

BioSystems

Sustainability Report

2025

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BioSystems in 2025

The Top 10 of 2025

01

Our growth continues. We currently are **819 people** across the world.

02

We have a presence in **more than 100 countries** through our distributors and, in 17 of those, we serve and support customers directly through BioSystems companies.

03

Consolidated sales of **89 million euros**, representing a 10 per cent increase on the previous year. A compound annual growth rate (CAGR) of 8 per cent over the last seven years (2019–2025), representing solid and sustained growth.

04

Inauguration of the factory **extension in India**, in addition to **new offices in Türkiye and Thailand**. Celebration of the **20th anniversary of BioSystems Romania**.

05

BioSystems Spain has obtained the **ISO 9001** certification and completed a successful second year of operation.

06

Succession and renewal of the **management team** in Barcelona, as well as strengthening the leadership team through the creation of a new Deputy Director role. New Country Managers in the **Philippines and Spain**.

07

Obtaining **CE certification (IVDR 2017/746)** for the first two test groups: Glucose HK, controls and calibrators, and HbA1c. The **first installation** of the **MIRA-iPRO-ARA** autoimmunity platform has taken place in a laboratory in Chile.

08

We have obtained **‘Performance Tested Method’ (PTM) certification from the AOAC** for our turbidimetric-based gluten detection test, and launched the new **[Y15&Gluten] system** onto the market.

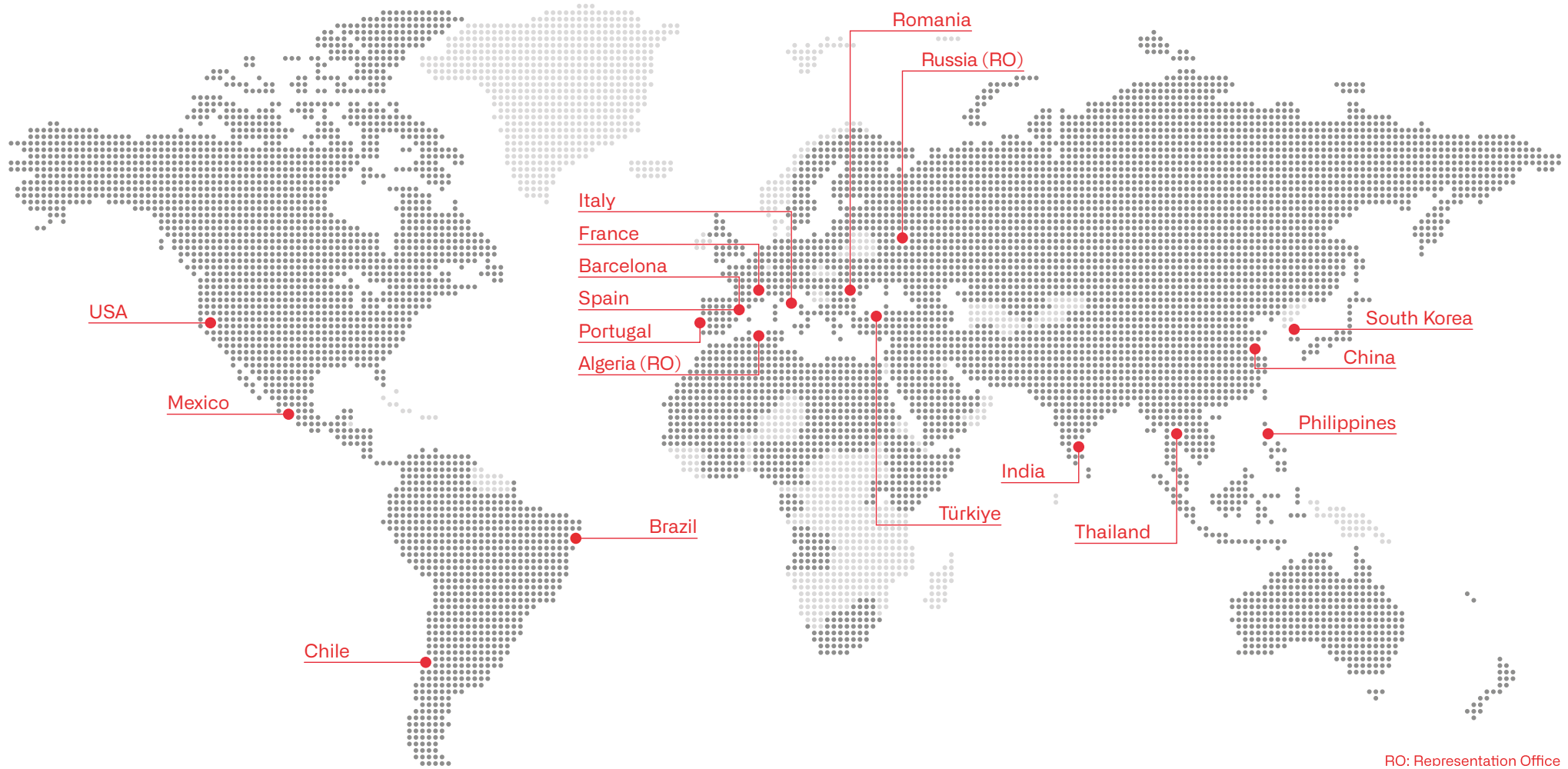
09

Implementation of the **SAP S/4HANA ERP system at BioSystems Mexico**. Introduction of new **digital tools**, such as Sesame — time management— and Power BI —data analysis— in **Barcelona, Spain, France, Italy and Mexico**.

10

We have obtained the international recognition as a responsible and sustainable company through **Ecovadis certification**.

Where you can find us



Letter from the CEO

Together, we can do anything!

2025, a year that has put us to the test—and one we have more than risen to. We concluded 2025 having achieved the objectives we set ourselves: EUR 89 million in sales, representing a 10 per cent increase on the previous year, and solid overall results that allow us to look to the future with confidence. Thank you and congratulations to everyone.

To reach this milestone, we have worked hard and have had to overcome many challenges.

During 2025, we improved the quality of our product service, which had been affected in the months following the ERP change in Barcelona.

We have also improved the efficiency of information management across many processes by implementing digital tools in the companies where we already operate with SAP: Power BI (business analytics reporting), Concur (expense management), MySpace (personal portal), Sesame (time management). We continue to advance the digitalisation of many processes, area by area and company by company. For this reason, we set up the Digital IT division, which operates on a global scale.

In addition, two new country managers were appointed: in Spain and the Philippines. The appointment of a new director at any of the BioSystems companies presents an opportunity to introduce new ways of working, bring in fresh talent and revitalise a local project with a view to continued growth, while strengthening the group as a whole.

The implementation of organisational changes in Barcelona, along with the creation of a new deputy director role and the renewal and replacement of most of the senior management in each area, also represented a step forward in combining experience and balance with energy and ambition. The best formula for the future.

Throughout the year, we continued to develop BioSystems' sites through the inauguration of expanded manufacturing facility in India, as well as new offices in Türkiye and the one in Thailand. In 2025, we will also be celebrating our 20th anniversary in Romania. Congratulations to the whole team.

In November, we implemented SAP as the ERP system at BioSystems Mexico, to enable the company to continue growing, expand its operations with increasingly important business partners, and improve its service and management. We are still finalising a few processes, but this effort is already bearing fruit.

I am particularly pleased to share that we remain committed to being recognised as a responsible company. It is one thing for us to say so, but to have it certified by an international body such as EcoVadis—which has awarded us a score above the average of more than 150,000 companies in its corporate sustainability assessment—is undoubtedly an achievement worth celebrating. We will continue to invest in healthcare and wellbeing, as well as in the planet we all live on, and in responsible management, through governance and transparency policies, always with the aim of taking a long-term view and delivering value to all our stakeholders.

I would like to highlight the substantial improvement in our brand image and our presence on professional social media platforms, such as LinkedIn and YouTube. People from all over the world help to strengthen our image and enhance our value by sharing content that showcases what we do, so that more people, companies, organisations, universities and other bodies can consider working with us.

One important point to highlight is that we obtained the first IVDR certificates (Regulation (EU) 2017/746 on in vitro diagnostic medical devices) for 12 generic products, with a total of 42 commercial product lines certified by our notified body.

Many people working in the company's Quality, R&D and Technology Transfer departments, amongst others, at our Barcelona site have devoted a great deal of their time to preparing all the information and documentation required for our products to be approved by the European authorities. BioSystems India is also taking decisive steps towards obtaining it, having already passed the first Quality Management System audit in accordance with ISO 9001, ISO 13485 and Regulation (EU) 2017/746 for IVD products.

In terms of products, we have been working on new launches and I would like to highlight some of the most significant ones:

Firstly, the launch of the [Y15&Gluten] system, the first immunoturbidimetric Food Testing kit, which will be complemented by food allergen analysis. The AOAC has certified this new method, ensuring that it meets analytical quality standards. Furthermore, our first customers—leading public reference laboratories in Spain—have accredited the test in accordance with the ISO 17025 standard, which makes it all the more significant that we are the first and only company in the world to offer a simple, eco-sustainable, accurate, automated and robust system, in line with the new analytical standards.



Dr Pau Vila Cases, CEO of BioSystems

Secondly, the launch of the MIRA-iPRO-ARA autoimmunity platform and the installation of the first unit —no longer in the trial phase, but in a commercial model— in a laboratory at a prestigious hospital in Chile. This product reinforces our position in the autoimmunity market and has been designed and developed in line with our new product development model, which prioritises co-development with customers and their laboratory experience, the involvement of cross-functional, global and multidisciplinary teams in the project, as well as speed to market. And all this without compromising on quality or innovation.

This latest project has also led to the creation of a tool that represents a paradigm shift: BioSystems ARA. This is a software-based product providing services and user support, designed to help users carry out their professional tasks more quickly and efficiently and, therefore, deliver a better service —in this first version— to clinical laboratory technicians and physicians and, ultimately, to provide better treatment for patients diagnosed with an autoimmune disease or who are already being monitored for such a condition.

In addition, we have continued with the validation of the second version of the BioSystems A15, which features new software,

a refreshed design and other internal improvements; with the enhancement of the [BA200&FOB] system for the diagnosis of colorectal cancer by detecting the presence or absence of occult blood in stools; and with the HbA1c test, which enables the quantification of blood sugar levels to monitor patients with diabetes or assist in its diagnosis, among other uses.

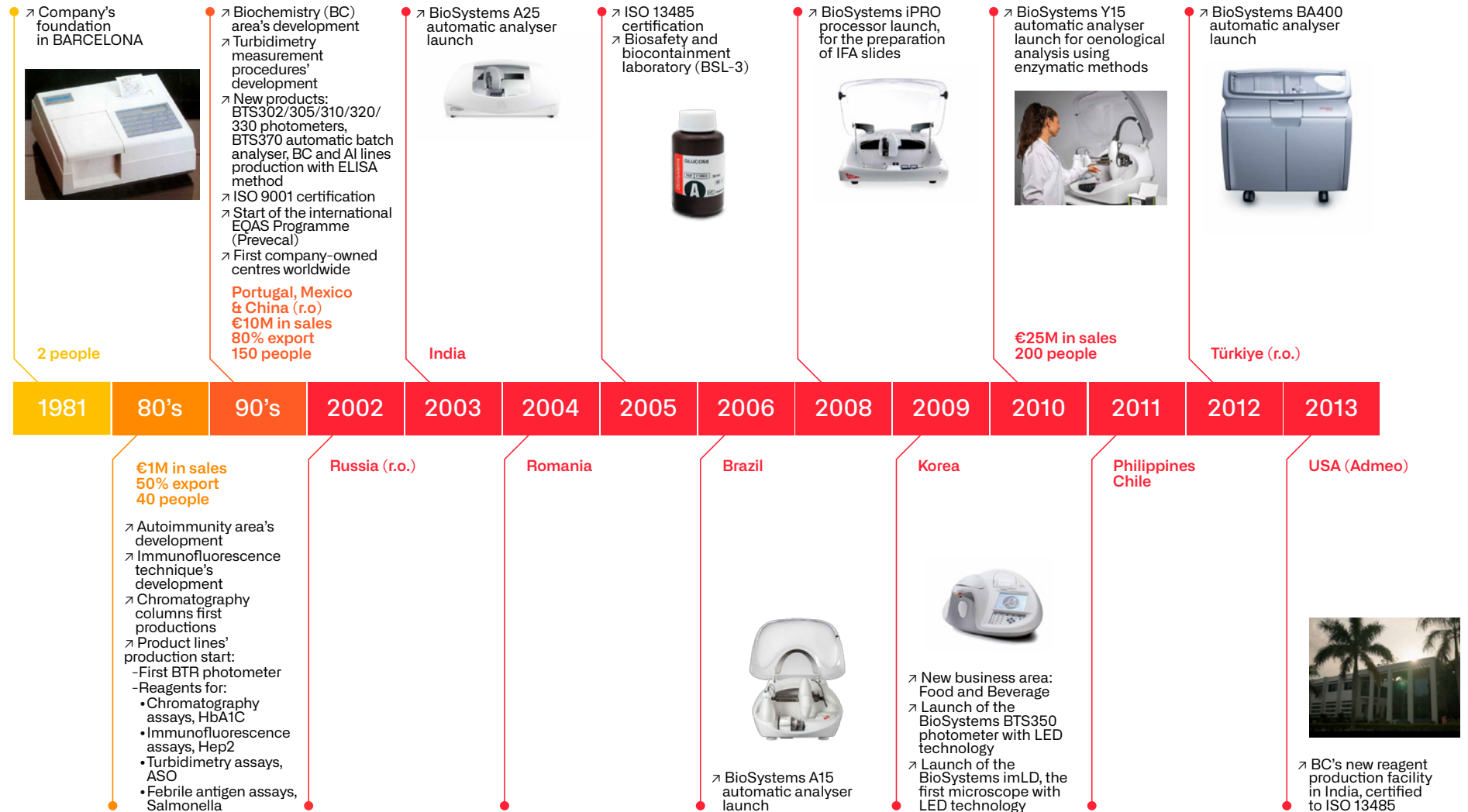
We have achieved substantial improvements in other products, such as the BioSystems BTS semi-automatic photometric analyser and key tests in our range. It is also worth noting that 2025 was the year in which the BioSystems A25 analyser reached the end of its life cycle. A device we launched in 2003 that is still in use all over the world, and which continues to be highly regarded by many of our end users and valued by numerous distributors. Although it will no longer be available for sale, we will continue to provide service and support to all our customers who own it.

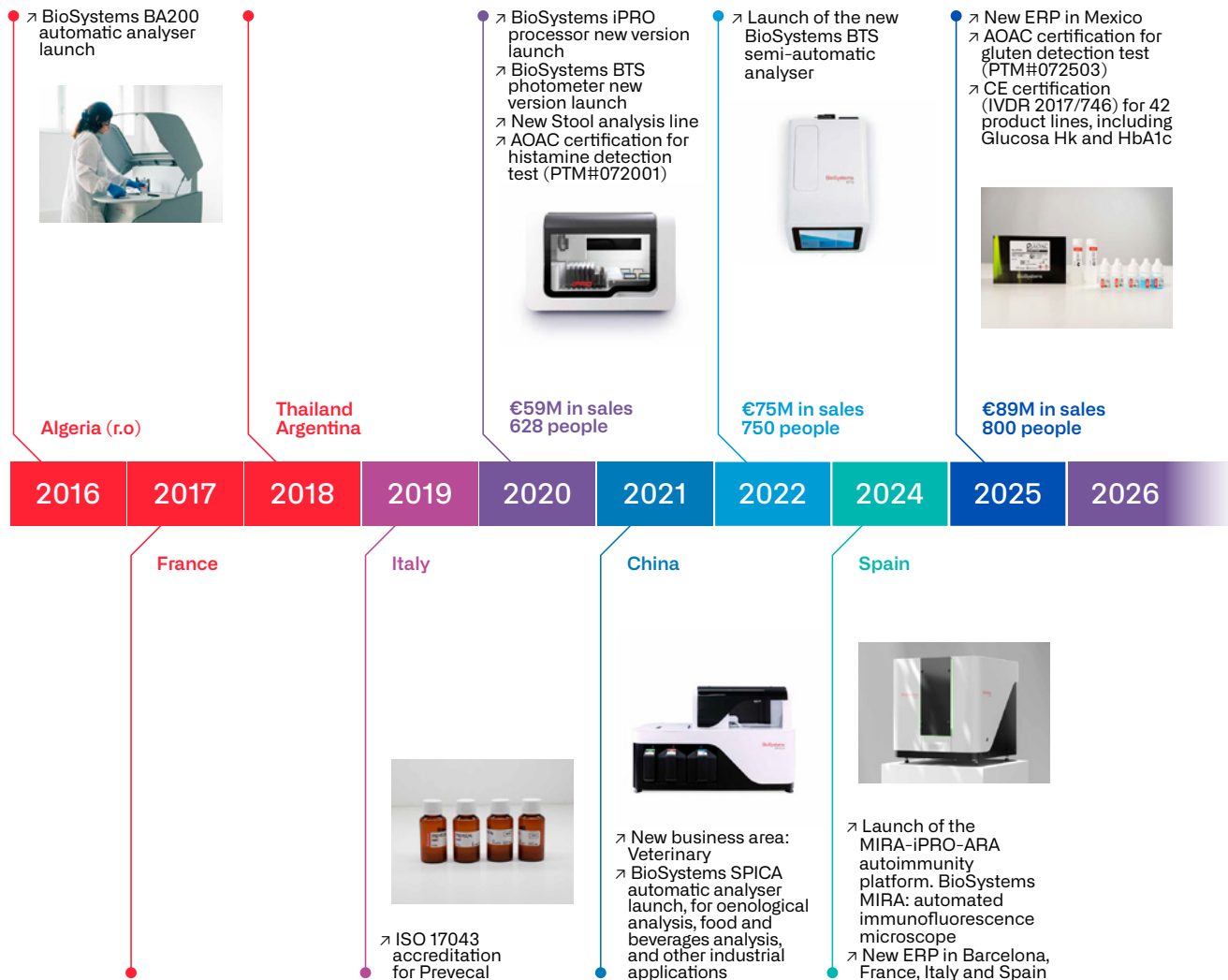
Overall, it has been an intense and transformative year, full of structural improvements, innovative advances and projects that will mark a turning point in the market and in the health and well-being of many people and living beings around the world. A year in which we have achieved our goals, doing so with determination and proving that, together, we can achieve anything we set our minds to.

Dr Pau Vila Cases
Chief Executive Officer

A purpose that
leaves a legacy for
future generations

Timeline





Purpose and legacy

BioSystems is a family company, founded in 1981 in Barcelona by Dr. Josep Bach.

Today, Dr Bach, in his capacity as chairman, together with Marc Bach, a representative of the new generation and member of the board of directors, continue in the same spirit: building lasting relationships with customers, partners and suppliers through dialogue, discussion and active listening. A spirit that fosters participation, commitment, the building of trust-based relationships and the opportunity to grow together.

The aim is to contribute to improving the health and well-being of people, animals and all living things on our planet. This is made possible by a large team of people working on the design, development, manufacture and market of biotechnological analytical solutions, creating both the assays (reagents used to carry out the analyses) and the analytical instruments for in vitro diagnostic (IVD) laboratories and industrial applications. BioSystems also offers its customers ongoing service and support.

We work to ensure that our solutions are accurate, reliable and robust, so that users of our products can carry out their work effectively and, in doing so, make the best decisions. All of this is aimed at providing a solution for doctors and veterinary professionals, so that they can make an accurate diagnosis and work on prevention, treatment and monitoring recovery.

We also aim to be a key partner for the food and beverage industries, the human and animal food sectors, and the environmental analysis of soil and water, helping to ensure quality and safety controls are carried out. In addition, we offer our own solutions for the analysis of bioprocesses, such as fermentation and cell culture.

Our motto is 'human-centred biotech', because people are at the heart of our business model and corporate philosophy. We focus on the needs of the users of our products, ensuring the well-being of the people who are part of BioSystems, and on always bearing in mind that the ultimate aim of our work is global health.



Dr Pau Vila Cases, Dr Josep Bach and Marc Bach.

Our aim is to
improve health and
well-being through
biotech analytical
solutions.

Business strategy



Dr Pau Vila Cases, CEO of BioSystems, together with the management teams of all the companies and the board of directors, agree on the short-, medium- and long-term business strategy.

A strategy based on sustainable growth, which places people at the heart of the business and day-to-day operations: customers, users of BioSystems' products, colleagues, and professionals with the knowledge, experience and initiative who work every day to make this possible.

(Above, from left to right:)

Teresa Cortès (Deputy Director), Cristina Aragón (Operations Director), Remei Vilàs (R&D&I Director), Xus Jara (Corporate Advisor for People Development), Dr Petraki Munujos (Corporate Advisor for Science and Technology Partnerships and Innovation), Carlota Pla (People Culture Communication Director) and Dr Pau Vila Cases (CEO).

(Below, from left to right:)

Oriol Gassol (Digital IT Director), Noelia Gil (Quality Director), Roser Bartra (Business & Customer Director and Field Leader (FL) for Biochemistry), Sònia Viladevall (Business & Customer Director and FL for Food & Beverage), and Dr Elena Perea (Business & Customer Director and FL for Autoimmunity).

We have a long-term strategy for the period 2019–2030, which includes specific measures:

Transformation 2019–2022

- A period characterised by a review of the company's purpose (mission and vision) and its business strategy
- A focus on developing high-quality products and on innovation, with the customer at the heart of our decisions
- Changes to the organisational structure
- Renewal and succession within the organisation
- Cultural transformation
- Transition to the new Regulation on in vitro diagnostic medical devices (IVD)
- The evolution of brand image and corporate communication strategy
- Focus on becoming a global company

Consolidation 2023–2026

- A period characterised by strategic investment in business development and in new companies within the group
- Product launches
- Renovation and expansion of the infrastructure across all areas and at the premises of various group companies, adapting them to new uses of the space
- Expansion into new market niches, sectors and segments across the four areas of Global Health
- Roll-out of the new global ERP system, which covers all organisational processes, to improve the value chain and our service to customers and users.
- Personal and professional development of the group's members and the promotion of accessible and responsible leadership
- Focus on the Sustainability pillar (ESG) and reinforcement of our aim to improve Global Health

Acceleration 2027–2030

- Responding to all the opportunities generated and created based on the partnerships initiated, and on the new products developed
- Strengthening strategic partnerships with IVD companies and other healthcare organisations globally, in order to access new market niches, new segments, customers, sectors and opportunities for collaboration
- New subsidiaries around the world
- The Globality pillar converges with the Sustainability pillar
- This stage should prepare the company for the next stage, restarting the cycle of continuous TCA evolution.

Strategic pillars

These three strategic pillars set the course for the future and are set out in detail in our Quality Policy, a document that describes the essence of the company and summarises our purpose. These pillars are as follows:

R+D+i/a+Q+UX

We focus our activities on our own research, design and development (R&D&I), with a clear commitment to innovation and agility (i/a), with the aim of delivering a satisfying user experience (UX) through our high-quality products and services (Q).

Our contribution:

- Design of a complete system (analyser + reagents + reference materials)
- Control over the entire value chain: sourcing raw materials and developing our own when they are not available on the market, design, production and distribution
- Dialogue with customers as the basis for the design, with the aim of meeting and, as far as possible, exceeding their expectations
- To have a specialised, multi-functional team to meet the end customer's needs

Global presence

To encourage open and effective communication among all BioSystems employees and stakeholders, and to promote collaboration and synergy between them.

Our contribution:

- Working globally as a single team, promoting local talent
- To learn from different markets around the world in order to apply best practices
- To continue to grow and strengthen our relationships with our partners
- Strengthening our international presence
- To provide a high-quality customer support and technical service anywhere in the world



Sustainability

To create a sustainable and robust project that enables efficient and effective operations, generating value for current and future generations.

Our contribution:

- A commitment to reinvesting profits in the company's sustainability
- Measuring, monitoring and implementing measures to reduce our environmental impact and, wherever possible, have a regenerative effect
- Maintaining safe, welcoming spaces that foster innovation and teamwork
- Engaging with and supporting our local community
- Implementing measures to ensure regulatory compliance
- Transparent explanations of our project

Remei Vilàs (R&D&I Director) and Dr Pau Vila Cases (CEO), alongside Ji Young (Lab Operator) and Richard Kim (Country Manager) from BioSystems Korea.

Sustainable value generation

At BioSystems, we integrate into all our activities the balanced development of people and the surrounding community, environmental protection, economic development and good business practices, meeting the needs of the present without compromising those of future generations.

In this way, we are working towards sustainability in order to:

- Understand and minimise our impact
- Make conscious decisions
- Extend sustainability throughout the entire value chain

We do this by focusing on three areas: business management, the environment and facilities, and people and community.

Furthermore, we endorse the principles of the United Nations Global Compact and are committed to achieving the **Sustainable Development Goals** (SDGs). The SDGs provide a common framework for ending poverty, protecting the planet and improving people's lives around the world. This common framework consists of 17 goals which were adopted in 2015 by the Member States of the United Nations.

Recognising the importance of each of these, we have decided to focus our efforts on those where we can make the greatest impact:





Achieving the EcoVadis certification as a company committed to sustainability

EcoVadis has awarded us a score that is above the average of more than 150,000 companies on its corporate sustainability index.

EcoVadis is one of the leading platforms for assessing corporate sustainability through a certification system based on international standards.

The EcoVadis assessment covers four main areas:

- Environment: assessment of the company's environmental policies, measures and performance
- Labour practices and human rights: an analysis of working conditions, respect for human rights and people management
- Ethics and good governance: a review of corporate integrity, including anti-corruption practices and ethical conduct
- Sustainable procurement: a review of supply chain management and responsible purchasing practices



Photovoltaic panels, BioSystems Barcelona.

Biotech analytical solutions for in vitro analysis and industrial applications

Our presence in the field of biotechnology

Our solutions are used for in vitro diagnostics (IVD) in clinical testing of humans and animals, as well as for industrial testing of food and drink and for environmental testing. We also provide analytical solutions for bioprocess monitoring.

We view health as a broad concept, bearing in mind that there is such a thing as global health, better known by the term 'One Health'. Human health is closely linked to animal health, as well as to food and environmental health.

More than half of all human infectious diseases are zoonotic—or were originally zoonotic—which means that they are transmitted to humans from animals, and up to 70 per cent of emerging pathogens are of animal origin. Humans also pass on diseases to animals. The climate crisis is intensifying and accelerating this route of transmission, and an increasing number of diseases are being transmitted between animals and humans, with a rise in the incidence of diseases previously considered tropical in non-tropical regions.

Furthermore, the food we eat has a direct impact on human and animal health, as does the water we use, its availability or scarcity, and its quality. Even the soil in which we grow our food and on which we all live also has a clear impact on our health.

We offer healthcare solutions in the following areas:

Clinical analysis

Human



Analysis of the most common biochemical parameters in diagnostic laboratories and specialised IVD tests for less common profiles; tests for the diagnosis of autoimmune diseases.

Animal



Biochemical profiles and infectious diseases in pets, livestock and competition animals.

Industrial analysis

Food and beverage



Oenology: production and quality of wine and all types of fermented drinks; Fish: freshness and/or preservation indicators; Allergens: presence in food products; Fruit and vegetables: concentrates and juices; Cereals.

Environmental



Analytes present in water and soil.

Bioprocess



Bioprocess monitoring through the control and tracking of key metabolic parameters in bacterial, yeast and animal cell cultures.

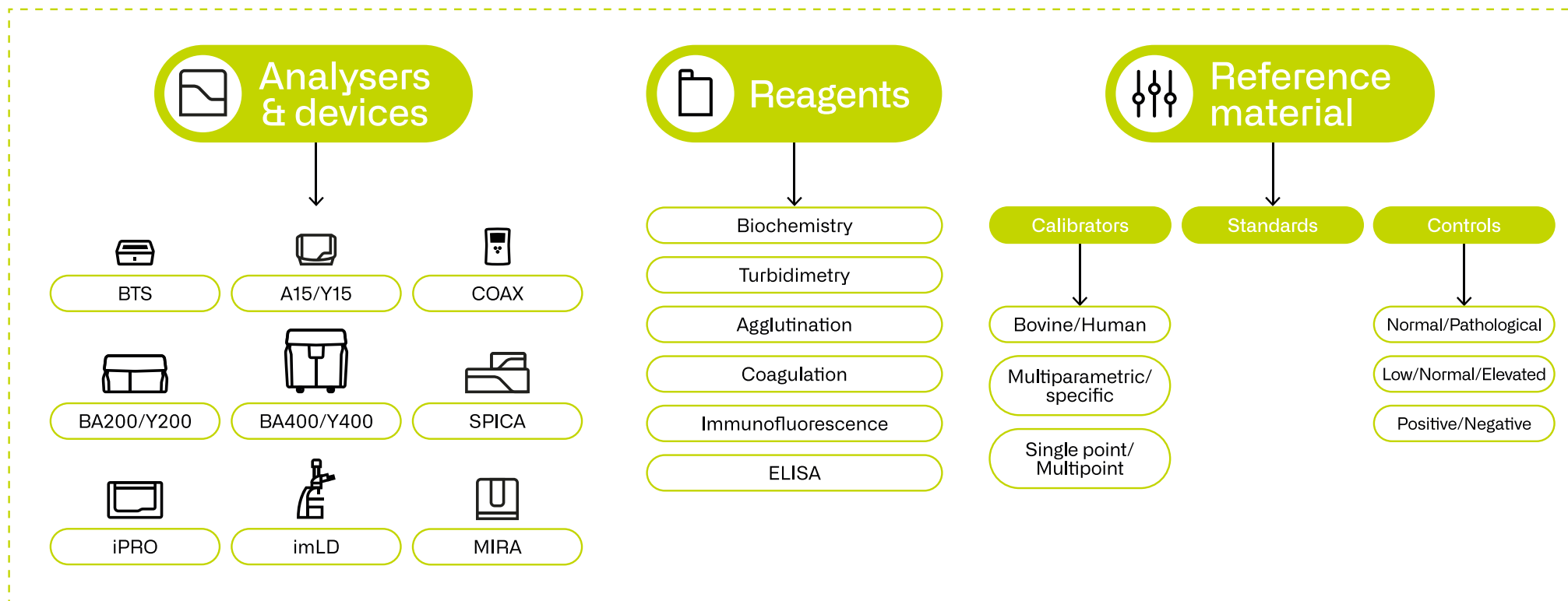
Our activity

The vast majority of our analytical solutions are designed, developed and manufactured by BioSystems at our two production sites (in Spain and India).

- We manufacture **instruments**: photometers, automated analysers, industrial analysers and devices (processors and microscopes) for the preparation and processing of samples for analysis.
- We manufacture **reagents**: components containing active ingredients (enzymes, antigens, antibodies, etc.) which react—if present—with specific analytes in the samples.
- We develop **reference materials**: they enable the calibration of analytical systems and the quantification of analytes in samples.
- We also design management systems for analysers and the data they generate, as well as for communication with the relevant laboratory management systems.
- We manufacture products for other companies, which then sell them under their own brand names.

By designing our products as a **complete system** and solution, and thanks to our in-depth knowledge of them, we are able to offer the highest quality with reliable results, as well as help users get the most out of the system and achieve the best results.

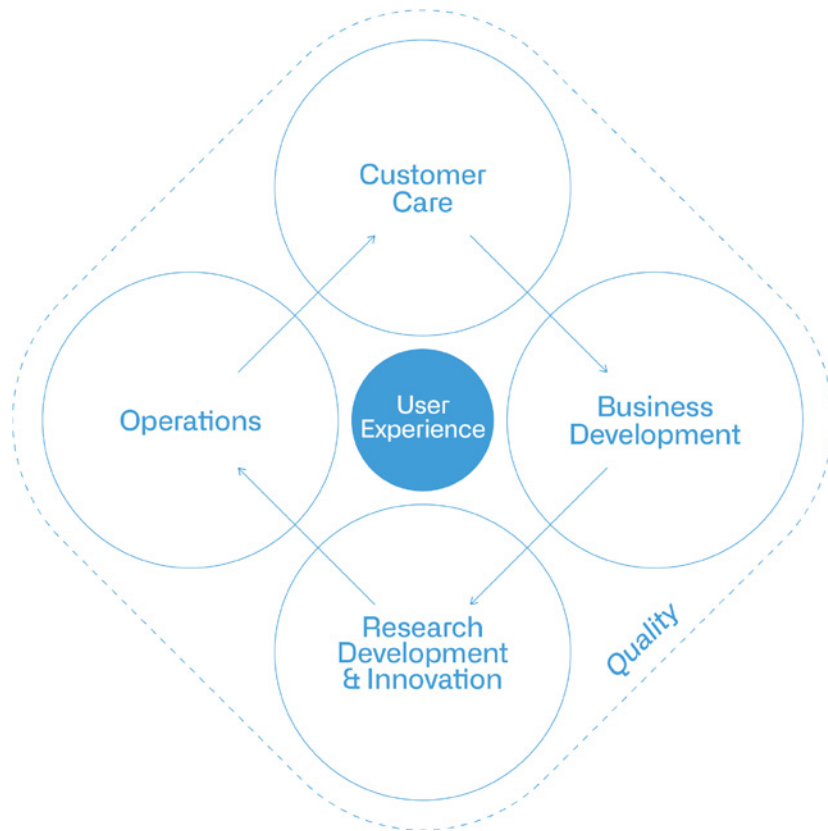




Analytical system

Innovation and quality throughout the value chain

Complete value chain



We work along the entire value chain. We like to start the process by listening to the lab technicians. This dialogue often creates opportunities to meet a need or improve the user experience of our products through a new solution.

From there, we carry out research with the aim of meeting the sector's analytical needs, developing a first-class solution, producing it and marketing it, either directly or through an extensive global network of distributors. Throughout the entire process and beyond the sale, we support users of our solutions. And we don't just bring the cycle to a close; we continue to listen and look for ways to help, improve and contribute to delivering more robust solutions that are better suited to users' expectations. To make your experience with BioSystems as good as possible.

Projects for 2025

Field	Expertise/sector	Project title	Description
Human health	Autoimmunity	UAR – ARA	Development of a support and assistance platform for laboratory technicians
	Autoimmunity	UMI – MIRA Update	Customer-focused development of the MIRA automated microscope
	Autoimmunity + Biochemistry	IVD – European IVD Regulations	Adaptation of our catalogue to the new regulatory framework set out in Regulation (EU) 2017/746 on in vitro diagnostic medical devices
	Biochemistry	BAE – BA Improvements	Enhancing the functionality of the BA200 and BA400 analysers, with a focus on customer needs
	Specialised Test	STO – Stool analyte determination	Working directly with customers, the formulation of the new iFOB reagent and its reference materials has been finalised
	Specialised Test	A1C – HbA1c	Development of a new system for turbidimetric analysis
Global health	Biochemistry + Food & Beverage	SWB – New BAx software	Improving the functionality of the BA200/BA400 and Y200/Y400 applications, focusing on customer needs
	Biochemistry + Food & Beverage	A5E – A15 Improvements	New design for the A15 and Y15 analysers: more sustainable and tailored to users' needs
	Biochemistry + Food & Beverage	SWU – New Ax5 software	Improving the functionality of the A15 and Y15 applications, with a focus on customer needs
Food health	Allergens	ALE – Food allergens	Development of reagents for the detection of casein, ovalbumin and β -lactoglobulin
	Oenology	POP – Polyphenols	Development of a new polyphenol profile for the analysis of wine quality
	Food & Beverage	SPI – SPICA Food & Beverage	Development of new user-centred features for the SPICA system
Animal health	Infectious diseases	ZDX – ZoonDx	Studies of ELISA and IFA techniques for leishmaniasis, rickettsia and <i>babesia</i>

New products

This year, we would like to highlight three new analytical solutions:

The **Autoimmunity Platform** comprises the BioSystems IFA system: the BioSystems iPRO processor, the BioSystems MIRA automated microscope for immunofluorescence analysis, and the reagents. It also features BioSystems ARA, the software that facilitates interaction between BioSystems instruments and the management of work sessions. This integrated solution optimises workflows in the diagnosis of autoimmune diseases.

Designed to meet the needs of laboratory users, this modular system makes it easy to customise and expand as required, as it can be connected to an unlimited number of devices.

- The **BioSystems MIRA** automated microscope delivers exceptional performance, as it can scan up to 16 slides in a single run, whilst ensuring accuracy and efficiency without compromising on functionality.
- The **BioSystems iPRO** is an immunofluorescence processor that optimises laboratory capacity with its compact and efficient design.
- The **BioSystems ARA** maximises sample traceability, reduces reporting times and eliminates manual errors thanks to this advanced software, which optimises laboratory workflows.



Autoimmunity platform.



Launch of the first autoimmune platform
at Dipreca Hospital, Santiago, Chile.

In the field of food analysis, **BioSystems Y15–Gluten** has been launched. This is an automated immunoturbidimetric analysis system that enables the quantification of gluten in various food matrices. It has already been awarded **PTM (Performance Tested Method) certification by the AOAC** (Association of Official Analytical Chemists), in accordance with the organisation's new validation guidelines and ensuring the highest and most stringent quality standards.

This innovative method combines the advantages of rapid testing (speed) with the automated and accurate quantification of gluten (in the same way as the ELISA method). The same platform can also be used to analyse other analytes of interest to the food industry, such as sugars, organic acids and histamine.

BioSystems is the only company in the world to offer a simple, eco-sustainable, accurate, automated and robust system for gluten analysis.

In addition to routine biochemistry, we are expanding the range of specialised IVD tests in our portfolio and, as a result, offer a panel of tests covering more than **45 specialised biochemical parameters** for the laboratory, such as oxalate, citrate, ADA, zinc, copper, G6PDH, haptoglobin, faecal occult blood, fructose, etc.

Partnerships and alliances

To carry out our activities, we have a network of partners with whom we work:

Science and technology centres:

- LEITAT Technological Center
- ICN2_institut català de biotecnologia
- UAB Planta Pilot de Fermentació (UAB Fermentation Pilot Plant)
- UAB Plataforma Producció de Proteïnes (UAB Protein Production Platform)
- Joint Research Centre (European Commission)
- Ceremet (University of Barcelona)
- Vall d'Hebron Research Institute (VHIR)
- Valdecilla Health Research Institute (IDIVAL)
- Concha y Toro Research and Innovation Centre
- The Australian Wine Research Institute

Clinical consultants, professional associations and hospitals:

- Autoimmunity experts. Rossi Laboratory (Argentina)
- Clinical chemistry experts. University of Santiago de Chile
- Clinical chemistry experts. University of Diego Portales
- Validation/Certification Network
- AOAC Research Institute
- CATLAB, Analytical Centre
- Germans Trias i Pujol Hospital
- International Fruit and Vegetable Juice Association (IFU)
- Reference Laboratories
- Teletest Lab Analysis
- Marqués de Valdecilla University Hospital
- Vall d'Hebron University Hospital

Universities:

- University of Cantabria (Spain)
- Autonomous University of Barcelona (UAB)
- Polytechnic University of Catalonia (UPC)
- University of California, Davis
- National Autonomous University of Mexico (UNAM)
- Pontifical University of Santiago de Chile
- University of Guadalajara (Mexico)
- Autonomous University of Baja California
- Universidad Austral de Chile
- Maltepe University
- Cornell University
- Busan National University
- St Luke's Medical Centre
- Institute of Vine and Wine Sciences (University of Bordeaux)
- August Pi i Sunyer Institute for Biomedical Research (IDIBAPS)

Business development, customer service and support



WHX Labs (formerly known as Medlab Middle East).
Dubai, United Arab Emirates.

Our aim is for our clients and business partners to have a positive experience with us, which will lead to the development of a solid and lasting relationship based on trust. We want BioSystems to be their first choice for our personalised service, tailored to their needs.

Their experience also serves as a source of inspiration and information for the Product Development team when it comes to improving existing products and services, helping to define requirements or develop new solutions. This brings the user experience full circle.

We have a team of professionals made up of product specialists and technical service engineers, who help customers get the most out of the solutions we offer.

These professionals are based in the various countries where we operate and work in a coordinated manner, sharing experiences and establishing direct channels of communication to facilitate the exchange of knowledge amongst colleagues around the world.

In addition, we are setting up BioSystems Hubs—in each of our subsidiaries—which provide training and solutions to countries in the region.

We like to maintain open communication with our customers and with the users of our products. In 2025, we received a total of 4,124 queries. All of them, resolved as quickly as possible. This close contact enables us to keep our finger on the pulse of the market, and to continue developing manuals and support materials, in addition to improving the user experience.

Every year, we carry out a satisfaction survey amongst distributors and customers to gather information that will help us to continue improving.

We also develop information and support materials to share knowledge about the correct use of our products, which we make available to our customers and distributors via a community platform. These materials range from guides and protocols to videos, checklists and reference tables.

Quality management

BioSystems' Quality Management System provides the necessary framework for establishing and maintaining high quality standards across all our processes, particularly those relating to product design, development, manufacture, marketing, review and monitoring. All of this with a clear aim: to promote continuous improvement in order to meet our customers' needs and enhance their experience of our products.

To this end, we have a range of policies and procedures in place, and we also identify risks, opportunities, mitigation measures and areas for improvement. This system is reviewed periodically, both internally and externally, through audit processes.

Our products have an impact on health and well-being. For this reason, we maintain traceability records and procedures for product recalls, as well as for notifying the health authorities and healthcare professionals. Both BioSystems and our distributors are involved in these procedures, with the aim of ensuring the product is effectively recalled and replaced should we find that it is not functioning correctly. In addition, we have a customer service centre where you can report any incidents on the market that may compromise product safety.

We have a technical manager for medical devices, in accordance with Royal Decree 942/2025, and a person responsible for regulatory compliance, as required by Regulation (EU) 2017/746 on in vitro diagnostic medical devices, in order to ensure the safety of patients and users of such products.

In 2025, an OEM supplier issued a safety notice regarding a critical raw material used in Anti-Thyroid Peroxidase Antibodies (Anti-TPO). The supplier stopped manufacturing the product and, as a result, BioSystems stopped selling Anti-TPO.

Additionally, as a result of stability follow-up studies and post-marketing surveillance of the product Cholesterol HDL Direct [TOOS], a possible loss of linearity over time was identified in certain batches. Although the products complied with the specifications at the time of analysis and no impact on clinical outcomes was detected, the affected batches were withdrawn as a precautionary measure, and the relevant health authorities and customers were informed.

Information for users on product features and use

BioSystems provides labels, instructions for use (IFU) and safety data sheets (SDS) for all its products, which comply with European regulations on labelling and user protection when handling products in accordance with the REACH and CLP regulations, as well as with product information standards (ISO 15223 and ISO 18113).

The instructions for use describe the procedure for use, warnings and precautions, and risk mitigation measures, as specified in the ISO 14971 standard on risk management for medical devices.

Our customers have access to a tool for the digital distribution of all product-related documentation. This tool, known as eINFO, can be accessed via the BioSystems website or using the QR codes included in the kits.

Promotional, informational and communication materials are reviewed by the relevant parties, with final approval from the Quality Assurance department, to ensure that the information contained therein is accurate and not misleading, and that it reflects only the intended use as approved in the technical documentation.

Certifications and licences

We hold the following certificates and licences relating to our activities:

- ISO 9001: Quality Management Systems
- ISO 13485: medical devices, quality management systems.
- ISO/IEC 17043: provider of intercomparison schemes (Prevecal).
- Prior operating licence for the manufacture and import of veterinary medical devices.

During 2025, we successfully passed the external recertification audits for the ISO 9001 and ISO 13485 standards, as well as the compliance audits under Regulation (EU) 2017/746 and the ISO/IEC 17043 accreditation for Prevecal's accredited programmes.

With regard to product certification, in 2025 the following certificates were obtained:

- In accordance with Regulation (EU) 2017/746 for two product groups, IVR 0608 and IVR 0602 (12 generics comprising a total of 42 trade names). The transition to commercialisation will take place gradually and following prior notification to customers.
- Gluten and histamine detection kits certified by the AOAC (Association of Official Analytical Collaboration) as Performance Tested Methods (PTM), with the codes PTM #072503 for gluten and PTM #072001 for histamine.

As for the other in vitro diagnostic medical devices, work is currently underway with the notified body to review the documentation, within the established deadlines.

This regulation establishes a stricter and more harmonised framework within the European Union to ensure the safety, performance and traceability of these products, thereby strengthening clinical evidence and patient safety.



Our gluten test kit bearing the AOAC seal.

Responsible environmental practices

We measure and analyse our environmental impact with the aim of improving it through the efficient and sustainable use of natural resources, the reduction of waste, and the efficient management of the transportation of goods and products, as well as the travel arrangements associated with the people involved in this project.

BioSystems operates in 17 countries across four continents, with centres of varying sizes. In Barcelona, where our head office is based, we have facilities covering more than 21,000 m² of office space, laboratories, production facilities and warehouses. In some countries, BioSystems staff work in shared offices, so we do not have specific data on the impact of these facilities.



BioSystems Barcelona.

Efficient and sustainable use of natural resources

Energy consumption

Electricity accounts for 98 per cent of BioSystems' total energy consumption. However, we also use diesel-powered electricity generators at our sites in Mexico, India, Romania, South Korea, Chile, the Philippines and Thailand, as well as a diesel-fired boiler for steam production in the bioprocessing area of our Barcelona plant.

Country	Total energy		Electrical power	
	2024 (MJ)	2025 (MJ)	2024 (MJ)	2025 (MJ)
Brazil	-	237,744	-	237,744
Chile	132,181	103,507	132,181	103,507
China	20,452	24,588	20,452	24,588
Korea	178,333	183,978	178,333	183,978
Spain	9,490,540	10,556,430	9,441,133	10,506,372
Philippines	256,907	189,324	256,907	189,324
France	-	-	-	-
India	2,229,794	2,325,389	2,124,277	2,137,910
Italy	-	-	-	-
Mexico	267,733	278,353	267,350	277,970
Portugal	19,883	21,377	19,883	21,377
Romania	100,969	105,238	100,969	105,238
Russia	-	-	-	-
Thailand	83,970	87,534	83,970	87,534
Türkiye	116,280	162,603	116,280	162,603
TOTAL	12,897,042	14,109,385	12,741,736	13,871,466

Conversion to MJ

Electrical power	3.6 MJ/kWh
Diesel	38.3 MJ/L

Energy uses

Most of the energy consumption is accounted for by the cooling and freezing systems in refrigerators and freezers. At our Barcelona site, we also have other energy-intensive equipment, such as freeze-dryers, centrifuges, production tanks and bioreactors, filtration systems, ultrasonic devices and vial-filling machines.



Bioprocess area at BioSystems Barcelona

Renewable energy

As our Barcelona office accounts for the bulk of our operations, Spain accounts for 74 per cent of the group’s electricity consumption. The energy used at our centres in Spain comes from renewable sources. Of this 74 per cent, around 10 per cent is energy supplied by our solar panel installation.

In addition, we also have a solar power plant in Brazil which, since 2025, has been supplying energy to our facilities. Specifically, it provides 70 per cent of the energy consumed on the premises.

In total, 8 per cent of the energy consumed across the entire group is self-generated using solar panels.

8% This is energy generated by the group itself in 2025

Energy intensity

At BioSystems, we are committed to not increasing our energy intensity ratio.

Whilst it is true that our electricity consumption rose in 2025, relative to the growth in economic activity, it is important to make this comparison in terms of energy intensity. Energy intensity is commonly used as an indicator of energy efficiency, as, in aggregate terms, it serves as an indirect measure of the energy required to provide the services an organisation needs. This indicator is measured by the ratio of energy consumed to value added generated.

Energy intensity	2023	2024	2025
MJ/Euro invoiced	0.16	0.17	0.16
% change	-	7 %	-4 %

In our case, it enables us to properly analyse trends in energy consumption and set realistic targets in line with our activities and our commitment to sustainability. We work this out by relating the MJ consumed to turnover. With this in mind, in 2025 BioSystems required 0.16 MJ of energy per euro of turnover. This represents a 4 per cent improvement compared with 2024.

Water consumption

Water is an essential resource for the operation of BioSystems and for the health of the planet. In our business, it plays a key role in production processes, ancillary operations and the quality control of our products, particularly in the manufacture of reagents and in analytical systems that require a high level of control and purity. Our operational reliance on this resource means we must manage it with the utmost responsibility, prioritising its efficiency, reuse and conservation.

Globally, the availability of fresh water is one of the main environmental challenges. Rising demand, pressure on natural ecosystems and the effects of climate change are exacerbating drought and water scarcity, affecting communities, industries and biodiversity. In this context, water becomes not only an essential resource, but also a strategic element for sustainable development.

Aware of this reality, at BioSystems we are working to minimise water consumption, promote internal recirculation systems, improve process efficiency and foster a corporate culture focused on the conservation of this limited resource. Responsible water management is one of our environmental priorities and will continue to be a cornerstone of our sustainability strategy and our commitment to future generations.

Apart from productive uses, the main use of water at BioSystems is for sanitary purposes. We also use water to test our analytical systems and to maintain our green spaces.

The group's companies with the highest water consumption are located in Spain and India. Both have wastewater treatment and water purification plants for production purposes. They also have systems in place to recycle the water discharged during production treatment processes, reusing it for rinsing in manufacturing operations or for the upkeep of gardens and green spaces.

Furthermore, in India, we have wells for collecting and utilising rainwater.

Country	2024 (L)	2025 (L)
Brazil	-	-
Chile	438,000	176,000
China	1,200	1,040
Korea	47,000	31,000
Spain	5,331,000	5,270,000
Philippines	657,000	293,000
France	-	-
India	3,138,000	4,955,000
Italy	-	-
Mexico	312,000	343,000
Portugal	7,230	7,180
Romania	170,000	221,000
Russia	-	-
Thailand	-	-
Türkiye	42,000	38,800
TOTAL	10,143,430	11,336,020

In 2025, there was a 12 per cent increase in water consumption, driven mainly by activity in India.

To put this figure into context, average domestic consumption in Spain in 2024 was 133 litres per person per day, which is equivalent to around 48,545 litres per person per year. BioSystems' water consumption is therefore equivalent to that of 239 people living in Spain over the course of a year.

In 2025, approximately 30 per cent of water consumption was used for production processes and ancillary production activities. The rest was used for sanitary purposes.

If we carry out an analysis based on intensities:

Power consumption	2024	2025
L/€ of profit generated	0.26	0.23
L/FTE (total number of people)	12.538	13.841

We can see that we have slightly improved the gross margin in euros generated per litre consumed. This therefore means that we are able to generate more value per litre of water consumed than in 2024.

However, the litres-per-person ratio has worsened, suggesting that the rise in consumption is mainly due to increased water use in production, rather than to staff.

Protection of biodiversity

The conservation of biodiversity is essential for the proper functioning of ecosystems and for global health. Although BioSystems' activities do not have a direct impact on natural habitats, they may have indirect environmental impacts relating to resource use, waste management and the use of chemicals. That is why we incorporate criteria relating to prevention, efficiency and regulatory compliance into all our processes, which helps to reduce environmental risks and protect the ecosystems on which communities and the health of the planet depend.

PaperLess

We have a digital platform which can be accessed via our website and where you can view product-related documentation: instructions for use (IFU), safety data sheets (SDS) and certificates of analysis (CoA).

The implementation of this tool has enabled us to significantly reduce our use of paper and make our packaging processes more efficient.

Compliance with the REACH Regulation

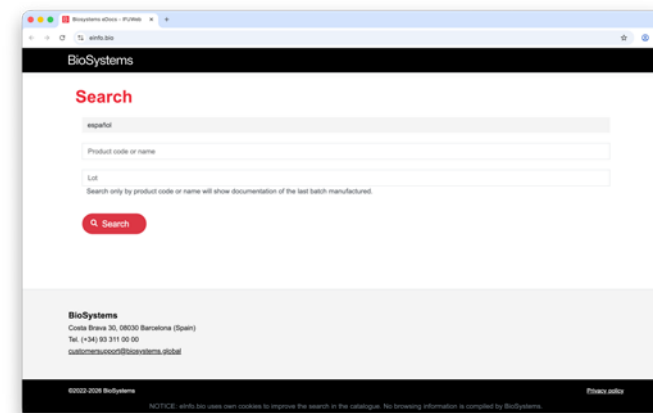
The REACH Regulation (Registration, Evaluation, Authorisation and Restriction of Chemicals) is a European regulation designed to protect human health and the environment from the potential risks associated with chemicals. At BioSystems, we carry out a thorough monitoring of compliance with this regulation.

For this reason, we review the raw materials used and determine whether any of them are being assessed for inclusion on the lists of substances of very high concern.

In such cases, we analyse which products may contain that raw material and initiate the necessary procedures to redesign the potentially affected products.

RoHS

The RoHS (Restriction of Hazardous Substances) Directive is a European directive that imposes restrictions on the use of hazardous substances in electrical and electronic equipment. At BioSystems, we have procedures in place to ensure that our electronic component suppliers comply with these regulations.



eINFO , an online platform for viewing instructions for use (IFU).

Circular economy and waste management

Products designed to last, with a OneHealth approach

At BioSystems, we promote a model of sustainability based on the circular economy, incorporating criteria of durability, reparability and resource efficiency right from the initial design stage of our equipment. Our OneHealth approach leads us to take into account the interdependence between human, animal and environmental health, and to develop analytical solutions that minimise their impact throughout the entire life cycle.

Within this framework, we place a clear emphasis on automated systems and a pay-per-reagent model for our platform. This system encourages us to ensure the durability and optimal use of equipment, to carry out preventive and corrective maintenance, and to manage the end of its useful life responsibly, minimising waste generation and avoiding unnecessary replacements.

For our users, this model offers operational stability and continuity, whilst promoting the efficient management of resources and reducing environmental impact.

Use of raw materials

We are working to use raw materials more efficiently and to ensure their supply. In this regard, at BioSystems we draw on our expertise in the field of biotechnology to manufacture some of our essential raw materials, such as enzymes and antibodies. Furthermore, we guarantee the supply of other essential materials through contracts with our suppliers.

Raw materials	2025
In KG	17,983
In L	549,626
In U	41,885,353

The waste generated

Most of the waste is generated at our production plant in Barcelona, where we work with authorised waste management companies. We are developing initiatives that will enable us to reduce the amount of waste generated through the circular economy. To this end, we work with organisations to donate materials that may still be of use, or we look for opportunities to produce by-products.

	2025 t.	%
Hazardous waste	160	36
Non-hazardous waste	280	64
TOTAL	440	-

87 per cent of the waste was generated in Spain. A large proportion of the waste generated is treated at our own wastewater treatment plant, ensuring that the effluent meets the required standards.



Movement of people and goods

As a global company, a significant proportion of our environmental impact is due to the transport we use for our journeys and the movement of goods. Although digital tools help us to reduce the number of trips and visits we make to customers, we still believe that good customer service requires a certain degree of face-to-face interaction.

Goods deliveries

In 2025, we shipped goods from Barcelona to more than 100 countries (111 in total) across all five continents.

BioSystems Barcelona ships its products either to local distributors or to group companies based in 17 countries. Distributors or group companies are responsible for delivering our products to the various customers, either using their own transport, as in Mexico or Brazil, or via courier services.

Upstream goods

Procurement and the management of logistics routes have posed a challenge for all manufacturing companies in recent years. We strive to maintain a network of local suppliers who can ensure that our needs are met, whilst not ruling out imports where these are the best option.

In 2025, 83 per cent of the orders placed by the Barcelona-based company were with suppliers based in Spain. Furthermore, 67% of all orders were placed with suppliers located less than 300 km from Barcelona, which helps to reduce the environmental impact of our supply chain.

67%

Orders from Barcelona were placed with suppliers located within 300 km

Climate change and our carbon footprint

Since 2023, we have had an audited calculation of our carbon footprint for our operations in Spain, in accordance with the ISO 14056-I standard. In other countries, we only calculate part of our carbon footprint for categories 1, 2 and 3.

The changes in carbon footprint calculations are mainly due to improvements in data collection and monitoring following the implementation of SAP S/4HANA, as well as an increase in air transport at the expense of other modes of transport with a lower environmental impact.

Carbon footprint		2023 (tCO ₂ e)	2024 (tCO ₂ e)	2025 (tCO ₂ e)
Direct emissions		30	263	178
Indirect emissions	Imported energy	1	120	143
	By transport	23,820	2,358	8,479
	By products used by the organisation	3,568	3,568	3,326
	By product use	9,664	8,617	1,073
TOTAL		37,082	14,927	13,199

Positive impact on people

Corporate culture



BioSystems' corporate culture is one of the company's key competitive advantages and the cornerstone of ensuring that its operations are sustainable in the long term.

Our culture is based on respect, trust and individual responsibility. We believe that if people are able to manage their time, strike a balance between their personal and professional lives, and develop both professionally and personally throughout their time with the company, they will be able to make a greater contribution to the organisation. By feeling committed to the purpose and sharing the culture, values and strategy, they will work more efficiently. This results in better products, services and solutions and, ultimately, greater satisfaction for our customers and all our business partners.

We therefore promote policies in line with this cultural vision, implementing them wherever possible, taking into account the nature of each role and the legislation in force in the country in which we operate.

Time management

Since 2020, in Barcelona we implemented flexible start and finish times, from 06.30 to 22.00 (with the exception of shifts that may start at 06.00), tailored to each team, individual and process.

Flexibility in start and finish times enables people to achieve a better work-life balance and promotes the values of trust and personal responsibility.

During 2025, we have rolled out the use of the **Sesame** digital platform as a time management tool in a number of countries. We use it to record and manage start and finish times, organise holiday leave and calculate the time spent on tasks and projects in the R&D&I and production departments.

Teams from more countries will soon start using this digital tool.

A) Remote working

We provide people with the infrastructure and resources needed to make remote working a viable option, provided that the requirements of the process allow it and with the agreement of the team.

All workspaces are maintained so that teams and individuals can decide for themselves which option is most efficient: working on-site or remotely.

B) Blank calendar

We provide employees with a blank calendar on which they can manage their days off in consultation with their team and in accordance with the number of hours set out in the collective agreement.

The 'blank calendar' approach is based on freedom, trust, responsibility and leadership, seeking a formula that maximises the efficiency of processes to improve results and provides a framework for a good work-life balance.

C) Feedback

We practise providing ongoing feedback within teams and encourage constructive critical thinking, initiative and teamwork.

We have a feedback programme during the onboarding process that lasts three months, to ensure that everyone has the tools they need to put it into practice. We have also incorporated it organically, through conversations or online forms, and into other activities to reinforce the habit and thus achieve continuous improvement.

D) Climate survey

At BioSystems, corporate culture is one of the main drivers of strong performance, well-being and satisfaction amongst the people who form part of the project.

In 2025, we carried out our second climate survey with our teams in Barcelona and Spain, achieving a score of 7.42 out of 10, and our first climate survey in Chile, which achieved a score of 8.24 out of 10.

These results help us on our journey towards continuous improvement. We will also continue to work towards providing team leaders with tools to further promote people's personal and professional development.

We scored 7.4/10 and 8.2/10 in the climate survey for Barcelona (Spain), and Chile, respectively.

E) Training

In 2024, we launched **LMS mySpace**, an online training platform aimed at the BioSystems Barcelona team. Since its implementation, we have continued to work towards maximising its full potential.

Mentoring Programme: the aim is to assign a mentor to each new recruit to support them as they learn and develop within the BioSystems culture. This goes beyond their department, process or role, promoting communication and diversity as a source of enrichment, without vertical or horizontal barriers, because we believe in the valuable contribution each person makes.

We believe in supporting individuals and teams to foster their professional and personal development and growth. In this way, we ensure that each person can focus on realising their full potential and improving every day.

In 2025, we delivered a total of 11,846 hours of training worldwide (no data is available for the US, Brazil or India).

We focus both on self-leadership —supporting individuals in their development to improve their self-awareness—, and on team leadership —supporting the development of teams and their leaders to improve everyone's performance.

In this regard, we undertook a number of activities during 2025:

- Self-leading:
 - 5 leadership workshops in 2025 across the globe (Thailand, Italy, France, Chile and Barcelona)
 - 2 assertive communication and conflict management workshops at BioSystems Barcelona
 - 25 one-to-one coaching sessions with an external expert
- Team-leading:
 - 18 team-building events organised with different teams across the globe



Team building, BioSystems Philippines.

We believe that providing meeting spaces, both formal and informal, and the systematic refurbishment of workspaces are essential to creating this culture of communication.

In 2025, we completed the first phase of the refurbishment of the product development facility in Barcelona, where staff from all departments work as a team in a coordinated manner to develop systems with and for the customer. We have also completed the refurbishment of one of the warehouses. We also refurbished part of the office area and the engineering workshop for instrument production, amongst other improvements to the technical facilities.

We opened new facilities in Thailand and Türkiye.

In India, we carried out the second phase of the factory's expansion, which consists of two floors: the factory on the ground floor and new offices on the first floor. We also opened a new dining area.

All this whilst the necessary maintenance and improvement work is carried out to ensure that our facilities in every country are safe and sustainable.



(above) Inauguration of the new automation laboratory for product development in Barcelona. (below) Expansion of the BioSystems India factory.

Equality

At BioSystems we embrace diversity and see it as an opportunity for growth and enrichment. Building diverse teams, made up of people who show initiative and have a voice of their own, enables us to engage with different perspectives and opinions on a daily basis.

Transparent and respectful communication in a diverse environment is key to fostering ways of thinking and working that promote learning and personal and professional growth.

We work to ensure equal opportunities in terms of access, development and career progression, fostering an inclusive environment in which people's talent and abilities are the sole criteria guiding their progression within the organisation.

Breakdown by gender	Of the total workforce	In management positions
Women	38 %	71 %
Men	62 %	29 %

We promote the inclusion of people with disabilities and work to foster it every day. Through our internal communication channels, we promote diversity, the use of inclusive language and collaboration with inclusive organisations.

At BioSystems Barcelona, we have an **Equality Plan** that was drawn up in 2021 and was due to run until 2025. Over the past five years, we have developed a set of principles to ensure equality between men and women, as well as equal treatment and opportunities in access to employment, vocational training, promotion and working conditions. In 2026, we will implement the equality plan for the next four years.

In 2025, we carried out a number of initiatives: a perception survey, a remuneration policy, a review of our pay policy from a gender perspective, a review of external content to ensure inclusive language, and a review of training, promotions and job evaluations, amongst other areas, from a gender perspective.

In many of the countries where we operate, we mark 8 March, International Women's Day, with a range of activities. In 2025, in Barcelona, for example, we held a video forum in which we asked the younger women at BioSystems how they viewed the roles of men and women, and then we all discussed it together. A space for awareness, for exchanging views, for growing together.



Women's Committee, BioSystems India.

In India, we have the **Women's Committee**, a group of women who hold meetings to discuss well-being, current conditions and possible improvements. A place for progress and support.

Contribution to the community

We remain committed to helping create a fairer and more equitable society in which everyone has access to the same opportunities. To this end, we have three areas of action that enable us to focus our cooperation resources on:

- Improving health
- A positive impact on the communities near our workplaces
- Knowledge sharing

During 2025, the main collaborations were as follows:

Vicente Ferrer Foundation

A foundation dedicated to helping the most vulnerable children and families in India. At BioSystems, we provide support by working with the laboratories at your hospitals in India. In addition, every year we make a donation using the funds generated by BioSystems India, as well as organising a volunteer day.

CEL Foundation

An organisation in the Bon Pastor neighbourhood of Barcelona that supports vulnerable children, young people and families. BioSystems makes a financial contribution which is used, amongst other things, to enable local children to enjoy summer camps.

Laia Foundation

Since 2018, we have been working annually with the Laia Foundation, an organisation that contributes to the social and economic development of communities at risk of exclusion in Tamil Nadu, in southern India.



Laia Foundation.

Banc de Sang i Teixits

It is a public body under the Department of Health of the Government of Catalonia, Spain, whose mission is to ensure the supply and appropriate use of blood and tissues in Catalonia. It is the leading centre in diagnostic immunology and the development of advanced therapies. BioSystems Barcelona and Montcada are running an in-house blood donation campaign.

Eurofirms Foundation

Donations for the training and integration into the workplace of women with disabilities. In 2025, training was also provided through inclusive awareness-raising activities.

Obra Social Sant Joan de Déu

Collaboration to support programmes that help people in vulnerable situations, as well as biomedical research and international cooperation projects.

Furthermore, throughout the year, donations of food and furniture were made to various local organisations and animal shelters.

Sustainable governance and transparency

How we organise ourselves

The medium- and long-term strategic vision is set out by the Chief Executive Officer (CEO), with the support of the global management team. This team comprises ten members in Barcelona, each responsible for various functional areas, as well as individuals with equivalent general management roles in other countries. Through a collaborative and critical approach, they contribute both to the development and the implementation of the agreed strategy.

The functional areas aim for optimal performance and collaborate to deliver processes and projects effectively.

During 2025, we implemented significant organisational changes to continue evolving and operating more efficiently in Barcelona:

- We merged the Business and Customer functions to create synergies and improve the decision-making process. Furthermore, this function is co-led by professionals specialising in clinical biochemistry, autoimmunity and the food and beverage sector.
- We also created a new Digital IT function, with a global outlook to address the challenges of digitalisation and data management.
- We also redefined the Corporate function. Its role is to support managers around the world, ensuring they are aligned with the global strategy to guarantee that objectives are met.

In the other countries, where our activities are more focused on sales, we are organised into three areas: Business (sales across various sectors), Customer (technical support and customer service) and Operations (finance and logistics). Mexico, Romania and India have a Quality department. And in India, we also have the Production department.



Map of BioSystems Barcelona's functional areas.



(From left to right) Mohamed Dohri (Head of Business Development for Africa and the Middle East), Eduard Martínez (Technical Service Engineer), Gürkan Aygörmmez (Country Manager, Türkiye), Sunanda Godavarthy (Business Development Manager), Roser Bartra (Business & Customer Director and Field Leader for Biochemistry), Prakash D. (Country Manager, India), Richard Kim (Country Manager, Korea), Michel Montemayor (Business Development Manager and Product Manager), Xavier Palomar (Head of Business Development for Europe), David Rosselló (Product Manager and Technical Director at Prevecal) and Theodor Diaconu (Country Manager, Romania) at the WHX Labs trade fair, formerly known as Medlab Middle East Dubai.

We work on **a project basis**, which helps us to stay focused, to have clear completion dates and, consequently, to achieve better results.

We also work using **a process-based approach**, which enables us to understand the value contribution of each part of the process towards a common goal, to promote communication amongst people within the organisation, and to facilitate teamwork.

Both the areas and the processes vary depending on the company's line of business; consequently, our organisation in Barcelona —where the entire value chain, from design to distribution, is brought together— differs from that of other BioSystems companies, where the business involves only manufacturing and distribution, or distribution alone.

Process

Each of our processes has a designated manager who is familiar with the process from start to finish. Process owners, in collaboration with other team members, are responsible for identifying risks and opportunities that may hinder or facilitate the achievement of the process objectives.

Risks and opportunities are influenced both by the business itself and by the situation and changes in the external environment. For this reason, the management team regularly reviews the context and expectations of its stakeholders.

The analysis carried out by process managers and the management team provides a structured overview of the risks and opportunities, as well as the necessary mitigation measures, which are implemented either on a routine basis or on an ad hoc basis.

Following on from the work that began in 2024, we continued with the **SAP S/4HANA** implementation project in Mexico throughout 2025. Over the coming years, we will continue to roll this out in other countries, which will enable us to gain detailed insights and knowledge about most of our processes in each country. It will also make us more efficient and enable us to offer a better service to our customers.

Strategic Processes	01 Strategy	02 Finance	03 Quality Management	04 People	
Customer Focus	05 Product Design & Development	06 Product Realization	07 Customer Relationship		
Support processes	08 Administration Processing	09 Facilities	10 Legal	11 Communication	12 Information Technology

BioSystems Barcelona process map.

Policies and commitments

At BioSystems, we set out and communicate our commitments to all our stakeholders by defining, approving and disseminating policies and procedures.

In this regard, we have both global policies and specific local policies for each company. We also have guides and procedures.

The policies applicable at a global level are:

- Quality Policy
- Compliance Policy
- Sustainability Policy
- Corruption and Bribery Prevention Policy
- Policy on the Prevention of Money Laundering and the Financing of Terrorism
- Time Management Policy
- Data Protection Policy
- Alert Channel Policy



Ethical and legal standards

We are aware of the responsibility we have as a company towards our stakeholders, society and the environment. In a changing and demanding environment in which we interact with many different people, conflicts or doubts may arise as to the best way to deal with a situation.

Therefore, and always with the aim of building trust and confidence amongst all our stakeholders, at BioSystems we have a **regulatory compliance framework** that demonstrates a clear commitment to respecting human rights and current legislation, with a particular focus on preventing corruption and bribery, in line with the Sustainable Development Goals. During 2025, no incidents relating to corrupt practices or bribery were identified in any of our operations.

Furthermore, our teams regularly review legal obligations and implement the necessary measures to ensure they are properly applied, seeking external advice where necessary.

The main aim of the measures put in place is to prevent and detect potential regulatory breaches, enabling appropriate action to be taken should any be identified. For this reason, our policies and procedures provide for disciplinary sanctions in the event of conduct that contravenes our internal principles and rules.

Among the initiatives implemented, we would highlight the training and awareness-raising for all staff regarding regulatory compliance obligations, and the availability of a Whistleblowing Channel that allows any issue to be reported anonymously and confidentially. Furthermore, all BioSystems people have access to channels for communicating with and consulting the compliance officers, through which they can raise any questions or concerns they may have regarding potential conflicts with the commitments the company has undertaken.

All these points are set out in the **Code of Conduct**, which is available on our [website](#).

BioSystems continues to work towards establishing a common compliance framework across all its companies, enabling us to ensure the consistent application of our ethical and legal standards.

This model encourages the involvement of teams in each country from the earliest stages, establishing direct lines of communication with the Compliance Committee, the team responsible for overseeing regulatory compliance at BioSystems. These channels include the option to report potential breaches anonymously.

Similarly, the Compliance Committee maintains direct channels of communication and works closely with the heads of each country, the management team and the company's Board of Directors.

The models implemented incorporate policies and procedures tailored to the risks identified in each of the companies' processes. In this regard, we are working to prevent corruption and bribery, in line with the standards set by MedTech Europe for healthcare professionals.

In 2025, training courses were held on the Regulatory Compliance Model in Mexico, Italy, France, Portugal, Barcelona and Spain. As a result, BioSystems people working in these markets are aware of their responsibilities and the principles that should guide their actions.

In 2025, 380 people from BioSystems (across seven countries) undertook training on the Code of Conduct.

Future commitments



After an intense and transformative year, we are certain that in 2026 we will continue to work with passion, intensity, enthusiasm and perseverance, as a team. Our aim is to continue growing and to reach €96 million in sales by 2026, which would represent an 8 per cent increase. It is highly likely that we will exceed the €100M sales mark in 2027. We have thus consistently demonstrated that we are capable of and know how to grow year on year, having doubled our sales over the last 10 years, despite the enormous difficulties and changes in the business environment during this period. And how will we do that?

We will continue to implement commercial initiatives and boost sales across the three sectors in which we operate, through our distribution channel, end-users and industrial customers. We will focus on results, stay close to our customers, and tackle any challenges that arise with diligence. We will also continue to improve our processes and strive for efficiency, because the competitiveness of the entire project depends on this.

We will continue to improve our management practices worldwide, to help all our teams achieve their objectives, but above all, to ensure that every member of staff finds a good work-life balance and can give their very best, thereby strengthening the team.

We are working to expand BioSystems' presence in the US and to grow in other sectors of the food and beverage industry beyond the field of oenology, where we have been growing steadily for over 13 years. The market for gluten and allergen testing in food is very attractive in the US, and we want to grow more quickly.

We will continue to roll out SAP across all BioSystems companies, with the aim of completing the process over the next few years and ultimately operating as a single global company. In 2026, we will carry out the roll-out in Romania. We're already working on it.

I would like to emphasise the importance of continuing to work closely with our customers, as well as with our distributors, to support them and uphold our corporate motto: "human-centred biotech". And that is why we must think both globally and locally at the same time. And to use BioSystems' offices as hubs for global action.

In 2026, we will continue to work on preparing the documentation for the certification of our products in accordance with the IVDR, with a view to completing the process in 2027. We will continue to develop the autoimmune platform [MIRA-iPRO-ARA], incorporating pattern analysis using artificial intelligence, and suggesting to experts whether these patterns may correspond to those identified according to the ICAP classification. We also hope to be able to complete the process of updating and validating the BA software (v 9.0), just as we have done with the A15s; to improve the BA range—including the ion module (ISE)—; and to validate and certify the [BA&FOB] system; as well as to launch sales of this product line (stool analysis), as we are already doing with the [BA200&Calprotectin] system.

Furthermore, in the Food & Beverage sector, we will be launching the new version of Spica, which will offer improved performance, greater robustness and updated software. We want Spica to become the definitive platform for all industrial sectors (oenology, gluten, allergens, fish, histamine and sulphites, amongst others). And that is why we will be adding new features to this product this year.

We will also begin developing a new generation of analysers with capacities of 200, 400, 800 and up to 1,000 t/h, incorporating the features our customers have requested and offering the very latest technological capabilities. We will work to ensure that they are as compact and modular as possible, and that they allow for continuous loading via racks or trays. They must be able to connect to other platforms, with flexible sample and result management, in order to achieve the best results per sample. And launch them over the next 2, 3 and 5 years. And, at the same time and in parallel, to improve the current portfolio by incorporating even more specialised test profiles for different sample types (serum, plasma, urine, LCFR, faeces), as well as different food and drink matrices.

All of this will culminate in a new product that will cater to everyone's needs, embodying our added value and enabling us to share all our knowledge with users in a way that is easier, simpler, more streamlined and digital. This product has already begun to make its first inroads into the field of autoimmunity. It is ARA, a user-friendly software programme developed with and for them, which will enable all BioSystems analysers – as well as those from other manufacturers – to be connected, and facilitate their integration with the information management systems of each facility, be it a hospital, a laboratory (LIS) or an industrial facility (ERP). A product that can suggest they restock certain items before they run out, or place an order directly with a single click. And all of this will enable them to demonstrate the value of their work to their customers or their own company. We'll keep you posted.

If we work hard and stay focused, I am convinced that we will continue to grow and create value for our customers and for everyone with whom we share this project. This is the future I am proposing for BioSystems. I hope you're as excited about it as I am.

Dr Pau Vila Cases
Chief Executive Officer

BioSystems