

DIAGNOSTYKA GROUP

ESG Report 2021



Table of contents

	Letter from the President of the Management Board	2
Chapter 1	About DIAGNOSTYKA	4
Chapter 2	Corporate governance	23
Chapter 3	Impact on the environment	35
Chapter 4	Our employees	46
Chapter 5	Social impact	58
Chapter 6	Patients	64
Chapter 7	Materiality assessment	71
Chapter 8	About the Report	75



Letter from the President of the Management Board



dr hab.med. Jakub Swadźba
Chairman of the Management Board
Diagnostyka S.A.

[GRI 2-22]

Dear Readers,

I am pleased to present DIAGNOSTYKA Group's ESG Report for 2021 describing activities of Diagnostyka S.A. and its subsidiaries in the area of corporate governance, society and the environment.

2021 was the second year of the SARS-CoV-2 pandemic, which presented a major challenge to the entire medical industry. DIAGNOSTYKA, as the largest network of medical laboratories in Poland, played an important role in combating the pandemic. Our employees performed thousands of COVID-19 tests every single day and we also joined the National Vaccination Programme.

Our top priority during this difficult period was to ensure the safety of our employees and patients. We have made every effort to maintain business continuity and provide services of the highest quality. This was accomplished by implementing a number of safety measures to prevent transmission of the virus and to protect the health of our patients, employees and subcontractors. Further on in this Report you will find a detailed description of the most relevant activities we have undertaken.

Along with the easing of COVID-19 restrictions, the need for routine and specialised tests has increased and the Company recorded a significant increase in the number of tests performed - 46% compared to 2020. In order to handle this increased demand for laboratory tests, we hired more employees and opened new sample collection points and laboratories.

In 2021, we have completed a number of investments, which resulted in the opening of the largest and most innovative laboratory in Poland. Laboratory at Jutrzenki 100 Street in Warsaw started its operations in December 2021. It can perform up to 200,000 tests a day. Having our patients in mind, we have also launched a modern sample collection point at this facility.

Out of concern for the health of our patients, we have been constantly expanding our offer and have prepared packages of preventive tests dedicated to people who have suffered from COVID-19. Moreover, we are expanding the offer of mail-order tests made for self-sampling by the patients.

DIAGNOSTYKA has been operating continuously since 1998. We are a leader in Poland in terms of the number of tests performed, laboratories and sample collection points. This is why we feel obliged to take ESG factors into account in our operations. We want to lead by example in the medical industry and take an active part in building a sustainable economy of our country.

In 2021, we have conducted a detailed analysis of our stakeholders, their needs, expectations and the way they are involved in DIAGNOSTYKA's activities. We also conducted an analysis of the impact that DIAGNOSTYKA has on the environment, people and society. On this basis, we identified topics relevant to our business and prepared an action plan for sustainable development. The next step will be to adopt a sustainable development strategy, which will define the direction of our future activities in this respect.

We are aware of the challenges facing us in the field of sustainable development, which is why we have appointed the Management Board Representative for Project Management and ESG, who is responsible for planning and coordinating the implementation of the ethical and responsible business strategy in all three ESG pillars - environmental, social and corporate governance.

Our mission obliges us to undertake educational and pro-social activities. From the beginning of the Company's existence, our motto has been 'DIAGNOSTYKA is more than a result'. In 2021, we were involved in a number of activities, including the national Prevention 40 PLUS Programme and our own preventive and educational campaigns. Since the outbreak of the war in February 2022, we have also actively participated in aid activities for Ukraine by creating an aid fund and undertaking joint activities with the Employers of Poland.

On behalf of the entire Management Board, I would like to thank all employees and subcontractors of DIAGNOSTYKA. It is their commitment and professionalism that allow us to maintain our position of a leader. The trust that our patients place in us thanks to the conscientious work of our entire team is a reason to be proud and a strong motivation to further improve our services. We are optimistic about our development and we are fully ready for the challenges of the future.

Thank you for your interest in our activities and I cordially invite you to read the Report.



dr.hab.med. Jakub Swadźba
Chairman of the Management Board



Chapter 1

About DIAGNOSTYKA



1.1 Background information on DIAGNOSTYKA Group

[GRI 2-6]

We are the largest network of medical laboratories in Poland. We specialise in providing professional services ranging from the collection and transport of biological material, through testing, to the delivery of the results in the shortest time possible.

The Group increases the scale of its operations every single year. After the pandemic in 2020, during which the number of tests performed decreased, in 2021 we managed to serve 16 million patients and performed over 125 million tests for them. In addition, we cooperated with over 7,000 health care institutions. We are the leader of the industry, also in terms of quality and implemented technological, IT and management solutions.

DIAGNOSTYKA was established in 1998 in Cracow and operates across various locations in Poland. At the end of 2021, we offered over 3,000 types of tests, covering a broad range of routine and specialised tests (genetics, allergology, infections, bacteriology, autoimmunology, histopathology and others). We focus on the development and popularisation of the latest technologies.

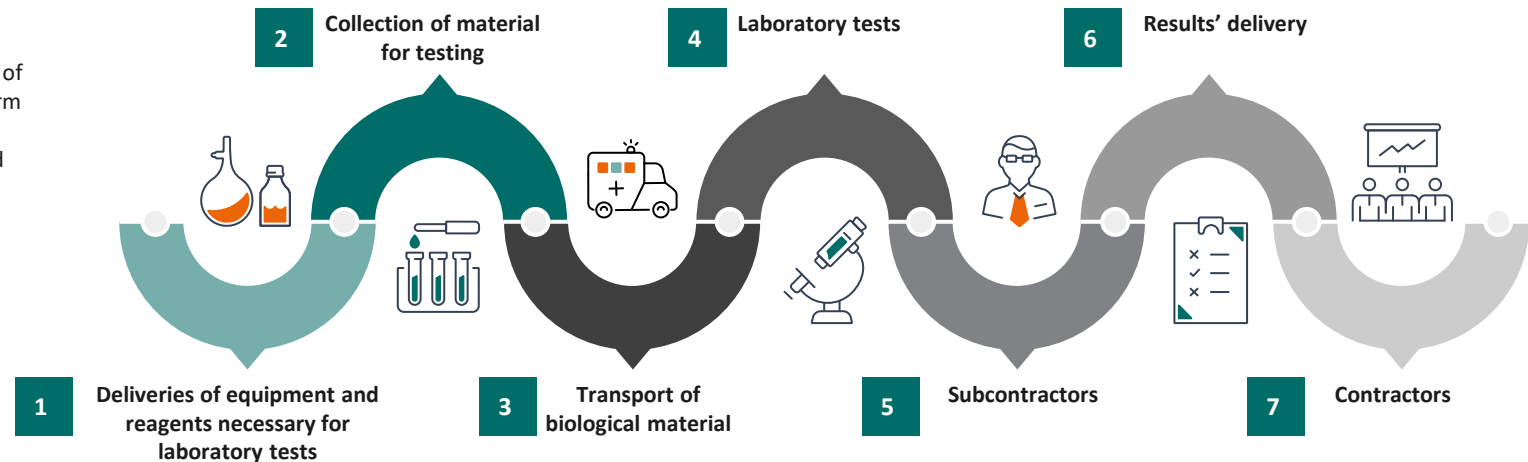
Our laboratories are equipped with high quality analytical equipment. We employ highest class diagnosticians, technicians and doctors practising in various areas of medical analytics, including doctors specialising in pathomorphology and genetics. Thanks to the solutions we have implemented, we are now able to deliver the result of medical tests in the shortest possible time - i.e. less than 24 hours in case of routine tests. Rigorous quality controls and openness to innovation guarantee a continuous increase in the level of both the quality of services offered as well as the customer service.



1.2 Value chain

[GRI 2-6]

The value chain of DIAGNOSTYKA includes: purchase of medical equipment and reagents necessary to perform laboratory tests, providing services to individual and business clients through the Group's subsidiaries and subcontractors, as well as delivering the results of medical tests to patients via own sample collection points or the online platform.



1 Deliveries of equipment and reagents necessary for laboratory tests - We use the services of 38 suppliers from Poland, US, Sweden, Austria, France, Italy, Germany, Czech Republic, Spain, Japan, Switzerland, Hungary and Denmark. We mainly purchase equipment for diagnostic tests, medical devices and reagents for medical laboratories.

2 Collection of material for testing - Our customers are served at approximately 1,100 sample collection points in various locations across Poland. Our offer also includes self-sampling kits, which are later collected from the patient's home. The material is also collected by our contractors at their own facilities.

3 Transportation of biological material - Our samples are transported using our own network of couriers. We employ 632 couriers, whose monthly routes in 2021 had a total length of approximately 1.8 million kilometers.

4 Laboratory tests - Our offer includes routine, specialised, as well as histopathological, pathomorphological and genetic tests. In 2021 our tests were performed at 188 modern laboratories of the DIAGNOSTYKA Group or at our subcontractors' facilities.

5 Subcontractors - Only tests subject to specific legal regulations (Provincial Sanitary and Epidemiological Stations, County Sanitary and Epidemiological Stations, Regional Centres for Blood Donation and Blood Treatment, National Institute of Public Health - National Institute of Hygiene, etc.) and rare tests commissioned occasionally are performed by our subcontractors. Subcontractors are carefully selected and subject to systematic evaluation.

6 Results' delivery - Results can be collected at our sample collection points and through the dedicated website wyniki.diag.pl. In 2021, the functionality of text notification for test results was introduced. Contractors can collect their patients' results online or from our couriers.

7 Contractors - The group of our business clients (contractors) includes over 7,000 medical and non-medical entities - public hospitals, networks of private medical care facilities, public and private medical clinics, and private medical practice offices. Additionally, we perform laboratory tests for universities as part of research programmes as well as preventive programmes organised, among others, by local governments.

1.3 Our vision and mission

Our business activities focus on much more than simply the economic development of the company. We undertake activities aimed at building our identity as a company and promoting corporate social responsibility. We strive to fulfil our mission through effective, ethical and socially responsible management.

Our values



Mission

Our Mission

We strive to be the **first-choice** network of medical laboratories in Poland.

We aim to achieve that by providing tests of the highest quality, offering a high level of customer service as well as conducting educational and social activities.

- Analytical services of the highest quality
- Customer satisfaction and their wellbeing
- Availability of tests
- Hiring high-class specialists
- Full transparency
- Social activities
- Reliability and timeliness
- Transparency of procedures



Vision

Our vision

Thanks to stringent quality controls and openness to innovation, we constantly increase the level of services offered. We develop in a responsible manner for the benefit of our employees, patients, business partners, investors and society. The values that guide us in fulfilling our mission are also our competitive advantages. Those values are guidelines for conduct, applicable at all companies belonging to the DIAGNOSTYKA Group.

1.4 Key numbers for DIAGNOSTYKA Group

In 2021, DIAGNOSTYKA Group significantly increased the scope of its activities. The number of tests performed by the Group in 2021 increased from 85.6 million to 125 million (an increase of 46% compared to 2020). Such an increase in the scale of operations required us to hire more than 1,500 nurses and midwives as well as laboratory workers and contributed to the increase in profits by 121%.



1,100
sample collection points

DIAGNOSTYKA Group has over 1,100 modern and friendly sample collection points across the whole country.



188
laboratories

We introduced 'Friendly Integrator of Laboratories' - a programme providing local laboratories with a chance to grow within our network.



127
medical doctors

The Group employs medical doctors specialising in the field of pathology and genetics.



Over 3,000
tests and services offered

We offer a broad range of tests and services, including specialised tests in the field of microbiology, toxicology, genetics and molecular biology.



16 mln
served patients

The wellbeing and satisfaction of our patients is one of our most important values. We are proud of the trust our patients have in us.



125 mln
test performed

The growing number of tests performed proves that our patients and institutional clients trust us.



8,918
employees

85% of our employees are women. We create a friendly and safe work environment.



1,647
diagnosticians

By the end of 2021, 133 of our employees completed their specialisation while being employed at DIAGNOSTYKA.



2,672
nurses and midwives

At our sample collection points, we provide the highest quality of patient service.

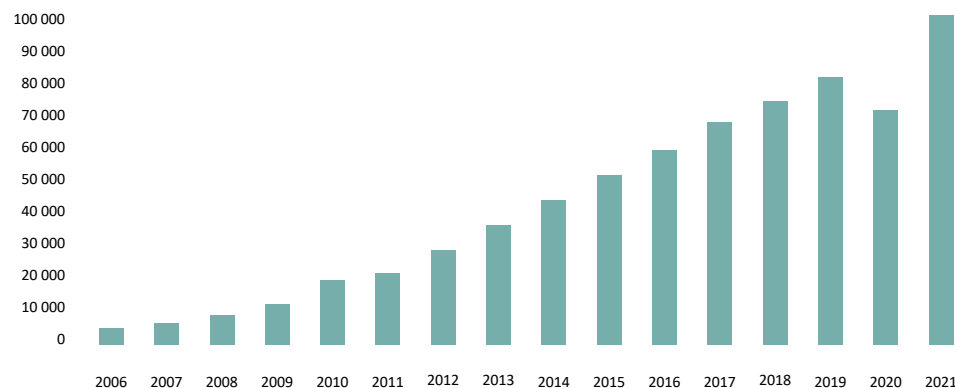


5 mln
COVID-19 tests

We have planned and launched about 100 sample collection points for the safe collection of swabs for SARS-CoV-2 diagnostics, including several Drive & Thru sample collection points.

Diagnostyka S.A. is the largest company of the Group and performs over 86% of all tests carried out by the DIAGNOSTYKA Group. The small share of tests performed by the genetic companies is due to the nature and costs of the tests they offer - they are personalised and highly specialised, and thus not performed routinely.

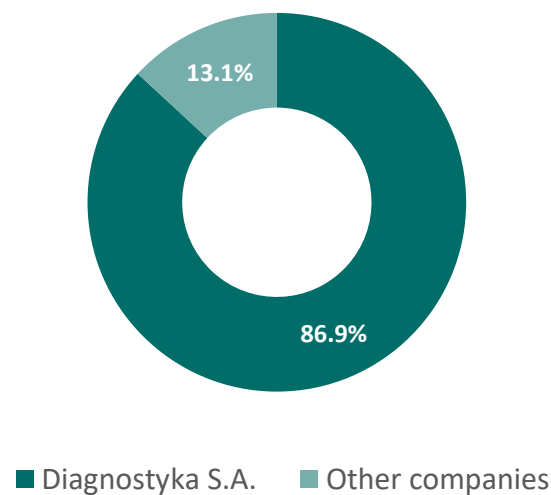
The total number of tests conducted by Diagnostyka S.A. in thousands in the years 2006-2021



In the years 2006-2021 we observed a clear upward trend in the number of tests performed. The year 2020 was an exception, since a smaller number of tests was carried out due to the pandemic restrictions.

The large increase in the number of tests performed in 2021 was caused by the active role of DIAGNOSTYKA in combating the COVID-19 pandemic and a clear return to ordering and performing other laboratory tests by doctors and patients, which in 2020 were significantly limited due to pandemic restrictions.

Percentage share of tests performed by companies of the DIAGNOSTYKA Group



1.5 Ownership structure of DIAGNOSTYKA Group

[GRI 2-1, GRI 2-2]

Diagnostyka S.A. is the parent company of the DIAGNOSTYKA Group, and its head office is located in Cracow, at 16 Prof. Michał Życzkowski Street.

DIAGNOSTYKA Group operates only on the territory of Poland. The core business activity of the Group is focused on providing medical laboratory services from the collection and transport of biological material, through testing, to the results' delivery.

On September 2, 2021, DIAGNOSTYKA was transformed from a limited liability company into a joint stock company.

Ownership structure of Diagnostyka S.A.

Shareholder	Percentage ownership [%]
LX Beta S.A.R.L	47.3
Acer Capital Partners SCSP	18.88
Acacia Capital Partners SCSP	18.88
Jakub Swadźba	9.43
UBA Capital Partners SCSP	4.20
Paweł Pirkł	0.76
Grzegorz Głównia	0.0003
Jacek Prusek	0.0003
Marcin Fryda	0.0003

Companies belonging to the DIAGNOSTYKA Group on December 31, 2021

Companies performing testing:				
laboratory: standard and highly specialised	pathomorphological	genetic	e-commerce	Special purpose vehicles
<ul style="list-style-type: none"> • Diagnostyka S.A. • Diagnostyka sp. z o.o. sp. k., Częstochowa • Dr n. med. Teresa Fryda, Laboratorium Medyczne sp. z o.o. • Diagnostyka – Tarnów, Medyczne Centrum Laboratoryjne sp. z o.o. • Laboratoria Medyczne OPTIMED Kuriata, Wroński sp. z o.o. • VITALABO Laboratoria Medyczne sp. z o.o. • Laboratorium Analiz Medycznych sp. z o.o. • Medicom - Centralne Laboratorium Analityczne sp. z o.o. 	<ul style="list-style-type: none"> • Diagnostyka Consilio sp. z o.o. • Diagnostyka Consilio sp. z o.o. Poznań sp.k. • Histamed Diagnostyka Consilio sp. z o.o. sp.k. 	<ul style="list-style-type: none"> • Oncogene Diagnostics sp. z o.o. • Centra Genetyki Medycznej Genesis sp. z o.o. • Genomed S.A. • genXone S.A. 	<ul style="list-style-type: none"> • ZdroweGeny PL sp. z o.o. 	<ul style="list-style-type: none"> • DIAG INVEST sp. z o.o. • RIOT Agency sp. z o.o. • Mediana sp. z o.o. • Diagnostyka.BY sp. z o.o.

The table above shows the composition of the Group as of December 31, 2021.

In 2021, the Diagnostyka Investments sp. z o.o. sp.k. company was transformed into Diag Invest sp. z o.o., and LOMA Laboratorium Medyczne sp. z o.o. was incorporated into Diagnostyka S.A. in the first quarter of 2021.

1.6 Companies belonging to DIAGNOSTYKA Group

Companies performing testing:

Diagnostyka S.A. – is the parent company of the DIAGNOSTYKA Group. It has 134 laboratories as well as more than 1,000 sample collection points across the whole country.

Diagnostyka sp. z o.o. sp. k., Częstochowa – a company operating 5 diagnostic laboratories, including 4 hospital laboratories performing outsourced work. It offers patients sample collection points in Częstochowa and the surrounding area. In 2022, the company was incorporated into Diagnostyka S.A.

Dr n. med. Teresa Fryda, Laboratorium Medyczne sp. z o.o. – the leader of the Silesian market and one of 4 largest national laboratory networks. As of the date of this report, it employs over 200 people and operates mainly in hospital laboratories. In order to facilitate patients' access to laboratory tests, it has also launched independent sample collection points.

Diagnostyka – Tarnów, Medyczne Centrum Laboratoryjne sp. z o.o. – a network of laboratories operating in the Małopolskie and Podkarpackie voivodeship. It offers over 2,500 types of routine tests and highly specialised tests in the field of immunology, hormone levels, diagnostics of infectious diseases, cancer markers, bone turnover markers, drug concentration monitoring, and a full allergy panel.

Laboratoria Medyczne OPTIMED Kuriata, Wroński sp. z o.o. – a company operating 6 medical laboratories together with sample collection points across Mazowieckie and Warmińsko-Mazurskie voivodeships. The company offers a broad range of tests in the field of laboratory diagnostics and microbiology. Thanks to co-financing from the European Regional Development Fund, the company has launched and runs one of the most technologically advanced microbiological laboratories.

VITALABO Laboratoria Medyczne sp. z o.o. – a network of 11 laboratories in the Kujawsko-Pomorskie voivodeship with 99 sample collection points. It provides laboratory services to both individual as well as institutional clients, including private health care facilities, hospitals, specialist doctors' offices and companies.

Laboratorium Analiz Medycznych sp. z o.o. – a laboratory in Elbląg, running an outpatient medical laboratory with a sample collection point and offering routine laboratory tests.

Medicom – Centralne Laboratorium Analityczne sp. z o.o. – a laboratory located in Ziębice in the Dolnośląskie voivodeship. The company runs a medical diagnostic laboratory offering routine laboratory tests.



Companies performing pathomorphological tests:

Diagnostyka Consilio sp. z o.o. – one of the largest private histopathology laboratories in Poland operating 5 laboratories. In 2021, it conducted over a million histopathological and cytological diagnoses. It gained trust of 75 hospitals, 400 clinics and offices as well as over 200 facilities supported under the Cervical Cancer Prevention Programme (over 160,000 pap smears performed). Their team consists of 80 doctors working in the central laboratory in Łódź and in 7 branches in Warsaw, Cracow, Poznań, Wrocław, Szczecin, Gliwice and Gdańsk.

Diagnostyka Consilio sp. z o.o., Poznań sp.k. – a pathomorphology laboratory performing a full range of histopathological examinations. The unit provides services in the field of histopathological examination of tissue materials, pap tests (fluids from body cavities and material from fine needle biopsy), gynaecological pap tests and, depending on the needs, histological, immunohistochemical and specialist consultations as well as intraoperative examinations. In 2021, the company performed nearly 200,000 tests.

Histamed Diagnostyka Consilio Spółka sp. z o.o., sp.k. – a histopathology laboratory in Gliwice, performing a full range of histopathological and pap tests. It performs microscopic histopathological examinations of specimens, of oligo biopsy material and of surgical material - necessary during cancer diagnostics, diagnosis of degenerations, inflammations or monitoring the progress of treatment. In addition, it conducts pap smear tests and issues over 100,000 diagnoses annually. It gained the trust of 25 hospitals, 230 clinics and 300 private offices. In 2021, the company performed over 200,000 tests.

Companies performing genetic testing:

Oncogene Diagnostics sp. z o.o. - a laboratory, which gained trust of hospitals, research institutions and individual clients. Currently, it performs tests for over 100 medical centres all across Poland. Since 2011, it has been cooperating with universities and research institutions in the field of molecular research and performing tests in the field of oncological molecular diagnostics and genome analysis.

Centra Genetyki Medycznej Genesis sp. z o.o. – a genetic company that has served over 100,000 patients from Poland and abroad and has performed over 18,000 highly specialised genetic tests. It specialises in genetic research and genetic counselling. Its test offer covers a broad range of specialisation, i.e. oncology, gynaecology, andrology, paediatrics, ophthalmology and neurology.

Genomed S.A. – a company providing DNA sequencing, analysis and synthesis services for over 200 research centres, biotechnology companies and medical institutions. The company's activity is focused on the implementation of modern technology in the field of personalised medicine based on DNA sequencing and diagnostics of genetic diseases. At present, the company's offer includes the analysis of mutations responsible for over 140 diseases.

genXone S.A. – a company specialising in NGS (next generation sequencing) and medical diagnostics. It is the first laboratory in Poland that uses nanopore sequencing technology in many areas of science, business and medicine. It cooperates as a commercial partner with Oxford Nanopore Technologies - a world leader in biotechnological innovations and has full ONT certification.



E-commerce:

ZdroweGeny PL sp. z o.o. – the largest Polish diagnostics platform offering tests from the best laboratories in Poland. It facilitates customers' access to specialised and modern tests, and also enables the consultation of test results with medical specialists. The platform serves several thousand patients a year and facilitates the execution of tests in almost 500 sample collection points across Poland.

Special purpose vehicles:

DIAG INVEST sp. z o.o. – a company managing the real estate of the DIAGNOSTYKA Group. It supports the Group in the administration of the buildings it purchases, including in their construction, commercialisation and professional management. It offers rental of office and service space, adapted to the activities of medical entities, finished in the highest standard and situated in the best locations of many cities in Poland, as well as comprehensive consulting and supervision over finishing works. In 2021, the company was building a facility in Warsaw at 100 Jutrzenki Street, as well as in Bielsko-Biała at 39 Oświęcimska Street. In addition, it modernised a building in Olsztyn at 62 Wojska Polskiego Street.

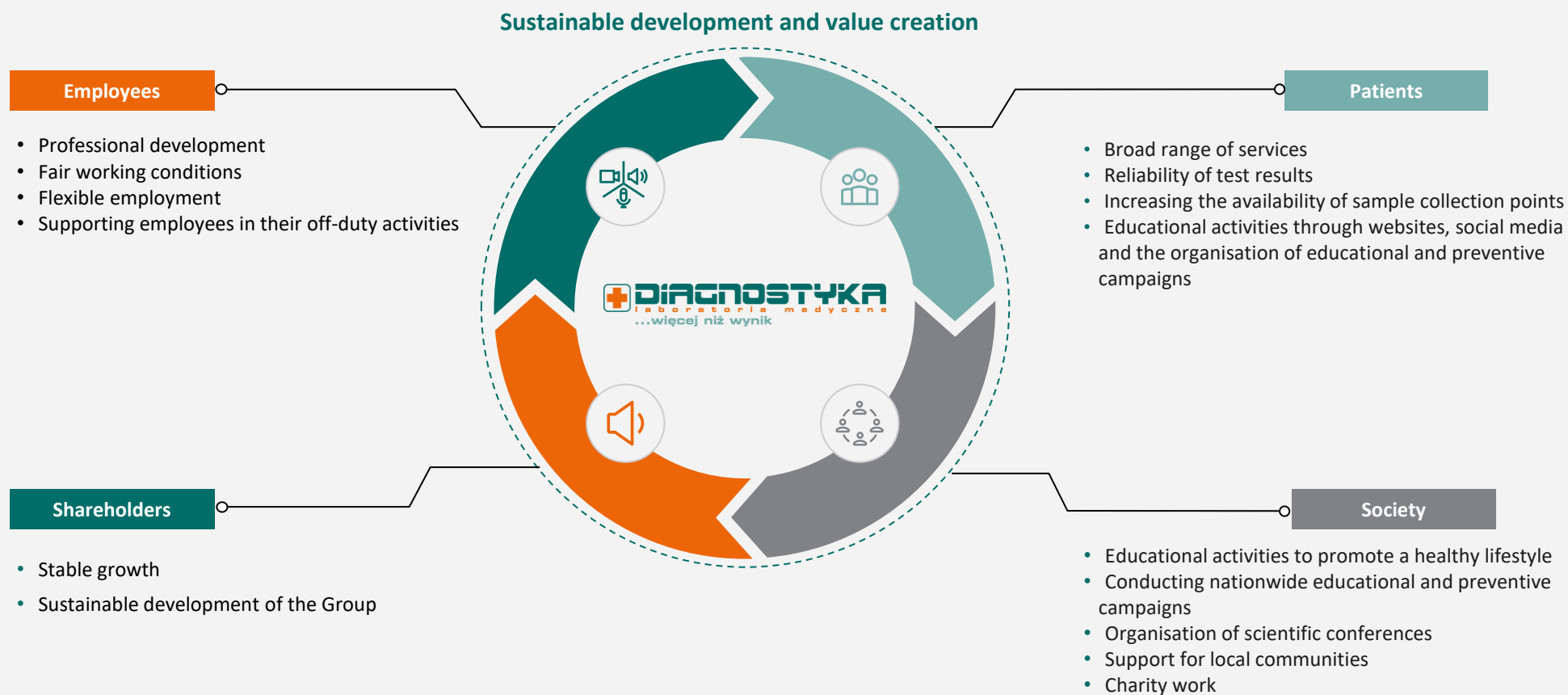
RIOT Agency sp. z o.o. – it works on the most advanced IT technological solutions for DIAGNOSTYKA - the market leader in the medical diagnostics industry, using artificial intelligence, machine learning and telemedicine. The company developed, inter alia, the online shop software for DIAGNOSTYKA and a system presenting test results to patients.



1.7 DIAGNOSTYKA – more than a result

For years DIAGNOSTYKA has been focusing on educating the society on disease prevention and promoting a healthy lifestyle. From the beginning of our operations, we have been an active organiser, partner and participant of educational campaigns and actions. We are fully aware that with the development of the company, comes the responsibility for caring for our patients' health. That is why we want our patients to have access to medical knowledge based on the facts.

We share our knowledge on our website and YouTube channel, as well as provide information materials available at sample collection points. The coexistence of initiatives in the field of disease prevention and promotion of a healthy lifestyle constitutes not only a manifestation of our social responsibility, but also allows us to build a competitive advantage and gives the possibility of a long-term implementation of the company's mission.



1.8 Sustainable development strategy

Our activities in the field of sustainable development are closely related to our mission and the implemented business strategy. These activities focus on reducing our negative impact on the climate and environment as well as creating value for our stakeholders.



Continuous improvement of the quality of customer service



Ongoing development of employees' competences



Reduction of our environmental impact



E-commerce development



Introducing innovations in our laboratories and their development



Digital transformation

Our sustainability priorities include:

Continuous improvement of the quality of customer service

Our goal is to constantly improve the quality of customer service by:

- improving the skills of sample collection points employees,
- extending the opening hours of sample collection points,
- increasing the number of staff available at our facilities,
- employing experienced employees - nurses, midwives, paramedics and registrars,
- increasing the comfort for all patients, especially children,
- cooperation with contractors through the care provided by dedicated sales representatives,
- transport of test materials using our own courier network,
- providing modern systems for collecting blood and other materials,
- educational activities for contractors and patients.

Ongoing development of the competence of our employees

We consistently focus on the professional development of our employees through dedicated training, as well as clearly defined development paths. We plan to improve the employee training system by launching an e-learning platform and analysing trainings' effectiveness. In 2022 and 2023, we want to further develop the Manager's Academy, launched in 2021. Our laboratory diagnosticians will continue to be actively supported by the Management Board and senior staff with obtaining specialisation through dedicated training leaves and funding.

Reduction of our environmental impact

Since 2021, the DIAGNOSTYKA Group has been focused on building awareness on the ESG issues among employees and management. In the coming years, our priority will be to reduce our carbon footprint. We want to focus mainly on the electrification of our courier fleet - our plan is to have 50% of our vehicles powered by electricity by 2025. At the same time, we will continue building local electric car charging stations. We will carry out further optimisation of courier routes with the support of the courier application and prepare a fuel consumption optimisation plan.

E-commerce development

Our strategic goal is to further develop the functionality of the e-commerce platform and to expand the offer available online - in particular the number of tests that can be shipped to customers, as well as genetic tests and test packages. We will continue offering tests combined with online consultations. We also plan to rebuild the website in order to make it more transparent and user friendly, as well as create a store module on the website with test results, which will facilitate the purchase of recommended tests.

Introducing innovations in our laboratories and their development

Our goal is to constantly develop laboratories, implement innovative solutions and expand our offer. In response to the growing demand for our services, we are investing in the construction of new laboratories with greater efficiency, which will be able to handle the increasing number and variety of tests we perform. We have engaged in the project called "System of automatic prediction of laboratory tests and optimisation of quality control and workload of analysers", operating on the basis of machine learning, which will allow us to reduce the number of repeated tests, the consumption of control materials and reagents, and thus increase our efficiency while also reducing our environmental footprint.

Digital transformation

Our goal is to transform DIAGNOSTYKA into a data driven organisation. In 2022, we will continue with the digitisation of the company's communication channels dedicated for patients and contractors, through a functional analysis of the expansion of the existing website with results into the patient portal. We will also work on a new contractor portal. We are constantly developing our own, unique system created to support the eConsilio pathology laboratory. We are also focusing on a reagent consumption optimisation system using artificial intelligence - we have obtained funds for this project from the National Centre for Research and Development.

In 2022, we plan to develop a number of new systems that will improve the operations of DIAGNOSTYKA:

- diagMag - a new warehouse and cost system adapted to the characteristics of the laboratory process, co-created based on the results of the development programme regarding the optimisation of reagent consumption,
- xInfo - central hotline management system for patients and contractors and the Central Results Server with an added functionality of integrating with the patient's account in the DIAGNOSTYKA's online shop.

The main project currently carried out by DIAGNOSTYKA is the development and construction of a specialised LIMS-class system that supports the entire laboratory process from the moment of order registration, through the acceptance of the material, its analytical processing, diagnostic validation and issuing the result. The xLAB project is carried out by an in-house team, as there is currently no available laboratory system on the market that would be readily-made, fully scalable in performance and also supporting all business models (B2B, B2C, B2B2C).

In 2021 as part of the digital transformation of DIAGNOSTYKA, we created a product map and designed a full cloud architecture and key modules for the xLAB system. We then selected a key technology partner, whose team supports DIAGNOSTYKA's architects and developers in the production.



1.9 Summary of DIAGNOSTYKA's activities in 2021

The most important activities accomplished in 2021:



#SZCZEPIMYSIĘ

Adapting to new patient's expectations

From the beginning of the pandemic and also in 2021, DIAGNOSTYKA's priority was to maintain the availability of sample collection points for patients, adapting them regularly to ensure compliance with COVID-related sanitary requirements, as well as ensuring epidemiological safety for employees of the sample collection points.

In addition, we have planned and launched around 100 sample collection points for the safe collection of swabs for SARS-CoV-2 diagnostics, including several so-called 'DriveThru' points.

New laboratories

A new seat of the Central-Eastern Region of Diagnostyka S.A. has been established in Warsaw. The investment is located in the vicinity of offices and logistics facilities at the junction of the Southern Ring Road of Warsaw. A medical laboratory with the largest line of analysers in this part of Europe has started its operations and will ultimately ensure the performance of over 200,000 tests a day. The four-storey building will also house specialist laboratories, a sample collection centre and administrative facilities.

Further, In Bielsko-Biała we built a service-office-medical complex for the Silesian Region (Podbeskidzie). The two-storey building houses specialist work stations, a laboratory, a sample collection point and administrative facilities.

E-commerce

The ongoing pandemic has had a positive impact on the development of our online store. Sales in e-commerce in 2021 increased by as much as 67% compared to 2020, 580% compared to 2019 and 1,051% as compared to 2018, which was the first full year of operation of the e-store.

Currently, a total of 1,060 tests are available for purchase at the online store. Moreover, in 2021 we introduced 18 types of tests suitable for self-sampling - DIAGpack.

In 2021, we sold over 1,500 test vouchers for self-sampling, and a total of 481,481 vouchers were issued for all tests available via the online store.

Vaccination campaign in 2021

DIAGNOSTYKA selected a number of its sample collection points to provide services under the National Immunisation Programme.

Two companies belonging to the DIAGNOSTYKA Group have joined the COVID-19 vaccination campaign.

We performed 70,121 vaccinations at 16 points across Poland - including 59,962 at 15 sample collection points owned by Diagnostyka S.A. and 10,158 vaccinations at one of the VITALABO sample collection points.



E-PAKIET ZDROWIE W DOBIE PANDEMII

Wyniki badań zawartych w pakiecie będą opatrzone automatycznym raportem, dostępnych w serwisie wyniki.diag.pl lub możliwym do odbioru w Punkcie Pobrania. Automatyczny raport będzie dostępny po wykonaniu i zatwierdzeniu wszystkich badań z Pakietu.



Post-COVID-19 testing programme

It was particularly important for us to create new test packages dedicated to patients who suffered from COVID-19. The tests focus on checking the level of patient's immunity, including the immunity provided by the vaccine.

We also offer SARS-CoV-2 antibody tests, as well as screening tests that will help determine the state of a patient's body and help in the early detection of numerous health abnormalities.

We stand with Ukraine

DIAGNOSTYKA immediately reacted to the outbreak of the war in Ukraine and actively and comprehensively engaged in the aid activities. The Company's Management Board decided to create a special assistance fund of PLN 500,000, from which the funds are gradually allocated to fulfil the most urgent needs of the victims, including financing of medical supplies, sanitary products and providing basic care to those in need.

DIAGNOSTYKA also joined the action coordinated by the Confederation of Polish Employers, which organised joint assistance from many Polish enterprises, co-financing the activities with the amount of PLN 100,000. In addition, the company's management purchased a gas metre together with reagents for blood gas testing and other tests necessary for the continued operation of one of cardiovascular surgery and intensive care units at the Lviv Hospital. Our employees created their own initiative - a special group #DiagHEROES for Ukraine. It coordinates aid activities across Poland and transfers gifts to specific foundations on an ongoing basis, as needed.

At all sample collection points of the DIAGNOSTYKA network of laboratories, patients from Ukraine can access primary health care tests.

Implementation of the Prevention 40 PLUS Programme in 2021

DIAGNOSTYKA supported the Ministry of Health in implementing their programme aimed at assessing how effectively people over the age of 40 are covered with preventive diagnostics of the most common health-related problems.

As part of the Programme, from July 1, 2021, every Pole over 40 received one-time access to a free diagnostic test package. The main goal of the Programme was to promote prevention tests, which were neglected during the coronavirus pandemic. Preventive testing allows for earlier detection of diseases, and thus, more effective treatment.

In 2021, over 1,700 sample collection points participated in the Programme across Poland, 450 of which were made available to patients by the DIAGNOSTYKA Group. According to the data of the Ministry of Health, as of December 31, 2021, we had performed tests for 240,000 patients, which accounted for as much as 90% of all tests performed in Poland as part of this Programme.

1.10 Safety during the pandemic

Our top priority in 2021 was to maintain business continuity and ensure the safety of our employees and patients.

The time of the pandemic presented new challenges for the health care sector, which we had to deal with promptly. Due to the nature of our business activity, preventing infectious diseases and infections in general among staff, patients and subcontractors is one of our permanent priorities. However, we had never faced such a large-scale threat before.

We have made every effort to ensure sanitary safety for our employees and patients. Thanks to the implemented solutions and efficient management, we maintained the continuity of work and did not close our laboratories even for a moment. Warehouse operatives, couriers, employees of sample collection points and laboratories worked continuously.

This required us to develop new rules of work to reduce the possibility of virus transmission and maintain the continuity of our facilities' work.

In order to meet this goal, we have carried on with preventive measures aimed at increasing the safety of our employees and patients.

Office spaces:

- **Administrative and office employees were recommended to work remotely.** All work at the offices was performed in shifts and capacity restrictions were introduced.
- **We have limited the mobility of our employees** by temporarily restricting business trips and field inspections.

Laboratories:

- **We have equipped laboratories and sample collection points with UV flow lamps,** which sterilise air and reduce the spread of germs.
- **We undertook measures to ensure lack of contact between employees from different shifts.**
- **We provided all employees with access to the recommended personal protection equipment.**

Collection points:

- **We have regulated the operation of our sample collection points and laboratories** by implementing new sanitary procedures related to dealing with the COVID-19 pandemic.
- **We have prepared information materials** dedicated to employees of sample collection points.
- We have provided access to disinfectants for all visitors of sample collection points.

Additional preventive measures:

- **Our employees and their families could vaccinate against SARS-CoV-2 at their workplaces.**
- **COVID-19 tests** - in 2021, we continued our COVID-19 testing campaign for employees in order to protect them and their patients. We performed 1,871 tests.
- **We have lowered the price for RT-PCR tests for the families of our employees.**
- **We made it possible for employees to check the level of anti-S neutralising antibodies.** These antibodies have the ability to neutralise the virus, and their presence confirms immunity to COVID-19. 2,997 of such tests were performed.

Medical protection measures



Medical masks

(no.)



Protective gear

(no.)

	Medical masks (no.)	Protective gear (no.)
2019	6,142	0
2020	859,320	43,280
2021	1,467,872	71,101

All used medical protection equipment was disposed of in accordance with applicable regulations by incineration in hazardous waste incineration plants.

1.11 Membership associations

[GRI 2-28]

Our representatives are involved in the work of many industry organisations.



Employers of Poland – the oldest and the largest employer organisation in Poland, representing over 19,000 companies employing 5 million people. Employers of the Republic of Poland take an active part in the dialogue to ensure conditions for socio-economic development and increase the competitiveness of the Polish economy and social cohesion.



Polish Society for Laboratory Diagnostics – scientific association bringing together laboratory diagnosticians and doctors, whose activities are aimed at: disseminating current knowledge in the field of laboratory medicine, training activities and supporting the scientific activities of its members.



Association of Private Medicine Employers – a union of private healthcare providers, including leaders of the occupational health programme market, publicly traded companies and local health care employers, which constitute an important link in the public health system. Private Medicine Employers are part of the Employers of Poland. DIAGNOSTYKA chairs the Laboratory Medicine Forum operating within the Association.



Polish Society of Pathologists – a nationwide scientific society that brings together specialist doctors as well as specialists in other medical professions, to share and disseminate the achievements of modern medicine.



Polish Society of Human Genetics – society gathering nearly 500 members - clinical geneticists, diagnosticians specializing in the field of laboratory medical genetics and people representing other specialties in the field of medical, biological, humanities and other sciences.



Chamber of Nurses and Midwives – professional self-government, whose task is to ensure compliance with legal provisions concerning the profession and the rules of professional ethics of nurses and midwives.



The Polish Chamber of Physicians – self-government representing over 200,000 doctors and dentists from all over Poland.



National Chamber of Laboratory Diagnosticians – professional self-government of laboratory diagnosticians, associating and representing persons practicing the profession of laboratory diagnostics and exercising supervision over the proper performance of laboratory diagnostics.



Polish Society of Microbiologists – society whose goal is to promote the development of microbiological sciences and popularize the achievements of microbiology among the members of the Society and the wide circles of society.

1.12 Prizes and awards

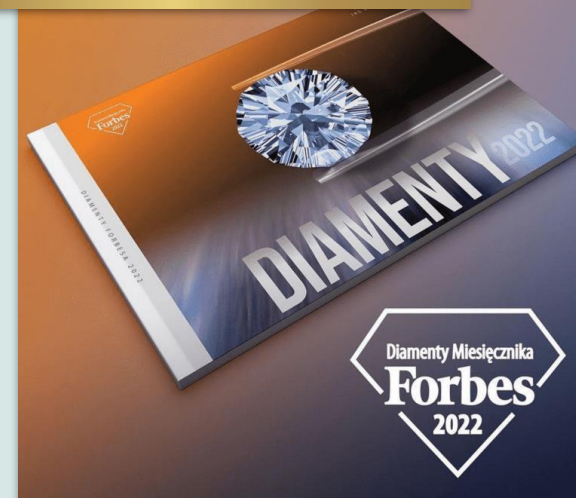
DIAGNOSTYKA's practices in the "Responsible Business. Good practices" Report by the Responsible Business Forum

Our activities in the field of sustainable development were appreciated by the Responsible Business Forum and published in the 'Responsible Business in Poland. Good Practices' Report. Although this was our debut in the publication, the Report includes all 8 reported activities:

- Publication of the first ESG Report in 2021,
- "The First Steps" guide for new employees,
- Electrification of cars transporting materials to laboratories,
- Creating instructions for sample collection point staff to ensure patient comfort,
- Conducting seasonal educational and preventive campaigns,
- Participation in the National Immunisation Programme and the Prevention 40 PLUS Programme,
- Launch of DIAGpack - a mail-order test for self-sampling,
- Self-registration stations, facilitating patients' visits by eliminating the need to register at the registration desk.

DIAGNOSTYKA in the Forbes Diamonds 2022 Report

The Report features companies that most effectively increase their value. The key criteria taken into account were the financial results for years 2016-2020, the value of assets, payment credibility and the absence of negative legal events. DIAGNOSTYKA was among the featured companies, taking 2nd place in its category among enterprises from the Małopolskie voivodeship, and 12th on the national list.



1.13 UN Sustainable Development Goals

Activities undertaken by DIAGNOSTYKA contribute to the implementation of 4 out of 17 Sustainable Development Goals (SDGs) defined by the UN for 2015–2030 and to the fulfilment of the so-called 2015 Paris Agreement, adopted under the United Nations Framework Convention on Climate Change.



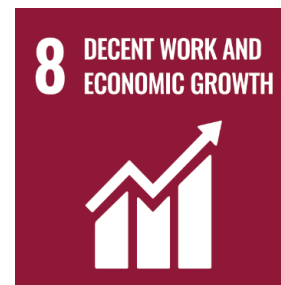
3 - Ensure a healthy life for all people of all ages and promote wellbeing

Our goal is to provide high-quality laboratory services and support the healthcare system. Our companies are involved in numerous research projects, including the SARS-CoV-2 genome sequencing project, which aimed at assessing the frequency of occurrence of new coronavirus variants. In 2021, we joined the nationwide vaccination campaign against COVID-19, and started offering test packages allowing for post COVID-19 examination of health. In addition, we became involved in the Prevention 40 PLUS Programme created by the Ministry of Health, aimed at promoting disease prevention among Polish citizens. For several years we have been participating in the 'Cervical Cancer Prevention' Programme funded by the National Health Fund by performing pap smear tests. In 2021, as part of the Programme, the Group performed 50,222 tests.



4 - Provide quality education for all and promote lifelong learning

We are a reliable employer offering a safe and attractive workplace. We provide all our employees with equal access to training aimed at improving their professional qualifications. We engage in a variety of programmes and share knowledge through activities within industry organisations, research projects and nationwide preventive actions. We offer paid internships as part of the specialisation for diagnosticians as well as internships for students. We promote the knowledge about the importance of laboratory diagnostics among our patients. We also provide specialist knowledge to our contractors - primarily nurses and midwives.



8 - Promote stable, sustainable and inclusive economic growth, full and productive employment and decent work for all people

In DIAGNOSTYKA, we strive to protect workers' rights and promote a safe working environment for all our employees. We support young talents by offering them internships and a career path facilitating their development. We provide full and productive employment and good working condition for all women and men, including young people and people with disabilities. We make sure to offer equal remuneration for work of equal value. We offer a competitive remuneration package and attractive benefits.



13 - Take urgent measures to counteract climate change and its effects

We take measures to manage environmental risk related to our emissions and hazardous waste. We have set targets for reducing emissions and increasing the consumption of renewable energy. We plan to electrify our courier fleet, further optimise courier routes with the support of the courier application and to prepare a media consumption optimisation plan. We require our suppliers to comply with ISO 14001 standards, applied by Diagnostyka S.A., and general environmental protection requirements for the suppliers.

Chapter 2

Corporate governance



2.1 Management structure

The nature and scale of our business oblige us to establish and adhere to a sound corporate governance framework. The management system implemented at the DIAGNOSTYKA Group assumes continuous improvement and care for the safety of our patients. The values of the DIAGNOSTYKA Group promote the transparency and credibility of our actions.

Our activities are regulated in particular by the 'Code of Commercial Companies' and the 'Diagnostyka S.A. Charter' (specifying, inter alia, the rules for appointing members of the Management Board), as well as internal regulations.

[GRI 2-9, GRI 2-10, GRI 2-11]

Supervisory Board

The Supervisory Board of Diagnostyka S.A. exercises on-going supervision over the activities of the DIAGNOSTYKA Group in all areas of its activity. It operates on the basis of applicable legal regulations, the provisions of the Articles of Association, resolutions of the General Meeting and the Supervisory Board Regulations. Members of the Supervisory Board are appointed and dismissed by the General Meeting. Their joint term of office is 5 years.

As of December 31, 2021, the Supervisory Board was composed of 7 persons, appointed on September 2, 2021:

- **Artur Olender** - Chairman of the Supervisory Board
- **Jacek Prusek** - Member of the Supervisory Board
- **Grzegorz Jan Głównia** - Member of the Supervisory Board
- **Marcin Fryda** - Member of the Supervisory Board
- **Paweł Malicki** - Member of the Supervisory Board
- **Marek Rodak** - Member of the Supervisory Board
- **Matthew Strassberg** - Member of the Supervisory Board

In the reporting period, the Supervisory Board composed of men only. 4 of them were over 50 years of age and 3 of them belong to the age group 30-50. 3 members of the Supervisory Board of Diagnostyka S.A. are employed by the Company respectively as the Market Research Coordinator, Director for New Markets Development and Director for Outsourcing and Corporate Clients.



Management Board

The Management Board of Diagnostyka S.A. is responsible for the strategy and operations of the DIAGNOSTYKA Group. The rules of the Management Board's operation are set out in the Company's Articles of Association. The Management Board is appointed for a 5-year term.

In the reporting period, the Management Board was composed of 3 men and 1 woman. Two members of the Management Board belong to the 30-50 age group, and two are over 50 years of age. In 2021, Bartosz Cieřlicki was appointed to the Management Board.

The rules for appointing and dismissing members of the Supervisory Board and the Management Board are set out in the Articles of Association of Diagnostyka S.A. According to this document, both the Investor - LX Beta sarl and the Designated Founders - J. Swadźba, J. Prusek and G. Głownia, have personal powers to appoint a specified number of members of the Supervisory Board and the Management Board. There are no other formal criteria for appointing members of the company's bodies at DIAGNOSTYKA.



dr hab. med. Jakub Swadźba
Chairman of the Board

Responsible for the Company's development strategy, digital transformation, investments and the medical division.



Dariusz Zowczak
Vice-President of the Board

Responsible for the legal and sales departments and supervising the activities of the regions



Marta Rogalska-Kupiec
Vice-President of the Board

Responsible for operational activities, administration, HR, ESG, coordination of laboratories and sample collection points



Bartosz Cieřlicki
Vice-President of the Board

Responsible for the finance division

2.2 ESG management

[GRI 2-12, GRI 2-13, GRI 2-14]

Although the ESG strategy of DIAGNOSTYKA Group has not yet been formalised, the Management Board of Diagnostyka S.A. is actively involved in the management of the ESG area, in the process of stakeholder analysis and identification of the impact DIAGNOSTYKA has on the environment as well as the management of the said impact. Moreover, the Management Board develops action plans in the field of sustainable development, sets goals in this aspect and periodically monitors the progress by controlling selected indicators.

The Management Board of Diagnostyka S.A. approves the selection of topics relevant for disclosure in the ESG Report, and also approves the ESG Report before its publication.

The structure of Diagnostyka S.A. includes the position of the Management Board Representative for ESG, who reports directly to Marta Rogalska - Kupiec, Vice President of the Management Board. The Management Board Representative for ESG is responsible for the preparation of the ethical and responsible business strategy for the entire DIAGNOSTYKA Group. The representative coordinates and supervises the process of developing annual ESG reports, prepares a system for collecting non-financial data for DIAGNOSTYKA Group in consultation with the management boards of the Group's companies, selecting relevant indicators and analysing the expectations of investors and other interested parties.

The Management Board Representative for ESG is also responsible for drawing up new sustainable development projects as well as their implementation within the Project Management Office, and for organising sustainable development training for the Group's employees.

[GRI 2-17]

Years of extensive professional experience ensure that the members of the Management Board of Diagnostyka S.A. have the necessary competences in the aspect of sustainable business activities. Members of the Management Board regularly expand their knowledge in this area, participating in conferences and dedicated workshops and training.

[GRI 2-25]

DIAGNOSTYKA Group makes every effort to identify and take active measures to reduce its negative impact on its surroundings. Therefore, the Group monitors its environmental impact on an ongoing basis - e.g. it calculates its carbon footprint. We also strictly comply with all legal obligations on hazardous waste management and monitor the waste we produce.



2.3 Ethics and human rights

We do not accept any behaviour other than ethical in relations with employees, patients, contractors and all other stakeholders. We put emphasis on the transparency of activities and clear procedures.

100% of DIAGNOSTYKA employees familiarised themselves with anti-corruption, anti-discrimination and anti-mobbing procedures.

[GRI 2-23, GRI 2-24]

Regulations in the area of ethics

DIAGNOSTYKA Group operates in a transparent manner, in accordance with all applicable provisions of law and internal procedures, and adheres to globally recognised human rights agreements. The most important regulations in this area include:

- Anti-corruption Code of Diagnostics S.A.,
- Anti-discrimination and anti-mobbing procedure,
- Policy of impartiality and confidentiality,
- Whistleblowing policy,
- Code of ethics of a laboratory diagnostician,
- Code of ethics for nurses and midwives,
- Code of medical ethics.

The Anti-Corruption Code of Diagnostics S.A. and the Whistleblowing Policy have been approved by the Management Board of DIAGNOSTYKA. These documents are available to all employees and reflect a consistent system of rules and procedures in force at the DIAGNOSTYKA Group.

[GRI, 3-3, GRI 2-24, GRI 205-1, GRI 205-2]

Anti-corruption measures

Our employees are aware that corrupt actions are reprehensible and have specific consequences, including criminal ones. Diagnostics S.A. applies the "zero tolerance" principle in relation to any conduct bearing traces of corruption.

The Anti-Corruption Code of Diagnostics S.A. defines in detail prohibited activities and their consequences. Employees are obliged to report any corruption proposals and immediately notify their immediate supervisor of any violation of anti-corruption rules. Members of the Management Board of Diagnostics S.A. may submit such reports to other Members of the Management Board.

In addition, the employees are required to report to their immediate supervisor any intention to give or accept a gift (as well as invitations) and any offered or accepted gift or invitation. We consider gifts of cash or cash equivalents inadmissible. Test vouchers offered by Diagnostics S.A., worth up to PLN 200 are the only exception. Gifts of greater than the agreed value, accepted by the employee, should be immediately returned, and those, for which it is not possible, are transferred to the Company. The Management Board of Diagnostics S.A. keeps a register of gifts and invitations offered by and to DIAGNOSTYKA's employees, exceeding the values indicated above.

Each employee is obliged to sign a declaration confirming that they acknowledged and familiarised themselves with the Anti-Corruption Code and the rules of criminal liability for the offences indicated therein.

Counteracting discrimination and mobbing

Any form of discrimination both against employees and our stakeholders is prohibited at all companies of our Group. We do not tolerate actions or behaviours that constitute direct or indirect discrimination, mobbing, sexual harassment or any behaviour contrary to accepted principles of civility and social coexistence.

The anti-discrimination and anti-mobbing procedure in force at DIAGNOSTYKA, which is part of the Work Regulations, sets out internal rules for counteracting discrimination and mobbing as well as describes methods of solving issues that have already arisen in our company. Any employee who believes that he or she has been subjected to, or has been exposed to, prohibited behaviour may submit a written complaint to the Human Resources Director. All employees familiarise themselves with the anti-mobbing and anti-discrimination procedure during their onboarding. Once a year, we assess whether the provisions of the procedure are properly implemented.

Impartiality and Confidentiality

We provide our services in an impartial, confidential and fair manner, following the same procedures for all clients. Our staff knows, understands, observes and implements the Policy of Impartiality and Confidentiality, and the implementation of its assumptions is supervised by the Representative for the Quality Management System appointed by the Management Board of Diagnostics S.A.

[GRI 2-16, GRI 2-24, GRI 2-26]

Whistleblowing

In 2021, DIAGNOSTYKA in cooperation with an external law firm, developed the Whistleblowing Policy. The Policy introduced the function of a Compliance Officer, who is a dedicated independent person at Diagnostyka S.A. supervising the process of receiving and examining notifications in accordance with the Policy and legal provisions. He cooperates with the law firm and chairs the Investigative Committee, which he is entitled to appoint to handle notifications and indicate follow-up measures.

The whistleblowing system has been in operation since February 2022. There are two official channels for reporting irregularities:

- electronically - via the platform available at: sygnalista.diag.pl,
- in person - to the Compliance Officer.

In the case of the in-person notification, all relevant information is entered into the system by the Compliance Officer during the meeting with the whistleblower or immediately after it is finished. Submissions sent through the platform are then accepted by the external law firm, which ensures the impartiality of their review at the initial stage.

The law firm reports to the Compliance Officer. Every month they provide him with a whistleblowing system update covering individual companies of the Group. The Compliance Officer in turn reports annually to the Chairman of the Company's Management Board.



Report Center

Add or check a report status

Add a report

Check the report status

What happens to my report?

1

New report

To submit a report, you must complete a simple form. In four steps, we will ask you for the most important information that will allow us to quickly consider your report. We ensure confidentiality and the possibility of anonymous reporting.

2

Report verification

After we open the report, it will be verified. A trusted person will initially check its validity and make a decision whether to accept or reject the report. We will inform you about the decision made and its motives.

3

Investigation

After your report has been positively verified, an investigation will be undertaken. We will thoroughly investigate all the circumstances of the case and collect as much information as possible about the irregularities you report.

4

Implementation of corrective measures

After clarifying the matter, we will start implementing corrective measures, i.e. trying to correct the situation. We will also implement mechanisms to prevent irregularities in the future.

*[GRI 2-23]***Ethics**

In 2021, DIAGNOSTYKA Group followed three separate codes of ethics dedicated to individual professional groups: laboratory diagnosticians, nurses and midwives, and doctors.

[GRI 2-27, GRI 205-3]

In 2021, no cases of corruption, violations of ethics and human rights procedures, nor discrimination or mobbing took place in the Group. In 2021, no fines were imposed on the Group for non-compliance with laws and regulations.

*[GRI 2-15, GRI 2-24]***Conflict of interest**

The company undertakes activities aimed at preventing, identifying and managing any conflicts of interest. The Anti-corruption Code of Diagnostyka S.A. includes the Instruction on the management of a conflict of interest. The Instruction defines the rules applicable when such conflict arises. All employees, regardless of their position and form of employment, are required to avoid actions and entering into relationships that could be contrary to the interest of the Company or adversely affect its reputation. Employees are prohibited from accepting any benefits that could affect their impartiality and objectivity in making decisions. They are required to immediately report any situation that has led or could potentially lead to a conflict of interest in the Company by informing their immediate supervisor of this fact and by sending a report to a dedicated email address.

The Compliance Officer and the management assess all reported information, investigate whether the conflict of interest had indeed occurred and take steps to prevent its negative impact.

Employees take part in dedicated training that builds appropriate awareness of the risk of a conflict of interest, whereas the management team takes further steps to promote the rules of conduct through internal communication.

Employees are required to sign declarations confirming they have read the Instruction on the management of a conflict of interest. Members of the Supervisory Board are obliged to inform the Members of the Management Board about the commencement of business activity, employment for another entity and assumption of a function in the management or supervisory bodies of another entity which is in competition with the DIAGNOSTYKA Group.

DIAGNOSTYKA keeps a register of conflicts of interest collecting information facilitating effective prevention, identification and management of any conflict of interest. The register is only available to persons authorised to process personal data in the said register.



Sponsorships and donations

DIAGNOSTYKA makes donations and provides sponsorships to artists and athletes. However, such initiatives are prohibited if the transfer of funds was to expose the company to a risk of corruption, reputational damage or a conflict of interest. Moreover, a donation is not granted in a situation where the conclusion of a business transaction was to be conditional on its granting, or its granting was to affect the course or nature of an already implemented transaction or business relationship.

The rules for granting donations and sponsorships can be found in the dedicated Manual, which is a part of the Anti-Corruption Code. A prerequisite for making a donation or providing sponsorship is the acceptance of the application. Applications for donation or sponsorships are submitted to the Compliance Officer via a dedicated email address. The decision to grant a donation or sponsorship is made by the Management Board on the basis of a verification carried out beforehand by the Compliance Officer.

The company makes donations only for specific and precisely described social goals, which are in line with the mission of a given beneficiary. Diagnostyka S.A. does not make donations to and does not sponsor any entities conducting political activity nor does it support financially any public officials.

[GRI 2-20]

Remuneration policy

DIAGNOSTYKA has implemented Remuneration Regulations governing the principles of determining the basic salary and additional work-related rewards.

In the DIAGNOSTYKA Group, remuneration is determined in a gender-neutral manner and solely on the basis of professional qualifications, experience and results achieved. DIAGNOSTYKA regularly monitors the labour market, carries out wage surveys and analyses benchmark data to ensure the competitiveness of the current remuneration system.



2.4 Risk management

The primary objective of risk management at the DIAGNOSTYKA Group is to identify, monitor and adequately undertake actions aimed at reducing or eliminating risks and taking advantage of emerging opportunities.

The supervisors of individual organisational units are responsible for risk identification and management in the Group's operations.

The main document in the field of risk management at Diagnostyka S.A. is the Risks and opportunities procedure. The purpose of the procedure is:

- the identification and assessment of risk for management, system, testing and other processes,
- the development of risk management plans,
- the identification of opportunities for improvement.

As part of the risk management, we identify financial and non-financial risk factors that may affect our business operations. We conduct monitoring on an ongoing basis in order to identify risks early and to develop adequate plans to prevent their materialisation or - if necessary - respond to them.

Main areas of non-financial risks identified in the DIAGNOSTYKA Group:

Area	Risk description	Actions undertaken to mitigate identified risks
Personal data protection	The risk of violating the legal provisions on the protection of personal data, in particular one leading to unauthorised disclosure or gaining access to the sensitive data of patients.	<ul style="list-style-type: none"> • The Group has implemented detailed policies for the protection of personal data. • Employees undergo dedicated training in the aspect of personal data protection. • Audits in this area are regularly performed.
Information safety	The risk of data breach and other challenges related to maintaining cybersecurity.	<ul style="list-style-type: none"> • Development of a cybersecurity strategy. • Detailed procedures in this regard have been implemented. • ISO 27001 certification.
Reputation and trust of stakeholders	The risk of events, actions or associations that negatively affect the trust of stakeholders, resulting from customer complaints, court proceedings etc.	<ul style="list-style-type: none"> • Implementation of a strong management framework for the Group, based on legal regulations and good market practices. • Maintaining and developing a certified quality management system. • Staff training.
Laboratory activities	<p>Risk related to adverse effects of laboratory activities and potential errors in this activity, e.g. the risk of issuing an erroneous test result.</p> <p>Risk related to improper handling of hazardous waste.</p>	<p>Implementation and maintenance of:</p> <ul style="list-style-type: none"> • Accreditation of laboratories in accordance with the requirements of ISO 15189 and ISO 17025, • Certified management system according to ISO 9001, • A supervised in-laboratory control system, • Participation in external laboratory control programmes, • Certified environmental management system according to ISO 14001.
Employees	<p>The risk of work-related injuries.</p> <p>Risk of talent loss and employee retention.</p>	<ul style="list-style-type: none"> • The Group conducts training in the field of occupational safety and constantly develops occupational health and safety systems. • The Group undertakes activities for the development of its employees and vocational training. • The Group offers attractive benefits.
Anti-corruption and bribery	The risk of employees engaging in corrupt conduct.	<ul style="list-style-type: none"> • Introduction of a whistleblowing system. • Introduction of a policy aimed at ensuring compliance of employees and contractors with applicable laws and ethics.
Environment	<p>Risk of non-compliance with environmental regulations.</p> <p>Climate risk.</p>	<ul style="list-style-type: none"> • The Company has an environmental policy and complies with the applicable legal requirements. • The Company has an environmental management system certificate in accordance with the ISO 14001: 2015 standard. • The Company calculates its carbon footprint and undertakes decarbonisation measures. • The company implements a fleet policy, according to which cars are replaced every 5 years or after covering the distance of 200,000 kilometers.

2.5 Personal data protection

[GRI 3-3, GRI 2-23, GRI 2-24, GRI 418-1]

At the DIAGNOSTYKA Group, personal data protection policies have been developed and implemented, based on the applicable legal provisions on the protection of personal data.

The key documents in the field of data protection, in force at DIAGNOSTYKA, are:

- Personal data security policy,
- IT system management Manual,
- Procedure for handling personal data breaches.

The Personal Data Security Policy defines the actions to be performed and lays down the principles and rules of conduct that should be followed in order to properly secure personal data processed at Diagnostyka S.A. The company manages the security of personal data in order to ensure efficient and legally compliant performance of its tasks.

DIAGNOSTYKA undertakes continuous activities to raise awareness of its employees on issues related to the safe processing of personal data, in particular through training, communication with employees and audits. We undergo regular internal and external audits assessing compliance with the provisions on the protection of personal data and confirming the adequacy of technical and organisational measures used to protect personal data. On the basis of the information obtained, the necessary actions are undertaken to comply with the recommendations provided during audits.

In 2021, an external audit of GDPR implementation was carried out at Diagnostyka S.A. As a result we developed detailed risk maps tailored to specific positions. On this basis, dedicated training programmes for individual groups of employees were developed. Another external audit is planned for 2022.

Every new employee of Diagnostyka S.A. is obligatorily trained in the principles of personal data protection. Each training is tailored to the position and the risks connected to it. We also conduct refresher training for all employees - our goal is that every single employee of Diagnostyka S.A. undergoes such training, at least once a year, as well as in situations when significant changes are made to the personal data protection procedures. In 2021, the Personal Data Inspector conducted 8 training courses in both a remote and traditional form, which was attended by over 200 people, mainly the management staff. These people, after training, are required to conduct training for their subordinates. In 2021, over 2,000 employees were trained.

Since the beginning of the GDPR implementation, the Group has kept a GDPR register. All employees have the possibility and obligation to report any situations and events that, according to them, could lead to a personal data breach, and the supervision over the notifications is exercised by the Personal Data Inspector. In 2021, we did not receive any complaints regarding the protection of personal data from the Personal Data Protection Office.

Our priorities in the field of personal data protection are:

- Supporting the project aimed at introducing the GDPR industry code for the healthcare sector.
- Adapting our personal data processing procedures and processes to the draft of the GDPR industry code.
- Eliminating human errors in the processing of personal data.
- Strengthening and supporting the team responsible for personal data protection management, with particular emphasis on the growing challenges related to cybersecurity and the growing importance of privacy protection.
- Ensuring a consistent approach to the protection of personal data across all companies belonging to the DIAGNOSTYKA Group.

2.6 Cybersecurity

The rules for ensuring cybersecurity are specified in the IT System Management Manual. In the interest of the most effective cybersecurity management, we have implemented 16 procedures of the information security management system, compliant with the ISO / IEC 27001 standard in force at our company.

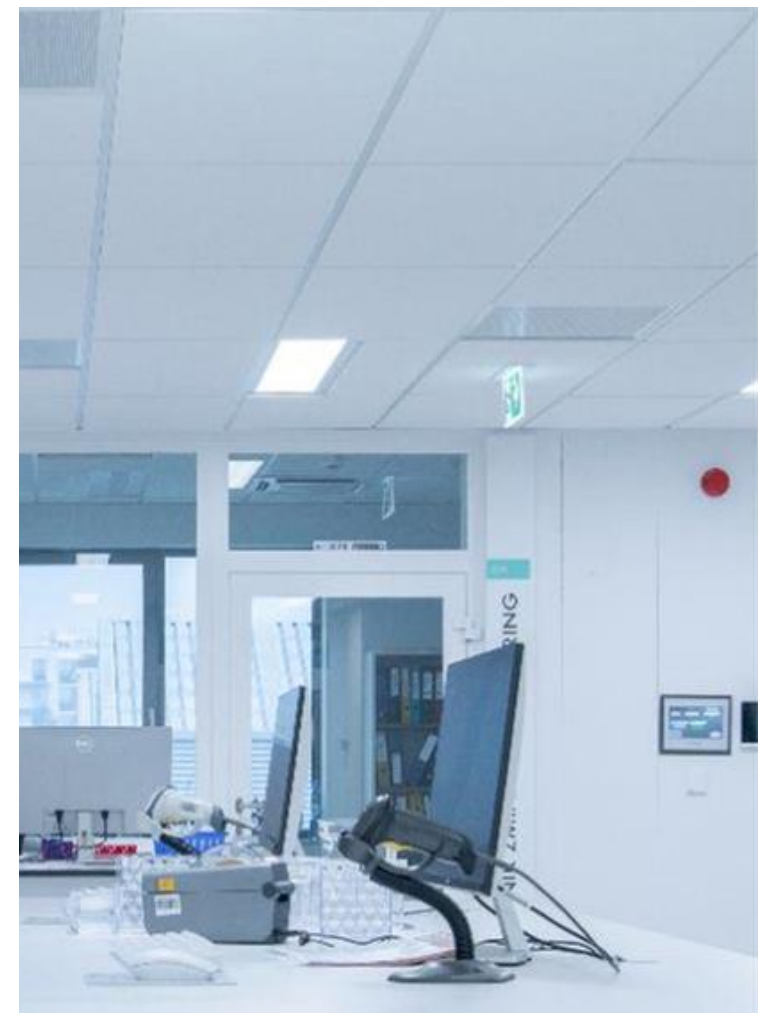
In 2021, we expanded the list of procedures by another 5, which include, among others, rules of conduct in the event of attacks on the Group's network infrastructure, as well as rules for the development, provision and use of web applications. After a detailed external audit, the certificate was extended for another year.

In 2021, a 5-year cybersecurity strategy at DIAGNOSTYKA Group was developed and approved by the Management Board of Diagnostyka S.A. The strategy includes a plan on how to manage and improve this area and a list of projects planned for implementation.

Our cybersecurity system is regularly subject to external audits. In 2021, 2 audits took place, the results of which support decisions on the direction of development of the cybersecurity system. The system covers all companies of the Group.

A business continuity plan was implemented at DIAGNOSTYKA. It combines a set of actions, including documented procedures and instructions, developed and kept ready for use in the event of a crisis or emergency. The purpose of the plan is to minimise the risk associated with an emergency or crisis situation that has a direct impact on ensuring the continuity of the Company's operations. The procedure specifies a business continuity plan by defining the rules of conduct in the event of an emergency or crisis, allowing for, among others, protecting people's health and life, ensuring uninterrupted service for patients and contractors, protecting the Company's image and reputation and maintaining the trust of customers and business partners.

We are also bound by the Personal Data Security Policy, which defines the basic rules for the protection of personal data, regardless of the processing systems (e.g. IT) and the method of its processing in these systems. It covers physical, logical and communicational security of the information processed.



2.7 Due diligence in the supply chain

[GRI 3-3, GRI 308-1, GRI 308-2]

Requirements for suppliers

We select our suppliers and subcontractors consciously. Before establishing cooperation, all our suppliers are subject to initial assessment and approval. In addition, they are required to comply with the principles contained in our Quality Policy and Environmental Policy, as well as comply with the principles of personal data protection and information security.

Once a year, we conduct a periodic assessment of suppliers and subcontractors. Obtaining an unsatisfactory rating obliges them to introduce corrective and remedial actions, or leads to the supplier being removed from our list of suppliers. In addition, in the event of deterioration of the quality of the service, product, or an increasing number of complaints etc., DIAGNOSTYKA conducts an audit of the supplier, which aims at identifying areas that constitute a potential risk.

Our laboratory test subcontractors are required to complete detailed questionnaires that allow for the verification of implemented processes and the quality of services provided, in order to ensure an equally high standard as the one offered by DIAGNOSTYKA itself. Just like suppliers, they are subject to strict verification and audits.

We require all suppliers to:



Provide high quality products, materials and services, in accordance with the principles set out in the document 'General terms and conditions for products and services supplied externally for Diagnostyka S.A.'.

Comply with the principles of personal data protection and information security.

When selecting our suppliers and subcontractors we give precedence to the ones:

Complying with ISO 14001 standards used by Diagnostyka S.A. and with general environmental protection requirements for suppliers.

Having a quality management system (ISO) / accreditation, or a declaration of compliance with quality requirements.

Chapter 3

Environmental impact



3.1 Management of environmental aspects

[GRI 2-23]

At DIAGNOSTYKA, we have implemented and constantly improve an environmental management system that meets the requirements of ISO 14001: 2015 standard. In accordance with the requirements of the standard, we conduct periodic control audits of the system.

The system is made up of policies, procedures and other documents. The most important of them are:

- **Environmental policy.**
- **Assessment of environmental aspects** - a list of environmental aspects occurring in our activities, with an assessment in terms of criteria such as e.g. frequency, environmental impact, impact range, effects and probability of an emergency situation related to the aspect.
- **Environmental programme** - a list of the most important directions of activities with the determination of the environmental impact and target, assigned tasks, persons responsible for implementation and their planned date.
- **Management system review report** - review of the environmental management system, document prepared annually.

[GRI 3-2]

As part of the review of the environmental aspects, the following key environmental topics were identified:

- Waste management,
- Energy consumption,
- CO₂ emissions.

Management of environmental aspects

Environmental policy

DIAGNOSTYKA is constantly developing and improving, as it wants to provide patients and contractors with services of the highest quality. Our goal is to maintain a strong position in the medical market in the field of laboratory diagnostics, as well as to ensure our partners' full satisfaction from the co-operation and the sense they receive the best service possible. We want to achieve this, among others, through providing easy access to advanced diagnostic solutions, the broadest range of activities undertaken, the market's largest offer of tests and a friendly service, while still respecting the natural environment. Therefore, in April 2016, the Environmental Policy was introduced in accordance with the ISO 14001: 2015 standard at the company's headquarters located at 16 Życzkowskiego Street in Cracow.

Review of the environmental management system

In June 2021, an external audit was carried out by TÜV SÜD, during which no non-conformities were found. Our system has been recognised as compliant with the standard and legal requirements, and all recommendations from the TÜV audit from 2020 have been successfully implemented. It was also appreciated that DIAGNOSTYKA has a broad waste management programme for the entire organisation, including its parts not covered by the Environmental Management System. Two internal audits were carried out during the reporting period - for 2021 on March 30, 2021 and for 2022 on March 4, 2022. No non-conformities were found or observations made during the audits. As part of the improvement of the Environmental Management System, the energy audit for 2019-2020 was carried out for the second time. It was used to identify the legal requirements applicable to the organisation, to define energy consumption in DIAGNOSTYKA units and to indicate areas, where energy savings can be achieved as part of the conducted activities. As a result of the audit, the average rate of energy consumption per one test was determined and three possible areas for obtaining energy savings were identified. We have also implemented measures to reduce CO₂ emissions in connection with the operation of the car fleet, by presenting the car fleet electrification programme for the years 2022-2025 and by systematically adding to the fleet cars with engines complying with EURO 6 standard.

Assessment of compliance with legal and other requirements

The Environmental Management System operates in accordance with the currently applicable provisions of law. The assessment of conformity with legal acts is carried out on an ongoing basis and, obligatorily, every six months. In 2021, the assessments were conducted on June 15 and December 18.

3.2 Our environmental footprint

We have defined a list of key environmental indicators, which we regularly monitor. We present them per one diagnostic test performed. This is the year-on-year method of comparing the results we have adopted.

Main environmental indicators per one diagnostic test performed, in individual years for Diagnostyka S.A.

Indicator	Unit	2021	2020	2019
Number of tests performed	no.	107,172,264	72,083,602	82,544,890
Waste rate (amount of waste in grams / per test)	g	9.86	12.84	12.66
Fuel consumption rate (quantity in millilitres / 1 test) Formula: fuel quantity / number of tests * 1000	ml	19.98	23.27	20.86
VOC emission factor (quantity in grams / per test)	g	0.03	0.05	
Packaging consumption rate (quantity in grams / per 1 test)	g	0.16	0.28	0.18
Energy consumption rate (total energy consumption / number of tests performed)	kWh	0.353	0.419	0.361



3.3 Waste management at DIAGNOSTYKA

[GRI 3-3, GRI 306-1, GRI 306-2]

As part of our activity, we have identified a significant environmental aspect related to waste management: soil contamination associated with the generation of hazardous waste.

Bearing in mind the continuous improvement in the area of waste management, as well as legal requirements related to the management of hazardous and non-hazardous waste, we care for the proper handling of waste and its management in a manner that is safe for both people and the environment. DIAGNOSTYKA measures and discloses information on the management of generated waste.

Waste generation and its significant effects

Waste is a consequence of DIAGNOSTYKA's rendering of services.

Materials and input products that contribute to the generation of waste are:

- chemical reagents,
- biological material,
- products for collecting materials for diagnostic tests (plastic, metal, glass, rubber),
- paper,
- employee personal protection means,
- laboratory, computer and office devices,
- batteries,
- light bulbs.

We are aware that these materials, in addition to the impact associated with their use by DIAGNOSTYKA, contribute to the environmental impact at the stage of their production.

Waste management and its significant effects

We monitor waste generation indicators in detail. Waste supervision and management of medical waste consists of their proper collection and labelling. In these processes, it is crucial to protect employees and subcontractors (employees of companies collecting waste) from exposure to infectious agents. We implement detailed procedures for handling hazardous waste as well as cleaning and disinfecting procedures for staff.

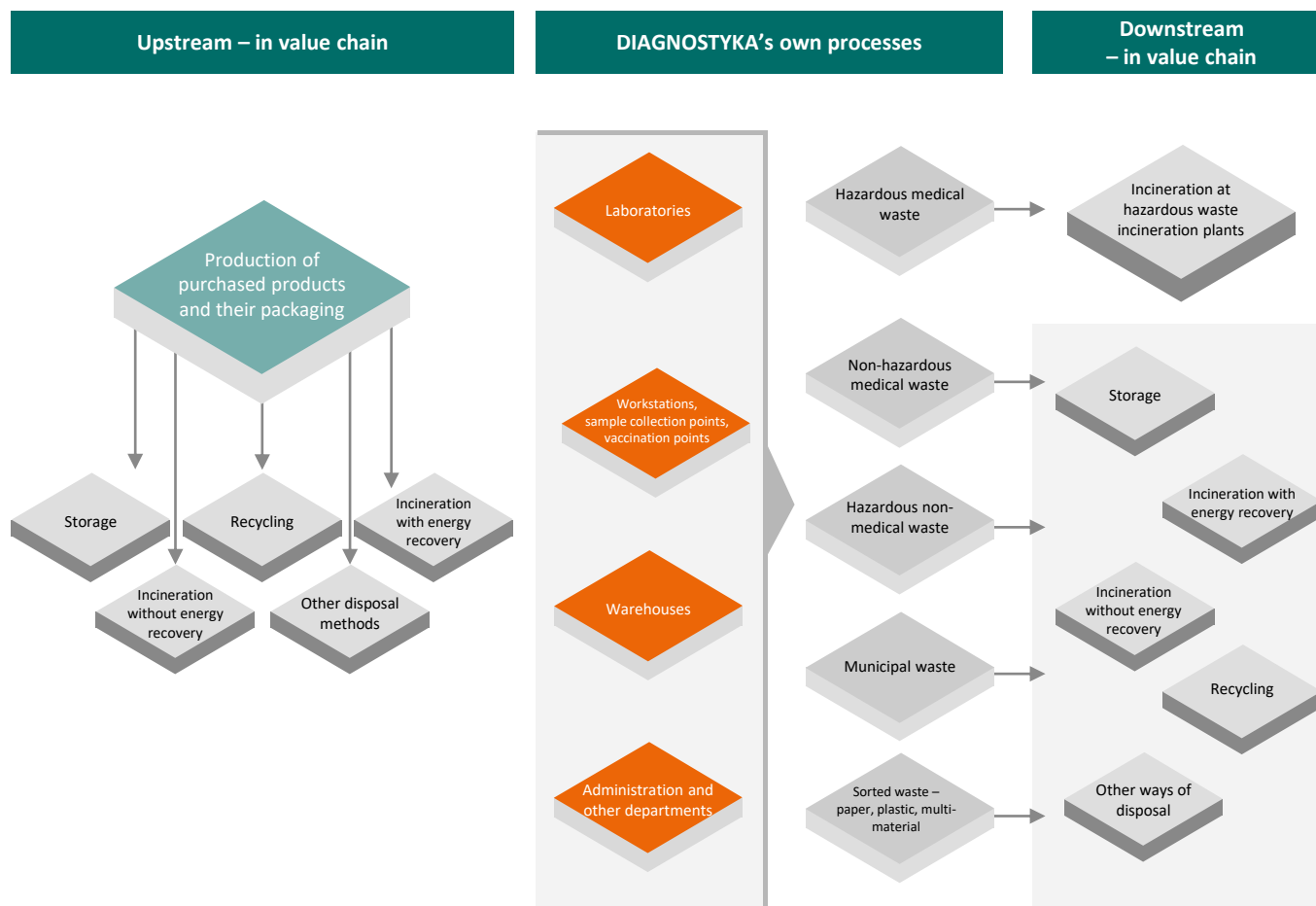
Pursuant to the Act of December 14, 2012 on waste, medical waste is waste generated as a result of providing health services and conducting research and scientific experiments in the field of medicine. Pursuant to the provisions of the Act, infectious medical waste is obligatorily neutralised by thermal treatment in hazardous waste incineration plants. DIAGNOSTYKA has a rigorous approach to this issue.



[GRI 3-3, GRI 306-2]

Actions that lead to waste reduction in the organization and in the value chain:

1. Monitoring the consumption of chemical reagents and small laboratory equipment, allowing for precise determination of the demand for materials in a given period. This activity allows us to reduce the amount of medical waste generated as a result of excessive number of products ordered - e.g. out-of-date reagents and materials.
2. Rational purchasing (quantitative and qualitative) and specific procedures for replacing computer equipment. The computer equipment must meet the quality requirements specified by the Company in order to ensure operation during the assumed lifespan and without the need for earlier replacement.
3. Organisational culture related to the reduction of office paper consumption: electronic signatures, electronic communication, archivisation of scans of documents, mandatory email footer template containing the following information: 'Think about the environment before you print this email'.
4. Activities aimed at increasing the number of test results delivered exclusively by electronic means, primarily to contractors.
5. Reusing of packaging in laboratories (large reagent packages are used as containers for liquid waste).
6. Recovery and recycling of packaging placed on the market (contract with a recovery organisation).
7. Reusing of packaging in warehouses (e.g. each carton in which products are delivered to us gets a second life; we also reuse polystyrene containers, wooden pallets and plastic pallets).
8. Purchase of selected products in collective packaging and their separation into smaller, reusable packaging (thanks to this, there is less need for smaller containers and we reduce the amount of waste).
9. Purchase of selected products in the form of concentrates, which are used after dilution (thanks to this, we reduce the amount of packaging used and the amount of waste generated).

Waste management at DIAGNOSTYKA Group

[GRI 3-3, GRI 306-3]

Waste generated

The largest group of waste in terms of quantity was hazardous medical waste with the code 180103*. They accounted for 91.4% of all waste generated in 2021 by Diagnostyka S.A. In total, hazardous medical waste accounted for 97.3% of all waste generated in 2021.

Waste at Diagnostyka S.A. by volume

Type of waste	Volume [Mg]		
	2021	2020	2019
Hazardous waste	1,028	915	1,028
Non-hazardous waste	28	10	17
Total	1,056	920	1,045

[GRI, 3-3, GRI 306-5]

Waste directed to disposal

Pursuant to the provisions of the law, DIAGNOSTYKA directs infectious medical waste for disposal by thermal treatment in hazardous waste incineration plants. Selective waste collection processes are also implemented at laboratories, sample collection points and other facilities for the purpose of their subsequent recycling. DIAGNOSTYKA conducts its own assessment of the waste recipient.

Management of waste generated in 2021

Type of waste generated in 2021	Volume [Mg]	
	Handled by organisation	Handled by external entities
Hazardous waste		
Incineration in a hazardous waste incineration plant	0	1,028
Non-hazardous waste		
Handled by an external recipient (municipal waste segregated and non-segregated)	0	28
Total	0	1,056



3.4 Energy consumption

[GRI 3-3, GRI 302-1]

Air pollution as a result of CO2 emissions, related to the maintenance of our own car fleet, has been identified as a significant environmental aspect. DIAGNOSTYKA carried out an energy audit, which covered the facilities owned and leased by Diagnostyka S.A. as well as processes carried out by the organisation in 2019 and 2020. The audit covered all sample collection points as well as laboratories and laboratories with sample collection points across Poland.

DIAGNOSTYKA has a fleet policy, according to which cars are replaced every 5 years or when their mileage is 200,000 kilometres. There are plans to switch to electric cars. We also plan to replace 50% of courier cars with electric vehicles in 2022-2025, taking into account the construction of the vehicle charging infrastructure in our own locations in Poland.

Installation of photovoltaic panels on the organisation's own facilities is also considered, which will allow for partial powering of vehicles and laboratories from renewable energy sources and a reduction in CO2 emissions emitted by courier vehicles. DIAGNOSTYKA, in line with its policy, will invest in further automation of testing processes, modern equipment for laboratory tests, increasing the number of tests and improving energy efficiency indicators.

DIAGNOSTYKA measures and discloses information about its energy consumption. In the fourth quarter of 2021, 4 electric cars were purchased for couriers and we started the construction of 4 twin-socket charging stations for cars. Construction was completed in early 2022.

Energy consumption at DIAGNOSTYKA Group

Consumption in MWh	Diagnostyka S.A.			DIAGNOSTYKA Group
	2021	2020	2019	2021
Total electricity consumption	9,111	7,954	7,697	11,137
Total heat consumption	9,410	7,163	6,864	10,849
Total natural gas consumption	1,079	889	849	3,116
Total consumption of liquid fuels	18,197	14,218	14,388	20,284
Total	37,797	30,224	29,797	45,385

In the case of premises owned by DIAGNOSTYKA, the consumption of electricity and heat was determined on the basis of invoices. The consumption of electricity and heat in premises with a lease agreement was estimated on the basis of the object surface, according to the key adopted by Diagnostyka S.A. In 2021, the values were presented both for Diagnostyka S.A. and for the entire DIAGNOSTYKA Group.

The increase in energy consumption in 2021 compared to 2020 is due to the increased demand for diagnostic tests after the first period of the pandemic, the return to routine work of health care units, the development of the Group's offer, as well as ongoing investments.

Type of fuel [litre]	Diagnostyka S.A.			DIAGNOSTYKA Group
	2021	2020	2019	2021
Petrol	673,818	537,422	496,197	755,467
LPG	1,135,901	1,041,820	1,110,075	1,228,335
Diesel	331,826	224,712	234,333	391,874

3.5 Emissions of greenhouse gases

[GRI 3-3]

Management attaches great importance to the Company's impact on climate change and the calculation of the carbon footprint.

An in-depth inventory of emission sources was performed and a carbon footprint calculation in scopes 1 and 2 for 2021 was carried out. In the following years, we plan to continue with these calculations and to perform a carbon footprint calculation in scope 3.

In our activity, we have identified the following significant environmental aspects:

- air pollution as a result of CO₂ emissions, related to the maintenance of the organisation's own car fleet,
- air pollution as a result of waste incineration (process carried out beyond organisation, by a waste incineration plant).

Bearing in mind the continuous improvement in the area of DIAGNOSTYKA's impact on air pollution and climate change, as well as future legal regulations related to greenhouse gas emissions, DIAGNOSTYKA measures and discloses information on its carbon footprint in scopes 1 and 2.

Direct emissions of greenhouse gases released into the atmosphere as a result of DIAGNOSTYKA's operational activities are related to the combustion of natural gas in stationary installations and fuel combustion in the engines of cars included in the fleet, as well as refrigerant leaks. Indirect energy emissions occur through the use of electricity and heat purchased by DIAGNOSTYKA.



[GRI 3-3, GRI 305-1]

Greenhouse gas emissions

Calculations of greenhouse gas emissions were carried out in accordance with the requirements of the 'Greenhouse Gas Protocol. A Corporate Accounting and Reporting Standard', 'GHG Protocol Scope 2 Guidance Amendment to the GHG Protocol Corporate Standard'. Greenhouse gases identified and included in the calculation are CO₂, CH₄ and N₂O, as well as HFCs, which are expressed as CO₂ equivalent. No biogenic CO₂ emissions have been identified. The emissions from 2021 were adopted as the base. No sources of direct emissions from process sources or agricultural sources were identified in the DIAGNOSTYKA Group. Operational control was used as a consolidation approach.

[GRI 3-3, GRI 305-1]

Direct emissions from combustion in mobile sources - car fleet

Our main activity for the coming years, as part of the implementation of the environmental policy, is the electrification of DIAGNOSTYKA's fleet. The initiative is aimed at minimising the CO₂ emissions of the cars we use. The project assumes that by the end of 2025, most of the fleet in the group of courier vehicles will be replaced with electric cars, and according to our estimates, we will be able to replace at least 50% of the fleet.

[GRI 3-3, GRI 305-1]

GHG emissions in scope 1

Scope 1	2021 emissions [Mg CO ₂ e] GHG	2021 emissions [Mg CO ₂ e] CO ₂	2021 emissions [Mg CO ₂ e] CH ₄	2021 emissions [Mg CO ₂ e] N ₂ O	2021 emissions [Mg CO ₂ e] HFCs
Direct emissions from combustion in stationary sources	574.73	573.59	0.87	0.27	-
Direct emissions from combustion in mobile sources	4,550.90	4,524.67	7.87	18.36	-
Direct emissions from fugitive sources	54.70	-	-	-	54.70

The emission factors for natural gas, petrol, diesel and LPG were taken from the DEFRA database for 2021 (Department of Environment, Food and Rural Affairs in the British Government). The emission factor for heat was adopted according to the data of the Energy Regulatory Office of the ERO. The GWP factors are based on the Fifth Assessment Report (AR5).

In addition, the project involves the construction of the organisation's own vehicle charging stations in locations managed by DIAGNOSTYKA - the implementation of photovoltaic installations with a level of efficiency sufficient to provide power for charging electric cars. The implementation of the project is a remedy for the risk of closing city centres for combustion cars and it will enable faster sample deliveries, as electric cars can use bus lanes.

At the end of 2021, our car fleet consisted of 705 cars (445 were courier cars transporting biological material), of which 697 are vehicles with an engine class that meets Euro 5 and 6 standards. The maximum age of our vehicles is 4 years.

In 2020, we implemented an IT system that analyses all operating parameters of each car. The tool enables the optimisation of courier routes, and in the future it will provide, i.a. a plan for the optimal charging of electric cars. Compared to the previous year, we have increased the fleet by 33 vehicles. In addition, the increased scale of our operations, related to the development and the role of DIAGNOSTYKA during the pandemic (including tests related to the SARS-Cov-2 virus and often the need for their urgent performance, launching drive-thru points), had an impact on the volume of our emissions in 2021.

[GRI 3-3, GRI 305-1, GRI 305-2]

Greenhouse gas emissions

The amount of emissions from the production of consumed electricity was calculated according to two methods: the location-based method (emissions related to electricity calculated using the national average emission factor) and the market-based method (emissions related to electricity calculated using the emission factor specific for the energy seller). In the case of the location-based method, the average emission factor for Poland was used (according to the KOBiZE National Centre for Balancing and Emission Management, published in December 2021), and for the market-based method, the indicators published by energy suppliers were used. In the absence of information about the energy supplier, the residual mix indicator was used.

The emission factor for heat was adopted according to the data of the Energy Regulatory Office.

Scope	Emission 2021 [Mg CO ₂ e]
Scope 1	5,180.33
Scope 2 (location-based)	11,623.68
Scope 1+2 (location-based)	16,804.01
Scope 2 (market-based)	11,086.91
Scope 1+2 (market-based)	16,267.24

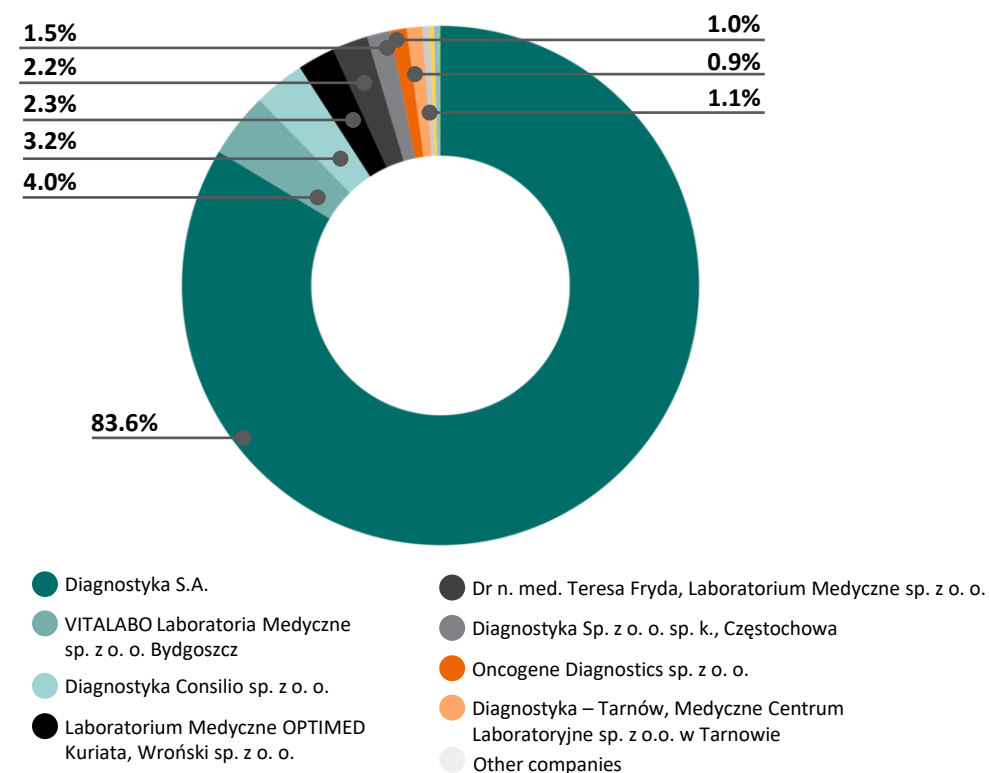
[GRI 305-7]

Nitrogen oxides (NOx), sulphur oxides (SOx) and other relevant gases

The use of disinfectants contributed to the emission of 3,391.13 kg of volatile organic compounds - ethyl alcohol - ethanol. This is the subject of the 2021 Environmental Use Report.

The carbon footprint was calculated for the DIAGNOSTYKA Group companies identified as material in terms of their impact on climate change. The largest greenhouse gas emission in terms of quantity (direct and indirect energy) is generated by Diagnostyka S.A. Its share in the total emission of the Group is 83.6%.

Greenhouse gas emissions by companies in 2021



The calculations were performed for each subsidiary (identified as material, small entities, e.g. e-commerce company was omitted). 100% of emissions in scope 1 and 2 from individual locations of the DIAGNOSTYKA Group were taken into account.

[GRI 3-3, GRI 305-1, GRI 305-2]

Greenhouse gas emissions by companies in 2021

Company	Scope 1	Scope 2 Location-based	Total for Scope 1 and 2 Location-based	Scope 2 Market-based	Total for Scope 1 and 2 Market-based
Diagnostyka S.A.	4,332.95	9,699.58	14,032.53	9,267.54	13,600.49
VITALABO Laboratoria Medyczne sp. z o.o.	210.02	453.17	663.19	448.73	658.76
Diagnostyka Consilio sp. z o.o.	59.22	477.80	537.03	458.67	517.89
Laboratorium Medyczne OPTIMED Kuriata, Wroński sp. z o.o.	269.90	145.41	415.31	110.19	380.09
Dr n. med. Teresa Fryda, Laboratorium Medyczne sp. z o.o.	46.14	336.19	382.33	316.80	362.93
Diagnostyka sp. z o.o. sp. k., Częstochowa	27.56	221.45	249.01	208.65	236.21
Oncogene Diagnostics sp. z o.o.	138.09	33.92	172.01	30.82	168.91
Diagnostyka – Tarnów, Medyczne Centrum Laboratoryjne sp. z o.o.	63.97	100.85	164.82	93.16	157.13
genXone S.A.	15.86	55.37	71.23	55.27	71.13
Centra Genetyki Medycznej Genesis sp. z o.o.	16.62	31.85	48.48	31.82	48.45
Histamed Diagnostyka Consilio sp. z o.o. sp. k.	-	41.63	41.63	38.84	38.84
Diagnostyka Consilio sp. z o.o., Poznań Sp.k.	-	26.45	26.45	26.41	26.41
Total	5,180.33	11,623.68	16,804.01	11,086.91	16,267.24

Chapter 4

Our employees



4.1 HR management

[GRI 2-23, GRI 2-30]

All processes in the HR area, from recruitment and the first steps of an employee in the company (onboarding), to the termination of the employment, are carried out in accordance with modern HR management standards. We apply transparent procedures and best practices in this regard.

The employment at Diagnostyka S.A. is regulated by the following documents:

- **Employee handbook** - establishing the organisation of work, as well as related rights and obligations of the employer and employees;
- **Remuneration regulations** - specifying the principles of remunerating for work and other work-related benefits and the conditions that have to be fulfilled for them to be granted;
- **Anti-discrimination and anti-mobbing procedure** - obliging the Company to counteract any signs of discrimination, mobbing and harassment;
- **Anti-Corruption Code** - covering issues related to anti-corruption, oversight of donations and sponsorships, and managing conflicts of interest;
- **Recruitment procedure** - regulating the rules for filling individual positions and conducting recruitment;

- **"The First Steps"** - a guidebook for new employees - a document facilitating and standardising the process of introducing, implementing and adapting a new employee to the company and strengthening attitudes and behaviours consistent with the organisational culture;
- **Training policy** - defining the principles of supporting employee development and the rules applicable to funding of training.

The qualified team of professionals is the foundation of our Company. We are constantly making efforts to ensure that we are an attractive and safe workplace.

DIAGNOSTYKA ensures freedom of association and collective bargaining. There are no collective agreements in place. Our employees are members of the following trade unions: the Inter-Enterprise Trade Union of Medical Analytics Technicians based in Szczecin, the Inter-Enterprise Trade Union of Healthcare and Social Welfare Employees based in Lubin, the Inter-enterprise Trade Union of NSZZ Solidarność - 80' based in Wrocław.

Our priorities in the field of HR policy:

- Providing the company with the employees it needs - primarily laboratory diagnosticians with the required specialisations, nurses and IT specialists.
- Creating stable employment conditions in terms of remuneration and other criteria.
- Creating a good working atmosphere based on mutual trust and respect.
- Maintaining a rigorous approach to occupational health and safety.
- Supporting employee development by offering and financing training and support with obtaining specialisation.
- Employee involvement in social activities such as sports events and charities.



4.2 Our staff in numbers

[GRI 2-7]

DIAGNOSTYKA employs a team of highly qualified laboratory diagnosticians and technicians, nurses, paramedics and doctors, as well as couriers, IT specialists and managers. Our employees are our greatest pride and we are grateful to them for the success we achieved.

At the end of 2021 DIAGNOSTYKA Group employed a total of 8,918 people under employment and civil law contracts.

Most of the Group's employees work for the parent company (83%). The number of employees of Diagnostyka S.A. increased in 2021 by almost 10%, which was caused by the growing scale of operations, acquisitions of laboratory companies and actions taken to increase the availability of collection points (e.g. by extending their opening hours).

2021 is the first year for which data is collected for the DIAGNOSTYKA Group.

Total number of employees by gender and type of employment

	Diagnostyka S.A.		DIAGNOSTYKA Group
Employee category	2021	2020	2021
Permanent employment contract			
Women	2,024	1,865	2,568
Men	364	319	423
Temporary employment contract and trial period			
Women	1,064	1,034	1,280
Men	159	161	185
Other civil law contracts			
Women	3,197	2,882	3,738
Men	605	503	724
Total	7,413	6,764	8,918

Data for the Group shows the number of persons as of December 31, 2021, covering the following companies: Centra Genetyki Medycznej GENESIS sp. z o.o., Diagnostyka CONSILIO sp. z o.o., Diagnostyka Częstochowa sp. z o.o., Diagnostyka S.A., Diagnostyka Tarnów Medyczne Centrum Laboratoryjne sp. z o.o., dr n.med. Teresa Fryda Laboratorium Medyczne sp. z o.o., Oncogene Diagnostics sp. z o.o., Vitalabo Laboratoria medyczne sp. z o.o., genXone S.A.

Employees hired on the basis of an employment contract (full-time, part-time)

	Diagnostyka S.A.		DIAGNOSTYKA Group
Employee category	2021	2020	2021
Full-time	3,400	3,180	4,070
Part-time	211	199	265
Total	3,611	3,379	4,335

Data for the Group shows the number of persons as of December 31, 2021, covering the following companies: Centra Genetyki Medycznej GENESIS sp. z o.o., Diagnostyka CONSILIO sp. z o.o., Diagnostyka Częstochowa sp. z o.o., Diagnostyka S.A., Diagnostyka Tarnów Medyczne Centrum Laboratoryjne sp. z o.o., dr n.med. Teresa Fryda Laboratorium Medyczne sp. z o.o., Oncogene Diagnostics sp. z o.o., Vitalabo Laboratoria medyczne sp. z o.o., genXone S.A., Diag Invest sp. z o.o., Diagnostyka CONSILIO sp. z o.o. Poznań sp.k.

4.3 Acquiring new employees

[GRI 401-1]

DIAGNOSTYKA conducts approximately 700 recruitment projects annually. These cover both external and internal recruitment, under which employees are given the opportunity to take up a different position in the company.

In order to attract young talents, i.e. students and graduates, we take part in medical job fairs and present our Company at universities. We also organise "Open Days" in laboratories, during which students have an opportunity to see the workplace from the inside, learn about our services and talk to the head of the laboratory.

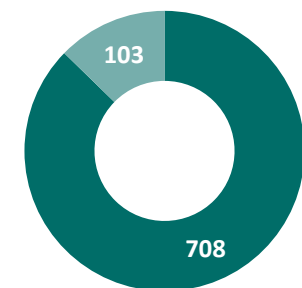
DIAGNOSTYKA recruits students of medical analytics, biology, chemistry, and biotechnology for summer internships, which allows them to acquire practical skills in the medical environment. As part of cooperation with the Frycz Modrzewski University, Diagnostyka S.A. offered internships for 40 students of the Emergency Medical Services degree.

The lack of medical analytics technicians is troublesome not only at laboratories, but also at sample collection points where material is collected, since the technicians were the ones authorised to perform such procedures. This is also conjoined with the issues with recruitment of nurses and midwives.

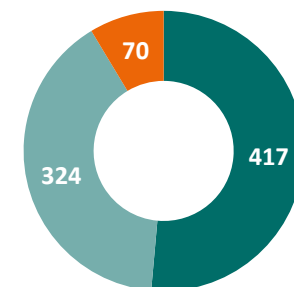
A few years ago, DIAGNOSTYKA, operating within the Association of Private Medicine Employers, launched an initiative to grant authorisation to collect blood and other materials for laboratory tests (phlebotomy) to the professional group of medical carers in Poland. Several years of efforts in cooperation with the Medical Care Foundation resulted in the issuance of a regulation by the Ministry of Education and Science in 2021 changing the curriculum for medical caregivers in the field of phlebotomy.

DIAGNOSTYKA was also the initiator of changes in the regulation on extending the authorisation to collect blood to include paramedics, as a result of which this professional group received the right to collect blood in medical institutions (not only at the scene of the accident, i.e. the accident). Thus, we expanded the possibility of employing representatives of this profession at our sample collection points.

The number of new employees in the DIAGNOSTYKA Group in 2021, by age and gender



■ Women ■ Men



■ <30 ■ 30-50 ■ >50



4.4 Turnover of employees

[GRI 401-1]

In 2021, 811 new employees joined the DIAGNOSTYKA Group, and 654 left. Most employees left because of the termination of our cooperation with hospitals, where DIAGNOSTYKA managed laboratories following successful tenders. After the termination of the contract, workers employed at the laboratory "return" to the employment at the hospital. Moreover, in the 50+ group, employees tend to retire.

Total number of new employees

	Diagnostyka S.A.		DIAGNOSTYKA Group
Employee category	2021	2020	2021
By gender			
Women	564	560	708
Men	88	72	103
Total	652	632	811
By age			
<30	330	378	417
30–50	261	204	324
>50	61	50	70
Total	652	632	811

Number of employees who left the Company

	Diagnostyka S.A.		DIAGNOSTYKA Group
Employee category	2021	2020	2021
By gender			
Women	351	429	422
Men	203	50	232
Total	554	479	654
By age			
< 30	181	147	227
30–50	219	182	252
>50	154	150	175
Total	554	479	654

Data for the Group shows the number of persons as of December 31, 2021, covering the following companies: Diagnostyka S.A., Centra Genetyki Medycznej GENESIS sp. z o.o., Diagnostyka CONSILIO sp. z o.o., Diagnostyka CONSILIO sp. z o.o. Poznań sp.k., Diagnostyka Częstochowa sp. z o.o., Diagnostyka Tarnów Medyczne Centrum Laboratoryjne sp. z o.o., dr n.med. Teresa Fryda Laboratorium Medyczne sp. z o.o., Oncogene Diagnostics sp. z o.o., Vitalabo Laboratoria medyczne sp. z o.o., genXone S.A.

[GRI 401-3]

Parental leave

In Diagnostyka S.A., 251 women took parental leave in 2021, while 136 people returned to work after the leave ended in the reporting period.

General turnover rate

	Diagnostyka S.A.		DIAGNOSTYKA Group
	2021	2020	2021
Rotation rate	14.9%	14.2%	14.1%

4.5 Equality and diversity

[GRI 3-3, GRI 405-1]

The health sector is characterised by a high percentage of employed women. In the DIAGNOSTYKA Group, women constitute as much as 85% of employees, which is in line with industry trends.

Number of employees by gender and age

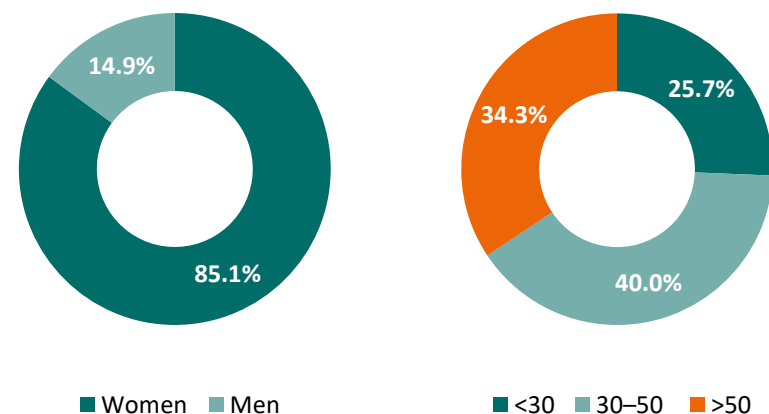
	Diagnostyka S.A.		DIAGNOSTYKA Group
Employee category	2021	2020	2021
By gender			
Women	6,285	5,781	7,586
Men	1,128	983	1,332
Total	7,413	6,764	8,918
By age			
<30	1,914	1,668	2,288
30–50	2,944	2,738	3,567
>50	2,555	2,358	3,063
Total	7,413	6,764	8,918

Data for the Group shows the number of persons as of December 31, 2021, covering the following companies: Centra Genetyki Medycznej GENESIS sp. z o.o., Diagnostyka CONSILIO sp. z o.o., Diagnostyka Częstochowa sp. z o.o., Diagnostyka S.A., Diagnostyka Tarnów Medyczne Centrum Laboratoryjne sp. z o.o., dr n.med. Teresa Fryda Laboratorium Medyczne sp. z o.o., Oncogene Diagnostics sp. z o.o., Vitalabo Laboratoria medyczne sp. z o.o., genXone S.A.

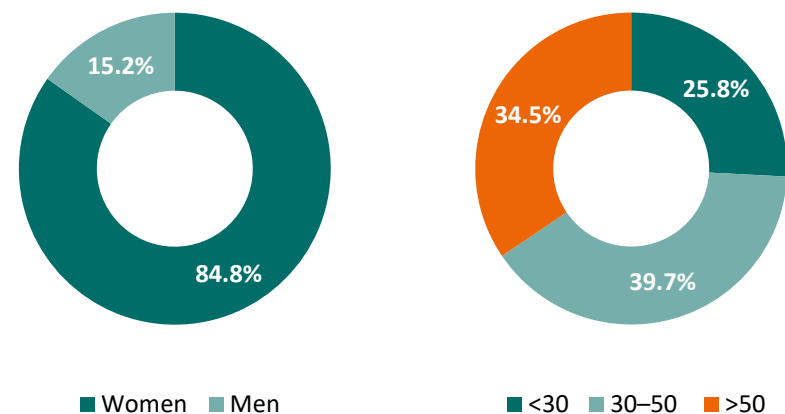
[GRI 2-24]

Each employee is familiarised by their superior with the policy of counteracting mobbing, harassment, violence or discrimination. In 2021, we did not have any cases of discrimination. The employee agrees in writing to comply with the provisions described in the documents regulating the above-mentioned areas.

DIAGNOSTYKA Group employees in 2021, by gender and age



Employees of Diagnostyka S.A. in 2021, by gender and age



[GRI 3-3, GRI 405-1]

We strive to make DIAGNOSTYKA a good workplace for everyone. Diversity and inclusion are very important to us, which is why we are taking steps to remove barriers from the recruitment process.

The composition of the managerial staff by gender and age

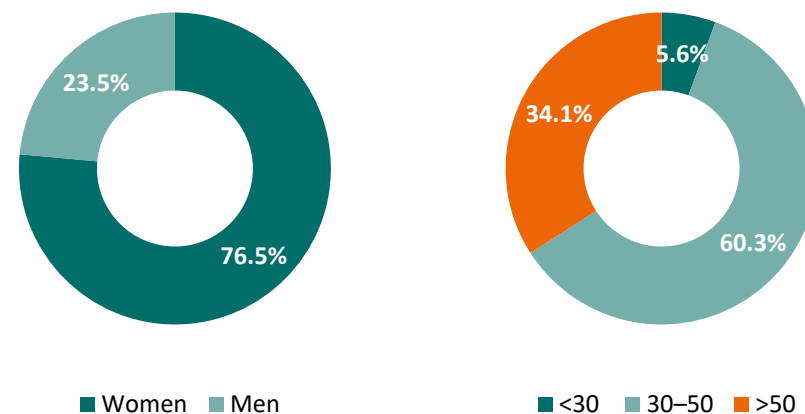
	Diagnostyka S.A.		DIAGNOSTYKA Group
Employee category	2021	2020	2021
By gender			
Women	295	261	354
Men	98	72	109
Total	393	333	463
By age			
<30	22	11	26
30–50	235	201	279
>50	136	121	158
Total	393	333	463

Data for the Group shows the number of persons as of December 31, 2021, covering the following companies: Diagnostyka S.A., Centra Genetyki Medycznej GENESIS sp. z o.o., Diagnostyka CONSILIO sp. z o.o., Diagnostyka CONSILIO sp. z o.o. Poznań sp.k., Diagnostyka Częstochowa sp. z o.o., Diagnostyka Tarnów Medyczne Centrum Laboratoryjne sp. z o.o., dr n.med. Teresa Fryda Laboratorium Medyczne sp. z o.o., genXone S.A.

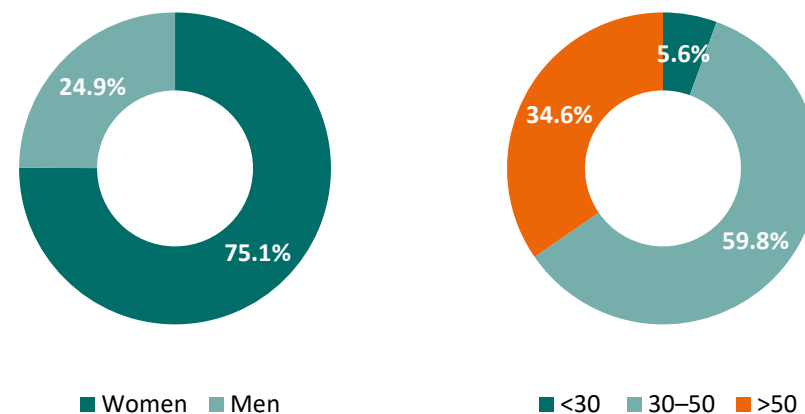
Employment of people with disabilities at Diagnostyka S.A.

	2021	2020
Managerial staff	11	11
Other staff	258	266

The composition of the management staff in the Group by gender and age



The composition of the management staff of Diagnostyka S.A. by gender and age



4.6 Training and development

[GRI 3-3]

One of the priorities of the DIAGNOSTYKA Group is to support its employees with gaining new competences and to create an environment beneficial for their professional development.

The Group employs both experienced employees as well as people without any previous work experience. Our training policy assumes supporting employees in their professional development. Employees have access to both external and internal training. Each laboratory diagnostician is obliged to collect 100 'education points' a year. DIAGNOSTYKA enables diagnosticians to participate in training courses by granting training leave and financing training in part or in full.

Internal DIAGNOSTYKA Academy

We also offer internal training, including in the field of customer service quality, team cooperation and interpersonal communication. Among the specialists working in DIAGNOSTYKA, we selected internal consultants from individual areas who provide training in the field of laboratory diagnostics as part of the Internal DIAGNOSTYKA Academy.

Internal IT Academy

In 2019, we established the IT Academy, under which employees exchange knowledge, including knowledge gained during external training. Training of employees of the IT division is crucial for maintaining high-quality service of the extensive IT system of the Group. In 2021, as part of the IT Academy, 27 types of training were conducted, during which 74 employees were trained.

Average number of substantive trainings dedicated to specific positions per one employee of Diagnostyka S.A. - by gender*

Indicator	2021	2020
Average number of training courses per employee	1.12	0.51
Women	1.08	0.49
Men	1.31	0.59

Number of substantive training courses dedicated to specific positions, by type of training at Diagnostyka S.A. *

Type of training	2021
training for managerial staff	24
training for the staff of laboratories and sample collection points	324
training for couriers and warehouse workers	20
IT training	27

Number of employees of Diagnostyka S.A. trained as part of additional substantive training dedicated to specific positions*

Type of training	2021
external training	226
internal training	3,915
for managerial staff	452
for the staff of laboratories and sample collection points	3,464
for couriers and warehouse worker	151
IT training	74

** The table shows the number of initial training participants. Those sessions, after recording, are used to train other employees. Due to organizational limitations, participation in such training has not yet been subject to registration.*



We support employees on their path to specialisation

We offer the laboratory diagnosticians employed by us the opportunity to specialise during the course of employment. Every diagnostician who has the right to practice a profession and has worked at DIAGNOSTYKA for at least one year is eligible. We grant training leave and pay for all or part of the courses taken as part of the specialisation, and employees are entitled to paid days off and paid leave from part of the working day for the duration of the specialisation programme, including basic specialisation internships, courses and internships, on days and in amounts agreed with the employer.

By the end of 2021, 133 of our employees completed their specialisation while employed at DIAGNOSTYKA.

Development paths

Due to the generation gap resulting from the lack of training of medical analytics technicians on the labour market, we employ biology, biotechnology, chemistry, etc. graduates at our laboratories, for whom we have created the position of a laboratory technologist - junior assistant. Once they complete the training, they de facto perform the activities of a medical analytics technician. A dedicated development path offer is addressed to these employees. Junior assistants have the opportunity to develop in the direction of quality control, IT or economic, depending on the predisposition and skills of the employee.

All DIAGNOSTYKA employees undergo mandatory training in the field of personal data protection and occupational health and safety. In addition, substantive training is organised, dedicated to specific positions.



4.7 An attractive workplace

We are an attractive employer. What we offer to our employees are:

Values resulting from interesting work

- We offer work consistent with interests, predispositions and competences of each employee.
- We employ people with various levels of professional experience, also people who start their professional career.
- We offer internships for laboratory diagnosticians during their specialisation.

Development values

- We are a fast-growing organisation, and our employees develop with us.
- We offer a broad range of external and internal trainings.
- Diagnosticians have the opportunity to start / continue their specialisation.
- We use transparent development paths and internal recruitment.
- 73% of our managerial staff comes from internal recruitment.
- We shape future professional opportunities for employees
- The experience resulting from working at DIAGNOSTYKA is valuable in the context of a later career.
- As a company aspiring to be knowledge-based, we are currently working on the development of the hcm deck online platform with employee access, with the following modules: e-learning, onboarding, periodic assessment, communication, knowledge base.

Economic values

- We are a large, strong organisation, present on the market for 24 years.
- We guarantee stable employment and economic security.
- We invest in modern technologies and tools that facilitate the performance of tasks assigned to a given position.
- We offer market salaries, comprehensive health care, retirement benefits, and time-off related to the specialisation programme.
- As a nationwide employer, we offer - in the event of an employee moving to another city - continuity of employment within our structures.

Social values

- We provide a friendly workplace by investing in technologically advanced laboratories, sample collection points and offices in good locations.
- We conduct prevention campaigns for all employees, such as SARS Cov-2 antibodies tests or flu vaccinations.
- We offer a number of benefits employees can use from the moment of employment, even during a trial period.
- The company organises activities, which integrate our teams, in the form of regular team-building meetings and activities aimed at maintaining wellbeing and employee health.
- Employees have the opportunity to participate in sports activities, team games - volleyball and running teams.
- We organise team-building (trips, picnics, holiday meetings).

[GRI 401-2]

Employee benefits

- Preferential access to laboratory tests performed in DIAGNOSTYKA for employees and their families,
- Private medical care packages,
- Group insurance,
- Language courses available on an online platform,
- MultiSport card by Benefit System Company,
- Social Benefits' Fund,
- Parental leave.

Health promotion through sport

The idea of promoting health through sport has been constantly developing at our company since 2008, when we created an internal sports campaign covering employees from our branches all over Poland - the National Volleyball Tournament for the Diagnostyka President's Cup. Employee participation in the annual tournament requires regular training, therefore DIAGNOSTYKA regularly finances sports halls for volleyball teams across Poland.

The pandemic limited the activities of our group of runners, but from March 2021 we managed to return to joint activities and a total of 51 people took part in 4 Runmageddon runs (Krakow, Warsaw, Tricity, Harrahov). Our employees have unlimited access to the Multisport programme - various sports activities and recreation. The programme is currently used by 1075 employees and 90 relatives.

4.8 Employee health and safety

[GRI 3-3, GRI 2-23, 2-24, GRI 403-2, GRI 403-5]

At DIAGNOSTYKA employees always come first. Every day we aim to create a comfortable work environment, in which we all feel safe. We believe that our joint commitment to ensure health and safety at work will allow us to achieve the expected success.

DIAGNOSTYKA applies the Occupational Health and Safety Policy, which sets out long-term goals and principles that guide us in ensuring safe working conditions and minimising occupational risk. The implementation of obligations under the regulations has been entrusted to HS specialists who are supported by quality management specialists in each of the regions and the management staff. In 2022, we increased the availability of HS specialists in two regions.

The area of health and safety is regulated in the procedures and instructions of the quality management system as well as in job instructions. The main document describing hazards at workplaces is the Occupational Risk Assessment, which includes an assessment of risks and threats in the case of work without preventive measures and following their application.

In accordance with the procedures implemented, this document is updated every 3 years and additionally in each case of a change in the work process, accidents at work or external inspections suggesting additional actions. In 2021, the occupational risk assessment documentation was updated for 70% of entities.

Due to a specific nature of the activities and exposure of our employees to biological agents, we have also implemented a dedicated procedure, under which - in consultation with managers - a list of harmful biological agents was created. We monitor the use of harmful agents. We have created a list of activities during the which exposure to harmful agents may occur, and we also keep records of exposed employees.

In accordance with applicable legal provisions, health and safety training is conducted for all employees. Training is conducted by the Health and Safety Inspector.

In 2021, health and safety training was conducted for all 652 new employees of Diagnostyka S.A. 1,148 people were trained as part of periodic training. Additionally, 109 people were trained in first aid.

Our most important health and safety goals are:

- To prevent the spread of COVID-19 among our employees and ensure safe conditions in their workplaces.
- To prevent the spread of infectious diseases and infections in general, among staff, patients and contractors by preventing complications following injuries with sharp objects.
- To pursue the zero target of injuries with sharp objects, and thus no exposure to infectious material.
- To use disinfectants that are safe for staff, and at the same time meet the disinfection requirements and have the lowest possible negative impact on the environment.
- To reduce the near miss ratio.



4.9 Accidents and injuries

[GRI 403-9]

Accidents at work at DIAGNOSTYKA can be divided into:

- accidents at work,
- near misses (accident without injury),
- occupational exposures (this includes contact with biological material through injury with sharp tools or objects).

It is worth noting that, as experience shows, not every occupational exposure qualifies as an accident at work.

Data on accidents and injuries at DIAGNOSTYKA

	Diagnostyka S.A.		DIAGNOSTYKA Group
	2021	2020	2021
Total number of work-related accidents	24	25	27
Number of near misses	10	-	10
Number of injuries (caused by sharp objects)	46	33	49
Number of fatal accidents	0	0	0
Number of fatalities due to diseases resulting from workplace conditions	0	0	0
Number of days of inability to work due to accidents at work	439	931	504
Lost Workday Rate (LWR)*	6.23	13.71	14.89
Accident rate	6.87	7.45	3.14
Accident severity rate	18.29	37.24	11.30

*Calculated as the ratio of the total number of days lost to the number of scheduled hours of work of employees in the reporting period * 100,000

The events we deal with at DIAGNOSTYKA can predominantly be described as minor accidents. In 2021, one group accident took place - 2 people were burned by an UV lamp. Two incidents were not considered an accident at work (they constituted a workplace injury). Compared to 2020, the number of courier accidents, who so far led the way in the group of victims, has decreased. However, as an employer, we do not have full influence on limiting the number of incidents in this group, due to the lack of impact of our preventive measures on other road users.

In connection with the occurrence of injuries of employees with sharp medical tools, we took actions aimed at the ongoing improvement of the organisation and work safety. We provide employees with training in safe sample collection techniques.

Chapter 5

Social impact



5.1 Areas of our social engagement

[GRI 3-3]

While conducting our operations, we place emphasis not only on activities important for the economic development of the company, but also the ones relevant for our identity and building the sense of corporate social responsibility.

Our community involvement includes:

- **Scientific cooperation with universities** - it increases our investments in human resources, creates jobs and develops competences. More information about our cooperation with the Andrzej Frycz Modrzewski University and the strategy of attracting young talents can be found in the 'Recruiting new employees' section.
- **Promotion of knowledge in the field of laboratory testing and innovative solutions** - we organise scientific conferences, meetings with experts and publish informational materials.
- **Educational and preventive campaigns** - our educational and preventive campaigns reached approximately 500,000 people. On average, several thousand people decided to perform tests promoted as part of each of the campaigns.
- **Cooperation with social partners and support for public benefit organisations** - in recent years we have provided financial, material and service aid to various non-governmental organisations as well as educational and care centres. We take care of individual initiatives and we have supported various artists and sportsmen.

DIAGNOSTYKA, as part of the Association of Private Medicine Employers, engages and initiates legislative and image-building works related to the medical industry. These activities are carried out together with the largest private diagnostic companies in Poland. As a result of the actions undertaken, we managed to extend the authorisation to collect blood and other materials for laboratory tests to include medical caregivers and paramedics. For more information on this initiative, see the section 'Recruiting New Employees'.

More than a result



Quality



Technology



Education

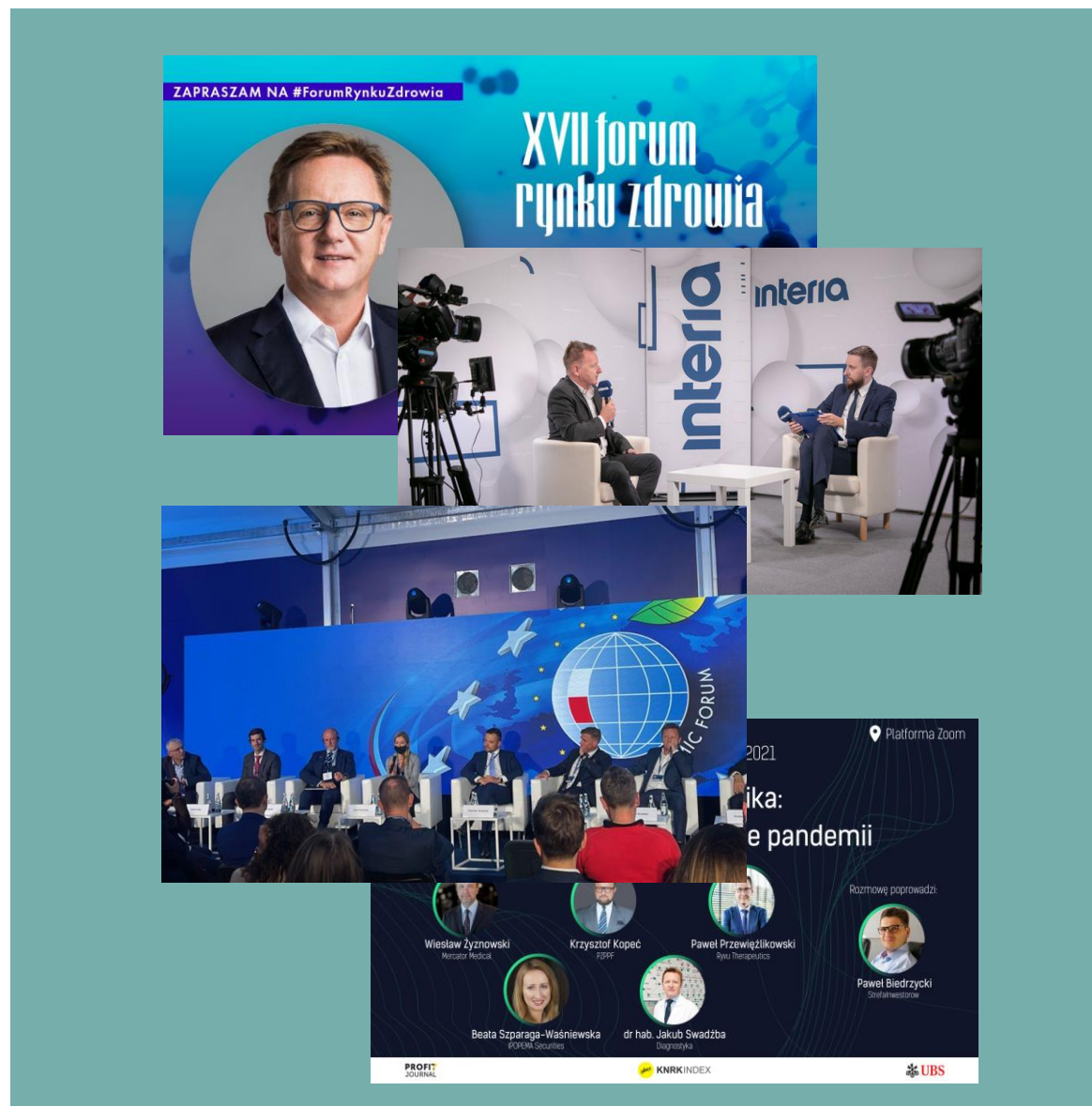


5.2 Promotion of knowledge in the field of laboratory testing

DIAGNOSTYKA is an active organiser of scientific and training conferences, which are held regularly across the whole country.

We organise symposia addressed to specialists in various fields, including primary care, laboratory diagnosticians - often owners and managers of laboratories and managers of health care facilities.

The agenda of the events allows for the exchange of experiences and the expansion of specialist knowledge (invited guests discuss the most popular contemporary problems, such as genetics or the challenges of modern telemedicine). From our perspective, it is a platform to promote the opportunities offered by modern laboratory diagnostics.



5.3 Educational and preventive campaigns

Campaigns promoting disease prevention and a healthy lifestyle initiated by DIAGNOSTYKA allowed to set a standard in this regard for the medical industry. We organise both national and regional campaigns, during which we try to take into account, first of all, the nature and the needs of local communities. In 2021, we organised the following campaigns:



Prevention 40 PLUS Programme

Our flagship project in 2021 was the Prevention 40 PLUS Programme described in the section 'Summary of DIAGNOSTYKA's activities in 2021'. Eligible patients could participate in the Programme by completing a questionnaire available on the Patient's Online Account or by using the support of a consultant of the Home Medical Care hotline. They then received an e-referral, on the basis of which they could visit selected facilities, including selected sample collection points of DIAGNOSTYKA. As part of the Programme, diagnostic tests were carried out - there were separate packages dedicated for women and men as well as a joint package. For people who decided to get tested at our sample collection points, we have prepared a 25% discount on additional tests. Additionally, on the day of the tests from the Prevention 40 PLUS Programme, our patients could use a 15% discount on all tests from our offer.



The Spring Power

We organised another spring educational preventive campaign, which took place between April 12 and June 13, 2021, during which we offered test packages to help assess patients' health condition during spring. As part of the campaign, we lowered the prices of the Spring Power e-Package, the results of which could indicate health irregularities (e.g. anaemia, decreased immunity or coagulation disorders) as well as prices of tests from the Fit & Active category, which enable the assessment of not only health, but also metabolic efficiency.



Examine the kidneys - save your life!

In 2021, DIAGNOSTYKA, together with the DaVita dialysis network, held the 'Examine the kidneys - save your life!' campaign, during which people at risk of chronic kidney disease (CKD) suffering from hypertension, diabetes or coronary heart disease could perform free CKD tests at DIAGNOSTYKA's sample collection points.



Familiarising kids with visits at sample collection points

The campaign aiming to familiarise children with visits at sample collection points is combined with providing information for parents on how to behave during the visit and how to cooperate with our staff to collect the material needed for testing. As part of the campaign, posters, articles on the website and instructions in the form of videos were prepared, periodically published on the DIAGNOSTYKA profile on Facebook and YouTube (including 'Adventure in the laboratory', 'Child-friendly laboratories', a guide for parents: 'No pressure'). These videos are displayed at sample collection points equipped with TV monitors.



Bet on immunity

A campaign taking place from October 11 to December 10, 2021, during which we promoted preventive tests aiming at checking immunity and detect health irregularities. Once patients had used the slogan of the campaign - 'IMMUNE' - they received a discount on dedicated packages - 'Health in a pandemic' and 'Bet on immunity'.

5.4 Cooperation with social partners and support for public benefit organisations

In 2021, we undertook a number of activities in cooperation with social partners. We also regularly support public benefit organisations:



DIAGNOSTYKA supported the Polish Olympic Committee

DIAGNOSTYKA supported the Polish Olympic Team by providing SARS-CoV-2 tests for our athletes. Several hundred people from the Olympic team were included in the testing process. RT-PCR tests detecting presence of SARS-CoV-2 were performed at dedicated facilities across Poland.



KOLEJARZ Fencing Club in Wrocław

DIAGNOSTYKA supported the members of the Wrocław 'KOLEJARZ' Fencing Club during the nationwide fencing competition, which the Club hosted. In recent years, 'KOLEJARZ' has organised over 50 tournaments for several hundred female and male fencers. Thanks to the support of DIAGNOSTYKA, in 2021 the Club held the Polish Championships in épée fencing (tournaments for juniors, youngsters and seniors) and the Polish Youth Foil Fencing Championships.



The International Federation of Medical Students Associations - Poland

In 2021, DIAGNOSTYKA once again became a partner of the PINK LIPS Project, organised by students associated in the International Federation of Medical Students Associations in Poland. The campaign took place during the European Cervical Cancer Prevention Week on January 18-24, 2021. As part of the event, numerous educational campaigns take place to promote knowledge about cervical cancer and encourage regular pap smears and gynaecological examinations. The aim of the PINK LIPS Project is to draw attention to the problem of the high rate of cervical cancer among young women. DIAGNOSTYKA supported this initiative by donating 100 vouchers for pap smears.



Solec Sports Association in Warsaw

DIAGNOSTYKA was a partner of the 19th edition of the BABA CUP 2021 tennis tournament. The event focused not only on sport, but also on a comprehensive approach to a healthy lifestyle. The prizes will allow the tournament participants to take care of their health. Thanks to the 'FIT & ACTIVE' packages prepared by DIAGNOSTYKA, the winners were able to perform tests assessing their health, metabolism efficiency, and possible endocrine disorders.



'I have a dream' Foundation

DIAGNOSTYKA helped the 'I have a dream' Foundation during the National Day of Dreams. As part of the campaign, the volunteers of the Foundation's Lublin branch fulfilled the wish of one of their pupils and came to the DIAGNOSTYKA sample collection point at the University Children's Hospital in Lublin to undergo preventive testing there.



DiagTeam runs for the Great Orchestra of Christmas Charity

The employees of DIAGNOSTYKA took part in a virtual run organised for the Great Orchestra of Christmas Charity. In this year's edition of the run, DiagTeam members, a total of 60 people, run over 500 kilometres.

Chapter 6

Patients



6.1 Our clients and services

[GRI 3-3]

DIAGNOSTYKA serves both individual clients (patients) and business clients (contractors).

Our offer includes the following types of tests:

- routine tests,
- specialised tests,
- microbiology and mycology,
- transfusion serology,
- toxicology,
- genetics and molecular biology, including tests for SARS-CoV2,
- pathomorphology.

Routine tests

In this category of laboratory tests, we offer tests that are often performed as initial tests in the diagnostic process of various diseases. Thanks to the results of routine and biochemical tests, the doctor can obtain important information about the general condition of the patient and disorders in the functioning of individual systems and organs.

Specialised tests

We perform tests ordered by doctors in order to carry out specialised diagnostics. Our offer includes tests that enable, among others, diagnostics of infections such as Lyme disease or influenza, hormone diagnostics for diseases of the thyroid gland and parathyroid glands, and diagnostics of osteoporosis and anaemia. We also offer tests in the area of allergology, autoimmunology, serology, toxicology and microbiology. The full offer of tests is available on our website www.diag.pl.

Genetic tests

Our genetic companies provide medical services to patients with all types of genetically determined diseases as well as developmental defects. Medical services include specialist consultations and genetic counselling as well as diagnostics of genetic diseases, birth defects and reproductive challenges. We also provide genetic tests and bioinformatics analyses with a goal to change the approach to genetics on the Polish and global markets using the nanopore sequencing technology.

Pathomorphology

DIAGNOSTYKA Group's structure includes a number of dedicated pathomorphological facilities. They provide services in the field of histopathological examination of tissue materials, pap smears and, depending on the needs, histological and immunohistochemical tests, specialist consultations and intraoperative examinations. The comprehensive service offered by them includes the collection of tissue material in the provided testing tubes and transport containers, specimen preparation, as well as the storage of materials for the period required by relevant regulations. The mission of our pathomorphological companies is to conduct world class cytological and histopathological diagnostics, based on high-quality microscopic specimen and complete clinical data, which is the result of our close cooperation with the doctors who refer the material for testing. In 2021, the companies of the DIAGNOSTYKA Group employed 118 doctors, including 84 pathologists.

In 2021, our priorities concerning our patients and contractors were:

- Maintaining the continuity of laboratory services.
- Ensuring the safety of staff and patients in accordance with the developed procedures.
- Maximum reduction of time needed for carrying out of COVID-19 tests.
- Cooperation with institutions carrying out research financed by the National Health Fund, based on system integration.
- Maintenance of sample collection points for the safe collection of swabs for SARS-CoV-2 diagnostics, including "Drive & Thru" points.
- Preparation of a new offer of preventive tests for people who have suffered from COVID-19.
- Participation in the National Immunisation Programme.
- Extensive participation in the Prevention 40 PLUS Programme.

6.2 Patients

With the best interest of our patients in mind, we have prepared new test packages dedicated to patients who have suffered from COVID-19 and want to check their health condition with particular emphasis on the level of immunity, including immunity acquired thanks to the vaccine.

These packages include tests for SARS-CoV-2 antibodies, which allow for the detection of specific immune proteins in the patient's blood related to the coronavirus responsible for the development of COVID-19 disease, as well as screening tests that will help find out what the condition of the body is and can help in the early detection of many health abnormalities.

Our patients can visit over 1,100 sample collection points across the whole country.

We strive to ensure that each of these facilities is consistently marked and equipped. At our sample collection points, we have introduced a number of solutions aimed at facilitating visits, e.g. by installing changing tables for babies, organising children's play areas, and made sure they are easily accessible to the elderly and the disabled. At each of those sample collection points, patients can obtain information on tests and services offered, including the information regarding purchasing tests through a dedicated online store.

We try to make our patients' visits to our facilities as smooth and comfortable as possible. Taking advantage of technological possibilities, we equip our sample collection points with devices that streamline and speed up the process of registration and service, for example the self-registration stations. They let patients access the collection room without the need to visit the registration desk beforehand. The system has been adapted to scan the e-voucher code so that it can also be used by people paying online.

Patients appreciate DIAGNOSTYKA's sample collection points for their good locations, proximity to transport connections, available parking spaces, opening hours and, above all, a high level of customer service. Our staff employed at sample collection points is trained on an ongoing basis, and their work is controlled in terms of the appropriate quality of customer service, techniques for safe sampling and providing services to the most vulnerable patients, i.e. newborns, children, pregnant women, seniors and chronically ill individuals. We focus on the experience and professionalism of the staff, which builds confidence and trust that all patients expect. In 2021, we conducted 29 training courses for employees of sample collection points in the online formula, which were attended by 1,525 employees.

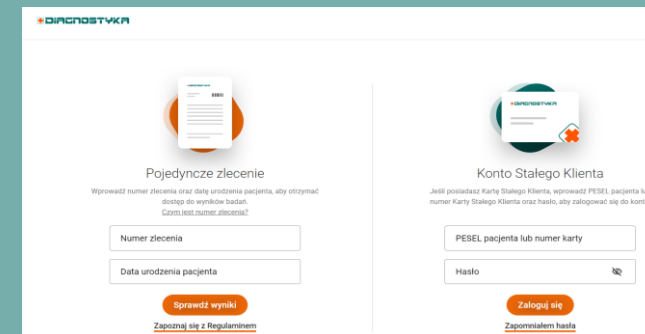
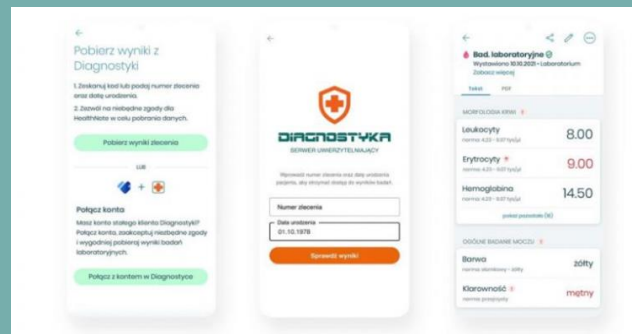


Patients can collect their test results at either the sample collection points or by logging on to the wyniki.diag.pl website. Since mid-2020, we also launched a new functionality - text notifications about the availability of results for download. In 2021, a total of 1,123,746 text notifications were sent. The service is available at Diagnostyka S.A.

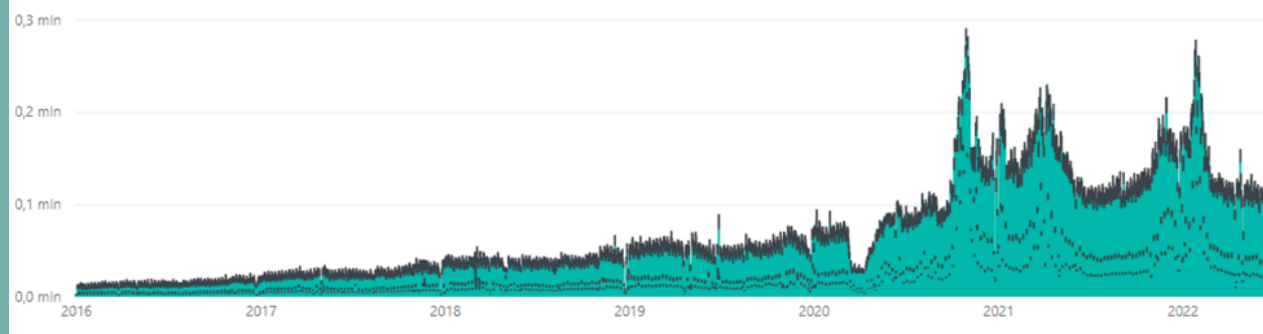
Since November 2021, DIAGNOSTYKA patients can store and archive their test results on the [MojeZdrowie24](https://mojezdrowie24.pl) website. A dedicated portal and mobile application allow patients to store medical records (test results, information cards, statements, e-prescriptions, etc.) online. Patients can use the application to collect test results from any sample collection point belonging to the DIAGNOSTYKA Group. The application also provides access to the interpretation of results and acceptable standards for the parameters tested.

We are committed to making it easier for our patients to communicate with us. That is why we provide them with the following contact channels:

- Diagnostyka.pl website,
- Central Hotline for Patients,
- Regional Hotlines,
- Contact forms on the website,
- Contact form and helpdesk for online store users,
- Social media (FB, LI, IG, TWTR, YT),
- Regular patient satisfaction surveys,
- "Diagnostyka ZDROWIA" magazine,
- Diagnostyka's newsletter distributed quarterly to approximately 400,000 addressees.



The number of times our patients logged in to the system in order to receive the test result in an electronic form:



6.3 Contractors

In 2021, the list of our contractors comprised over 7,000 entities, including public hospitals, networks of private medical care facilities, public and private medical clinics, and private medical practices.

We cooperate with contractors based on four models:

- on the basis of a contract, we serve the contractor's patients at our sample collection points;
- we create DIAGNOSTYKA's franchise sample collection points in the contractor's organisational structures, and we test the biological material in our laboratories;
- providing services on the basis of a tender or competition related to running a laboratory, for example in hospitals;
- contractor's employees collect biological material at their own sample collection points, our couriers collect it and deliver it to DIAGNOSTYKA laboratories.

Each contractor is individually taken care of by a dedicated medical representative assigned by DIAGNOSTYKA. We monitor the level of satisfaction of our contractors on an ongoing basis.

As part of the cooperation, we support contractors in the pre-laboratory process:

- We provide all the materials necessary to collect the sample for testing and order forms with barcodes.
- We facilitate the integration of IT systems supporting the hospital or doctors' offices with our laboratory IT system, which allows us to reduce the number of errors related to the ordered tests.
- We organise meetings with the contractor's team of nurses, where we discuss the action plan, in particular training plan.
- We provide modern, up-to-date knowledge on preanalytical activities, i.e. those related to the proper collection of blood and other materials. We have created and run the 'Nurse and Midwives Assistant' portal intended for nurses of our contractors. We create, update and deliver the Primary Sampling Manual to contractors.

DIAGNOSTYKA participates in public tenders for operating laboratories at hospitals. As part of the process, we take over the laboratory employees from the hospital for the period specified in the contract in accordance with Art. 23 (1) of the Labour Code. In practice, hospital's employees become our employees (there are no changes in the contractual terms for them). Once the contract with the hospital ends, these employees 'return' to their home facility or continue working at our Company.



6.4 Caring for the quality and innovation of our services

Rigorous quality controls and openness to innovation enable us to constantly improve and upgrade the level of services and customer service offered.

In the interest of the highest quality of services, DIAGNOSTYKA has implemented a complex quality management system, covering all stages of the analytical process in accordance with the requirements of PN-EN ISO 15189: 2013-05 "Medical laboratories - Requirements for quality and competence" and PN-EN ISO IEC 17025: 2018-2 "General requirements for the competence of testing and calibration laboratories".

It is maintained and constantly improved in order to:

- implement the adopted policies, procedures, operating practices and achieve the set goals regarding the Integrated Management System;
- improve the quality of services offered;
- meet the expectations of customers and stakeholders and comply with legal requirements.

Accredited laboratories and other units are annually subject to in-depth audits by the Polish Centre for Accreditation - an independent national accreditation body authorised to assess the technical competence of performing tests in the reported scope and to grant laboratory accreditation.

We make every effort to ensure that the laboratory tests we offer meet the quality requirements, the requirements of national regulations and international standards PN-EN ISO 9001: 2015, PN-EN ISO 14001: 2015, PN-EN ISO 27001: 2015. The integrated management system established in DIAGNOSTYKA is subject to internal audits and is assessed by the certification bodies - TÜV SÜD and LL-C (Certification) and the accrediting institution - PCA. Certificates confirm that DIAGNOSTYKA's laboratories meet the requirements of the above-mentioned standards.

The strengths of DIAGNOSTYKA are:



Competent and committed staff;



Programme for ensuring the quality of laboratory test results, including internal and external laboratory control, which guarantees the reliability and quality of tests. The effectiveness of the programme is confirmed by positive results of external controls, certificates of recognised domestic and foreign institutions, and internal control;



Well - equipped laboratories with modern measuring and testing equipment;



Laboratory Information System (e-Lab) and the DiagQC programme supporting the management of the laboratory and the analytical process as well as the implementation of the quality assurance programme of laboratory test results.



Location and environmental conditions;

DIAGNOSTYKA laboratories are regularly inspected by Provincial and County Sanitary and Epidemiological Stations, Regional Centres for Blood Donations and Blood Treatments, as well as by provincial consultants specialising in fields specific for individual laboratories.

Testing quality control

Each laboratory conducts ongoing evaluation of the tests' quality, which allows us to maintain the required quality level. If the predetermined criteria are not met, corrective actions are carried out and their effectiveness is monitored. However, the literature data show that over 70% of abnormal laboratory test results are caused by the so-called pre-laboratory phase, i.e. activities of people sampling material for testing. Therefore, DIAGNOSTYKA conducts a number of activities aimed at increasing the knowledge and awareness of the sampling staff on how their activities affect the quality of tests' results.

Laboratories

At our 188 laboratories, we use the latest technologies and work according with the best European standards.

Digitalisation

As part of the activities changing DIAGNOSTYKA into a 'data driven' organisation, a digital transformation department was established. Its goals include: designing modern, scalable and intuitive systems supporting the Company's business activities, building digital channels of communication with patients and contractors, system knowledge management, process optimisation and broadly understood data analytics. The last area is extremely important for the optimal management of a modern company such as DIAGNOSTYKA. Data analytics tools, including predictive analytics using machine learning or deep learning technologies, are the basis of modern management of large data sets that DIAGNOSTYKA has at its disposal.

Our diagnostics equipment is integrated in lines and it comes from recognised global manufacturers, including:



SIEMENS



EUROIMMUN
a PerkinElmer company



Chapter 7

Materiality assessment





7.1 Our stakeholders

[GRI 2-29]

Relations with stakeholders, based on mutual understanding and trust, are of key importance for the functioning of the DIAGNOSTYKA Group as an organisation taking responsibility for the impact it has on the environment, economy and society.

DIAGNOSTYKA makes every effort to ensure that stakeholders' relations are managed in a responsible manner, based on principles of transparency and dialogue. To ensure the best quality of these relations, the frequency and channels of communication are adapted to the nature and current expectations of a selected group of stakeholders.

A detailed map of our stakeholders helps us in effective management of those relations. This map is subject to annual review and updates. During the review of the stakeholder map, as part of the preparatory work on this report, the following groups were recognised as key stakeholders:

- the Management Board and the Supervisory Board,
- employees,
- investors and shareholders,
- institutional and individual clients,
- public administration, regulatory and control authorities.

Stakeholder map

Stakeholder group	The impact of DIAGNOSTYKA on a given group of stakeholders	Forms of dialogue / communication
Management Board and the Supervisory Board	<ul style="list-style-type: none"> • the possibility of professional development • working conditions • salaries and additional benefits 	<ul style="list-style-type: none"> • meetings of the Management Board and Supervisory Board • informal meetings • regular correspondence • others, described below for the Employees category
Employees	<ul style="list-style-type: none"> • employment stability • remuneration • safety in the workplace • professional development • wellbeing • human and labour rights 	<ul style="list-style-type: none"> • personal meetings with management • regular meetings of professional groups • training for employees (external and internal) • communication for employees • workshops for new employees • website for lab managers • 'First Steps' brochure • survey for new employees • post-employment survey • www.grupadiagnostyka.pl portal • knowledge management platform • regional integration meetings • plan for individual professional development
Investors/ shareholders	<ul style="list-style-type: none"> • compliance with corporate governance rules • ensuring transparency • safety and ethics of operation • quick information exchange 	<ul style="list-style-type: none"> • General Meeting • other meetings and periodic result presentations (teleconferences, personal meetings)
Institutional clients	<ul style="list-style-type: none"> • improving customer service • the highest quality of research • IT integrations for remote ordering of tests and receiving results • the shortest possible time to perform testing • transport of material for testing 	<ul style="list-style-type: none"> • care of a dedicated sales representative • meetings and personal conversations • telephone contact • email • flyers and brochures • websites - www.diagnostyka.pl , www.asystent.diag.pl • training meetings • integration meetings • www.grupadiagnostyka.pl portal • regular quality communication • electronic access to laboratory test results for doctors

Stakeholder map

Stakeholder group	The impact of DIAGNOSTYKA on a given group of stakeholders	Forms of dialogue / communication
Individual clients	<ul style="list-style-type: none"> availability of tests and sample collection points range of tests offered testing safety online availability of results possibility of online purchase of tests service quality speed and timely execution of tests data safety education on disease prevention 	<ul style="list-style-type: none"> visits to sample collection points www.diagnostyka.pl website - results on-line, e-store social media brochures and flyers hotline complaint reporting channel, information clauses contact with Data Protection Officer patient satisfaction survey thematic meetings - local webinars, preventive actions email contact
Public administration, regulatory and control authorities	<ul style="list-style-type: none"> regulatory compliance reliability of the data provided implementation of post-inspection recommendations payment of taxes participation in government programmes 	<ul style="list-style-type: none"> reports and audits formal correspondence (including email) ongoing cooperation during inspections dedicated websites
Suppliers and subcontractors	<ul style="list-style-type: none"> fair and transparent terms of cooperation IT services business development opportunity material benefits 	<ul style="list-style-type: none"> telephone contact emails in-person meetings offers www.diagnostyka.pl website - information for suppliers
Group companies	<ul style="list-style-type: none"> further development within the Group financial results 	<ul style="list-style-type: none"> reports meetings and exchange of experiences and documents
Industry organizations	<ul style="list-style-type: none"> DIAGNOSTYKA's expertise in the field of diagnostics cooperation 	<ul style="list-style-type: none"> face-to-face meetings and cooperation formal membership

DIAGNOSTYKA conducts regular dialogue with key stakeholders through established communication channels. The purpose of the dialogue is, inter alia, understanding the expectations of stakeholders towards DIAGNOSTYKA and identifying the impact (positive and negative) of DIAGNOSTYKA on individual groups.



7.2 The process of defining materiality

[GRI 3-1, GRI 3-2]

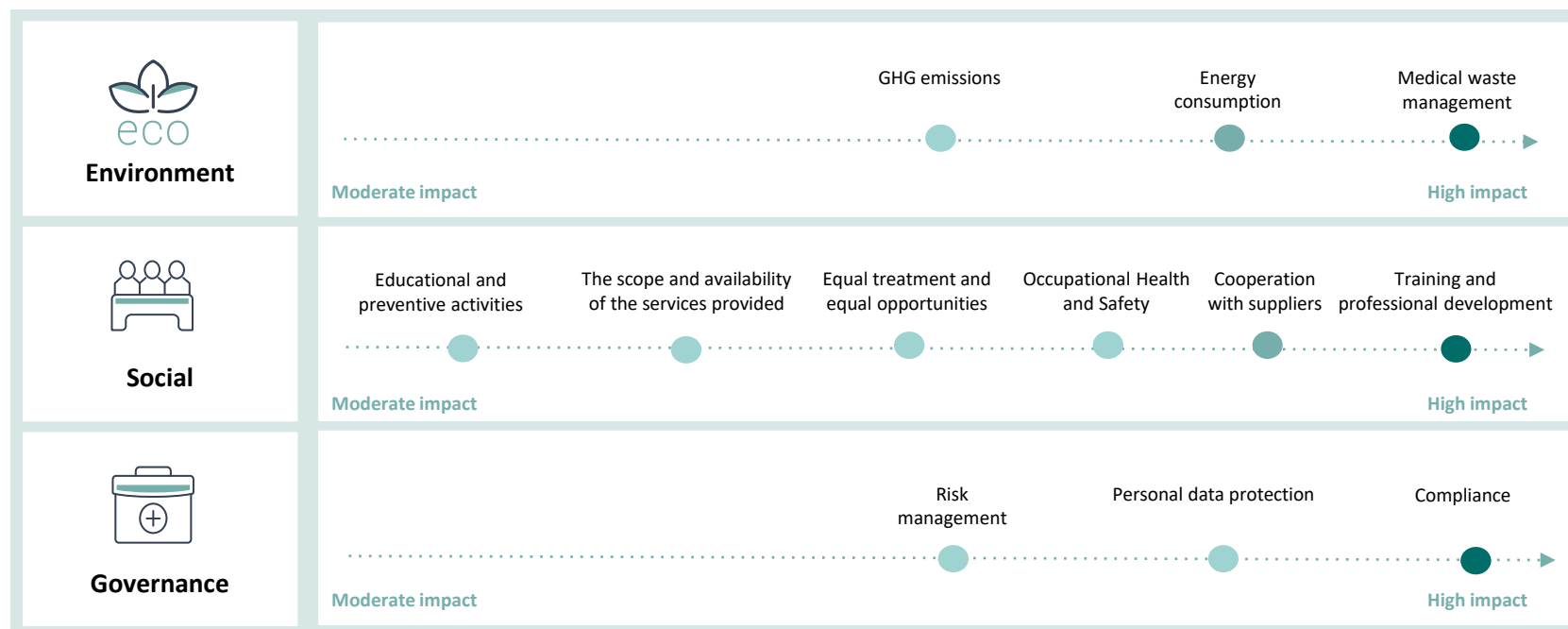
DIAGNOSTYKA Group strives to ensure that its activities and initiatives are focused on areas where the Group has a significant impact on both the environment and stakeholders.

As part of the preparation of the ESG report for 2021, the Group conducted a structured materiality analysis, including the identification of ESG topics that play the greatest role in the medical industry, their prioritisation and validation.

The materiality analysis process was finalised during a workshop attended by the Management Board of Diagnostyka S.A., Management Board Representative for ESG and representatives of DIAGNOSTYKA's key organisational units. During the workshop, the expectations and needs of individual stakeholder groups were discussed. Additionally, the workshop participants analysed the impact that the Group has on its surroundings, including the environment and society.

All 12 topics selected during the materiality analysis are described in detail in this Report.

Material topics described in this Report



Chapter 8

About the Report



8.1 About the Report

[GRI 2-2, GRI 2-3, GRI 2-4, GRI 2-5]

This Report contains non-financial information on the parent company Diagnostyka S.A. and subsidiaries of the DIAGNOSTYKA Group.

The ESG Report is prepared on an annual basis. The content of the Report covers the period of the Group's operations from January 1 to December 31, 2021. The report was not subject to external verification.

All information, data and statements in this report concern the DIAGNOSTYKA Group and its parent company Diagnostyka S.A., unless clearly stated otherwise. Data provided for the DIAGNOSTYKA Group includes the following companies: Diagnostyka S.A., Genesis Centra Genetyki Medycznej sp. z o.o., Diagnostyka Consilio sp. z o.o., Diagnostyka Consilio sp. z o.o. Poznań sp.k., Diagnostyka Częstochowa sp. z o.o., Diagnostyka Tarnów Medyczne Centrum Laboratoryjne sp. z o.o., dr n.med. Teresa Fryda Laboratorium Medyczne sp. z o.o., Oncogene Diagnostics sp. z o.o., Vitalabo Laboratoria Medyczne sp. z o.o., genXone S.A., unless expressly stated otherwise.

The information contained in this report has been disclosed based on the international non-financial reporting standard, Global Reporting Initiative (GRI) as published in 2021.

The previous ESG Report prepared by Diagnostyka S.A., which was published on November 30, 2021, covered only the activities of Diagnostyka S.A. Due to the change in the reporting standard and the extension of the reporting scope to other companies from the DIAGNOSTYKA Group, the data disclosed in the report for 2020 and 2021 may not be fully comparable.

Should you have any questions regarding the Report, please contact Barbara Kopeć, Management Board Representative for ESG (barbara.kopec@diag.pl).



8.2 GRI Index

GRI Disclosure	Disclosure number	Name of Disclosure	Page in the report
GRI 2: General Disclosures 2021	2-1	Organisational details	10
	2-2	Entities included in the organisation's sustainability reporting	10
	2-3	Reporting period, frequency and contact point	76
	2-4	Restatements of information	76
	2-5	External assurance	76
	2-6	Activities, value chain and other business relationships	5, 6
	2-7	Employees	48
	2-8	Workers who are not employees	DIAGNOSTYKA Group does not hire workers who are not employees.
	2-9	Governance structure and composition	24, 25
	2-10	Nomination and selection of the highest governance body	24
	2-11	Chair of the highest governance body	25
	2-12	Role of the highest governance body in overseeing the management of impacts	26
	2-13	Delegation of responsibility for managing impacts	26
	2-14	Role of the highest governance body in sustainability reporting	26
	2-15	Conflicts of interest	29
	2-16	Communication of critical concerns	28
	2-17	Collective knowledge of the highest governance body	26
	2-18	Evaluation of the performance of the highest governance body	Such evaluation is not performed.
	2-19	Remuneration policies	This information is treated as a trade secret and therefore is not disclosed.
	2-20	Process to determine remuneration	30
	2-21	Annual total compensation ratio	This information is treated as a trade secret and therefore is not disclosed.
	2-22	Statement on sustainable development strategy	2, 3

GRI Disclosure	Disclosure number	Name of Disclosure	Page in the report
GRI 2: General Disclosures 2021	2-23	Policy commitments	27, 29, 32, 36, 47, 56
	2-24	Embedding policy commitments	27, 28, 29, 32, 51, 56
	2-25	Processes to remediate negative impacts	26
	2-26	Mechanisms for seeking advice and raising concerns	28
	2-27	Compliance with laws and regulations	29
	2-28	Membership associations	20
	2-29	Approach to stakeholder engagement	72
	2-30	Collective bargaining agreements	47
GRI 3: Material topics 2021	3-1	Process to determine material topics	74
	3-2	List of material topics	74
MATERIAL TOPICS: COMPLIANCE			
GRI 3: Material topics 2021	3-3	Management of material topics	27
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	27
	205-2	Communication and training about anti-corruption policies and procedures	27
	205-3	Confirmed incidents of corruption and actions taken	27
MATERIAL TOPICS : ENERGY CONSUMPTION			
GRI 3: Material topics 2021	3-3	Management of material topics	41
GRI 302: Energy 2016	302-1	Energy consumption within the organisation	41
MATERIAL TOPICS: GHG EMISSIONS			
GRI 3: Material topics 2021	3-3	Management of material topics	42, 43, 44, 45
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	43, 44, 45
	305-2	Energy indirect (Scope 2) GHG emissions	44, 45
	305-7	Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions	44

GRI Disclosure	Disclosure number	Name of Disclosure	Page in the report
MATERIAL TOPIC: MEDICAL WASTE			
GRI 3: Material Topics 2021	3-3	Management of material topics	38, 39, 40
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	38
	306-2	Management of significant waste-related impacts	39
	306-3	Waste generated	40
	306-5	Waste directed to disposal	40
MATERIAL TOPIC: COOPERATION WITH SUPPLIERS			
GRI 3: Material Topics 2021	3-3	Management of material topics	34
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	34
	308-2	Negative environmental impacts in the supply chain and actions taken	34
Own disclosure	-	Cooperation with suppliers	6, 34
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	50
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	55
	401-3	Parental leave	50
MATERIAL TOPIC: OCCUPATIONAL HEALTH AND SAFETY			
GRI 3: Material Topics 2021	3-3	Management of material topics	56
GRI 403: Occupational Health and Safety 2018	403-2	Hazard identification, risk assessment, and incident investigation	56
	403-5	Worker training on occupational health and safety	56
	403-9	Work-related injuries	57

GRI Disclosure	Disclosure number	Name of Disclosure	Page in the report
MATERIAL TOPIC: TRAINING AND PROFESSIONAL DEVELOPMENT			
GRI 3: Material Topics 2021	3-3	Management of material topics	53, 54
Own disclosure	-	Average number of training sessions per year per employee per employee	53
Own disclosure	-	Number of people who have undergone dedicated training for individual workplaces	53
MATERIAL TOPIC: EQUAL TREATMENT AND EQUAL OPPORTUNITIES			
GRI 3: Material Topics 2021	3-3	Management of material topics	52
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	52
Own disclosure	-	Employment of people with disabilities	52
MATERIAL TOPIC: PERSONAL DATA PROTECTION			
GRI 3: Material Topics 2021	3-3	Management of material topics	32
GRI 418: Customer privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	32
MATERIAL TOPIC: SCOPE AND AVAILABILITY OF PROVIDED SERVICES			
GRI 3: Material Topics 2021	3-3	Management of material topics	65
Own disclosure	-	Description of the services provided	65
MATERIAL TOPIC: DISEASE PREVENTION			
GRI 3: Material topics 2021	3-3	Management of material topics	61
Own disclosure	-	List of preventive and educational campaigns	61
Own disclosure	-	The range of preventive and educational campaigns	59
MATERIAL TOPIC: RISK MANAGEMENT			
GRI 3: Material Topics 2021	3-3	Management of material topics	31
Own disclosure	-	Risk management	31



Please do not hesitate to contact us:

Barbara Kopec

**Management Board Representative for Project
Management and ESG**

barbara.kopec@diag.pl

Diagnostyka S.A.
16 Prof. Michał Życzkowski Street, 31-864 Cracow

 **DIAGNOSTYKA**
laboratoria medyczne
...więcej niż wynik