

eurobio gendx



GenDx Sustainability Report **2025**



Introduction

GenDx is committed to minimizing its environmental impact while supporting life-saving diagnostics in transplantation and precision medicine.

As a company operating at the intersection of healthcare and biotechnology, we recognize both our responsibility and our opportunity to contribute to a more sustainable future. Our approach combines environmental, social, and economic considerations in our operations and decision-making.

This report provides an overview of our current sustainability practices, early-stage metrics, and future ambitions.

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1. Priority SDGs

The United Nations Sustainable Development Goals (SDGs) provide a global framework for addressing environmental and social challenges. While all 17 goals are important and interconnected, some are more closely aligned with GenDx. This section highlights the SDGs most relevant to our organization.



SDG 3 – Good Health and Well-being

Through our diagnostic solutions, we support healthcare professionals in improving patient outcomes. We also promote employee wellbeing through initiatives such as our vitality program and mental health support.



SDG 8 – Decent Work and Economic Growth

We foster a supportive and inclusive workplace, invest in employee development, and promote long-term employee wellbeing.



SDG 12 – Responsible Consumption and Production

We aim to reduce our environmental impact by improving resource efficiency and minimizing waste across our operations.

We also promote lower-emission choices such as sustainable commuting, energy efficiency, and more sustainable food consumption.

2. Our Approach to Sustainability

Our approach is guided by three key pillars: Environmental, Social, and Governance (ESG).



ENVIRONMENTAL RESPONSIBILITY

To reduce the environmental impact of our operations, we focus on reducing energy consumption, minimizing waste, and improving resource efficiency.

SOCIAL RESPONSIBILITY

We are committed to fostering a workplace culture built on equality, respect, and inclusion, where employees feel valued and empowered to contribute.

GOVERNANCE & ETHICS

Sustainability at GenDx is supported by clear governance structures and policies.

3. Key Impact Areas

3.1. ENVIRONMENTAL

3.1.1. Energy & Carbon Impact

- Building Sustainability

GenDx operates within the Utrecht Science Park, which aims to become CO₂-neutral by 2030 and provides access to renewable energy sources, including wind energy and solar installations.

Our headquarters building complies with ISO 14001 environmental standards, supporting structured environmental management.

Key initiatives include:

- Installation of LED lighting, reducing energy consumption significantly
- Use of light sensors in laboratories and offices
- Installation of solar panels on the roof

- Sustainable Mobility

When it comes to travel, we actively promote low-carbon commuting and travel of our employees. Key measures include:

- 87% of office-based employees commute by bicycle, walking or public transport (fig. 1)
- Business travel policies prioritize train and ground transport over flights
- Direct flights are preferred when air travel is necessary
- Company cars are hybrid or electric

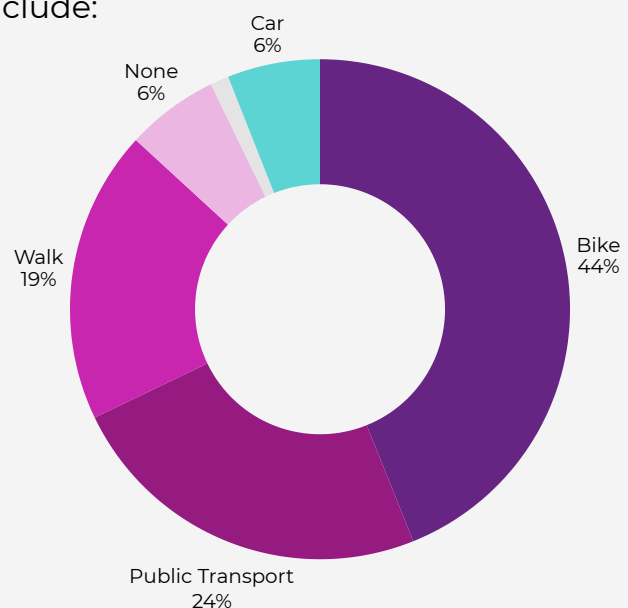


Figure 1. Commuting breakdown of GenDx employees.

• Food-Related Impact

In addition to energy and mobility, food consumption is a relevant contributor to our overall environmental impact.

At the GenDx café, we promote more sustainable food choices by offering daily vegetarian and vegan options.

As a result, approximately 50% of meals consumed are vegetarian, contributing to a lower average carbon footprint per meal.

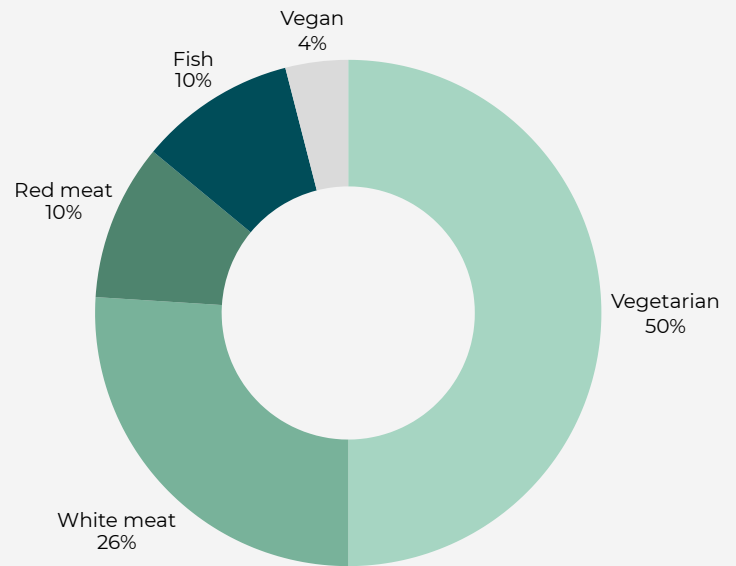


Figure 2. Meal type breakdown at the GenDx café

3.1.2. Laboratory & Operational Impact

As a diagnostics company, laboratory activities are a key focus area for reducing environmental impact.

Our efforts include:

- Optimizing sequencing runs to ensure full capacity usage and reduce consumables
- Recycling laboratory gloves through the RightCycle program
- Returning Oxford Nanopore flow cells for recycling
- Exploring greener plastic alternatives for laboratory use



3.1.3. Waste & Circularity

We actively work to reduce waste and improve the circular use of materials across our operations. In 2025, we focused on reducing material use, improving recycling practices, and increasing reuse across both laboratory and office activities.

- **Waste Reduction & Recycling**

- Transition to digital documentation and lab journals, reducing paper use
- Provision of reusable notebooks to employees
- Waste separation systems for:
 - Paper
 - Plastics
 - Organic waste

- **Lower Impact Packaging**

- Reduction in packaging material size and volume
- Use of FSC-certified and recyclable product boxes
- Use of recyclable transport boxes

- **Reuse Initiatives**

- Reuse of dry ice from shipments
- Reuse of IT equipment (laptops, phones)
- Redistribution of office furniture
- Reuse of shipping boxes by employees



3.2. SOCIAL RESPONSIBILITY

At GenDx, we recognize that sustainability also means creating a positive and supportive environment for our employees and the wider community.

Our approach includes:

3.2.1. Employee wellbeing



- We support mental health and wellbeing through our vitality program, including free and confidential guidance via OpenUp.
- We also promote physical wellbeing through initiatives such as our partnership with Sports Center Olympos, enabling employees to exercise free of charge.

3.2.2. Healthy and engaged workplace



- In 2025, we strengthened employee engagement through initiatives such as the GenDx Academy (internal training platform).
- To better understand employee needs, we also conduct regular employee satisfaction surveys focused on wellbeing and work-life balance, and follow up with targeted actions and policies based on the results.

3.2.3. Community engagement



- We actively contribute to the local community through partnerships and sponsorships, including collaborations with Stadsschouwborg Utrecht, the Utrecht Marathon, and Utrecht-based student associations.
- Employees are also encouraged to engage in charitable initiatives. Through our voucher initiative, GenDx provides vouchers to support charities chosen by employees who participate in fundraising activities, such as sporting events. In 2025, all 10 vouchers were handed out.

3.3. GOVERNANCE & ETHICS

Sustainability at GenDx is supported by clear governance structures and policies.

- A dedicated Sustainability Team coordinates initiatives and monitors progress.
- Leadership and managers are responsible for ensuring adherence to sustainability practices.

As part of the Eurobio Scientific Group, GenDx will align with broader Corporate Social Responsibility (CSR) initiatives and future European Sustainability Reporting Standards (ESRS).



4. Key Metrics

Environmental



0.5 t CO₂e

Yearly commuting emissions per employee



100 %

Returned flow cells for reuse



95 %

Lab gloves recycled



1.9 kg CO₂e

Avg CO₂ emissions per meal

Health & Wellness

33

New registrations for company's sports centre

84

Employees registered at OpenUp, a mental health program launched in 2025 and offered free to employees.

Workforce



114 Employees (7.5% growth)



36.4 Average Age



61% Female

Conclusion

At GenDx, sustainability is an ongoing journey.

We are proud of the initiatives already in place and the progress made in 2025, while recognizing that there is still work to be done. This report marks an important step towards a more structured and data-driven approach to sustainability.

In the coming years, we will continue to build on this foundation by improving data collection, expanding our impact measurement, and further integrating sustainability into our operations and decision-making.