

MABTECH

Sustainability report

2025

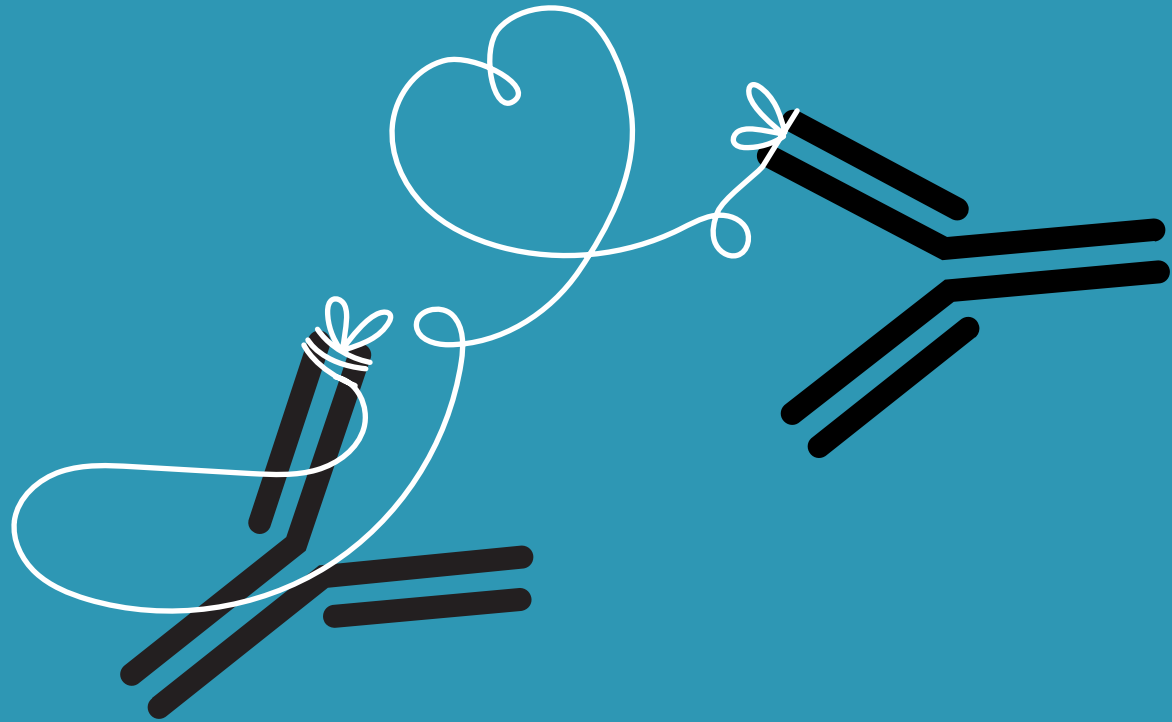


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Building stronger foundations

A message from our CEO

When I joined Mabtech, I saw a company with a strong scientific foundation and a genuine culture of care. Over the past year, I have also seen how sustainability becomes more meaningful when it connects to the work people already do: developing reliable tools, supporting researchers, choosing suppliers carefully, managing resources responsibly, and creating a workplace where people can contribute and grow.

During 2025, we focused on the groundwork that makes sustainability more consistent, measurable, and relevant to Mabtech's business. We strengthened governance by creating clearer links between the Board, the Management Group, and the Sustainability Lead. We also implemented a carbon accounting platform to improve emissions tracking, integrated ESG criteria into vendor evaluation, maintained 100% renewable electricity at our headquarters, and improved how we listen to employees through regular surveys and dialogue.

In April, we launched Mabtech EYRA™, the newest addition to our line of durable, serviceable, and recyclable instruments. Its fluidics-free workflow makes the instrument simpler to handle and maintain, while helping reduce the need for certain consumables and the waste connected to them.

Our positive contribution through science also continued to grow. In 2025, scientific publications referencing Mabtech products increased by 8%, with stronger growth in top-quartile journals. Behind those numbers are researchers working on vaccines, infectious diseases, immunology, cancer therapies, and many other areas where better tools can help move science forward.

We are clear-eyed about where we are. Our sustainability work is now more structured, but it is not yet fully embedded in business decisions. Our next step is to integrate it better into strategy, procurement, product development, operational choices, and

the way we define progress. Improved carbon footprint data will also help us identify relevant reduction opportunities and set future emissions targets.

I want to thank everyone at Mabtech who contributed to this work during 2025. Sustainability is shaped by many everyday decisions and by colleagues who are willing to ask, improve, and learn together.

Warm regards,



Phill Keefe
Chief Executive Officer
Mabtech AB

Our story

Mabtech at a glance

Mabtech was founded in 1986 by researchers from Stockholm University's Department of Immunology. We develop and manufacture monoclonal antibodies, immunoassay kits, peptide pools, and instruments used by researchers around the world to study immune responses and advance life science research.

Our headquarters in Nacka Strand, Sweden, houses our core operations, including research and development (R&D), production, sales, marketing, and support. We also operate a US office in Cincinnati and work with a network of distributors serving well over 1,000 customers in more than 90 countries.

Quality is central to how we work. Mabtech has maintained compliance with ISO 9001 and ISO 13485 since 2006, with annual third-party audits confirming the strength of our quality management system. This quality foundation also supports our sustainability work by giving us established processes for governance, documentation, improvement, and accountability.

Quality can sound technical: procedures, records, audits, corrective actions, and certificates. All of that is part of my daily work. At Mabtech, quality is also very concrete. It is the discipline behind every product we release and the trust that allows researchers to use our tools with confidence.

As part of my role, I am responsible for Mabtech's Quality Management System and for maintaining our ISO 9001 and ISO 13485 certifications. These certifications show that our way of working is structured, controlled, and regularly reviewed by an external party. They ask us to be consistent when things go well and honest when something needs to improve.

That matters in a company like Mabtech. Our products support life-changing research in vaccines, infectious diseases, immune responses, and new therapies. Behind every reliable result, there must be reliable processes: qualified materials, trained people, documented decisions, controlled production, careful risk assessment, and a willingness to investigate details others might never see.

For me, quality is where science meets responsibility. It is where a good idea becomes something strong enough to leave our building and support researchers around the world. It also connects closely to sustainability. A

strong quality system helps us reduce mistakes, avoid unnecessary waste, choose suppliers with care, and build products and processes that last.

What I value most is that quality at Mabtech is not owned by one department. It depends on people across the company: in R&D, Production, Logistics, Sales, Support, and Management. It lives in the small choices we make every day, like asking an extra question, documenting a change properly, challenging a process, or making sure we learn from deviations.

Maintaining certification is important. Maintaining trust in our quality matters even more. That is the responsibility I carry, and it is one I am proud to share with everyone at Mabtech.



Dr. Catarina Pinho, Head of Quality and Regulatory Affairs

Our approach

Maturity and priorities

Mabtech's sustainability work is grounded in a simple belief: scientific progress should contribute to a healthier world, and the way we operate should reflect that purpose.

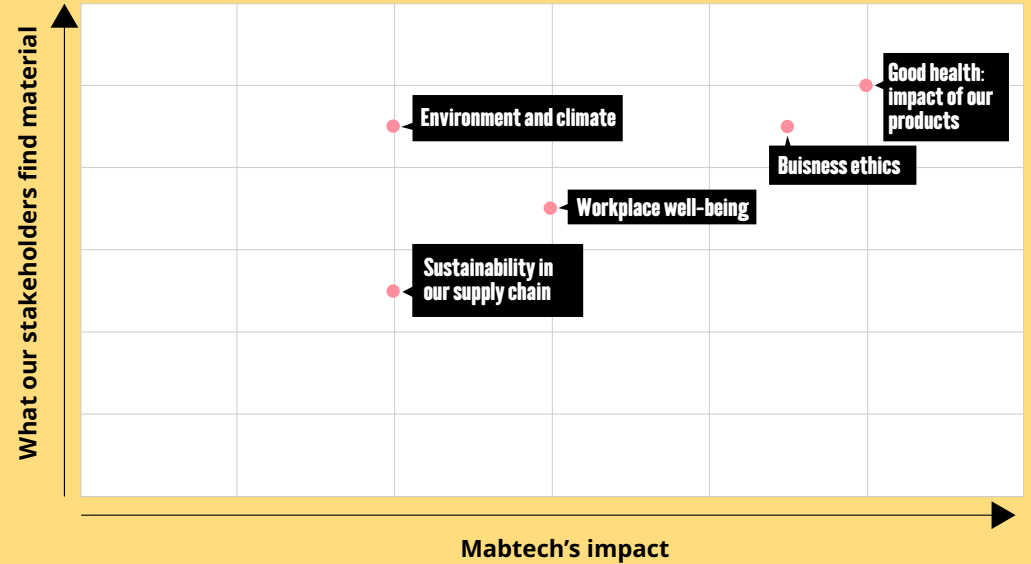
In 2023, we carried out a materiality analysis to identify the sustainability topics most relevant to our business, stakeholders, and impact. The resulting sustainability plan guided our work in 2024 and continued to provide direction in 2025.

In 2025, we assessed Mabtech's sustainability maturity. The assessment showed that our work is increasingly supported by defined roles, reporting routines, data systems, and leadership oversight.

It also showed where we need to do more: integrate sustainability into operations and strategy, improve data quality, and develop clearer targets.

Our priorities remain consistent:

- Promoting health and well-being through our products
- Acting with integrity and transparency
- Supporting a safe and inclusive workplace
- Reducing environmental and climate impact step by step
- Encouraging responsible sourcing and collaboration across our supply chain



Our governance

Structure and accountability

In 2025, Mabtech strengthened the governance structure around sustainability. This was a needed step toward more coordinated, business-relevant action.

A Board-level sustainability champion was appointed, creating a clearer route for sustainability topics to be discussed at Board level. The Chief Financial Officer was appointed as the sustainability link within the Management Group, helping connect sustainability with business planning, reporting, and strategic decision-making. The Sustainability Lead also strengthened internal capability through training.

This structure gives Mabtech a stronger foundation while remaining proportionate to our size and maturity. Initial cross-functional discussions in 2025 helped identify practical initiatives across business areas. These initiatives will inform the revision of our Sustainability Plan in 2026.

Sustainability is also supported by Mabtech's ISO-certified quality management system, which provides processes for documentation, risk management, corrective action, supplier evaluation, and continuous improvement.

Data foundation

A major development in 2025 was the implementation of a carbon accounting platform. The purpose is to improve the quality, consistency, and visibility of emissions data, especially Scope 3 emissions.

The platform is helping Mabtech identify material emissions sources, define realistic priorities, and prepare for future targets. The first expanded carbon footprint report is planned for early 2027, after data validation and integration into reporting routines.



Julia Salazar Gustavsson
Project Lead, M&S Operations / Sustainability

This year, one of the most important steps in our sustainability work has been onboarding our carbon footprint platform. Better sustainability work starts with better data: where our emissions come from, where the gaps are, and where we can make decisions based on facts rather than assumptions.

I see the platform as a practical tool that moves us toward a more structured and repeatable way of measuring our climate impact. Throughout 2025, we built the foundation. The next step is to integrate the platform into our reporting.

There is still work ahead. Carbon accounting is detailed and it will take time to improve data quality across the value chain. This is still a meaningful step for Mabtech. It gives us a clearer starting point, a better basis for future priorities, and a more honest way to follow progress.

Our impact

Scientific footprint

Mabtech's most material positive contribution comes through the work of our customers. Our monoclonal antibodies, immunoassays, peptide pools, and instruments support researchers whose work advances science and deepens understanding of human health.

In 2025, the number of new Mabtech customers classified as government agencies or research centers conducting research that shapes public health policy more than doubled compared with the previous year. This reinforces the relevance of our tools to organizations working close to public health decision-making and to research addressing urgent medical questions.



Dr. Leonie Bettin, Postdoctoral Researcher at the University of Veterinary Medicine Vienna, Austria

Chlamydia trachomatis (Ct) is the leading bacterial cause of sexually transmitted infections worldwide. Repeated and untreated chlamydial infections can lead to severe complications in women, such as pelvic inflammatory disease, infertility, and ectopic pregnancy. Current Ct treatment and screening programs have limits, and natural infection does not provide lasting immunity. An effective vaccine is therefore needed.

Pigs are a valuable model for chlamydia research and vaccine development because of their physiological similarity to humans, outbred immune system, and natural susceptibility to Chlamydia suis (Cs), a close relative of Ct. We use the pig model to develop and test subunit vaccine

candidates against Ct, with a focus on conjugate vaccines where the antigen links directly to the adjuvant.

Protection against Ct has been strongly associated with cell-mediated immune responses and IFN- γ production. We therefore assess the immunogenicity of our vaccine candidates with a focus on T cell responses. Recently, we started complementing our multi-parameter flow cytometry analyses with FluoroSpot assays to monitor antigen-specific T cells by detecting cytokines such as IFN- γ , TNF- α , and IL-17A. This gives us an efficient and sensitive way to screen cell-mediated immunity at single-cell level and identify the most promising vaccine candidates.

Highlighted research

In 2025, scientific publications referencing Mabtech products increased by 8% compared with 2024. Growth was stronger in top-quartile journals, where publications increased by 15%. This suggests that Mabtech’s tools remain widely used and continue to support high-quality, peer-reviewed research.

Our products support studies in fields such as vaccination, HIV, COVID-19,

immunotherapy, influenza, and emerging and re-emerging infectious diseases. High-quality research in these areas can inform better prevention, diagnostics, and treatment strategies.

Indicators

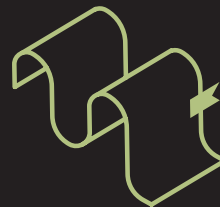
Scientific journal publications featuring the use of Mabtech products	2022: 4,898 2023: 5,425 2024: 5,985 2025: 6,488
Publications featuring Mabtech products by journal impact factor, Dec. 2025	Low (0-3): 890 Medium (3-7): 3,821 High (7-13): 912 Highest (>13): 865
Publications in health research featuring Mabtech products, Dec. 2025	482 on vaccinations 402 on HIV infections 445 on COVID-19 308 on cancer vaccines 253 on immunotherapy 157 on influenza vaccines



Ebola vaccine research case study

A study by Michelle A. Waltenburg et al. (2024) used Mabtech’s Human IFN-γ ELISpot assays to study long-term T cell responses 2-4 years after rVSVΔG-ZEBOV-GP Ebola vaccination.

The assays supported research into durable, antigen-specific cellular immunity and helped evaluate extended protection for healthcare workers facing future Ebola exposure risks.



6488

Scientific publications

Climate and resource use

Measuring more, managing better

Mabtech has no Scope 1 emissions because we do not operate company cars and do not use fuels on site. Our full climate footprint, however, extends beyond our own operations. It includes purchased goods and services, transport, distribution, business travel, packaging, and other value chain activities.

This is why 2025 was an important year for emissions data. By implementing a carbon footprint platform, we improved our ability to collect, structure, and analyze greenhouse gas data across a broader part of the value chain. The new data collection will expand Scope 3 visibility. We are currently validating historical data, with the first expanded report planned for early 2027.

Improved data helps us identify where action matters most. It also helps us avoid focusing only on what is easy to measure.

Energy

Mabtech maintained 100% renewable electricity at our headquarters in 2025. Electricity consumption was 182,971 kWh, compared with 168,900 kWh in 2024. Heating consumption decreased to 103,671 kWh in 2025, compared with 132,761 kWh in 2024, and continued to come from 98% renewable district heating.

Water and waste

Water consumption remained low in 2025,

at 693 m³. We continue to monitor water use and encourage responsible practices in labs and offices.

Hazardous waste remained below 10 kg in 2025. This reflects careful chemical handling, controlled lab routines, and the nature of our production processes. We also continue to avoid chemicals that would require registration under the REACH regulation, and we work to replace hazardous components where safer alternatives are available.

Travel and logistics

Transport and distribution are important parts of Mabtech’s Scope 3 footprint. In the categories currently reported, Scope

3 emissions decreased to 186.5 tons CO₂e in 2025, compared with 240.1 tons CO₂e in 2024.

Customer support, scientific conferences, and relationship-building are important in our sector. Our aim is to make better travel decisions: travel when it creates clear value, choose lower-impact options where feasible, and use digital alternatives when they work well. In 2025, 15% of all instrument services were carried out virtually.

Product design, packaging, and circularity

Environmental considerations are increasingly part of product and

packaging discussions. Mabtech instruments are designed for durability, serviceability, and long use. End-of-life management remains an area of focus, especially for instruments and materials that can be recycled or handled through appropriate recovery channels.

Mabtech already uses recyclable, foldable corrugated cardboard to reduce waste and shipping volume. In 2025, we continued exploring increased use of recycled packaging and opportunities to reduce plastic where this can be done without compromising product quality, temperature control, or delivery reliability.

Indicators*	2022	2023	2024	2025
GHG emissions – Scope 1 (tons CO₂e)	0	0	0	0
GHG emissions – Scope 2 Market based (tons CO₂e)	0*	0*	10	9.3
GHG emissions – Scope 3 Business travel and downstream transportation (tons CO₂e)	Not systematically collected	22.6, Business travel Q4*	240.1	186.5
Energy consumption – Electricity (kWh)*	180,867, 100% renewable	175,211, 100 % renewable	168,900, 100 % renewable	182,971, 100% renewable
Energy consumption – Heating (kWh)*	134,800, 98% renewable district heating	134,800, 98% renewable district heating	132,761, 98% renewable district heating	103,671, 98% renewable district heating
Water consumption*	823 m ³	822 m ³	672 m ³	693 m ³
Hazardous waste*	<10 kg	<10 kg	<10 kg	<10 kg

*Mabtech AB only, data from Mabtech Inc. are limited.

Responsible sourcing and business ethics

Responsible sourcing

Responsible sourcing matters to Mabtech because supplier choices affect quality, resilience, compliance, emissions, and trust. Our procurement processes have long considered quality, reliability, and cost. In 2025, ESG criteria were integrated into vendor evaluation processes, making sustainability considerations more systematic.

In 2026, Mabtech plans to embed responsible sourcing further by implementing a Supplier Code of Conduct in procurement and vendor evaluation. This will clarify expectations for suppliers in areas such as legal compliance, business ethics, labor standards, human rights, environmental responsibility, and health and safety. The aim is to assess 90% of essential suppliers by the end of 2026.

Business ethics

Mabtech’s business depends on trust from customers, researchers, suppliers, distributors, employees, and regulatory stakeholders. We maintain a zero-

tolerance stance on bribery, corruption, and serious unethical behavior.

Employees are expected to follow Mabtech’s Code of Conduct and relevant internal policies. We also maintain processes for customer and third-party checks, including attention to sanctions, high-risk geographies, and the nature of business activities. Our Terms and Conditions require customers to comply with applicable anti-bribery, anti-corruption, and sanctions legislation.

In 2025, Mabtech continued to build on these practices. As our international reach develops, we will keep reviewing compliance procedures, distributor expectations, and supplier risk processes to make sure they remain appropriate and effective.



Berend Bassleer, Product Manager Instruments

When we launched Mabtech EYRA™ in April 2025, researchers wanted a reliable multiplex instrument that fits naturally into existing workflows. It was developed to deliver good performance, simplify assay readouts, and support high-quality results over time.

Mabtech EYRA™ also has qualities that fit the direction we want for our instruments: hassle-free and easy to operate, without requiring deep instrument-specific knowledge. Its fluidics-free workflow makes the system simpler to handle and maintain. It also helps reduce the need for consumables and the waste connected to alternative solutions. These are practical benefits for the lab and from a resource perspective.

Like our other instruments, Mabtech EYRA™ is built to be durable, serviceable, and recyclable. These qualities come from thoughtful engineering and show how product performance and responsible resource use can support each other.

Indicators	2025
Number of formal complaints on ethics or corruption	0
Ratio of employees that have read the anti-corruption guidelines	100%

Our people

Shared commitment

Mabtech’s culture is shaped by scientific curiosity, collaboration, and a shared commitment to quality. In 2025, as the company continued to grow, we strengthened systems that support employees and help us listen more consistently.

A new HR platform was implemented, improving the foundation for people processes, employee data, and structured follow-up. Mabtech introduced regular employee surveys, creating opportunities to understand engagement, identify concerns, and support open feedback.

Constructive dialogue with employee representatives is also part of maintaining trust and making sure that colleagues perspectives are considered as Mabtech grows and changes.

Well-being and development

Mabtech offers initiatives that support well-being and learning, including flexible working hours, wellness benefits, and opportunities to share knowledge across teams. We want colleagues to feel able to contribute ideas, raise concerns, and grow in their roles.

A healthy workplace also depends on clear expectations. Mabtech has zero tolerance for discrimination, harassment, and disrespectful behavior. Employees are encouraged to speak up through available reporting channels and internal dialogue.

Diversity and inclusion

Mabtech benefits from a broad mix of scientific backgrounds, nationalities, skills, and experiences. Our approach remains practical and values-based: we aim to maintain an inclusive work environment where people feel respected and able to contribute.

Indicators	2022	2023	2024	2025	
Ratio of women in workforce	47%	48%	51%	45%	
Ratio of women in top management	43%	43%	44%	33%	
Number of employees, total	77	78	79	88	
Absenteeism at head office	2.9%	5.5%	2.9%	7%	
Turnover rate at head office	9%	14%	16%	0%	
Wellness benefit usage at head office	76%	76%	77%	72%	
Educational level at head office	Holds university degree	78%	87%	83%	83%
	Holds PhD degree	28%	27%	29%	29%
Languages spoken	18	21	22	28	



28
Languages spoken

Risk assessment

Sustainability risks are business risks when they affect trust, compliance, resilience, employee engagement, customer expectations, or Mabtech’s ability to contribute positively through science. In 2025, our risk understanding developed further as governance and data improved.



Risk area	Description of risk	2025 status and preventive action
Fragmented sustainability work	Without clear ownership, sustainability efforts may remain isolated, inconsistent, or dependent on individual initiative.	Governance strengthened through a Board-level sustainability champion, a Chief Financial Officer link to the Management Group, and Sustainability Lead capability development. Next step: integrate priorities into business planning.
Incomplete sustainability data	Weak or inconsistent data may limit Mabtech’s ability to set meaningful goals, respond to customer requests, or identify real priorities.	Carbon footprint platform implemented and 2025 data collection expanded. Next step: use validated data to define material priorities and targets.
Relevance and accessibility of products	Mabtech’s products may be seen as too specialized or may not reach research areas where they could support important health outcomes.	Publication metrics strengthened. Next step: define a credible impact key performance indicator (KPI) and continue engaging with researchers and public health-related research areas.
Supplier sustainability and compliance	Supplier practices may create environmental, social, ethical, or continuity risks.	ESG criteria integrated into vendor evaluation. Next step: implement the Supplier Code of Conduct and strengthen essential supplier assessment.
Ethics and anti-corruption	Ethical lapses in the company or value chain could damage trust, create legal risk, or affect customer relationships,	Existing policies and controls maintained. Next step: continue training, due diligence, and distributor and supplier risk monitoring.
Employee engagement and change fatigue	Sustainability may lose momentum if employees do not see relevance, ownership, or progress.	HR platform, surveys, and dialogue with employee representatives strengthened employee voice. Next step: communicate progress clearly and involve employees in practical initiatives.

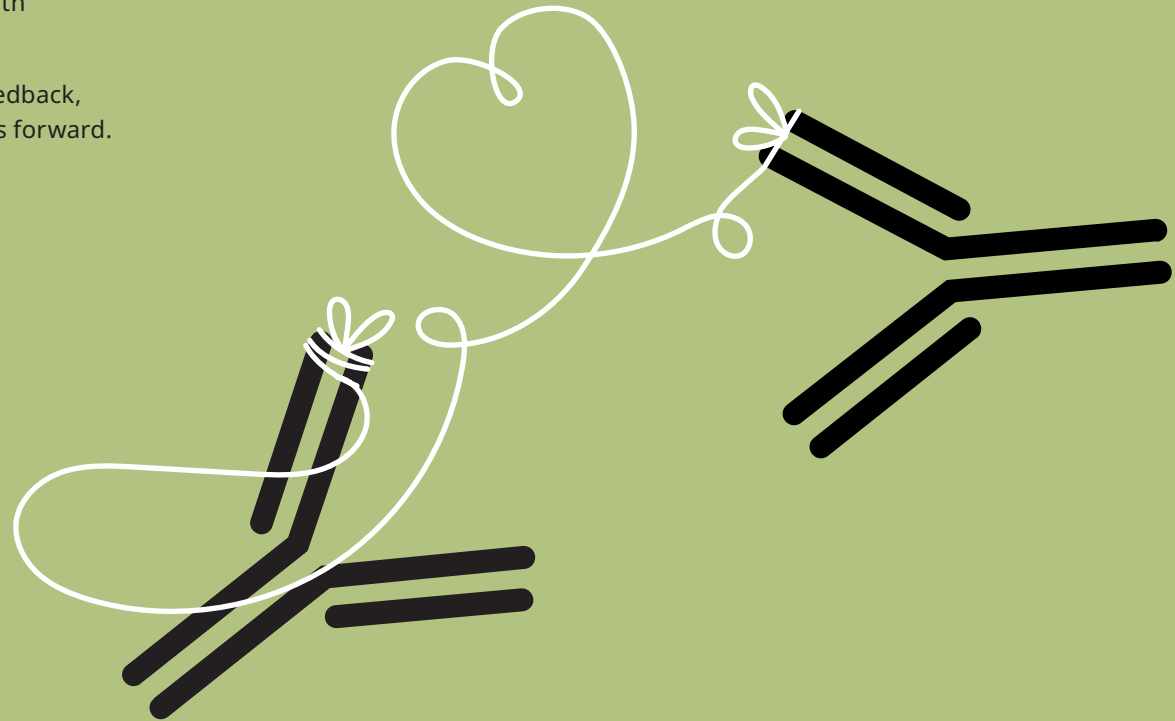
MABTECH

At Mabtech, sustainability means doing the work carefully, honestly, and consistently. We are proud of the progress made in 2025, especially because much of it happened alongside many other business priorities.

There is still more to do. The direction is clear: sustainability is becoming more structured, more measurable, and more connected to Mabtech's purpose.

Our contribution begins with science and continues through how we source, produce, support our people, manage resources, and build trust with customers and partners.

Thank you for taking the time to read this report. We appreciate feedback, questions, and ideas for the future. Your perspective helps guide us forward.



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