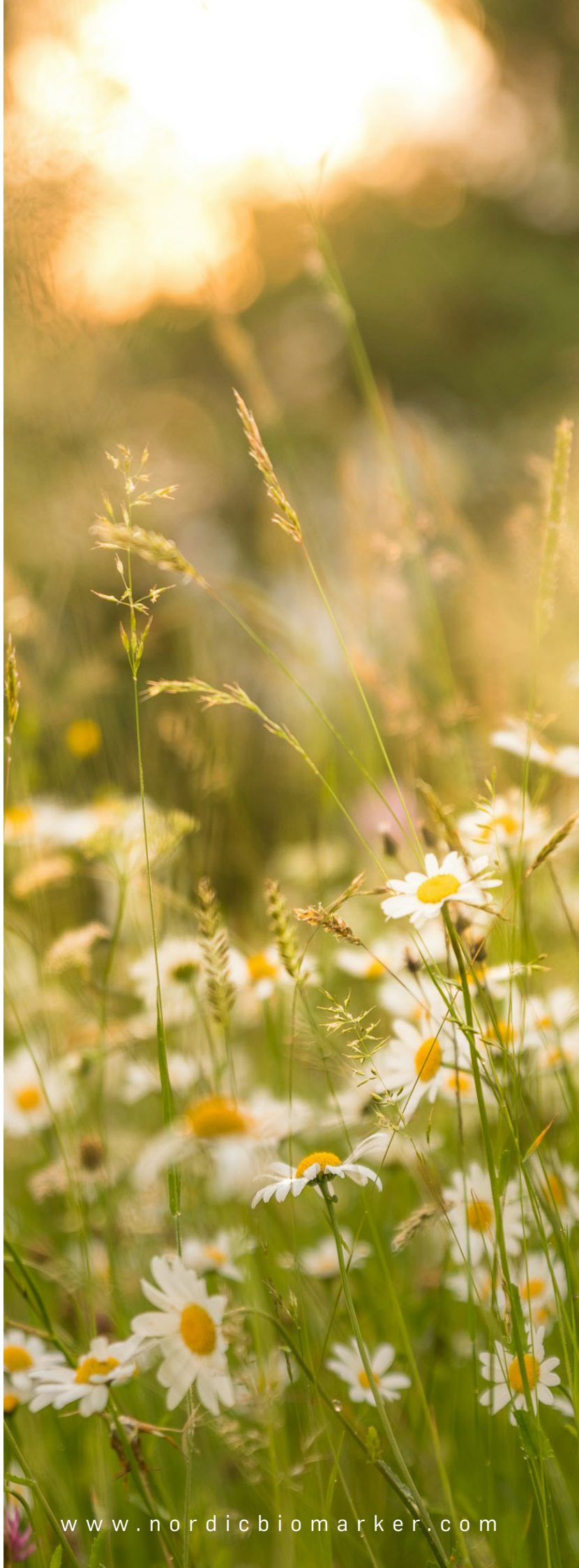


NORDIC  
BIOMARKER

# Sustainability Report 2025





## Delivering safe, high-quality products in turbulent times

Following the post-pandemic challenges, the period 2024–2025 marked a gradual recovery for the IVD market. Geopolitical uncertainty and ongoing financial challenges in China have continued to affect market conditions, making it a key priority to grow our business in a volatile environment while maintaining a clear and consistent focus on sustainability.

Our primary contribution to sustainability is the delivery of safe, high-quality products that improve health outcomes. Throughout 2025, we continued to invest in research and development and pursued our efforts to expand into new markets, including the signing of a new global distribution partner.

As access to advanced healthcare improves and life expectancy increases globally, demand for coagulation diagnostics is expected to grow in the coming years. We aim to be a reliable partner across markets and monitor our progress through a KPI focused on test volumes outside our core regions in Europe and China.

Our vision and long-term goals remain firm. We are committed to growth while simultaneously strengthening our focus on environmental sustainability. Skilled and engaged employees are essential to our success, and we strive to be an attractive employer. Following recent cost reduction measures, which

resulted in a low eNPS score, we recognize that improving employee engagement is a critical success factor going forward.

In 2026, we will continue our sustainability journey with both commitment and humility. Through new objectives focused on learning and development, we aim to further strengthen our business, operations, and processes to support long-term sustainable development.

Enjoy your read!

Rikard Rodén, M. Sc.  
CEO

# Core values

We often highlight our core values – tillsammans, glöd and stolthet – which translate roughly to togetherness, passion and pride. We work together, we are passionate about what we do, and we take pride in doing it well.



## What we do

We develop and manufacture reagents for coagulation diagnostics, sold both on an OEM basis and as CE-marked kits under our Medirox brand. Our customers range from smaller companies to global leaders in the coagulation field, mainly in markets with moderate to high healthcare standards, and we are expanding in developing regions. We help our customers complete their portfolios and add valuable expertise.



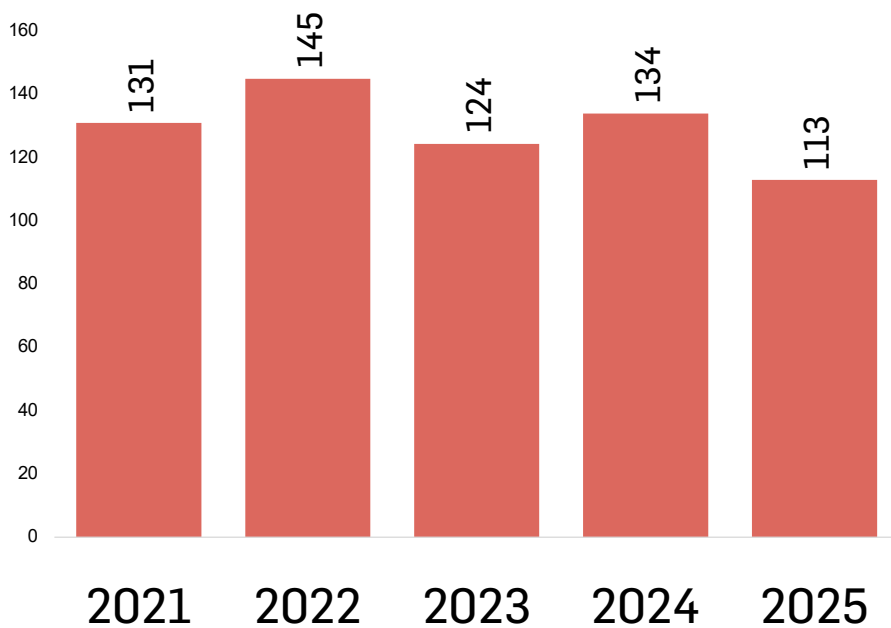
# Basic facts

62 Employees

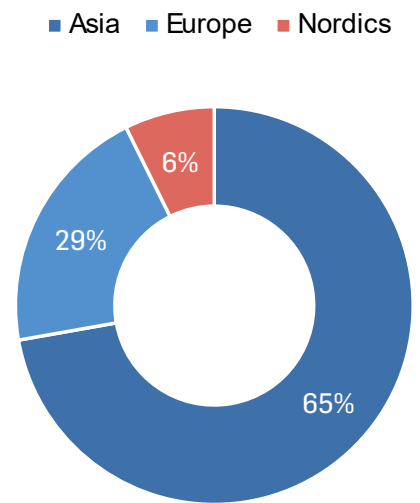
113 MSEK revenue

67 100 000 Tests on patients

Annual Revenue (MSEK)



Revenue by Region (2025)



# Sustainability highlights

While our primary contribution to sustainability is to deliver safe, high quality products that improve health, we also want to highlight a few additional achievements from 2025.

- ▶ An internal Code of Conduct, a Sustainability Policy, and a Sustainability SOP\* have been implemented
- ▶ Methods for systematic work with the psychosocial work environment (OSA) have been investigated and evaluated
- ▶ A sustainability committee has been established
- ▶ The sustainability model has been integrated with our quality focus and implemented across the organization to ensure that economic, social, and environmental aspects are consistently considered in business decisions
- ▶ Waste management has been improved through the sorting of all soft plastics and the use of a waste compactor for cardboard



\*Standard Operating Procedure



# THE GLOBAL GOALS

For Sustainable Development



## Our Contribution to the UN Sustainable Development Goals

Through a materiality assessment, we have identified the focus areas where we can have the greatest impact in relation to the UN Sustainable Development Goals. We are spreading **technology that contributes to a better society** enable access to healthcare through safe and effective IVD solutions. High-quality processes, strong governance and top-level clinical performance ensure **safe products and services**, reinforcing trust, transparency and accountability, which contributes to SDG 3: Good Health and Well-Being.

We promote **equality and diversity** and support **good health in the workplace**, fostering inclusive, fair and safe working conditions that enable long-term employee well-being and development, aligned with SDG 8: Decent Work and Economic Growth and SDG 10: Reduced Inequalities.

Through **circular solutions and sustainable use of resources** combined with a **sustainable value chain**, we reduce environmental impact and promote resource efficiency, supporting SDG 12: Responsible Consumption and Production and long-term sustainable growth. Responsible Consumption and Production and long-term sustainable growth. By implementing a Supplier Code of Conduct, we set clear expectations on ethical business practices, compliance and accountability throughout our supply chain. This strengthens governance, transparency and responsible partnerships, thereby also contributing to SDG 16: Peace, Justice and Strong Institutions.

The following sections of this report provide a more detailed overview of our focus areas and how these priorities are integrated into our operations and decision-making.

# Technology that contributes to a better society

– Enabling access to healthcare through safe and effective IVD technologies

Technology is at the core of Nordic Biomarker and permeates most of what we do. Our deep knowledge and understanding of the technology behind our products and processes guarantee high-quality products in every shipment worldwide. This strong technological focus also allows us to continuously improve our products and develop new, highly specialized assays.

During 2025, we continued our work to upgrade the technology behind our latex immunoassays, reflecting our ambition to lead technological development within our industry and to deliver efficient, safe, and high-performing diagnostic solutions. During the year, we also achieved key breakthroughs in the development of a highly specialized and clinically important test, bringing us closer to enabling broader access for patients who today lack timely and accurate diagnostics.

## Environmental, Social and Governance performance

To measure our contribution to a better society through safe products and services, we monitor the number of diagnostic tests delivered annually. During the period 2023–2025, the number of delivered tests increased steadily, demonstrating a positive trend and reflecting growing access to reliable diagnostics across multiple markets.

Employee engagement and workplace well-being are assessed through our employee Net Promoter Score (eNPS). In 2025, the eNPS score decreased compared to previous years, partly due to recent financial challenges that required workforce reductions. Nevertheless, employee surveys indicate that overall workplace satisfaction remains high, suggesting resilience and continued engagement among employees despite a challenging period.

Resource efficiency is an important part of our environmental responsibility. Scrap costs increased during 2025 due to manufacturing issues related to one of our products; however, these issues have since been resolved. Power consumption per employee at headquarters has decreased over the same period, indicating improved efficiency and a positive trend in our efforts toward sustainable resource use.

Environmental, social, governance KPI's	2023	2024	2025	Target
Number of tests delivered	55,8 M	64,9 M	67,1 M	Increase
Tests delivered outside EU, UK, CN, NA, JP, AU & NZ	528 497	489 000	934 000	Increase
eNPS* (participation rate)	38(94%)	16(90%)	-57(83%)	>50(>90%)
Scrap cost relative to net sales	0,5	1,6	2,5	<2%
Power consumption per employee at the headquarters	4863	3851	3798	Reduce

\* Employee Net Promoter Score

# Safe products and services

## – Ensuring high-quality processes and top-level clinical performance of our products

Our efforts to adapt to the new regulatory framework for the IVD industry, IVDR, are ongoing. To date, 33 products have been approved and CE marked in compliance with IVDR, representing 46% of all product variants.

Throughout 2025, multiple product variants were added to the existing portfolio to address specific market demands. In parallel, we ensured continued availability of products not yet CE marked under IVDR during the extended transitional period.

During the year, several external audits were conducted by regulatory authorities as well as customers, all with excellent outcome.



In parallel with our regulatory and quality efforts, we continue to demonstrate strong operational performance. Customer satisfaction remains high, reaching a score of 4.7 out of 5, exceeding our target of >4, reflecting consistent product quality, reliability and service.

In addition, our On-Time Delivery (OTD) performance amounted to 97%, surpassing the target of >95%, thereby ensuring dependable supply and supporting uninterrupted clinical use of our products. Together, these results confirm the robustness of our processes and our commitment to delivering safe, high-quality products and services to customers and patients.

# Equality and diversity

We believe that an open and inclusive workplace with a high level of diversity creates long-term value for both our employees and our business.

While our gender balance is strong relative to our business area, we recognise that significant work remains to strengthen diversity across other dimensions.

As one step toward further improving our work on equality and diversity, we completed diversity, equity, and inclusion training for the top management team during the year. Building on this foundation, our next step will be to establish a structured action plan.

Gender balance facts:

Unadjusted gender pay gap: 3% (Swedish average: 10%)

Our top management team consists of 33% men and 67% women, which is representative of the workforce as a whole

The board currently consists of 0% women

## Good health in the workplace

The well-being of our employees is fundamental to both individual development and long-term, sustainable business success. Recent financial challenges required a workforce reduction, which affected confidence in the company's future and negatively impacted the working environment, as reflected in a low eNPS score. Nevertheless, employee surveys show that overall workplace satisfaction remains high.

Despite limited financial resources, we maintained our budget and objectives for competence development. Spending on employee engagement activities was lower than in previous years; however, we focused on a greater number of smaller-scale initiatives to support a positive workplace culture rooted in togetherness, passion, and pride.

During the year, we conducted an additional employee survey and our first psychosocial work environment safety inspection (OSA\*). Based on the results, improvement actions, such as strengthened focus on OSA and enhanced managerial support, were defined and incorporated in the key priorities for the coming year.

Key metrics

Employee Net Promoter Score (eNPS): -57

Working environment satisfaction: 4.3 / 5

Employee survey participation rate: 90%

\*OSA is a Swedish regulatory term referring to organizational and social aspects of the work environment, as regulated by the Swedish Work Environment Authority.

# Circular solutions and sustainable use of resources

Total CO<sub>2</sub> emissions for 2025 amount to 715 tonnes. Scope 1 emissions remain at zero, and Scope 2 emissions are at a similar level to previous years. The largest reduction has been achieved within Scope 3, driven by three main factors.

First, the methodology for calculating emissions from employee commuting has been updated. Instead of using Swedish national averages, we collected data on how our employees actually commute. As most employees live nearby and walk or cycle to work, this revision has had a significant impact on the results.

Second, emission factors for air travel have decreased compared to 2024. Although the actual level of business travel did not decline, the updated emission factors have contributed to a lower calculated footprint.

Third, the largest contributor to Scope 3 emissions is purchased goods. During the year, purchasing volumes have been lower, which has reduced emissions. This is linked to our initiative to reduce capital tied up in inventory and to increase inventory turnover. In addition, we continue to sublet part of our office space. This allows heating and electricity use to be shared among more occupants, while we do not require the full space ourselves, contributing to a more efficient use of resources.

## SCOPE 1

Emissions are direct emissions from company-owned and controlled resources.

0t CO<sub>2</sub>e

## SCOPE 2\*

indirect emissions from purchased energy, from a utility supplier.

24 t CO<sub>2</sub>e

\*Market based

## SCOPE 3

indirect emissions that occur in the reporting company's value chain.

691 t CO<sub>2</sub>e

	2023	2024	2025
Scope 1	10	0	0
Scope 2	22	23	24
Scope 3	1102	878	691

# Sustainable value chain

We continue to implement our Code of Conduct with suppliers to ensure alignment with applicable regulations and our company values. The focus remains on critical suppliers, where these requirements are included in our agreements.

This year, we also began making adjustments to prepare for upcoming regulatory requirements, including REACH (microplastics) and the PPWR – Packaging and Packaging Waste Regulation. In addition, we have initiated work to achieve compliance with the NIS2 regulations, with evaluation, contracts, and follow-up continuing into 2026.

These regulations place increased responsibility on our suppliers to demonstrate that they meet the requirements and can provide the technical documentation we need to ensure compliance toward our customers. The new regulations mentioned are all aligned with our ambition to strengthen sustainability, safety, and transparency throughout the supply chain.

