

ImmunoIVD

Sustainability Report 2025



Contents

1. Sustainable Development Goals	4
2. Sustainability Approach and Goals.	5
3. Greenhouse Gas Protocol	6
4. Materiality Assessment	7
5. Governance: Ethics and Anti-corruption	8
6. Social Responsibility	9
7. ImmunoIVD Supply Chain	10
8. Sustainability Risks	12
9. ImmunoIVD Impact	13

Introduction to ImmunoIVD

ImmunoIVD AB is a Swedish company, founded in 2015 and located between Stockholm and its archipelago, that develops, manufactures, and distributes **IVD medical device products**.

Since its founding, ImmunoIVD has evolved into a specialized and **research-intensive** organization, with a strong focus on developing rapid and effective assays for **newborn screening**.

Its mission is to facilitate early detection and prompt treatment of **primary immunodeficiencies** and other **rare diseases**, ultimately improving health outcomes for affected children.

ImmunoIVD is committed to delivering reliable, accessible, and high-quality screening solutions for conditions such as **Severe Combined Immunodeficiency (SCID)**, **Spinal Muscular Atrophy (SMA)**, and **X-linked Agammaglobulinemia (XLA)**. The company's assays are recognized for their robust performance and user-friendly workflow, designed to require minimal laboratory space and equipment investment—making them ideal for widespread clinical adoption.

Its CE IVD-marked SPOT-it™ Screening Kits have been in use across Europe since 2016, supporting early diagnosis and **better outcomes** for newborns and their families.



1. Sustainable Development Goals

ImmunoIVD integrates sustainability into its procurement and supply chain management, aligning business practices with its commitment to **Environmental, Social and Governance (ESG)** principles.



This approach directly supports the United Nations 2030 Agenda for Sustainable Development and reflects ImmunoIVD's commitment to advancing the 17 **Sustainable Development Goals (SDG)**.

In particular, ImmunoIVD recognizes and is committed to the following SDGs:

SDG3: Ensure healthy lives and promote well-being for all at all ages.

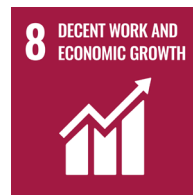
SDG5: Achieve Gender equality and empower all women and girls.

SDG8: Promote sustained, inclusive, and sustainable economic growth, full and productive employment and decent work for all.

SDG10: Reduced inequalities calls for reducing inequalities in income as well as those based on age, sex, disability, race, ethnicity, origin, religion or economic status.

SDG12: Responsible consumption and production: ensure sustainable consumption and production pattern.

SDG13: Take urgent action to combat climate change and its impact.



2. Sustainability Approach and Goals

ImmunoIVD strives to build **sustainable, equitable, healthy, and diverse communities** through the development of innovative and accessible newborn screening assays, underpinned by **strong ESG performance**. This commitment informs every aspect of the business, including **manufacturing, logistics, and collaboration with stakeholders**.

ImmunoIVD Chief Executive Officer, Environmental Management System Representative, and Work Environment Representative oversee company policies and operational controls for **environmental**, health, safety, and social risks to align with ESG objectives.

Numerous improvements have been implemented since 2023 to uphold sustainability standards. Key initiatives include:

A- ESG Score

ImmunoIVD has achieved an ESG score of A-, demonstrating strong performance in managing risks and opportunities related to environmental impact, social responsibility, and corporate governance.

ISO 14001 Certification

The company has been awarded ISO 14001 certification by Svensk Certifiering, demonstrating a robust and externally verified environmental management system focused on continual improvement and compliance with environmental regulations.

REACH Compliance

ImmunoIVD complies with the EU REACH regulation (Registration, Evaluation, Authorisation, and Restriction of Chemicals), which aims to minimize chemical hazards and limit the use of harmful substances.

As part of this commitment, ImmunoIVD actively monitors and tracks incidents related to chemical usage to ensure safety for both human health and the environment.

In addition, ImmunoIVD continuously improves the **environmental management system** to enhance environmental sustainability and regularly report environmental performance to stakeholders, as applicable.

3. Greenhouse Gas Protocol

ImmunoIVD is committed to achieving **Net Zero emissions** by 2050 for emissions on the sources included in **Scopes 1 and 2** of the Greenhouse Gas (GHG) Protocol, and Scope 3 emissions, outlined in the GHG Protocol Corporate Standard (CRP) under the "CRP Requirements" section.

Table 1. GHG emissions monitored by ImmunoIVD.

Indicators	2024	2025
Scope 1: Direct emissions from operations	0 kgCO ₂ .	0 kgCO ₂ .
Scope 2: Indirect emissions from energy usage	<u>Electricity:</u> 63 002 kWh. <u>Heating:</u> 64 387 kWh. <u>Cooling:</u> 22 461 kWh.	<u>Electricity:</u> Q1: 17 474 kWh. Q2: 16 552 kWh. Q3: 18 607 kWh. <u>Heating & Cooling:</u> Q1: 11 055 kWh. Q2: 3 073 kWh. Q3: 924 kWh.
Scope 3: Emissions from business travel	Data not systematically collected.	<u>Business travel:</u> Q1: 3 145 kgCO ₂ . Q2: 1 994 kgCO ₂ .
Scope 3: Waste generated in operations, hazardous waste (kg)	0 kg.	<1 kg.
Scope 3: Water consumption (m ³)	199 m ³ .	Q1: 53 m ³ . Q2: 50 m ³ .

4. Materiality Assessment

Materiality Assessment helps determine which issues have the **greatest impact** on company strategy and stakeholders. This ensures that resources are allocated effectively to areas that matter most — creating shared value for stakeholders and the planet.

For this assessment, ImmunoIVD gathered input from a broad range of stakeholders, including: customers, newborns and their families, suppliers, employees, investors and other external partners.

Their perspectives informed the development of the materiality matrix below, which serves as a **strategic guide** for ESG initiatives.

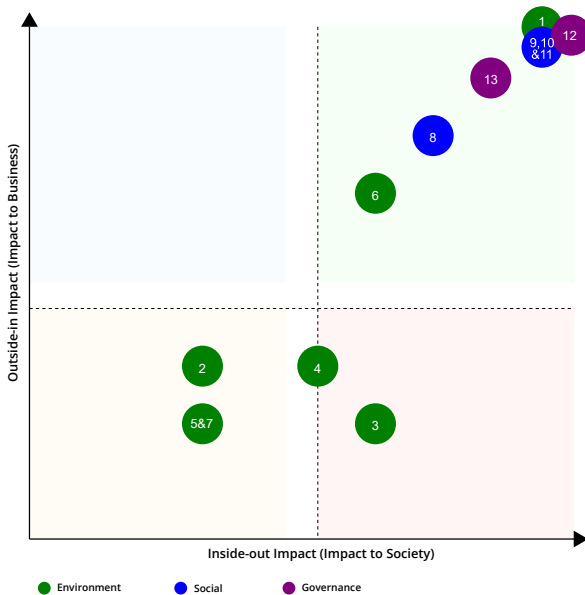


Figure 1. ImmunoIVD Materiality Matrix based on stakeholders' input.

Legend: 1: Product quality | 2: Supply chain reliability | 3: Waste management | 4: Energy consumption | 5: GHG emissions | 6: EMS ISO 14001 | 7: Sustainability of purchases | 8: Training & development | 9: Gender equality | 10: Human rights | 11: Screening kit | 12: Anti-corruption | 13: Transparency.

5. Governance: Ethics and Anti-corruption

ImmunoIVD corporate **governance** complies with all applicable laws, rules, regulations, and policies. The company is committed to ensuring a fair workplace for its employees and business partners. It enforces strict policies to prevent unlawful discrimination and harassment, and supports internationally recognized principles that promote and protect human rights.

Ethics

ImmunoIVD directors and all employees conduct themselves in accordance with the highest moral and ethical standards.

Modern slavery and Human trafficking

ImmunoIVD shall notify the authority as soon as it becomes aware of any breach, or potential breach, of anti-slavery policy or any actual or suspected slavery or trafficking in its supply chain. Any form of exploitation is strictly forbidden.

Prevention of Fraud ("Whistleblowing")

ImmunoIVD takes all reasonable steps to prevent fraud by its staff, including owners, members and directors. The company is committed to notify the Swedish and suppliers' authority immediately if it has reason to suspect that fraud has occurred, is occurring, or is likely to occur in its supply chain.



ImmunoIVD Management Team

6. Social Responsibility

ImmunoIVD ensures **social responsibility** towards its employees, customers, and suppliers.

The company strives to **improve the quality of life of babies** and their parents by providing accessible, high-quality, and innovative products.

In addition, ImmunoIVD strives to **foster collaboration** within the **newborn screening industry** and bring leading experts, medical professionals, affected children, and their families together by **sponsoring different activities and events**, that raise **awareness on rare diseases** and the **importance of early detection**.

Benefits

ImmunoIVD offers competitive compensation and benefits to all employees: including but not limited to paid holiday, parental leave, days off to care for sick children, private health insurance, retirement savings plans, occupational health subsidy, annual vaccination, and computer glasses.

Culture

ImmunoIVD fosters a culture that values communication, mutual respect, and support and is characterized by a strong sense of collaboration, adaptability, and a constant drive to improve. We also aim to foster both personal and professional growth for employees at all levels of the organization through regular Employee Developmental Talks.

Promoting collaboration

ImmunoIVD ensures that all employees can perform their work assignments in a healthy and safe work environment.

Psychological factors, such as stress, and physical factors, such as exposure to hazardous chemicals, are regularly reviewed, and appropriate risk-control measures are implemented when necessary.

Table 2. Workforce Diversity and Education Indicators.

Indicators	2025
Number of employees	32
Languages spoken at ImmunoIVD	13
Education level at the head office (% of employees)	83% hold university degree 77% hold post-degree

7. ImmunoIVD Supply Chain

Our Supply Chain: From Source to Solution

ImmunoIVD actively monitors and manages the environmental impact throughout this journey — from procurement to final delivery. Our supply chain spans both upstream and downstream activities:

Upstream: We source raw materials, reagents, components, and packaging primarily from trusted suppliers across Europe and North America. These materials form the backbone of our diagnostic solutions.

Downstream: We distribute our products to healthcare providers and laboratories worldwide. Many of our deliveries require temperature-controlled logistics to maintain product integrity.

Identifying and Reducing Supply Chain Emissions

We are addressing these areas by rethinking packaging, improving logistics efficiency, and working with suppliers to adopt more sustainable practices. Through internal assessments, we've identified key areas contributing to our Scope 3 emissions:

Upstream:

- Energy-intensive production of reagents and plastics.
- International freight, particularly air transport.
- Packaging materials and waste.

Downstream:

- Emissions from cold chain transport and delivery.
- Disposal of packaging and single-use components.

Building Responsible Partnerships

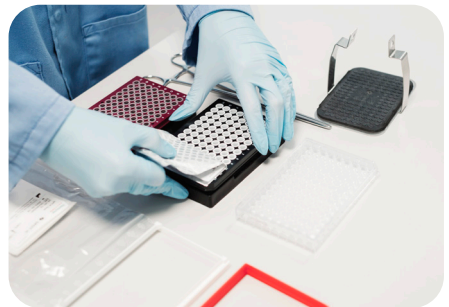
We believe that strong, transparent partnerships drive long-term progress. That's why we:

- Evaluate environmental practices during supplier onboarding.
- Support collaborative efforts to reduce emissions and improve traceability.
- Prioritize local and regional sourcing where possible to reduce transport impact.

Our Commitment

Together with our partners, we are building a cleaner, more responsible future — one delivery at a time. We are continuously working to:

- Expand ESG integration across our supply base.
- Reduce waste and emissions in packaging and transport.
- Improve traceability of raw materials.
- Encourage sustainable innovation in the diagnostics supply chain.



Supplier Sustainability Snapshot

ImmunoIVD is committed to partnering with suppliers who share its ESG values. Company actively assesses and tracks supplier sustainability performance: **25%** of our primary suppliers are **ISO 14001** certified and have provided a formal ESG scorecard.

ISO 14001 is an internationally recognized standard for environmental management systems.

The **ESG scorecard** allows us to evaluate the suppliers environmental, social, and governance practices, as our goal is to increase these percentages annually by engaging more suppliers in ESG reporting and sustainable transformation.



8. Sustainability Risks

ImmunoIVD actively identifies and manages sustainability-related risks across its operations. Key **focus areas** include waste and resource management, hazardous chemical handling, and energy consumption, particularly within storage facilities.

The company also emphasizes internal awareness, accountability, and transparent communication to ensure staff remain informed and engaged.

Ongoing restructuring and management practices further support effective oversight of waste and energy use, helping mitigate both environmental and operational risks.

Table 3. Sustainability Risk Areas and Mitigation Measures.

Risk Area	Risks	Preventive action
Waste & Resource Management	Excessive printing manufacturing SOPs/WIs will increase deforestation, specially, if the paper is from non-sustainable sources.	The number of IFUs provided should be minimized for each customer. For instance, if a customer orders a 12-unit package, only one IFU may be sufficient, as it can be reused for all kits included in the same shipment. This approach helps reduce unnecessary IFU usage. Additionally, ImmunoIVD offers electronic IFUs (eIFUs) as an alternative.
Waste handling: Hazardous chemicals	Hazardous chemicals can severely damage the environment and nature if disposed incorrectly. Thereby, it is important to understand the waste handling of such toxic chemicals.	Complying with local Swedish waste regulations.
Electricity consumption storage	Many half-filled fridges/freezers running, which consume energy unnecessarily.	Fridges/freezers should be filled until their maximum capacity, and empty fridges should be turned off, to save electricity.
Staff knowledge, communication, responsibility and accountability	Lack of knowledge, understanding and accountability of legal requirements can lead to noncompliance.	Opportunities to engage with staff to ensure compliance.
General public pressures	Risk of not meeting public expectations for environmental performance.	Forces continuous progress in environmental performance.
Waste & Energy Management	Pollution to air, land and water ecosystem damage.	Improve environmental sustainable development performance via EMS

9. ImmunoIVD Impact

Since its founding, ImmunoIVD has grown into a **research-driven** organization focused on delivering high-quality, reliable solutions for newborn screening.

Today, **over 1 million babies** in 9 countries are screened annually using our products — enabling early detection and treatment of primary immunodeficiencies and other rare diseases.

Early screening saves lives: identifying rare diseases at birth through newborn screening can lead to early treatment and a healthier future for every child affected.

Looking to the future, ImmunoIVD EMS/ESG Representative shares thoughts on the shared responsibility and evolving nature of sustainability.



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[ImmunoIVD AB](#)

Sustainability is not about being the best — it's about moving forward together.

At ImmunoIVD, we are committed to growing and improving our practices year after year, knowing that progress benefits everyone.
