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## Sustainability

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<sup>1</sup> EBIT is defined as the “Operating Result” net of interests and taxes – <sup>2</sup> EBITDA is defined as the “Operating Result”, gross of amortization and depreciation of intangible and tangible assets. EBITDA is a measure used by the Company to monitor and evaluate the Group's operating performance and is not defined as an accounting measure in IFRS and therefore shall not be considered an alternative measure for assessing the Group's operating result performance. - <sup>3</sup> Adjusted EBITDA is defined as Adjusted EBITDA, excluding extraordinary costs and expenses incurred in the Luminex transaction announced on April 11, 2021 - <sup>4</sup> The Net Financial Position is defined as the algebraic sum (positive balance sheet assets and negative balance sheet liabilities) of cash and cash equivalents and other current financial assets, minus current financial liabilities and non-current financial liabilities. - <sup>5</sup> Free Cash Flow is defined as the set of means available to the Company and is equal to cash flows deriving from operating activities net of interest received or paid, and net of investments and divestments of fixed assets.

# Sustainability In Diasorin

- Every second, **several lives in the world** are impacted by one of our tests
- **It is in the very nature of our business to be committed to well-being.** Indeed, operating in the field of diagnostics means letting health, quality of life and the scientific approach guide everything we do
- We have intensified our commitment, establishing a sustainability strategy aligned with the Group's values and identity. This aims to translate our initiatives in social and environmental sustainability into **tangible commitment**



# Diasorin's Commitment To Sustainable Development Goals



# Promoting Value Education



## Minnesota Quiz Bowl

MN Science Quiz Bowl & Science & Engineering Fair is an educational project to support Education of Excellence in collaboration with Minnesota Academy of Science (MAS). Every year MAS organizes 2 regional science competitions in Minnesota.

## Mad for Science

The Mad for Science project, conceived in 2016 by Diasorin and central to the work of the Diasorin Foundation since 2020, is an Italian competition aimed at concretely promoting active and experimental science education.

Set up of the project <b>2016</b>	Participating schools <b>545</b>
Total prize fund <b>€ 1,000,000</b>	Winning schools <b>18</b>
Students who have participated to the challenge <b>&gt;1,500</b>	New laboratories set up <b>10</b>

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## Mad for Science for Teachers

Training in innovation. This is the mission behind the Mad for Science for Teachers project. Conceived by the Diasorin Foundation and first launched during the 2021- 2022 academic year, the initiative is aimed at science teachers from schools that won the Mad for Science competition.



# Social Sustainability In Diasorin

## Disability in sport

### Diasorin Cup Sitting Volley

**Diasorin Cup is the largest Italian event in sitting volleyball**, a Paralympic sport based on volleyball, which encourages the values of inclusion and social integration. Starting from 2021, the Diasorin Cup for Sitting Volleyball underwent a radical change, becoming the first “All Star Game” in Italian sitting volleyball, the first sitting volleyball event in Italy solely intended for Paralympic players.

### FISIP Talents Project

**Diasorin is supporting the FISIP TALENTS Project** by contributing, through a sponsorship, to the physical and technical training of several particularly promising young athletes in the Paralympic sports of alpine skiing, Nordic skiing and snowboarding. A strategic commitment for a crucial four-year period, **culminating in the highly anticipated Milan-Cortina 2026 Winter Paralympic Games.**

### EDGA Paralympic Golf

The Giovanni Nasi and Diasorin **Trophy for Golfers with a disability** is an example of inclusion in the Italian golf scene reserving a ranking and a prize for the first disabled golfer.



## Supporting children during hospitalization

### Project Pinocchio

**To reduce anxiety of young hospital inpatients** who need to go through hospital procedures in CT suites by decorating CAT Scans machines and pediatric hospital settings.



# Our ESG & Sustainability Targets

## SDGs

**E**

- **Improve the Group's energy efficiency**
- Increase the use of **energy from certified renewable sources**
- Strengthen the Group's Occupational H&S and Environmental Management Systems through **ISO 45001** and **ISO 14001 certifications**



**S**

- Formalize the **principles of meritocracy** that encourage the promotion of talents without any type of discrimination at the Group level
- Support social responsibility projects for **local communities**
- Implement an **Engagement Survey** for employees at Group level



**G**

- Define an **ESG Governance**
- Assign an **ESG-related compensation target** to **strategic executives**
- Implement a **Group Sustainability Policy**





# Setting Of A Scope 2 Reduction Target

100% Renewable energy  
in all our industrial  
sites by 2027

Accounting for 92% of our  
Scope 2 emissions\*

\* indirect GHG emissions associated with the purchase of electricity, steam, heat, or cooling.



# Our Tangible Commitment To An Equitable, Healthy And Sustainable Future



**Diasorin's 2023-2025 ESG Plan** is aimed at coordinating and aligning the Group towards shared objectives to improve its social and environmental impact, and to formally commit to the principles of transparency and integrity

The Group is actively pursuing **a reduction in scope 2 emissions** in alignment with our climate strategy, and as part of our commitment to environmental responsibility

Diasorin continues its dedication to social causes through the **Diasorin Foundation** as well as through the active engagement in impactful projects that contribute to the well-being of local communities





# Diasorin

**Investor Day 2023**  
December 15, 2023

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