

SenzaGen's sustainability efforts

SenzaGen contributes to safe and sustainable products reaching the market while reducing the need for animal testing. The Company's tests and consulting help customers ensure product safety and create safer production environments for employees.





The United Nations Global Compact

SenzaGen's sustainability efforts are based on the United Nations Global Compact and the 17 Sustainable Development Goals (SDGs). SenzaGen's operations in innovative non-animal toxicology and efficacy testing are directly related to the following SDGs:

Goal 3 – Good Health and Well-Being, particularly Target 3.9, by reducing the risks of hazardous chemicals and pollution.

Goal 9 – Industry, Innovation and Infrastructure, by developing advanced, sustainable technologies based on genomics and machine learning.

Goal 12 – Responsible Consumption and Production, by promoting sustainable production processes and reducing negative environmental impact.

Good business practices throughout value chain

It is important for SenzaGen to always maintain a high level of ethics in business-related situations. This boosts competitiveness and contributes to a strong reputation. In support of this, the Company has had frameworks

in place since 2020 that are based on the fundamental values expressed in the UN Global Compact's ten principles, including a code of conduct. The principles include human rights, working conditions, the environment and anti-corruption, and they provide guidelines for how employees should behave in their day-to-day work and in contact with customers, suppliers, competitors and other external parties.

SenzaGen also expects the supply chain and other business partners to apply similar standards and principles in their operations and act in accordance with agreed contracts.

In addition to these policies, the Company also has separate anti-corruption directives throughout the value chain. The Company has a zero-tolerance policy for all forms of corruption.

SenzaGen's high ethical standards in the value chain support:

Goal 8 – Decent Work and Economic Growth, by ensuring fair treatment and safe working conditions for employees and partners.

Goal 16 – Peace, Justice and Strong Institutions, by combating corruption and strengthening the rule of law.

Quality

By being open and transparent, SenzaGen takes responsibility for quality in its offering to customers. SenzaGen's products and services must comply with regulations, applicable legislation, standards and regulatory

requirements. Therefore, quality and quality management are an integral part of the Company's operations.

SenzaGen's quality management system in Lund ensures that its products and services are developed and rendered in compliance with set requirements and support systematic improvements. The quality management system's foundation is the Company's quality manual, which describes what activities to perform and how to shape processes to assure quality.

The Company's quality policy is an extension of the quality manual and is based on the seven quality management principles of ISO standard 9001, including customer focus, continual improvement and engagement of people. The policy reflects SenzaGen's views on quality, and all employees must follow and integrate the policy into their daily work.

VitroScreen's laboratory in Milan is certified to ISO 9001 and ISO 13485.

GLP-approved lab operations

To meet both customer quality requirements and the regulatory requirements for study data used in product filings with regulators like the Swedish Medical Products Agency or the FDA, the Group's lab operations in Lund and Milan are GLP-approved. The approval affirms that the Group has ensured that customer studies subject to GLP requirements can be performed with the quality specified by regulators when the study is used as documentation for regulatory purposes. The approval is assured via recurring inspections by national regulators: Swedac in Sweden and the Ministry of Health in Italy.



GLP stands for Good Laboratory Practice and is a quality system of requirements and principles to assure the quality of non-clinical safety studies. What constitutes GLP is defined by the OECD for use as a global standard requirement to ensure high-quality and reliable results for product filings and regulatory approval.

Supplier evaluations are conducted with a focus on quality and GLP compliance, including audits of supplier systems and processes.

SenzaGen's focus on quality efforts contributes to:

- Goal 9 – Industry, Innovation and Infrastructure**, by ensuring high standards for products and services in line with regulatory requirements and innovation.
- Goal 12 – Responsible Consumption and Production**, by taking a systematic approach to quality and the efficient use of resources.

Highly satisfied customers

Satisfied customers are essential for repeat purchases. SenzaGen in Lund performed very well in the customer satisfaction survey conducted in 2025. On a scale from 1 to 10, we scored 9.50 (9.28) on customer willingness to recommend us to others, corresponding to a high Net Promoter Score (NPS) of 88 (86).

Environmental efforts

The Group's day-to-day work both within and outside of its laboratory operations is not energy-intensive and does not have any significant impact on the environment. Also, the Group's operations do not require any permits under Swedish environmental law. At the same time, SenzaGen advocates for and takes measures to improve the environment in every area possible in line with the UN's principles for corporate sustainability. We aim to always use energy, materials and other resources sparingly.

Our main focus is on following the precautionary principle and meeting the Company's strategic initiatives to create efficient workflows, processes and ways of working with the least possible environmental impact. For example, SenzaGen has procedures in place for chemical and waste management in its lab environment and its Swedish lab operations follow the Swedish Environmental Protection Agency's new digital systems for tracking hazardous waste. Procedures are also in place for energy-efficient technical equipment, digital meetings and source-separated recycling.

The Company's headquarters at Medicon Village in Lund, Sweden is connected to the science park's technical energy solution, ectogrid™. As a result, the buildings in the area share surplus heat and cooling with one another. The solution disposes of waste heat and reduces the energy needs of SenzaGen and the other businesses in the area.

SenzaGen's environmental initiatives address:

- Goal 12 – Responsible Consumption and Production**, by implementing procedures for resource efficiency and waste management.
- Goal 13 – Climate Action**, by minimizing energy use and applying technical solutions such as ectogrid™.



Attract and empower employees

SenzaGen strives to be an attractive and respected employer, where employees have the opportunity to grow and contribute meaningfully to the organization. A strong culture of collaboration – both within and between the companies – is also a key factor in our success, strengthening our ability to act decisively and making us both agile and adaptable.

Growing together

The SenzaGen sees employees as the Company's most valuable resource. Lifelong learning, new skills development and efficient ways of working are the key to achieving business goals. Attracting, developing and retaining qualified employees is decisive – as is identifying and nurturing the potential of current employees. With a high level of business know-how and specialized expertise, SenzaGen plays the role of reliable problem solver for customers.

Business focus and efficient teams

To succeed in its mission, SenzaGen strives to create a culture where everyone individually takes responsibility for their tasks and collaborates efficiently on projects and solving problems, both within and between the companies. A shared approach and common values foster engagement, support better decision-making, and also improve clarity for customers. Business focus, efficiency and engagement

Sustainable work environment

SenzaGen seeks to offer a healthy and safe work environment with good working conditions where everyone has equal rights and opportunities and is treated equally in terms of working conditions and terms of employment.

All Group employees have employment agreements that comply with national legislation and regulations. In addition, the Company has an established framework with a code of conduct based on the UN human rights that serves as a complement to local legislation and regulations as well as policies for issues including the work environment, gender equality, and harassment and discrimination.

To promote health and well-being, SenzaGen offers its employees in Lund a wellness allowance and encourages health initiatives. Employees are encouraged to maintain a good work-life balance to avoid stress and illness. Questions of well-being, job satisfaction and perceived health situation are taken up during the Company's annual performance reviews.

The rate of absence due to illness at SenzaGen's headquarters is continuously analyzed to discover changes.

At the end of the year, the number of Group employees was 36 (34), 21 (20) were women and 15 (14) were men.

Positive employee experiences

The foundation of SenzaGen's continued success is being an attractive and respected employer, offering employees opportunities to grow, contribute and perform. With ongoing dialogue and employee surveys, a foundation is laid for how the Company will work to continue developing the organization. In the most recent employee survey (2024), the average score was 9.0 (8.4) on a ten point scale, which is a strong rating for SenzaGen as an employer.

SenzaGen's efforts to advance gender equality, engagement and a positive work environment contribute to:


- Goal 5 – Gender Equality**, by ensuring equal rights and opportunities for women and men.
- Goal 8 – Decent Work and Economic Growth**, by creating a safe and sustainable workplace.

Advancing our sustainability efforts

The United Nations Global Compact and the sustainable development goals (SDGs) serve as the foundation for SenzaGen's sustainability strategy. The Company aims to establish measurable sustainability targets over time to support the development of the entire business and to continuously improve its contribution to a more sustainable future.

Our team

Women 58% 

Men 42% 

PhDs 17% 

Employees  36

Role distribution

