



# Sustainability at Medix Biochemica 2023

Medix Biochemica



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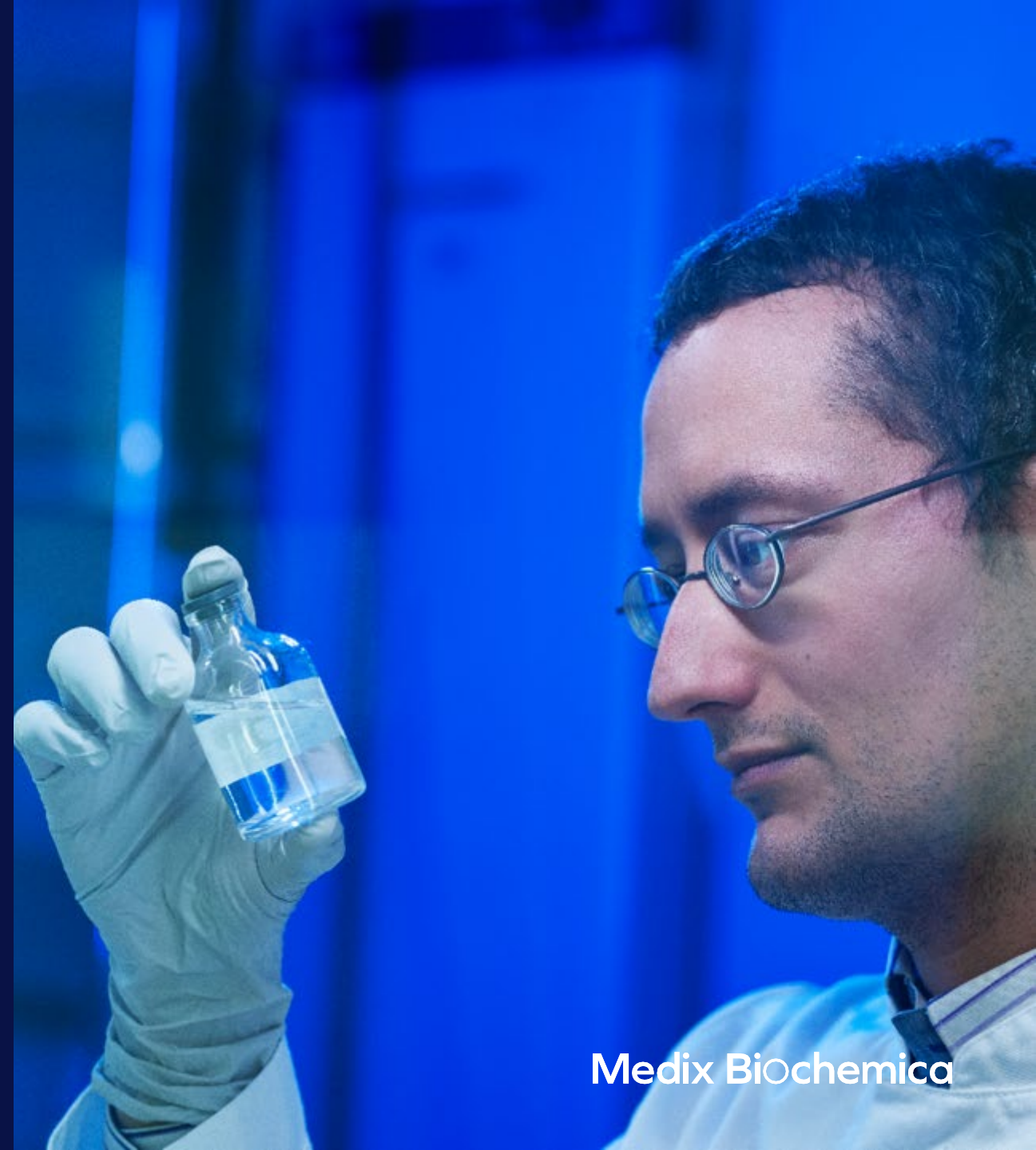
# About Medix Biochemica

With Finnish roots and rapidly growing global branches, Medix Biochemica is a market-leading, independent supplier of biological raw materials to the *in vitro* diagnostics (IVD) industry worldwide.

Medix Biochemica was founded in 1985 as one of the pioneers in *in vitro* development of monoclonal antibodies for the IVD industry. Today, we develop, produce, and supply high-quality antibodies, antigens and other critical IVD raw material products to our IVD partners all around the world, enabling the delivery of accurate IVD tests to billions of patients worldwide.

Our expertise covers everything from reagents for immunodiagnosics, quality controls and molecular diagnostics to biospecimen and custom services. With the most comprehensive raw material portfolio in the IVD world, and a team made up of the best minds in the business, we help shorten our customers' time to market and build quality into every one of their tests.

Medix Biochemica employs ca. 300 professionals worldwide and we serve our global customers through our local teams in North America, Europe, and China. We invest continuously in our people and operations to ensure consistent high-quality of products, innovation and an inspiring work environment.



Medix Biochemica

## Mission and Vision of Medix Biochemica

Our heritage provides us with a strong foundation. In our DNA, we are proud of product quality, explorers at heart and committed team players.

Our mission: 'We enable IVD customers to deliver results to billions of patients' is built on our passion for quality raw materials which enable IVD customers to deliver diagnostic answers in billions of IVD tests.

Our company vision, to become the first-choice partner for IVD manufacturers with most comprehensive raw material portfolio and expertise describes our ambition to be the preferred partner thanks to our consistent, high quality raw materials and scalable production.

### Our mission

is to enable IVD customers to deliver results to billions of patients.

### Our vision

is to be the first-choice raw material partner for the IVD industry.

Medix Biochemica

Medix Biochemica

# Our Values

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Our values form the foundation for our company culture; they define how we should behave and what is important to us.

- Values are our commitment on how we work at Medix Biochemica
- Values help to build one global Medix Biochemica team with unified beliefs and behaviors
- Values tell our customers who we are and what we believe in
- Values are the compass that guides our decision making and behaviors



## We Care

We put the **customer first**, we care for the **people** and the **world around us**.



## We Dare

We are **ambitious** and **innovative**; we take risks and **dare to win** with our customers.



## We Deliver

We **commit** to our customers and **keep our promises**.

# Medix Biochemica in numbers

## Global Footprint<sup>1</sup>

● Headquarters ● Locations



• St. Louis, MO  
• Westbrook, ME  
• Weston, FL



• Joensuu  
• Espoo

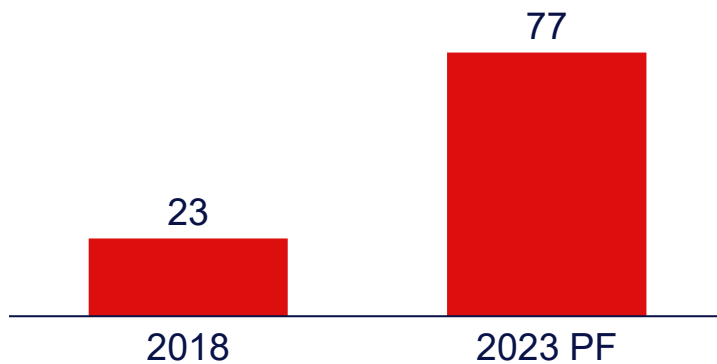


• Konstanz  
• Besancon

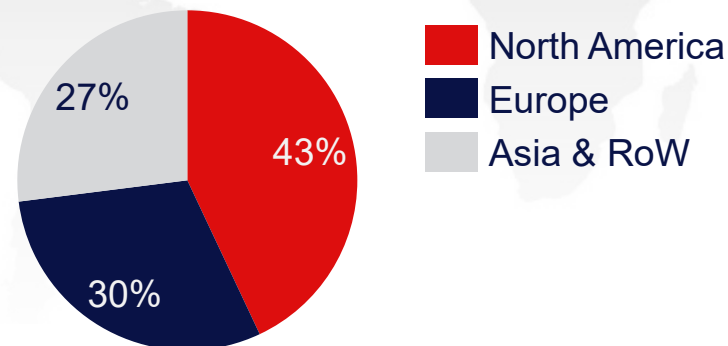


• Shanghai

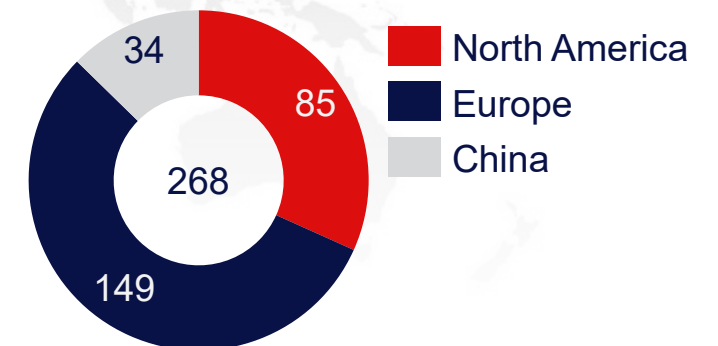
## Sales Development<sup>2</sup>, €m



## Sales Break-down, % of 2023 PF sales



## Employees, # at the end of 2023



**Medix Biochemica**

6 <sup>1</sup> Medix Biochemica Group companies include; Medix Biochemica Oy Ab Headquarters (Espoo, Finland), Medix Biochemica Inc. (St Louis, MO, USA), Bioresource Technologies LLC (Weston, FL, USA), ViroStat LLC (Westbrook, ME, USA), Diaclone SAS (Besancon, France), myPOLS GmbH (Konstanz, Germany), Shanghai Medix Medical Technology Co., Ltd (Shanghai, China), Shanghai Medix Biochemica Co., Ltd (Shanghai, China), Actim Oy (Espoo and Joensuu, Finland)  
<sup>2</sup> Pro forma figures include full-year sales of acquisitions completed by the end of each year

## CEO's message



At Medix Biochemica, sustainability is a core component of our Values – specifically We Care. Sustainability is deeply embedded in how we conduct our business. Our customers can rely on the quality, consistency and certainty of our product performance – this is a bedrock of sustainable performance in IVD tests. We are dedicated to enhancing employee well-being, promoting ethical practices across our supply chain, and reducing our environmental footprint.

In the past year, we have defined sustainability priority areas to drive the most impact, including quality, sustainability of our operations, innovation and people. While we strive to continuously improve, we are proud to report significant progress in our sustainability assessments, including our recent EcoVadis Bronze Medal, which places us among the top-performing companies in terms of environmental and social responsibility.

Our commitment to sustainability is evergreen, we are constantly exploring new ways to enhance our positive impact on the environment and our society. We believe that by working together, we can create a healthier, more sustainable future for all.

Thank you for your continued support and dedication to our shared mission - We enable IVD customers to deliver test results to millions of patients every day.

Steve Ferguson  
CEO  
Medix Biochemica Group

## **We care for people and the world around us**

Medix Biochemica's products enable accurate diagnostics of millions of tests each day

Sustainability has always been deeply rooted in Medix Biochemica's culture as ensuring sustainable, high-quality operations and raw material products is a key for long-term availability of critical tests and positive health outcomes

During 2023, we have for the first time set out clearly our sustainability priorities to continuously advance sustainability of both our own operations and our supply chain



# Our sustainability priorities

**I Uncompromising product quality and safety**  
Ensuring our products meet high quality and safety standards expected from us by both authorities and our customers

- ❖ Consistent product quality
- ❖ Customer satisfaction
- ❖ Chemical safety and biosafety

**II Sustainable and responsible operations**  
Ensuring that Medix's supply chain is both reliable and responsible through careful evaluation of suppliers

Developing operations continuously to become more sustainable through responsible use of resources and driving local action

- ❖ Sustainable supply chain
- ❖ Sustainable operations
- ❖ Reducing carbon footprint

**III Innovation**  
Continuous investment in product innovation and supporting broader scientific collaboration for better patient diagnostics

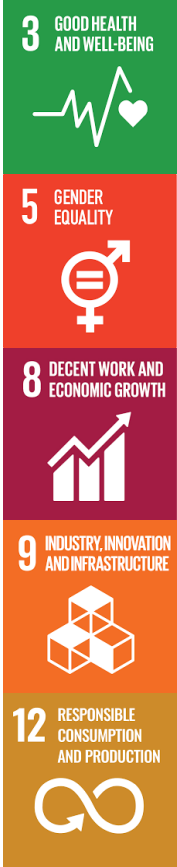
Enabling transition to sustainable manufacturing methods for our customers through innovation

- ❖ Investment in Product Development

**IV Talent**  
Attract, develop and retain a strong and diverse talent pool

Offer employees experience along with Medix One Culture

- ❖ Employee Satisfaction and Wellbeing
- ❖ Work Safety
- ❖ Equality, Diversity and Human Rights



# I: Uncompromising Product Quality and Safety

## Consistent product quality

Consistent high quality is of utmost importance at Medix Biochemica and it is achieved both as a result of our well-defined product development process and adherence to stringent quality management system standards. All products undergo extensive testing prior to release and we track justified complaints across all shipped production lots. Quality culture is reinforced by continuous training of highly competent employees, and we take pride in our high lot-to-lot consistency and quality reputation.

## Customer satisfaction

Customer Satisfaction, ensuring our products and operations meet the needs and expectations of our customers, is the first priority in our Quality Policy. Medix Biochemica conducts annual customer surveys to gain valuable feedback from our customers. In the latest 2023 survey, 1,033 customers were contacted with a 27% response rate. We welcome and encourage feedback and take immediate actions, whenever there is a need for improvement indicated by our customers.

In addition to annual customer surveys, we send a brief customer survey to our customers after each delivery. We appreciate the immediate response by our customers on our daily operations.

## Chemical safety and biosafety

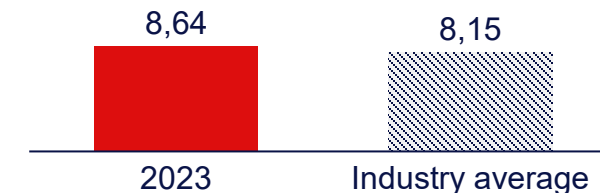
Medix Biochemica follows chemical regulations (such as REACH, CLP, GHS) and minimizes use of hazardous chemicals, while starting with already low quantities. Ensuring minimized use of any hazardous materials in our products makes waste management straight forward and safe for our customers. In 2023 altogether three changes were initiated to reduce use of hazardous chemicals.

In addition to chemical safety, we have biosafety procedures in place for such products in our portfolio that are derived from animal and human origin. We use ethical sourcing from approved partners for all such products.

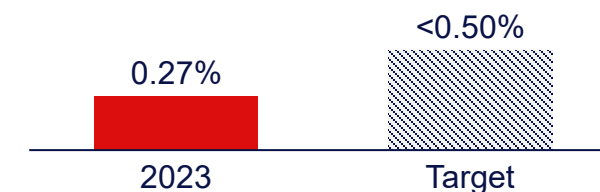
## Our impact:

Increased patient safety by ensuring correct diagnostic test results  
 Increased sustainability by reducing risks in customer manufacturing processes

## Customer Satisfaction Score



## Justified complaints<sup>1</sup>, % of shipped lots



## Quality certifications



# II: Sustainable and Responsible Operations

## Sustainable supply chain

All materials used at Medix Biochemica are from suppliers who have gone through an approval process, where suppliers are rated based on quality, sustainability, reliability and cost. We expect our suppliers to follow the same principles as we do and thus want to ensure that our critical suppliers adhere to our Code of Conduct to ensure sustainability of our supply chain. In 2023, 46% of all critical suppliers had signed Medix Biochemica’s Code of Conduct or had an equivalent Code of Conduct of their own in place. We have recently started such a systematic process with our suppliers and continue to support them in their sustainability journey.

## Sustainable operations

Medix Biochemica’s manufacturing facilities are located in urban, industrial areas with minimum impact on biodiversity and no adjacencies to protected areas. The manufacturing processes are very clean with overall limited CO<sub>2</sub> impact and no emissions produced to air, including gas, odor, noise, dust or particulate matter. Wastewater is carefully treated in line with regulations. We are known for our highly scalable in vitro antibody manufacturing but continue to improve sustainability of our manufacturing processes across product groups.

All operations at Medix Biochemica are guided through risk analyses covering business environment, data security, production, employees, suppliers and customers. In 2023, we enhanced lean operations and set global goals to optimize our use resources using streamlined processes. Key goals include reduction of the amount of paper used in operations.

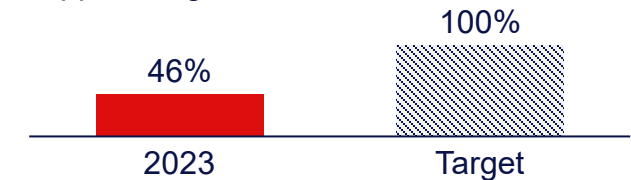
## Reducing carbon footprint

Medix Biochemica has conducted its first GHG emission calculation across all sites globally based on 2023 data. Total emissions amounted to 4,492 tCO<sub>2</sub>e with most emissions generated from Scope 2 and Scope 3 emissions. The largest contributors were purchased electricity, goods, and services. The first results will guide us to further set emission reduction targets for the future.

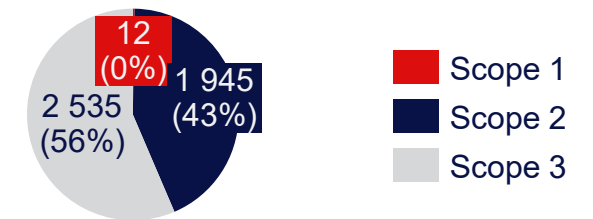
We advise all sites to recycle the waste generated to the extent possible and measure or estimate the amount of waste regularly. During 2024, reduction in use of plastic materials and increased use of recycled materials will be in focus.

All employees are encouraged to evaluate possibilities to improve environmental sustainability across operations and as a result in 2023, altogether 14 environmental initiatives were implemented.

## Supplier Code of Conduct, % of critical suppliers signed



## Carbon Footprint 2023, tCO<sub>2</sub>e



## Energy consumption by location 2023, mkWh

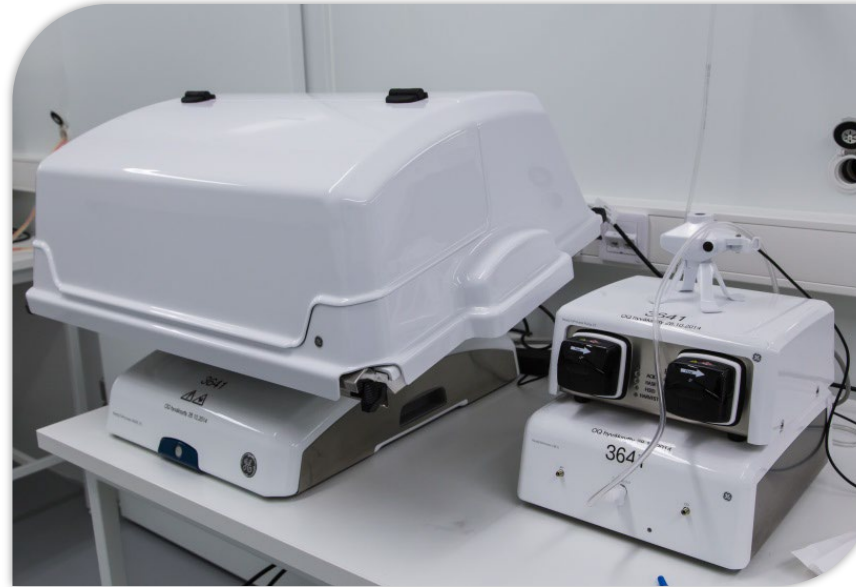
	USA	Europe	China
Renewable	0%	32%	30%
Non-Renewable	100%	68%	70%
Total	2.2	1.1	0.3

# Pioneer in the highly sustainable in vitro manufacturing of antibodies

Medix Biochemica was from its foundation a pioneer in sustainability as the company was one of the first to commercialize highly ethical and scalable in vitro, non-animal based, manufacturing of monoclonal antibodies at industrial scale in the 1990's. This was a significant advancement to in vivo manufacturing, using mice or other animals, which is still commonly seen in the market even today.

Since then, all of Medix Biochemica's own antibody production has been done in vitro and with decades of experience and investments, we have established highly scalable manufacturing processes with excellent batch-to-batch consistency and quality. All antibody manufacturing is done using serum and protein free media, resulting in products free from materials of human or animal origin.

With our industry-leading capacity for antibody manufacturing of over 7 kg annually, we are able to cater to the high volume needs of our IVD customers globally in a sustainable way.

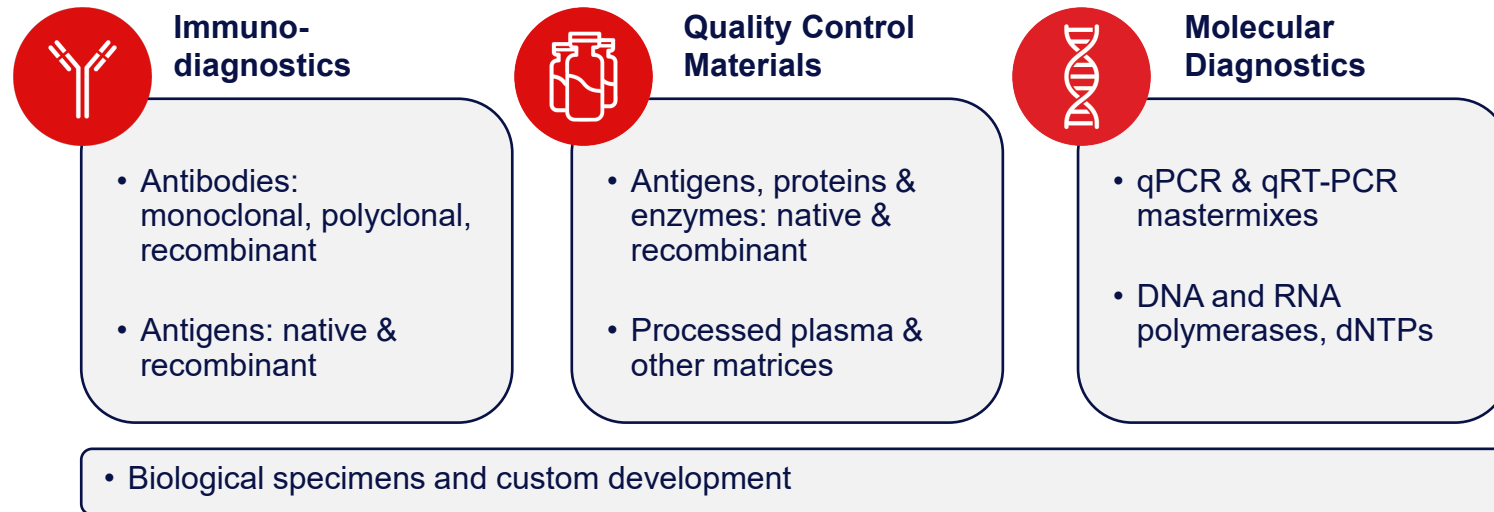


# III: Innovation

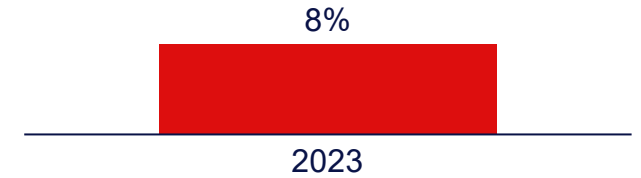
## Investment in Product Development

As part of broadening our product portfolio and technological capabilities over the years, we have actively invested in sustainable new technologies and offer recombinant alternatives for our antibodies and antigens. With our high-quality offering, we can provide sustainable alternatives for our customers.

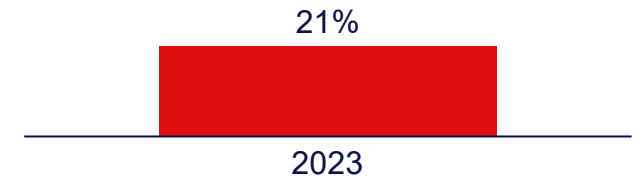
We invest annually 8% of our sales into new product development to continuously broaden our portfolio to enable streamlined Supply Chain Management for our customers with the highest quality products on established and new markers. It is important to us to actively collaborate with scientific communities and our customers to further develop our capabilities and enable a new era of diagnostics for improved patient care.



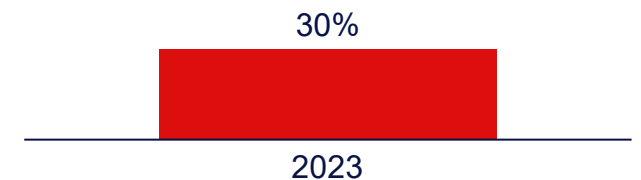
R&D investment, % of 2023 PF sales



R&D personnel, % of employees



PhDs, % of R&D employees



# IV: Talent

## Employee Satisfaction and Wellbeing

We make our best efforts to ensure employee wellbeing, and measure employee satisfaction periodically. Survey results are always discussed in our townhall meetings and by each manager in the organization with their teams. Feedback guides continuous development of our work environment.

Competence development is key to the success of Medix Biochemica. Each new employee goes through an onboarding program and is trained to the job specific duties and safety protocols. To support employee wellbeing, competence development is provided to all personnel and leadership development for People Leaders. Biannual Performance Dialogues concentrate not only to annual plans and goals, but also on employee wellbeing and effectiveness of training. Training days per each employee is followed, and sustainability areas were covered in altogether 22 training events in 2023. The company culture is communicated through a recognition program on employee engagement on Medix Biochemica's values.

## Work Safety

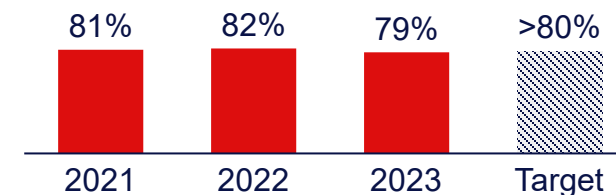
As our company grows, we are committed to ensure the wellbeing of our employees by providing a safe working environment for all employees. Occupational Health and Safety is of utmost importance to Medix Biochemica. Each site has dedicated personnel to enhance local Occupational Health and Safety measures. Each safety event is reported and followed by corrective actions as needed. Anonymous feedback and whistleblowing channels are in place globally.

## Equality, Diversity and Human Rights

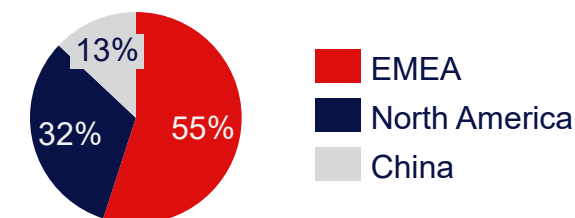
We see diversity as an essential strength to support teamwork and collaboration across different sites and teams. Diversity of personnel is evaluated and enhanced not only on the Medix Biochemica Group level but also at each of our sites.

Our company respects and promotes universal human rights as defined by the United Nations' Universal Declaration of Human Rights in its operations and we are committed to promoting equal opportunities in employment.

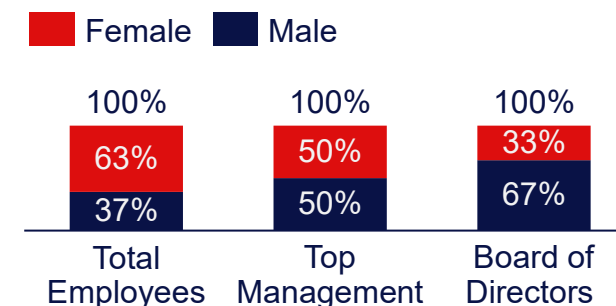
## Employee satisfaction, QWL score<sup>1</sup>



## Employees by geography 2023, %



## Gender diversity 2023, %



**Medix Biochemica**

# Employee engagement

In line with our values, all employees are encouraged to participate in activities supporting wellbeing and sustainability.

In 2023, our employees have contributed for the following purposes

## Donations

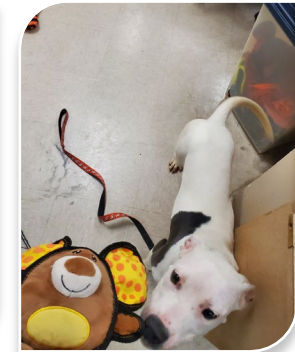
- Local food bank
- Local animal shelter
- Selected charity organizations for Christmas, instead of company gifts or cards

## Community service

- Beach cleaning, Espoo Finland
- Planting in a local park, St. Louis, USA
- Clearing air potato vines, Tree Tops Park, Florida

## Sustainable choices

- Earth Hour 2023, Espoo
- Car-free day, Shanghai PRC
- Employee mobility challenges through a sponsored wellbeing and exercise app



# Reporting, Awards and Certifications

## Reporting and awards

Medix Biochemica is continuously developing its sustainability reporting and will be in compliance with EU CSRD in 2025, reported in 2026. The 2026 report will be externally verified according to CSRD requirements. However, already in 2023, the company participated in the following recognized sustainability assessments:

### Responsible Care

Medix Biochemica Finland has been a member in Responsible Care program by The Chemical Industry Federation of Finland, and has reported ESG data since 2016 in the program.

### EcoVadis

In 2023, Medix Biochemica participated for the first time in the widely recognized supplier sustainability assessment EcoVadis and was awarded a Bronze medal with scoring in the 72<sup>nd</sup> percentile. We continue to improve our sustainability performance.

### Other

In addition, in 2023, Medix Biochemica was awarded a Gold Award for the 3<sup>rd</sup> consecutive year for its water treatment by the Missouri Water Environment Association and received the Quality Excellence Award for supplier quality from a major customer.

## Certifications

### ISO certifications

We operate under stringent quality management systems with documented Manufacturing and Quality Control procedures. Our facilities are certified to internationally recognized Quality Systems standards ISO 13485:2016 or ISO 9001.

Access Quality System Certificates: [Medix Biochemica Resources](#)





# Sustainability governance

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- Medix Biochemica is governed by a Board of Directors, consisting of six members in 2023, appointed by the Annual General Meeting. The Board of Directors operates under approved and regularly updated governance guidelines of Medix Biochemica Group Oy, which have been developed in accordance with the Finnish Companies Act (624/2006, as amended) and the Articles of Association of the Company. The Board of Directors approves Medix Biochemica's strategy, targets and reviews progress regularly, including sustainability.
- The Board of Directors has one committee, the Finance and Audit Committee which oversees the Financial Reporting process of the company. Financial statements are audited externally.
- The CEO is ultimately responsible for the implementation of group strategy, which includes sustainability as an integral part, while the leadership team of Medix Biochemica holds responsibility for successful implementation of the sustainability strategy into business planning and everyday operations. Medix Biochemica has an appointed Director of Quality and Sustainability for the group, who is responsible for leading the work across sites and reports to the Vice President of Operations and Supply Chain. Each site has additionally a responsible person for sustainability and the global sustainability groups have periodical meetings with representatives across functions.

**Board of Directors**  
/ Audit Committee

**Executive Leadership Team**

**Director of Quality and  
Sustainability**

**Local Site Representatives**  
encompassing all functions

# Key sustainability policies

Medix Biochemica has a Code of Conduct in place, which describes commonly accepted principles, what we expect from our employees and Medix's commitment to compliance with laws and regulations. The Code of Conduct is signed by each employee and reinforced by mandatory annual training.

Medix Biochemica is using its Code of Conduct as a key criteria for supplier assessments and expects its key suppliers to adhere to the same standards.

The Code of Conduct is further complemented by additional policies, including a human rights, environmental, anti-corruption and information security policies.

Medix Biochemica has also an anonymous whistleblowing channel available to all employees. All cases are investigated thoroughly and during 2023 there were no notifications sent.

Medix Biochemica's Code of Conduct and key policies can be made available upon request at [medix@medixbiochemica.com](mailto:medix@medixbiochemica.com)

## Code of Conduct

Compliance with laws

Business branding and image

Trade rules

Data processing

People wellbeing

Environmental policy

Whistleblowing channel

Communication, IP rights and use of company assets

## Human rights policy

## Information security policy

## Anti-corruption policy

# Looking Ahead

## Sustainability – A Road to Follow

Sustainability is a path to follow where good planning and roadmapping will guide Medix Biochemica to the right direction.

We continue our journey of implementing sustainability into our everyday life and into our core business in close collaboration with our stakeholders.

We evaluate the success of our journey by diligently tracking progress against clearly defined targets and continue to participate in external evaluations such as Ecovadis, where additional areas for improvement can also be identified.

This will be our commitment to the environment and society on our best efforts as a responsible manufacturer of in vitro diagnostic raw materials for better patient care.



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