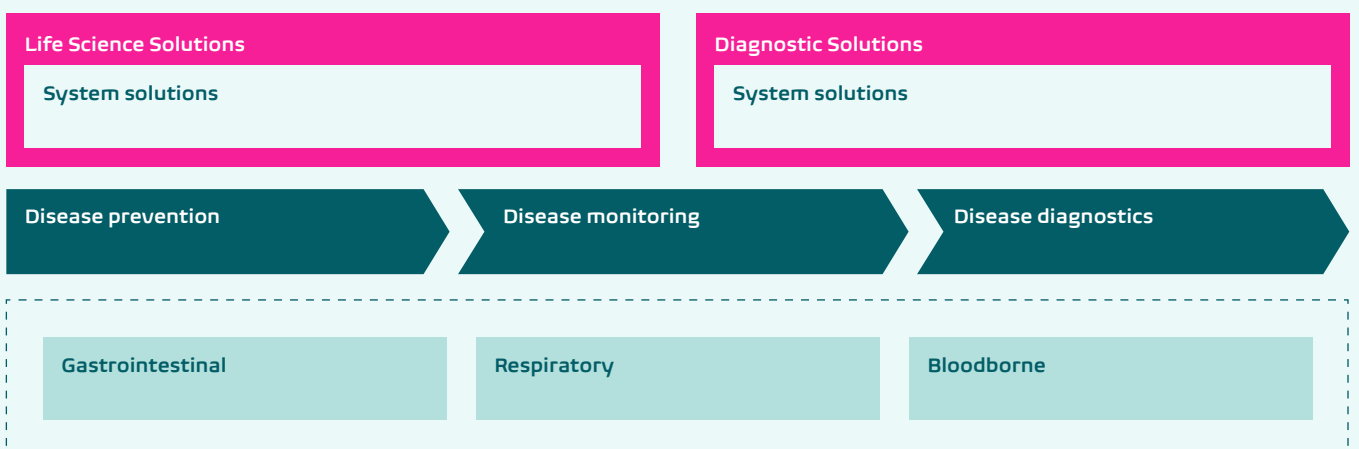
The mission of SSID Group is to empower healthcare professionals to prevent, monitor, and diagnose infectious diseases, enabling better treatment outcomes. The Group's values – *Collaboration, Competency, and Care* – guide every decision and shape the way things are done across the whole organization.

Through specialized and reliable niche tests in the medium-throughput segment, SSID Group supports faster and more accurate clinical decision-making, with patient needs at the center of its products and solutions. SSI Diagnostica Group differentiates itself in the in vitro diagnostics (IVD) industry through its fully controlled, end-to-end value chain. This enables the Group to act as a one-stop partner to customers across the prevention, monitoring, and diagnosis of infectious diseases.

- **Disease prevention:** Supplying vaccine developers and manufacturers with multiplexing and serotyping solutions, as well as critical antisera used in vaccine development and quality-control.
- **Disease monitoring:** Partnering with national health authorities and reference laboratories to monitor disease patterns and track epidemiological developments, supporting future vaccine strategies and diagnostic needs.
- **Disease diagnostics:** Developing and manufacturing a broad range of high-quality diagnostic solutions that enable healthcare professionals to detect infectious diseases quickly and accurately, supporting timely treatment decisions and improved patient outcomes.

The Group's integrated business model supports long-term customer value creation and is underpinned by scientific quality, responsible business conduct, and a strong commitment to quality, reliability, and regulatory compliance.

Business model and value creation



Strategic focus – disease areas and product portfolios

The Group's strategy and associated activities revolve around the following core disease areas: gastrointestinal, respiratory, bloodborne diseases. Across these areas, SSID Group offers a broad portfolio of diagnostic solutions and life science products, serving customers globally, including private and hospital laboratories, blood banks, vaccine manufacturers, reference laboratories, and microbiological laboratories, with a strong worldwide presence.

- *Gastric Diseases:* Rapid testing solutions for gastrointestinal infections and conditions, including for *C. difficile* and *H. pylori*, complemented by antibodies and antisera, sold globally to private and hospital labs, vaccine manufacturers and reference labs.
- *Respiratory Diseases:* Rapid diagnostic solutions and digital readers for respiratory infections, including for *S. pneumoniae* and *L. pneumophila*, complemented by high-quality pneumococcal antisera for vaccine development and quality control.
- *Bloodborne Diseases:* Rapid tests for viral and bacterial infections, including for dengue, HIV and syphilis, primarily used in laboratories and blood banks in international markets.
- *General Microbiology:* Products for microbiology labs, including animal blood products, agar plates, related consumables and automation instruments for culturing and staining.

The Group's offering is structured into two distinct product portfolios:

- **Life Science Solutions** – used by the life science industry to develop, validate, or quality-control their own products. Examples include antisera, antigens, serotyping and multiplexing kits, and instrument solutions. Typical customers include global vaccine companies, the IVD industry, and global CROs.
- **Diagnostic Solutions** – used by life science healthcare professionals for disease detection and treatment decision-making. Technologies and products in this portfolio include lateral flow tests, enzyme immunoassays, ELISA platforms, culture media, urea breath testing, and digital readers. Typical customers include private, hospital, microbiology, and reference laboratories.

Sustainability strategy and governance

For SSID Group, sustainability is intrinsic to how value is created. As an in vitro diagnostics company specializing in infectious disease diagnostics, the Group's commercial success and its societal contribution are driven by the same activities: developing reliable, accessible diagnostic solutions that enable healthcare professionals to detect, monitor, and respond to disease earlier and more accurately.

Patient outcomes

Each of the more than 60 million diagnostic tests delivered annually supports a clinical decision; a treatment initiated, an outbreak contained, a vaccine batch released. By focusing on gastrointestinal, respiratory, and bloodborne diseases, the Group contributes to earlier detection, timely intervention, and improved patient outcomes.

Product quality

The reliability and safety of diagnostic results depend on rigorous quality systems. Investments in regulatory compliance (ISO 13485, CE-marking under the IVDR, WHO Prequalification, FDA clearances) and post-market surveillance are simultaneously investments in patient safety and in the long-term competitiveness of the portfolio.

Equitable access

SSID Group serves customers in more than 130 countries, of which approximately 60 percent are low- and middle-income countries, including through malaria rapid tests, the COVID-19 Ag Self-Test that received WHO Emergency Use Listing in 2021, and the dengue portfolio supporting outbreak response. Broadening access to reliable diagnostics aligns commercial growth with reduced healthcare disparities.

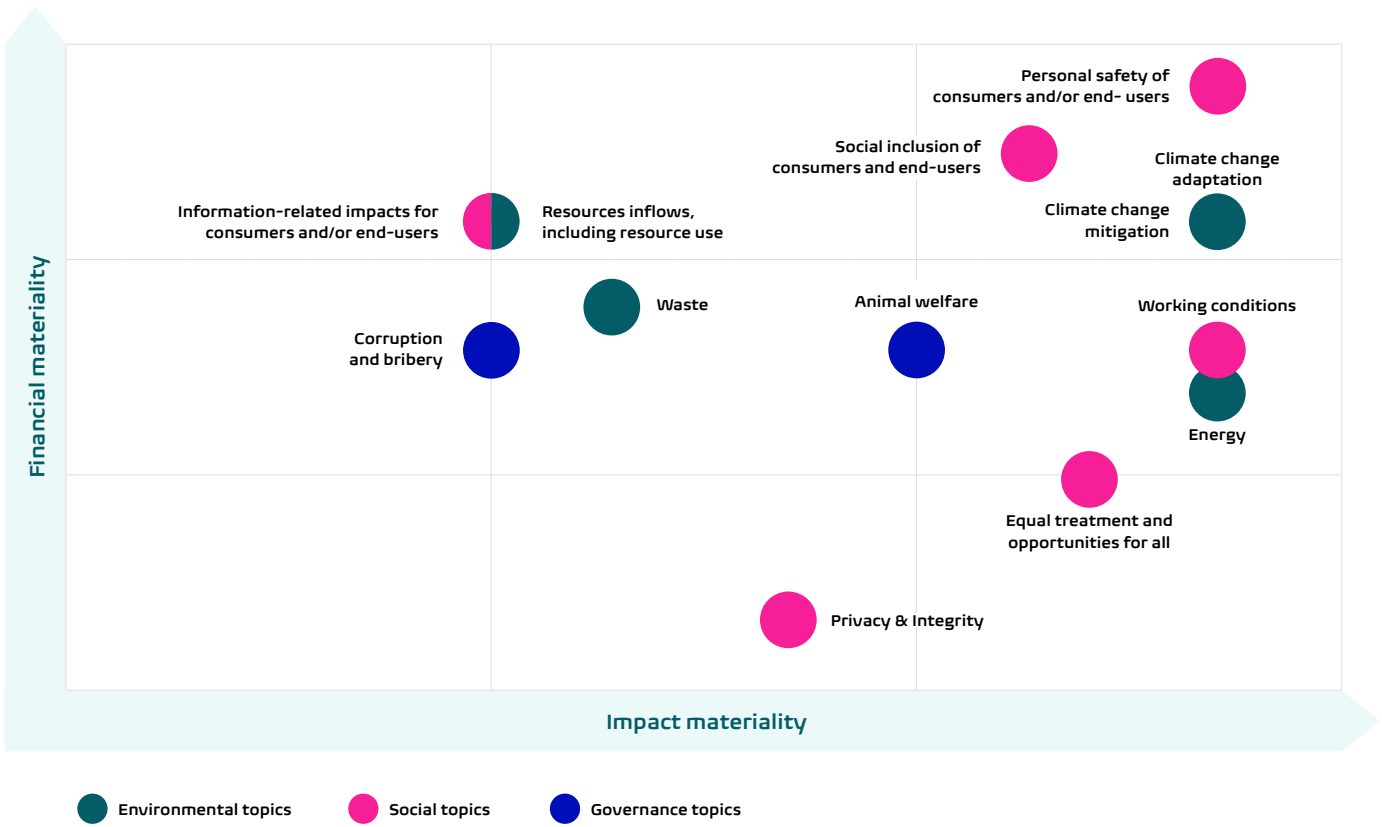
Operational excellence

The Group's integrated capabilities -spanning R&D, manufacturing, and quality control across nine sites in Denmark, the United States, and China - depend on continued investment in the resources, people, and governance that underpin them. This includes:

- Reducing the environmental footprint through renewable energy and improved waste management
- Leadership, training and competency development
- Strengthening occupational safety
- Upholding animal welfare in the Danish donor herds
- Maintaining rigorous standards of business conduct.

Material sustainability topics

The foundation of the sustainability strategy is based on the outcome of the double materiality assessment (DMA), conducted in accordance with the ESRS framework. The purpose of the DMA was to identify the Group's most material impacts on people and the environment, as well as sustainability-related risks and opportunities that may affect the Group's financial position. Limited assurance in relation to the process has been provided by external auditors. The material topics are reflected in the sustainability strategy and further described throughout the remaining sections of this report.



Collaborative governance model

SSID Group's sustainability governance follows a three-tier structure designed to ensure that ESG considerations are integrated into strategic direction, day-to-day operations, and functional execution.

Board of Directors: The Board holds ultimate responsibility for the Group's sustainability strategy. It defines and oversees ESG-related priorities, approves the Group's sustainability policies and material topics, and monitors progress against agreed targets. The Board is supported by active ownership from Adelis Equity, providing continuous dialogue on sustainability matters.

Group Management: Day-to-day accountability for the sustainability governance rests with the Group CEO and CFO, supported by members of the Global Leadership Team. Group Management translates the Board-approved strategy into operational priorities, allocates resources, ensures alignment across the Group's entities, and reports progress to the Board. A designated project owner and project lead coordinate the work and drive cross-functional execution.

Functional leads and working task force: Implementation is driven by a working task force composed of subject-matter experts from the Group's core functions, covering Environment & Operations, Social, Governance, and Legal & Compliance. Each functional lead is responsible for executing initiatives within their area, providing technical input, recommending solutions, and signing off on deliverables. The task force engages site-level representatives as needed to ensure that initiatives are operationalized consistently across all entities.

Legal compliance and commitments to international principles

SSI Diagnostica Group has as a core policy to always comply with all applicable laws and regulations of the countries and regions in which the Group operates, and to conducting business in an honest, professional, ethical, and responsible manner. For its material sustainability topics, the Group is further committed to:

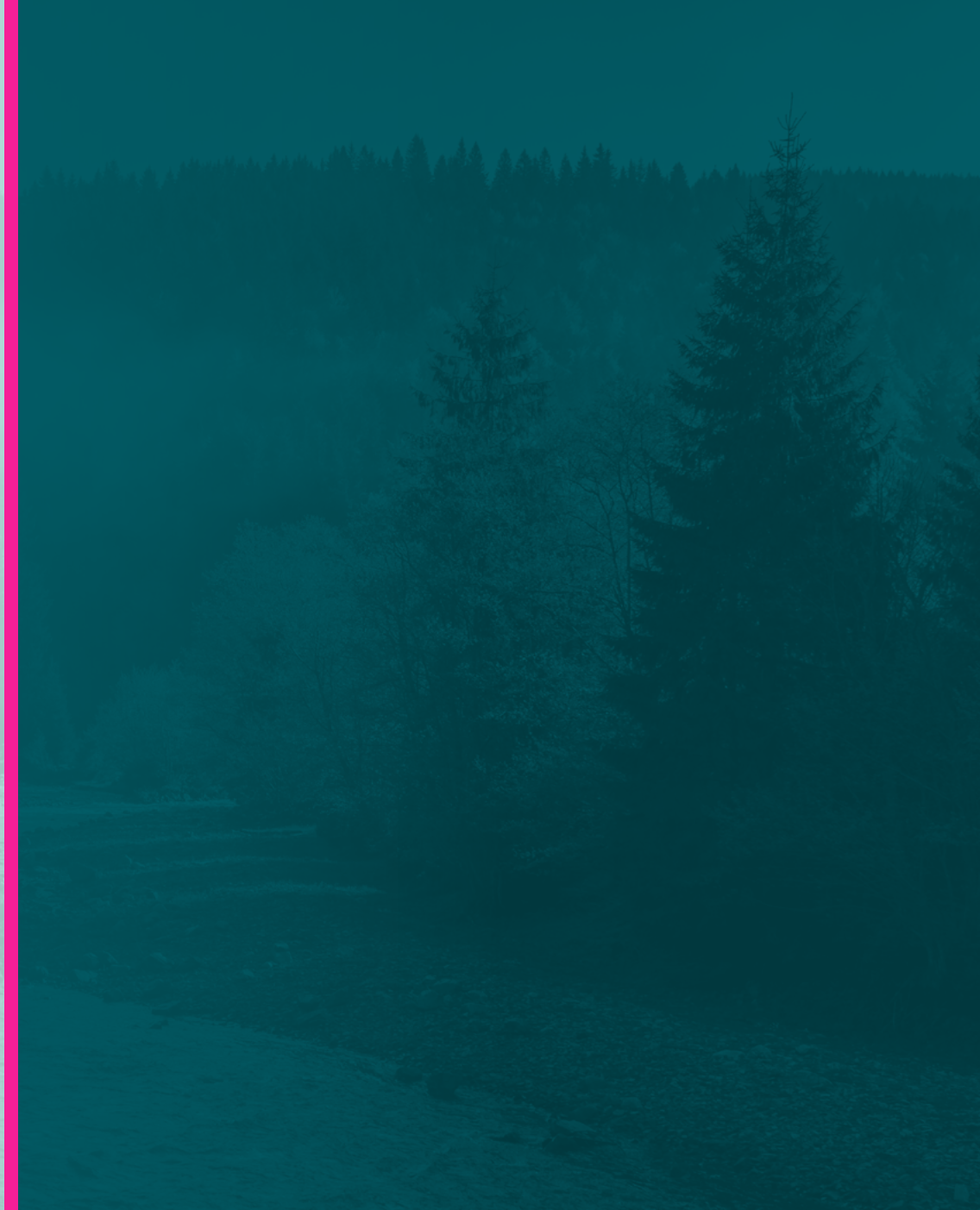
- *reducing the environmental impact* of operations by applying a precautionary approach to environmental challenges, using energy and resources responsibly, increasing the use of renewable energy, and reducing emissions
- *providing a safe, healthy, inclusive, and respectful workplace*, where employees are treated with dignity and employment decisions are based on merit, qualifications, skills, and achievements
- *support the protection of internationally recognized human rights and labor rights* and acknowledges its responsibility to uphold these rights in relation to its employees
- *delivering high-quality diagnostic solutions that meet the most stringent safety and regulatory standards*, while empowering healthcare professionals to prevent, monitor, and diagnose infectious diseases, ultimately improving treatment outcomes for patients and supporting more sustainable healthcare systems worldwide
- *conducting business with integrity and in accordance with high standards* of corporate governance, ethical conduct, and regulatory compliance.

ISO-certifications

The development, production, and sale of the Group's in vitro diagnostics are quality controlled and certified in accordance with ISO 13485, and relevant products are CE-marked in accordance with EU regulations for in vitro diagnostic. ISO 13485 is an international standard for quality management systems specific to medical devices, including in vitro diagnostic products.

SSI Diagnostica A/S is also certified to ISO 14001:2015 for environmental management, covering the sales, design and development, manufacture and distribution of in vitro diagnostic products for microbiological laboratories. The certification provides an established framework for systematic environmental management, supporting structured work to manage environmental impacts, ensure compliance with applicable requirements and drive continuous improvement within the certified entity.

Environment



Climate change and circular economy

SSID Group recognizes that environmental impact and climate change are significant global challenges, and the Group addresses both climate change adaptation and mitigation. As a diagnostics provider, the Group enables early detection of infectious diseases that climate change is driving into new regions and populations. As a manufacturer, the Group is equally committed to mitigating the environmental footprint of its own operations.

The role of diagnostics in a changing climate

By offering diagnostic products that enable the early detection and monitoring of climate-related health challenges, SSID Group may support healthcare systems' resilience in the context of climate change adaptation. These products help identify and address emerging health risks linked to climate change, such as:

- *Vector-borne diseases:* As rising temperatures and shifting weather patterns expand the range of disease-carrying vectors like mosquitoes and ticks, early diagnostic tools can facilitate timely detection of diseases such as malaria and dengue fever.
- *Respiratory conditions:* Increased air pollution, temperature fluctuations and changing seasonality can influence the incidence and severity of bacterial respiratory infections such as *Streptococcus pneumoniae*. Diagnostic tools allow for better monitoring and management of these conditions, reducing their burden on healthcare systems.
- *Waterborne pathogens:* Climate-related events like flooding and rising temperatures can increase the prevalence of waterborne diseases such as *Legionella* and gastrointestinal infections such as *Salmonella*, *E. coli*, *Giardia* and *Cryptosporidium*. Early detection helps mitigate outbreaks and improves response times.

Managing environmental impacts from own operations

While the Group's diagnostic solutions contribute to climate resilience in healthcare, SSID Group also has a responsibility to address the environmental impact of its own operations. As a manufacturer of in vitro diagnostics with production sites across three continents, SSID Group's environmental footprint primarily stems from the sourcing, transportation and use of biological and synthetic raw materials, energy consumption in manufacturing, and the generation of waste. Reducing the Group's environmental footprint is therefore a strategic priority, both to reduce negative impact and to strengthen long-term resilience and operational effectiveness by lowering exposure to energy and utility-related costs.

Strategy Objectives

-26%

emissions by 2032

Reduce Scope 1 and 2 emissions in line with a science-based pathway. (Base year 2025.)

75%

renewable energy by 2032

Increase the share of renewable energy across all operations. (Base year 2025.)

Energy and greenhouse gas emissions

The Group is actively working to reduce energy consumption and greenhouse gas emissions across its operations. Over the past year, the Group has developed a baseline for calculating greenhouse gas emissions in line with the GHG Protocol. In conjunction with the development of the Group's sustainability strategy including climate reduction targets in 2025, a comprehensive assessment was conducted to identify the most significant sources of energy consumption, emissions and actions to operationalize achievement of the targets.

As of 2025, the Group has several initiatives to reduce energy consumption and lower greenhouse gas emissions, including:

- **Installation of solar panels** at the Group's sites in San Diego, US, and Hvidesten, Denmark, contributing to increased on-site renewable energy generation and supporting efforts to reduce the climate impact associated with purchased electricity.
- **Renewable electricity contracts in Denmark**, aimed at increasing the share of renewable energy used in the Group's operations and reducing emissions related to purchased electricity.
- **Energy-efficiency investments** in Beijing manufacturing, including upgraded filtration and fermentation equipment, and a 5-lane production upgrade in Denmark, to improve efficiency and reduce energy consumption.

Based on the Group's most significant sources of energy consumption, several priority improvement initiatives have been identified and are planned for implementation from 2026 onwards, including:

- **Exploring further expansion of solar panels.**
- **Reviewing procurement of power purchase agreements** (PPAs) e.g. utilizing renewable energy from local solar parks to increase the share of renewable electricity and support emissions reductions.
- **Procure third-party verified renewable energy certificates** (RECs) in cases where PPA's are not available.
- **Recalibrating HVAC systems** (Heating, Ventilation and Air Conditioning) to optimize heating and cooling performance and improve energy efficiency.
- **LED lighting retro fitting.**
- **Exploring local sourcing initiatives** to reduce transport distances, improve supply efficiency and contribute to lower transport-related emissions.
- **Implementing EV car policy** to support the transition to a low-carbon vehicle fleet where feasible.

Energy efficiency through HVAC upgrades in China

An air-source heat pump system was installed to replace the original air conditioning system and improve heating efficiency in offices and warehouses. In 2025, the initiative contributed to annual savings of 33,565 m³ of natural gas and 47 MWh of electricity.

Energy optimization through facility modernization and automation in Denmark

Consolidation of production activities and closure of the former production building in Hvidesten. Operations were moved into a new, more energy-efficient facility equipped with solar panels and ground-source heating. This transition has significantly reduced the Group's reliance on natural gas and is expected to generate annual savings of approximately 16,000 m³ of gas, as well as contributing to reduced electricity consumption.

Targeted optimization measures were implemented at the headquarters in Hillerød site to improve process efficiency and reduce overall energy consumption. These included the automation of shutdown processes for high-energy-consuming equipment during weekends and outside working hours, helping to reduce unnecessary electricity use when equipment is not in active operation.

Total energy consumption (MWh)

Energy consumption disaggregated by source (incl. fuel, electricity and heating)	2025	Share of total
Crude oil and petroleum products	1,423	68%
Natural gas	2,893	
Purchased electricity, heating, steam	3,300	
Total fossil sources	**7,616**	
Total nuclear sources	**659**	**6%**
Biofuels	0	26%
Purchased electricity, heat and steam	2,875	
Self-generated energy	20	
Total renewable sources	**2,895**	
Total	**11,170**	**100%**

Fossil fuels account for 68 percent of the Group's energy consumption across fuel, electricity, and heating. China has a particularly high reliance on fossil fuels in its fuel consumption, while Denmark and the United States use comparatively limited amounts. For electricity and heating, Denmark has a lower dependence on fossil-based energy sources, reflecting a greater use of renewables, whereas China and the United States remain more reliant on fossil-based energy.

Greenhouse gas (GHG) emissions

Green house gas emission (tC02e)	2025	2024
Scope 1 - Total	**605**	**437**
Scope 1-1: Stationary combustion (Natural gas)	558	295
Scope 1-2: Mobile combustion (Vehicles)	27	32
Scope 1-3: Fugitive emissions (Air-cooling)	19	110
Scope 2 - Total	**2,050**	**2,028**
Scope 2-1: Purchased electricity - Market-Based	2,005	1,955
Scope 2-2: Purchased district heating	45	73
Scope 3 - Total	**8,519**	**10,854**
Scope 3-1: Purchased goods and services	4,178	6,179
Scope 3-2: Capital goods	914	1,605
Scope 3-3: Fuel- and energy-related activities	184	402
Scope 3-4: Transportation and distribution	2,609	718
Scope 3-5: Waste generated in operations	55	183
Scope 3-6: Business travel	578	1,767
Total Scope 1-3	**11,174**	**13,318**

Carbon intensity	2025	2024
tCO_2e per million of revenue (DKK)	**13**	**18**

Data quality currently varies across emission sources in scope 3. Efforts are planned to improve the accuracy, consistency, and completeness of emissions data. Where complete data is not yet available across all sites, the current disclosure is based on the best available information and will be further refined as data collection processes continue to mature.

Resource use, circular economy and waste management

Resource use

SSID Group's operations require various resources for the manufacturing of rapid diagnostic tests, QC testing for vaccine products, antisera, and various other in vitro diagnostic tools. Key materials and products used in these operations include raw materials (such as culture media and reagents), consumables, chemicals, sampling and test kits, and production and packaging equipment. While raw materials are primarily bio-based, inputs also consist of synthetic materials.

Waste management

Waste generation (tons)	2025
Non-hazardous waste	260
Hazardous waste	11
Total amount of waste	**272**

SSID Group generates hazardous waste primarily in the form of biologically contaminated and chemically hazardous production waste, including glass containers, test cassettes with blood samples, and other contaminated materials. Waste is managed in compliance with applicable regulation, using secure storage, certified contractors, and licensed disposal facilities. The Group maintains legally required records covering waste generation, storage, treatment, and disposal, and provides employee training on handling procedures and emergency response.

Recycling

The Group's recycling rate was 16 percent for non-hazardous waste and 3 percent for hazardous waste. These figures reflect on-site sorted and confirmed recycling only. An additional 38 percent of the waste reported as "disposal" is subject to post-site sorting including recycling by certified waste management contractors, meaning the actual recycling rate is expected to be higher than reported. The rates also reflect the nature of SSID Group's operations: biologically contaminated and chemically hazardous production waste – including test cassettes, blood samples and chemical reagents – is subject to strict safety, quality and regulatory requirements, requiring specialized treatment or controlled disposal rather than conventional material recycling.

Social

Purpose-driven workforce

Across SSI Diagnostica Group's five companies, people with specialized expertise in regulatory science, microbiology, and manufacturing are what make the Group's diagnostic products consistently reliable – and commercially trusted.

The people of SSID Group

SSI Diagnostica Group's workforce consists of 547 employees in Denmark, the United States, and China, distributed across multiple sites on three continents. Employees work in a broad range of functions, including manufacturing, quality assurance, research and development, commercial operations, regulatory affairs and support functions.

Number of employees

FTE	SSID Group	Denmark	China	USA
2025	547	150	200	197
2024	520	134	206	180

Gender distribution

SSI Diagnostica Group is a relatively young constellation. The Group was formed in 2020 by bringing together established companies, each with its own history, local labor market context and regulatory environment shaping how HR has traditionally been managed. Aligning these practices into a shared, group-wide approach is a deliberate priority. Through its global HR strategy, SSID Group aims to create a great place to work, including, but not limited to, establishing consistent standards for how employees are recruited, developed, compensated and supported, while respecting local requirements in each country of operation.

All employees

Women 70%
Men 30%

Management teams

Women 50%
Men 50%

Board

Women 17%
Men 83%

As part of the broader sustainability strategy, the Group focuses on several connected priorities: employer branding and talent retention, leadership, training and competency development, as well as a healthy and safe workplace.

Strategy Objectives

12h

training hours per FTE by 2032

Average number of training hours.

Zero

vision for work-related injuries

The Group operates in a specialized field where the ability to attract and retain skilled employees, particularly within research, development, manufacturing and quality, is directly linked to the Group's capacity to develop reliable diagnostic solutions. Going forward, the Group aims to strengthen its position as an attractive employer by offering meaningful work, professional development, and a good working environment.

SSID Group is committed to increasing employee engagement as a foundation for a motivated, high-performing and resilient workforce. To support this, the Group conducts an anonymous employee engagement survey through an external third-party platform which enables managers and employees to finalize an action plan through a structured dialogue. The results will be used to improve the working environment and employee satisfaction. Higher engagement is also expected to support retention over time; during the reporting period, voluntary employee turnover was 12 percent, with the vision for a voluntary employee turnover below 10 percent. The total employee turnover rate was 18 percent.

Training and competency development

During 2026, SSID Group will introduce a new learning platform, WeLearn, an initiative aimed at strengthening employee learning and competence development across the Group. The learning platform is planned to support a more structured approach to training and help the Group move towards its ambition of reaching an average of 12 training hours per FTE by 2032.

Health and safety

SSID Group's employees work with biological materials, chemical reagents and precision manufacturing equipment across production sites in multiple countries. Maintaining a consistent focus on both the physical and psychosocial work environment is therefore a priority across the Group, with the ambition of achieving zero work-related injuries. The Group supports this by providing employees with tools, safety equipment, training and procedures.

During 2025, SSI Diagnostica Group continued to strengthen health and safety practices across its sites through employee training, incident reporting, preventive inspections and local improvement initiatives. Key initiatives included a physical workplace assessment in Denmark, continued structured onboarding and hazardous material training in the United States, and further development of safety management routines at the Beijing site in China.

In the coming year, continued focus will be placed on strengthening the safety culture and maintaining a risk-based approach to health and safety. This includes improving data quality, developing action plans, closing identified reporting gaps, further strengthening preventive processes across the organization and continuing the development of new digital reporting platforms for safety management. The aim is to reduce occupational injuries and ensure a safe and healthy working environment for all employees

Work-related injuries

During 2025, SSID Group had 18 work-related injuries of which five led to absence from work more than one day, and a Lost Time Frequency Rate (LTIFR) of 4.47. While this is in line with reported figures for the IVD and MedTech manufacturing sector, the Group aims to move towards the top quartile of the sector with a zero-injury vision.

SSID Group	2025	2024
Fatalities	0	0
Work-related injuries	18	11
Days lost due to work-related injuries	91	58

Remuneration and collective bargaining

Attracting and retaining the specialists who develop and manufacture SSID Group's diagnostics depends on fair and transparent compensation. Employment decisions are based on merit, including qualifications, skills and achievements, and the Group promotes equal employment opportunities throughout the employment cycle.

All employees receive wages above the national minimum wage. Where collective bargaining agreements exist, wages meet or exceed those levels. The percentage of the Group's own workforce covered by such agreements is 14 percent, reflecting geographical variances: collective bargaining is the established framework in Denmark, less common in the United States, and independent collective bargaining is not permitted in China, where labor relations operate under a state-regulated framework.

SSID Group complies with the EU Pay Transparency Directive regarding equal pay for equal work or work of equal value. Although the Directive only applies to employees in Europe, SSID Group has made it a group-wide commitment. This has resulted in building a global job architecture. As a part of the annual compensation review, all employees have an annual appraisal review with their direct manager outlining former and coming tasks and achievements including behavior.

Human rights due diligence

SSID Group works to identify, prevent, and address potential human rights impacts arising from its own operations. To reduce the risk of human rights violations in its value chain, SSID Group includes human rights considerations in its business partner due diligence process and indirect supplier evaluations, where relevant and possible. In 2025, the Group had no human rights incidents related to child labor, forced labor, human trafficking.

Personal data protection

SSID Group collects and processes personal data for specified and legitimate purposes and complies with legal obligations in all markets in which its serves. Personal data is not shared with third parties without explicit consent unless required or permitted by law, and internal access is limited to situations where there is a legal basis. Individuals have the right to access, correct, and delete their personal data and to lodge complaints with the Data Protection Authorities. To protect personal data, the Group applies appropriate technical and organizational safeguards and regularly reviews its practices to ensure ongoing compliance. Personal data is retained only for as long as necessary for business or legal purposes and is subsequently deleted or anonymized.

Value creation for patients and healthcare providers

Few diagnostics companies combine a history stretching back to the founding of Statens Serum Institut in 1902 with the ability to manufacture and deliver more than 60 million tests annually across more than 130 countries.

SSI Diagnostica Group brings together five specialized companies – each a leader in its niche – to offer healthcare professionals and laboratories a uniquely integrated diagnostic platform for infectious diseases. Operating as one company, the Group combines more than 200 years of scientific expertise with a broad portfolio of reliable and accessible diagnostic solutions for healthcare professionals, laboratories, and life science customers.

Early and accurate diagnostics are increasingly recognized as a cornerstone of sustainable healthcare systems. From both a patient and healthcare system perspective, timely identification enables faster, more precise, and more effective clinical decision-making. This creates value not only through improved patient outcomes but also through more efficient use of healthcare resources and reduced long-term societal burden. By enabling earlier and more accurate detection, monitoring, and response to disease, SSI Diagnostica Group's commercial success is directly linked to its societal contribution.

Health improvement

By addressing gastric, respiratory, and bloodborne diseases, many of which pose significant health risks, SSID Group supports early detection, timely intervention, and improved patient outcomes, while helping to reduce the spread of infectious diseases. The Group's diagnostic solutions also play a role during outbreaks by supporting effective intervention and containment. Growing global focus on public health preparedness and demand for reliable diagnostics create favorable conditions for sustainable growth.

Manufactures more than

60 million

diagnostic tests annually

Advanced solutions for infectious gastrointestinal disease testing

SSID Group offers a wide portfolio of gastrointestinal diagnostics covering *C. difficile*, *H. pylori*, intestinal inflammation, foodborne pathogens, viruses, and parasites.

Product portfolio spans rapid tests, ELISA solutions, antigen tests, urea breath tests, antisera, strains, and reference materials. Beyond enabling faster and more accurate detection of gastrointestinal infections and inflammation, the portfolio underpins food-safety testing and disease surveillance. TECHLAB, a pioneer in gastrointestinal diagnostics and part of the Group, developed the world's first commercial diagnostic reagents for *C. difficile*, a milestone in the fight against this life-threatening infection.

Pioneering products for respiratory testing and vaccination

SSI Diagnostica Group's respiratory diagnostics trace back to pneumococcus serotyping in the 1930s. Today, the portfolio addresses bacterial and viral infections, including pneumococcus, *Legionella*, Strep A, influenza, RSV, COVID-19, and tuberculosis.

Products include rapid antigen tests, urinary antigen tests, serotyping products, antisera, antigens, and reference strains. Alongside faster detection of respiratory infections, these products feed into vaccine-related research and public health surveillance work.

Broad range of diagnostic solutions for bloodborne pathogens

Bloodborne disease diagnostics are delivered through CTK Biotech, addressing HIV, syphilis, hepatitis, dengue, malaria, and other tropical diseases.

Products include rapid tests, panel tests, and ELISA solutions used for early detection, differentiation, and monitoring across infectious diseases. Their reach into both laboratory and point-of-care settings makes them relevant in regions where laboratory infrastructure is limited. The portfolio also supports blood safety, disease surveillance, and faster response to treatable and potentially life-threatening infections.

A trusted partner to microbiology laboratories worldwide

Drawing on more than a century of microbiology expertise, the Group equips clinical laboratories with culture media (agar plates, liquid media, buffers, staining solutions), sampling equipment (swabs and transport media), animal blood and serum products, microbiological indicators, PCR-based tests, and selected trade products. The portfolio also covers urinary tract infection testing, sterilization control, dermatophyte and *C. albicans* detection, and laboratory automation. Together, the range supports the full laboratory workflow, from sample collection and transport through culturing, identification, and quality control, so that microbiology teams can work efficiently and make well-informed diagnostic decisions.

Enabling early diagnostics and reduced hospitalization costs

Clostridioides difficile infections (CDI) remain a significant global public health threat and a leading cause of Hospital Aquired Infections (HAI), placing substantial clinical and economic strain on healthcare systems worldwide. In the United States, the CDC considers *C. difficile* an urgent threat due to the number of cases and deaths, as well as the role of antibiotics in triggering the infection and onset of disease. Costs related to CDIs in the United States are estimated to reach up to USD 6 billion annually.

Advanced diagnostic platforms that deliver rapid results within 30-60 minutes enable earlier clinical decision-making and can enable timely intervention. This helps reduce downstream complications and associated costs. Equally important, these technologies support both diagnostic and antimicrobial stewardship by enabling appropriate test utilization and accurately distinguishing active infection from asymptomatic carriage. This ensures antibiotics are used only when necessary.

By enabling early and precise intervention, improved diagnostics enhance patient outcomes and quality of life. They also shorten hospital stays, which often extend up to 9 days, and help mitigate the significant financial burden of recurrence, which can exceed USD 200,000 per patient annually.

USD 6 BN

Annual CDI-related costs in the United States

>USD 200K

Potential annual burden of recurrence per patient

Equitable access to healthcare

Through SSID Group's broad distribution network, including in low- and middle-income countries, the Group helps improve access to reliable diagnostic and disease surveillance tools. In doing so, the Group contributes to reducing healthcare disparities and supporting more equitable access to care for vulnerable and underserved populations, including those disproportionately affected by gastric, respiratory, and bloodborne diseases. Improved access to diagnostics can strengthen health outcomes, reduce the burden of illness, assure correct medical intervention and support participation in education, work, and community life, thereby contributing to greater social inclusion.

Serves more than 130 countries,

60 %

of which are low- and middle-income countries.

Extensive quality assurance

SSID Group is committed to maintaining a high standard of quality across its production facilities, finished products, customer service, and product training. The development, production, and sale of its in vitro diagnostics are quality controlled and certified in accordance with ISO 13485, and relevant products are CE-marked, IVDR, FDA (PMA and 510 (k)).

Product-related risks are analyzed, evaluated, and controlled, and a post-market surveillance process is maintained. In the development of new products, SSID focuses on delivering efficient diagnostics and user-friendly solutions, supported by field testing prior to market launch.

The company also provides diagnostic implementation and user training services to promote proper product implementation and utilization. Customer feedback is systematically registered and used as an important basis for the continuous improvement of products and procedures.

All product safety and quality concerns are registered to ensure timely reporting to authorities and to provide important input for improving product quality.

Governance

High standards of business conduct

Good business ethics and corporate governance are embedded in SSID Group's governance framework and day-to-day operations. They are fundamental to the Group's long-term success and to maintaining trust among customers, employees, business partners, and other stakeholders.

Strategy Objectives

Maintain
Zero
corruption

Maintain
Zero
animal welfare incidents

Corruption and bribery

Corruption and bribery can undermine equitable access to healthcare by distorting decision-making in procurement, regulation, distribution and supply chains, weakening oversight and misallocating critical resources at the expense of patients.

The Group's potential exposure arises mainly through third-party business relationships and operations in markets where local practices may deviate from the Group's standards. SSID Group manages these risks through policies and procedures, internal controls, employee training, and risk-based due diligence of relevant business partners. The Group also maintains processes to support compliance with applicable EU, US and Danish sanctions, trade and export control laws and regulations. During the reporting year, SSID Group had no convictions or fines for violations of anti-corruption or anti-bribery laws.

Animal welfare

SSID Group maintains donor herds of horses, cattle and sheep that provide blood and serum used as raw materials in the Group's products. Maintaining its own donor herds allows SSID Group to control the conditions under which the animals are kept and to ensure that no antibiotics or other antimicrobial medicines are administered. This protects the biological quality of the blood and serum and ensures that residues from such medicines do not interfere with the performance of the finished products. Each batch is fully traceable to the individual animals it originates from, supporting both regulatory requirements and product investigations.

Animal welfare is considered a fundamental priority and is continuously integrated into the Group's operations, decision-making, and improvement activities. SSID Group is committed to high ethical standards in animal care and use, ensuring that all activities involving animals are conducted with respect, responsibility, and scientific necessity.

The animals are kept in social groups in spacious indoor free-range facilities with continuous access to large outdoor areas and pastures year-round. Appropriate care is provided at all times, and animal welfare policies, procedures, and facilities are continuously reviewed and improved to reflect best practices and evolving standards.

Staff working with the animals hold a four-year formal education as animal caretakers and are specifically trained in the relevant animal species. In addition, qualified laboratory and veterinary staff are available at all times to ensure proper health monitoring, care, and intervention when needed.

The Danish animal facility operates under two licenses granted in accordance with the Animal Welfare Act governing the protection of animals used for scientific purposes and complies with EU Directive 2010/63/EU as well as applicable Danish legislation. These licenses reflect the Group's commitment to maintaining the highest standards of animal welfare and humane treatment.

An Animal Welfare Committee ensures that any concerns, ethical considerations, or opportunities for improvement are thoroughly discussed and addressed. Compliance is supported through regular internal and external inspections and audits. During the reporting year, SSID Group had no convictions or fines related to violations of animal welfare legislation.

Reporting channels for raising concerns

SSID Group takes ethics and compliance matters seriously and promotes a culture in which concerns can be raised without hesitation. Open dialogue on ethics and compliance is encouraged throughout the organization, and managers are expected to provide clear guidance and support when concerns arise.

Concerns may be raised through regular internal reporting channels, including line management, HR, and the Group CFO, or through the Group's whistleblowing reporting system, which is available to both internal and external parties affiliated with the Group. The system enables confidential reporting of suspected serious misconduct that could harm SSID Group's reputation or affect the life or health of individuals.

About this report

This Sustainability Report covers the reporting period 1 January 2025 to 31 December 2025 and has been prepared on a consolidated basis unless otherwise stated.

The report has been prepared on a voluntary basis and is inspired by the VSME framework. Its content is based on the sustainability topics identified as material to the Group through a Double Materiality Assessment (DMA) conducted in accordance with the European Sustainability Reporting Standards (ESRS). The report thereby provides a proportionate and relevant overview of the Group's most significant sustainability topics.

The outcomes are reported at Group level unless otherwise stated. Gulf Coast Scientific is not included in the 2024 outcome, as the company was not part of the Group at that time.

As this is the Group's first sustainability report, comparative figures and complete data are not yet available for all areas. The report is based on the best available information and will be refined as data collection processes mature. The Group uses an external ESG reporting system to improve data collection, calculations and reporting quality.

Disclosures related to ethical and regulatory incidents are based on internal legal and compliance records.

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