Annual and Sustainability Report 2024

VITROLIFE GROUP™

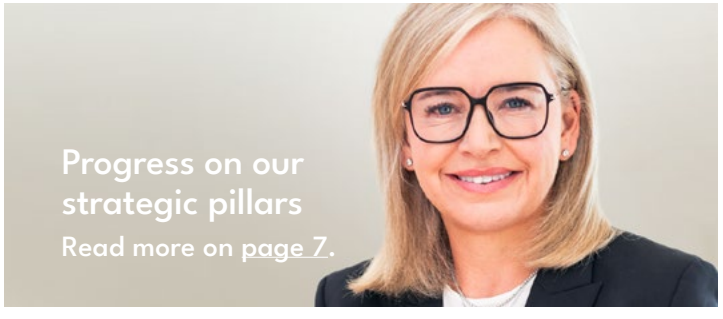
Our mission is to be the leading global partner in reproductive health, striving for better treatment outcomes for patients

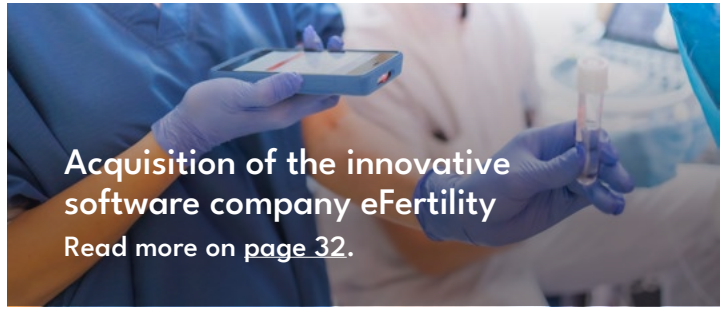
Contents

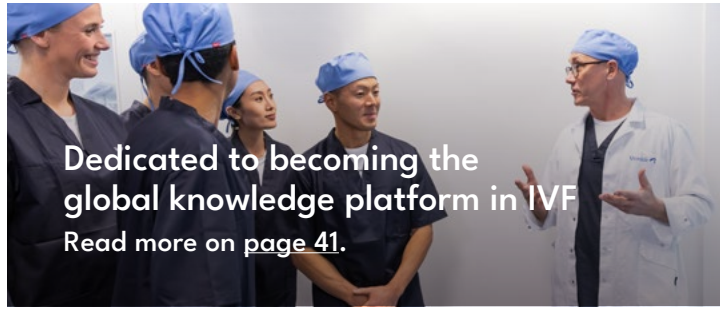
The Statutory Annual Report, which contains the Management Report and Financial reports, is found on pages 66-123. The Sustainability Report is found on pages 133-195. On page 195, cross-references to the pages relating to the statutory sustainability report are found. This document is the original; a corresponding version of the Annual and Sustainability Report exists in Swedish. In all matters of interpretation of information, views or opinions, the Swedish version takes precedence. The Vitrolife Group refers to Vitrolife AB (publ) and all its subsidiaries.

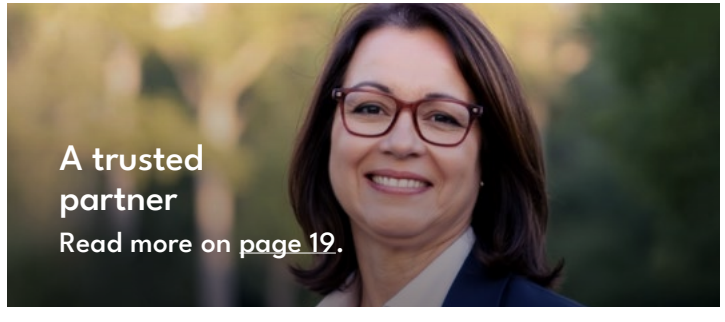
Highlights

One year into our corporate strategy









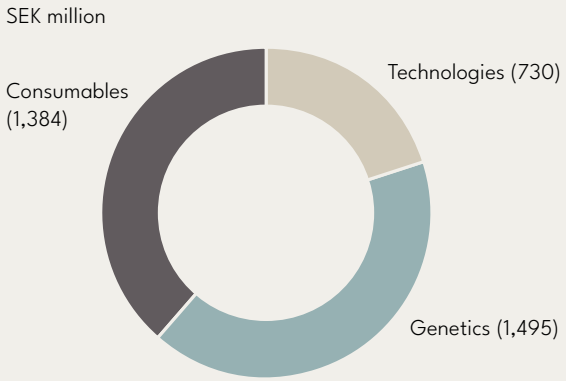
2024 financial results

Net sales
SEK 3,609 m

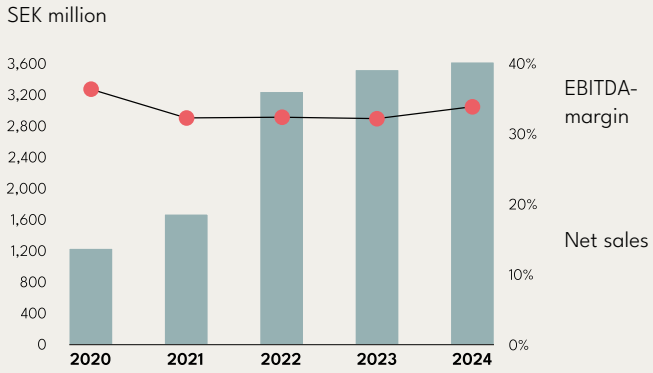
EBITDA
SEK 1,225 m

EBITDA margin
34.0 %

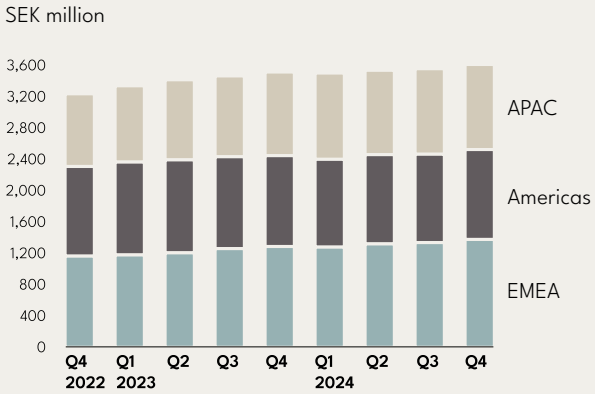
Net sales by business area



Net sales and EBITDA-margin



Net sales by market region



Key ratios

SEK million*	2024	2023
Net sales	3,609	3,512
Gross margin, %	59.3	56.3
Adjusted gross margin, %	64.2	61.6
Operating income before depreciation and amortisation (EBITDA)	1,225	1,136
EBITDA margin, %	34.0	32.3
Impairment charge	–	-4,300
Operating income	783	-3,589
Operating margin (EBIT), %	21.7	-102.2
Net income	514	-3,851
Net income, adjusted for impairment	514	449
Net debt/EBITDA Rolling 12 month	0.7	1.0
Earnings per share before dilution, SEK	3.79	-28.44
Earnings per share after dilution, SEK	3.78	-28.44
Earnings per share[1], adjusted for impairment SEK	–	3.31
Share price on closing date, SEK	215.00	194.70
Market cap at closing date	29,121	26,372
Changes in net sales		
Organic growth in local currency, %	4	4
Currency effects, %	-2	4
Total growth, %	3	9

Throughout the annual report, the corresponding value for the previous year is stated in parentheses, unless otherwise stated.

* Unless otherwise indicated.

1. Before and after dilution.

Message from the Chairman

Dear Shareholders,

As we reflect on 2024, it has been a transformative year for the Vitrolife Group. Through a combination of strategic focus, investment in innovation and commitment to operational excellence, we have continued to advance our mission to be the leading global partner in reproductive health, striving for better treatment outcomes for patients.

The global reproductive-health landscape is evolving, shaped by demographic shifts, technological advancements and increasing demand for accessible and affordable solutions. In this dynamic environment, the Vitrolife Group has strengthened its position as a trusted global partner of choice for clinics, practitioners and patients around the world.

As we have evolved and refined our strategy, we have strengthened our executive management team to ensure we have the right capabilities required to set the company up for long-term profitable growth. I am pleased with the progress made under our CEO Bronwyn Brophy O'Connor and her team this year. By focusing on growth in key markets, increasing investments in innovation, targeting selective strategic acquisitions like eFertility, and executing on the programme of operational excellence, the team accelerated the growth of the company quarter after quarter and expanded gross and EBITDA margins for the year.

It is encouraging to see that the executive management team is committed to nurturing an inclusive, value-based culture that ensures a strong sense of purpose across the organisation. By fostering this sense of purpose, we will ensure that every member of our global team understands how their work contributes to our broader mission. I am confident that this shared alignment will be a key driver in delivering sustainable and profitable growth.

On behalf of the Board of Directors, I extend my heartfelt gratitude to our CEO, the executive management team, and all our colleagues for their dedication and commitment to our mission to be the leading global partner in reproductive health, striving for better treatment outcomes for patients. I would also like to thank our shareholders for their trust and continued support as we work

together to shape the future of reproductive health. At the Vitrolife Group, we are inspired every day by our vision of enabling people to fulfil the dream of having a healthy baby.

Jón Sigurdsson,
Chairman of the Board

One year into our corporate strategy

CEO comment

In 2024, the Vitrolife Group achieved key milestones in our corporate strategy, to advance our mission of becoming the leading global partner in reproductive health, striving for better treatment outcomes for patients. We invested in our key strategic pillars of growth, innovation and operational excellence to prepare our company to support sustainable profitable growth in the long-term. In addition, we increased our focus in the largest IVF markets in the world namely the US and China. Investments in talent, culture and sustainability, our key enablers have also been a focus for the company throughout the year.

A year of accelerated growth and EBITDA expansion

This year has been one of record revenues in the Consumables and Technologies business areas. We delivered accelerated growth, EBITDA expansion and strong cash flow. Sales increased to SEK 3,609 (3,512) million, corresponding to a 4%* increase in local currencies. EMEA continued to perform strongly with a growth of 7%*, now representing 38% of our regional revenue. Investments in the Americas have resulted in accelerated growth in Consumables and Technologies however parts of the Genetics business area had a challenging year, with the region delivering overall growth of 1%*. Sales in APAC continued to grow albeit at a slower pace of 5%* on the back of a very strong 2023 where we delivered record revenues in Technologies driven by time-lapse penetration. As part of our continuous risk assessment procedure and to ensure we continue to comply with all applicable international sanctions, we have decided to discontinue activities in certain markets representing less than 3% of our annual revenue.

In terms of business areas, Consumables grew 10%* driven by record-high sales of media, where we continue to gain market share, and strong growth in disposable devices which was a focus area in 2024. Technologies sales increased by 16%*, with increased adoption of EmbryoScope® and iDAScore®. While we delivered significant growth across most of our Genetics services portfolio, the Genetics business area declined by 5%* due to challenges in genomic kits and the ERA test.

Gross income increased to SEK 2,139 (1,977) million, with a gross margin of 59.3% (56.3) driven by continuous operational improvements together with product and market mix. Operating income before depreciation and amortisation (EBITDA) increased to SEK 1,225 (1,136) million, corresponding to a margin of 34.0% (32.3).

One year into the execution of our corporate strategy

We are now one year into the execution of our Vitrolife Group corporate strategy and remain confident that this is the blueprint to set the company up for sustainable profitable growth.

To ensure we have the right organisational capabilities and structure to execute, we have strengthened our leadership teams, and we continue our journey to embed the values of integrity, quality, innovation and collaboration in our company. From this foundation, we made significant progress during the year in all of our strategic pillars, with the following highlights:

The acquisition of eFertility, an innovative software company, is an important step in our journey of building the platform connecting products and services in IVF. This acquisition represents a significant step in transforming the IVF patient journey, making critical advancements towards a seamlessly integrated, traceable and more efficient clinic workflow.

The year was also important for our leadership in AI-driven solutions, as a world-first clinical study published in Nature Medicine demonstrated that our deep-learning AI software, iDAScore®, can assess embryos 10 times faster than standard manual evaluation while delivering comparable clinical outcomes.

“We are now one year into the execution of our Vitrolife Group corporate strategy and remain confident that this is the blueprint to set the company up for sustainable profitable growth.”

* Growth in local currencies

Geographically, we have increased investments in the US and China, leading to market share gains across our portfolio. The US is the largest IVF market in the world in value and it is a must win for the Vitrolife Group. We are expanding our manufacturing capacity in the US to support our expansion efforts. We have also recruited top industry talent into the sales and marketing organisation.

In 2024, we focused on leveraging the full breadth of the Vitrolife Group portfolio, delivering enhanced customer value. A Net Promoter Score (NPS) of 53 confirmed our strong global customer loyalty. We continue to search for every opportunity to be closer to our customers and deliver a best-in-class experience, the integration of EMB, our Iberian distributor, was another good step in this direction.

Our operational efficiency program, particularly in Genetics, has successfully driven margin improvements. During the year, we opened two state-of-the-art laboratories and training centres in Tokyo and Miami. This represents a significant step forward for the Vitrolife Group, providing best-in-class technology, service and training to our customers.

Finally, we continue delivering on our sustainability agenda. In 2024, we officially submitted CO^2 emissions reduction targets to the Science Based Targets initiative (SBTi). We are now working on a decarbonisation roadmap that aligns with our operational efficiency programs, generating both impact and value for our stakeholders.

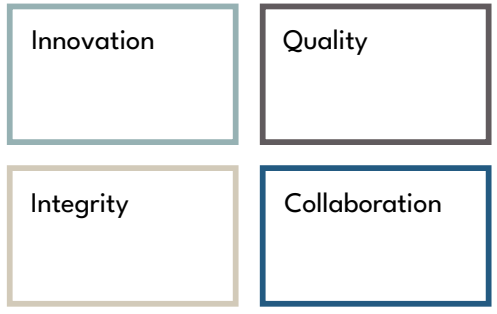
A key role in developing the reproductive health market

In 2025, we will continue to invest in growth in key focus markets, accelerate our platform development in R&D and increase our efforts in operational excellence under the leadership of our Chief Operating Officer. We will further advance on our cultural journey embedding the values of integrity, quality, innovation and collaboration in the company. Finally, we will stay close to our customers ensuring that we continue to deliver best-in-class quality and service.

Bronwyn Brophy O'Connor
CEO

"We will further advance on our cultural journey embedding the values of integrity, quality, innovation and collaboration in the company."

Our values



This is the Vitrolife Group

Excellence in reproductive health

Global provider of medical devices and genetic testing solutions for reproductive health

Dedicated to the reproductive-health market since 1994, we've grown our company through groundbreaking research and clinical evidence, innovative product development, best-in-class quality and service and strategic acquisitions. We support customers and their patients worldwide – always with sustainability in mind. Through increased investment in science and R&D, combined with acquisitions that are closely aligned with our strategy, we aim to deliver an integrated platform of products and services for the entire reproductive-health journey. Our goal is to partner with all key stakeholders to improve access and outcomes for patients.

Our solutions enable optimised procedures and workflow efficiency, helping clinics to deliver outstanding results. The Vitrolife Group represents a competitive and profitable business with well-trained staff and optimal solutions for patient needs.

We take a holistic approach to reproductive health where we provide training, support and a wide range of services for clinics and laboratories worldwide. We are recognised as a leading knowledge provider in the industry as we work with both universities, research institutes, networks and communities to secure and improve successful treatment outcomes.

We are very proud to deliver cutting-edge solutions to clinics, enabling people around the world to fulfil their dream of having a healthy baby.

Products and services for the entire reproductive-health journey

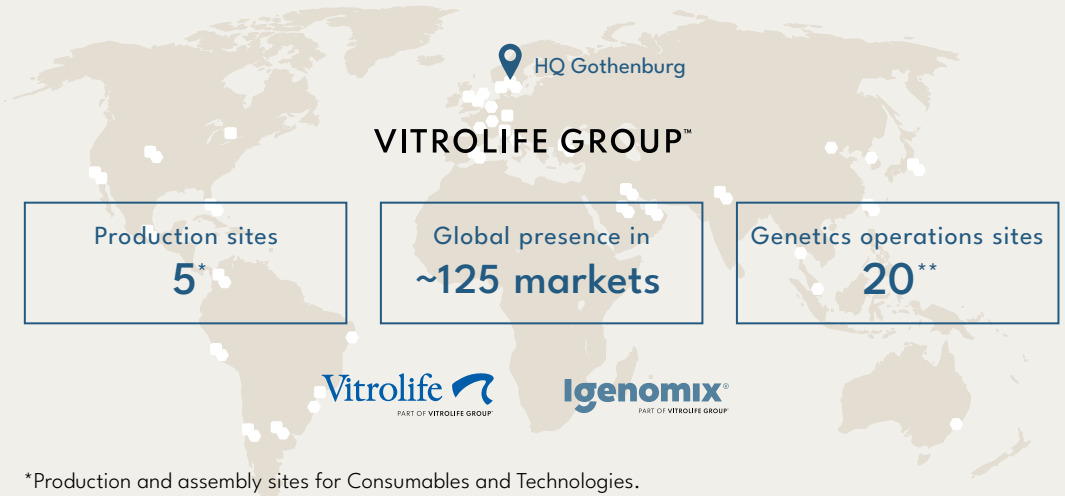
Mission

to be the leading global partner in reproductive health, striving for better treatment outcomes for patients

Vision

to enable people to fulfil the dream of having a healthy baby

Global presence



*Production and assembly sites for Consumables and Technologies.
**Genetics operations sites include laboratories as well as kit and logistics sites.

Business areas

Media, cryo products, disposable devices

Error prevention system, incubation, time-lapse evaluation and laser

Reproductive genetic testing solutions

The Vitrolife Group's global presence
Headquartered in Gothenburg, Sweden, we are a team of approximately 1,120 colleagues passionate about reproductive health. The Vitrolife Group operates in three market regions across three business areas with one global sales and marketing function. This structure enables us to deliver an optimised service level to all our customers. We serve more than 75% of all fertility clinics worldwide. The Group's solutions are available in circa 125 markets, either through direct sales or via a broad network of distributors.

We provide genetic testing services from a network of 20 genetics operations sites which include laboratories, kits and logistics sites, and manufacture our products at five production and assembly sites.

Our strategy for long-term, sustainable and profitable growth
Our strategy was built to address the long-term trends underpinning the reproductive-health market. New players and business models are emerging, and formerly independent customers are consolidating into larger groups.

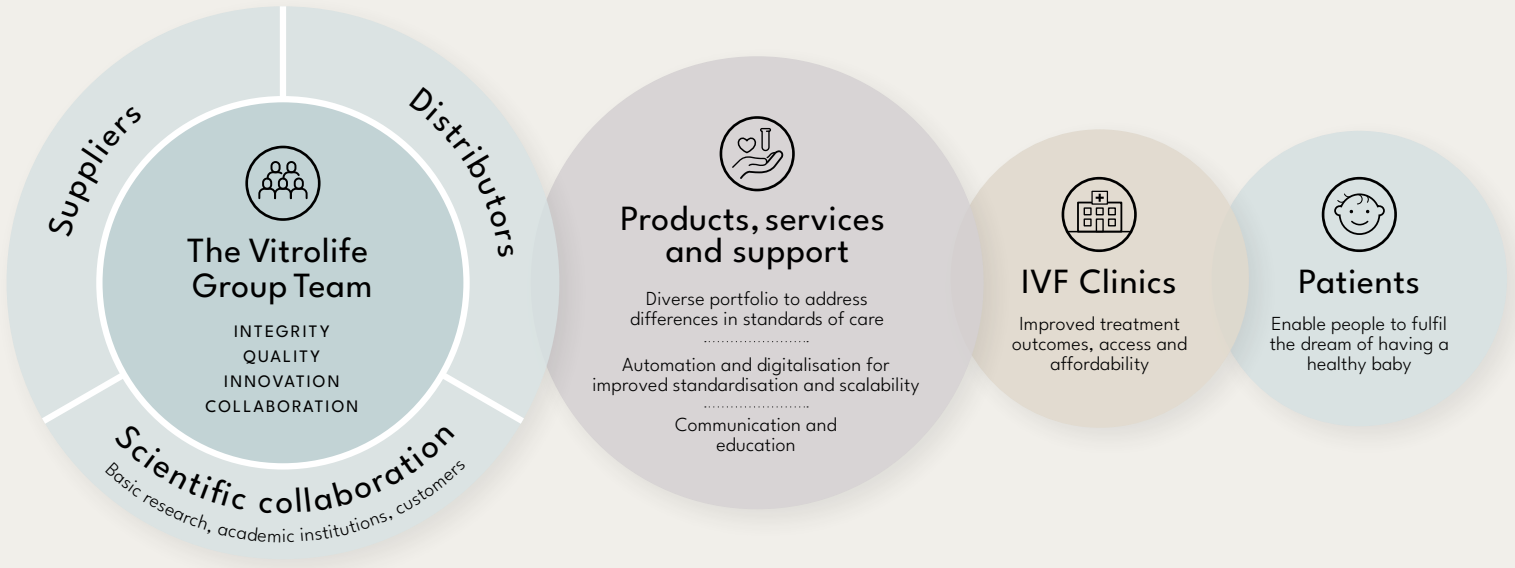
Our future growth depends on accelerating growth in key markets, optimising our go-to-market model and continuing to develop innovative solutions that meet customers' needs.

The Vitrolife Group – home to all brands
The Vitrolife Group's corporate brand positioning reflects our identity and character, and the purpose that unites everyone who works for us. Our brand, the Vitrolife Group, unites the global and powerful product brands of Vitrolife and Igenomix. These brands stand for science, innovation, trust, collaboration and quality with a long experience in the industry. Together as a group we create excellence in reproductive health.

Together as a group we create excellence in reproductive health.

How we create value

Collaborating to create value and deliver on our mission and vision



Our team and values at the heart of value creation

At the heart of everything we do, our colleagues all over the world are committed to our mission and vision. Read more about us on page 14 and the updated corporate values as a catalyst for success on page 8.

Creating long-standing partnerships for excellence in reproductive health

We could not deliver on our mission without the long-standing partnerships we nurture with our suppliers, distributors and scientific research partners, which include a wide range of actors from academic institutions to the IVF clinics themselves. Learn more about our scientific collaborations on page 34, and how we ensure strong value alignment with our suppliers on page 50.

Empowering IVF clinics to improve treatment outcomes and access

As we aim to enable people to fulfil the dream of having a healthy baby, we are dedicated to making a difference while ensuring the success of our customers and their patients by:

- Providing a diverse portfolio of high-quality products and services for every step of the IVF journey that maximise the chances of a successful treatment outcome – learn more on pages 15-17.
- Supporting IVF clinics with increased automation and digitalisation, allowing them to standardise processes and scale to meet patients needs – learn more on page 32.
- As the leading partner in reproductive health, empowering IVF professionals and patients alike with transparent and qualitative information on products and services – learn more on page 39.

To learn more about how we stay ahead and look forward to proactively meet our clients needs in an ever changing environment, see page 27.

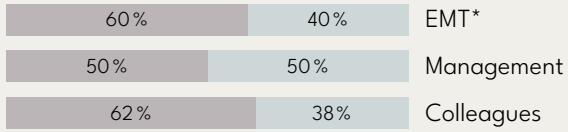
The Vitrolife Group team

Collaboration makes a difference

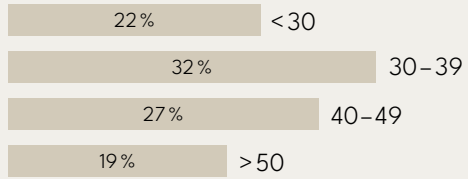
Our colleagues are the engine of our purpose and growth. We focus on enabling an inclusive and engaging workplace, where everyone can bring their whole self to work for the benefit of all. Together, it is the colleagues of the Vitrolife Group who make a real difference to fertility clinics and labs around the world and their patients.

Learn more about our approach to employee engagement, diversity and inclusion in our sustainability section on page 51.

Gender balance



Age distribution



Colleagues	Countries	Nationalities
~1,120	33	41

Diversity & inclusion index	People engagement
85/100	6.7/10

* Executive management team

Our offer

Best-in-class quality and service throughout the IVF journey

The Vitrolife Group contributes to successful treatment outcomes by providing assisted reproductive technologies and tests, primarily to IVF clinics. Through increased investment in science and R&D, combined with acquisitions that are closely aligned with our strategy, we aim to deliver an integrated platform of products and services for the entire reproductive-health journey, providing consistent performance, workflow efficiency and guaranteed quality. We are committed to offering world-class training and support. We focus on innovation and leading product development related to AI technology, genetic tests and the continuous improvement of media and oil portfolios, as well as disposable device products.
Read more about the IVF process on page 24.

Our offer

Contributing to successful treatment outcomes

High-quality medical devices

The portfolio of medical devices includes most of what a clinic needs to secure improved results throughout the IVF journey. Careful handling of gametes and embryos outside the human body is an enormous challenge. An unbroken chain of innovative, high-quality products ensures optimal care at every step of the way. Media and disposable device products are used throughout the IVF journey, from gamete (sperm and oocytes) retrieval, fertilisation, subsequent embryo culture, transfer and cryopreservation. Time-lapse technology is used by IVF clinics around the world to monitor embryo development, make accurate assessments and select embryos for transfer, an area in which we are a market leader.
We also offer a micro-laser system that is mainly used for embryo biopsy, which allows the removal of cells from the embryo for subsequent genetic analysis. Since this year we offer an error prevention system for the IVF treatment where traceability is made possible by scanning, recording and validating every action.

Since 2019, the Vitrolife Group has offered products for labs assessing pre-implantation embryo biopsy samples through a global partnership with Illumina.

Our products are primarily medical devices, subject to distinct regulations from medicinal products. Regulated markets require product approval before sale, and requirements are increasing globally. Most of our product groups have already obtained EU Medical Device Regulation (MDR) certificates, ensuring continued supply. Read more on page 38.

In Vitro Fertilisation (IVF)

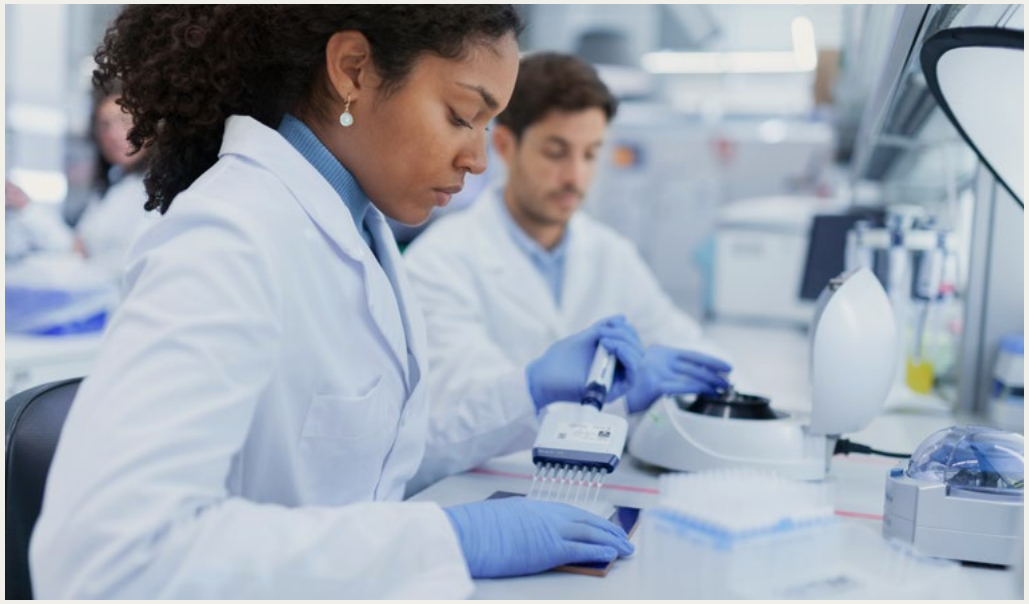
IVF is an assisted reproductive technology wherein sperm and eggs are combined in a laboratory to create an embryo that can then be transferred into a uterus, where it may implant in the uterine lining.

Quality and environmental management system
ISO 14001:2015
ISO 13485:2016 MDSAP
US Quality System Regulation
Canadian Medical Device Regulations
EU Good Distribution Practice, etc.

Notified bodies
DNV, BSI, TÜV Rheinland and TÜV SÜD.

We aim to provide consistent performance, workflow efficiency and guaranteed quality.

Our offer



With our comprehensive portfolio we are uniquely positioned to serve fertility clinics' needs

Lab accreditations examples
ISO15189
CAP
CLIA
New York State Certificate
Brazilian National Accreditation Organization (ONA)

Pioneering genetic tests

The product portfolio also includes pioneering genetic tests to help reproductive-health professionals to diagnose and treat their patients at the preconception, pre-implantation and pre/postnatal phases of their reproductive journey. Preconception tests detect genetic abnormalities before treatment. Pre-implantation tests help to decrease implantation failures as well as to assess optimal endometrial health. The use of pre/postnatal tests contributes to an informed pregnancy. We have 20 genetics operations sites across the world with a well-run logistics network so that samples can be diagnosed and results communicated to clinics and patients on time. In order to do so, we use world-class competence to ensure accuracy and speed in results delivery. Quality accreditations help us to ensure that our laboratories are run as per the highest standards in the industry. To further support our clients and patients, we rely on highly trained and accredited genetic counsellors around the world that support customers in interpreting the tests results.

A comprehensive portfolio to serve clinics' needs

With our comprehensive portfolio of high-quality medical devices and pioneering genetic testing solutions, we are uniquely positioned to serve clinics' needs for automation, standardisation and digitalisation. Read more about our Strategic Priority 1 and Strategic Priority 2 on page 32 and 34 on how clinics can gain further benefits by combining our full portfolio.

As innovation leaders we continue to bring new products and tests to market. Read more about new launches on page 67.

Please visit www.vitrolifegroup.com for more information about our products and services.

Sales and market outlook

A well-balanced global presence

Net sales 2024

Sales increased to SEK 3,609 (3,512) million, corresponding to 4% growth in local currencies and 3% in SEK. Consumables grew by 10% in local currencies and 9% in SEK, with about equal increase in all regions but strongest in Americas. Technologies increased sales by 16% in local currencies and 14% in SEK, with the strongest growth in Americas followed by EMEA. Genetics decreased sales by 5% in local currencies and decreased 7% in SEK. Genetic services had a modest growth whilst sales of genomic kits declined.

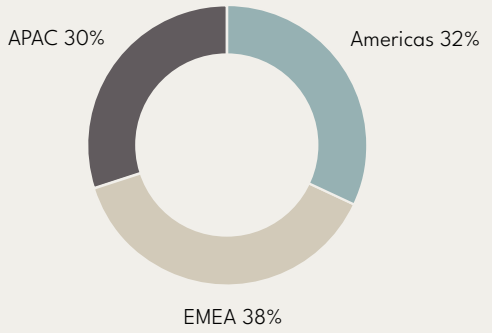
Market outlook

In the coming years the number of IVF cycles is expected to increase to mid-single digit globally. The main drivers for the growth are declining fertility rates for both females and males, improved reimbursement and coverage and supportive government policy due to population decline. For clinic partners like the Vitrolife Group, there is an additional opportunity to increase the adoption of genetic testing and EmbryoScope®, as well as market share opportunities for consumable products.

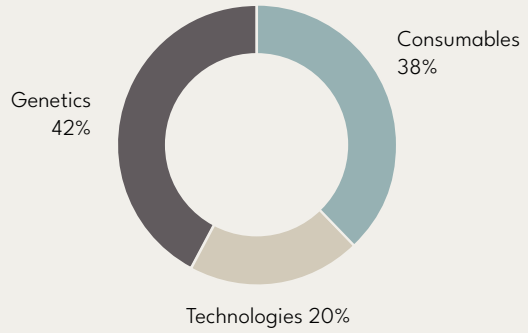
An uncertain macroeconomic environment may pose challenges as fertility treatment costs are comparatively high in parts of the world, most notably the U.S. However as coverage and reimbursement continues to increase this will lessen the out-of-pocket expenses over time, making the industry less exposed to macroeconomic fluctuations.

From a short-term perspective, the market conditions for the Vitrolife Group may be impacted by general market conditions such as regulations, trade barriers, sanctions, customer perception, etcetera that may impact parts of our product and services portfolio.

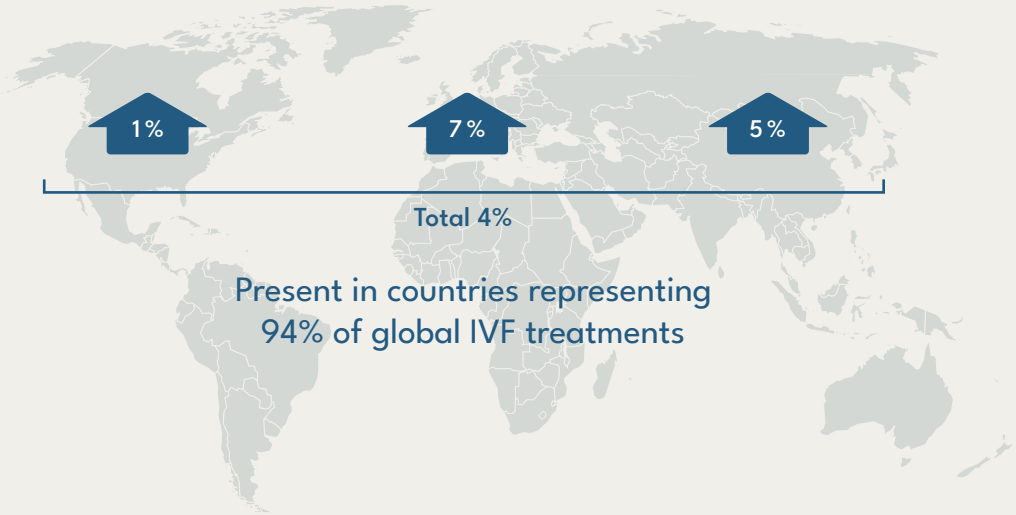
Revenue by geography



Revenue by business area



Growth by region in local currency



For over 33 years, IVFMD, formerly the South Florida Institute for Reproductive Medicine, has played a pivotal role in the fertility community in South Florida, combining cutting-edge medical advancements with compassionate, personalised care. Established by its founder, the practice has earned a reputation as a leading provider of IVF and has helped countless individuals and couples fulfil their dreams of parenthood.

IVFMD: A pillar in the IVF community

Interview with Ineabelle Collazo, IVFMD Fertility Clinics

With 35 years of experience in the IVF industry, Ineabelle Collazo serves as the Embryology Laboratory Director at IVFMD.

As a long-time customer and collaborator of the Vitrolife Group, she shares insights about their partnership with the Vitrolife Group and her perspective on the challenges facing the industry, the future of IVF and upcoming innovations in the field.

Challenges and developments shaping the IVF industry

What do you think are the biggest challenges facing the IVF industry today?
The IVF industry grapples with the availability of qualified personnel, the high cost of treatment and disparities in access. Additionally, evolving ethical and regulatory concerns present significant challenges. For example, the use of genetic information to select for certain desired characteristics raises questions about ethical implications of the advancements in genetic research. There are also concerns surrounding the storage and disposal of unused embryos, as well as the regulation of fertility clinics. Striking a balance between technological innovation and ethical considerations will remain an ongoing challenge.

Despite increasing awareness, some individuals still experience a sense of stigma or shame regarding fertility treatments. Cultural perceptions of IVF can influence a person's willingness to seek help or openly discuss their fertility struggles. This stigma may also affect access to care, as some people might delay or avoid treatment due to fear of judgment.

What are some of the most exciting developments or trends you think will shape the industry?
One of the most promising developments is the integration of artificial intelligence (AI) and automation. These innovations have the potential to transform the way IVF and other fertility treatments are delivered, significantly enhancing both outcomes and patient experiences.

How do you see technology evolving in the IVF industry in the coming years specifically from a US perspective?
We are likely to see increased utilisation of time-lapse imaging and AI for embryo selection. Automated equipment will take on more repetitive and precise tasks, such as embryo culture, handling gametes and freezing of embryos. By reducing the risk of contamination, improving consistency in laboratory conditions and enabling faster processing times, automation will enhance the overall efficiency of IVF cycles. This could also lead to reduced costs, making IVF more accessible to a broader population. Additionally, there will be growing adoption of electronic witnessing systems, which are expected to become standard practice in the US.

"One of the most promising developments is the integration of artificial intelligence (AI) and automation. These innovations have the potential to transform the way IVF and other fertility treatments are delivered"

Interview with Ineabelle Collazo, IVFMD Fertility Clinics

How can companies like the Vitrolife Group support clinics in addressing these challenges?
The Vitrolife Group has always been a trusted and reliable company, consistently at the forefront of research, media development, technology and pre-genetic testing. As technology takes on an increasingly pivotal role in shaping the future of the IVF industry in the United States, The Vitrolife Group can support clinics by driving advancements in artificial intelligence (AI), automation, genetic screening and data analytics. These innovations will enable clinics to deliver treatments that are more personalised, efficient and accessible for all.

> "The Vitrolife Group has always been a trusted and reliable company, consistently at the forefront"

A successful collaboration

What initially inspired IVFMD to choose the Vitrolife Group as a partner, and what has kept the partnership strong over the years?
The Vitrolife Group has been a trusted partner for many years. Their commitment to research, innovation and exceptional customer support aligns perfectly with our mission. As technology continues to transform the IVF industry, the Vitrolife Group's advancements in AI, automation, genetic screening and data analytics will enable clinics like ours to provide more personalised and efficient treatments.

Can you share some examples of successful collaborations between your clinic and the Vitrolife Group that you believe have made a significant difference?
Our partnership with the Vitrolife Group has led to transformative outcomes. IVFMD was one of the first clinics in the US to culture embryos to the blastocyst stage using Vitrolife media. Innovations such as the EmbryoScope+ and uninterrupted culture systems have greatly enhanced our lab efficiency and patient outcomes. The use of PGT-A has also significantly improved success rates for patients over 35.

Looking ahead

Could you please elaborate on what the strategic priorities are for IVFMD for the coming years and how our collaboration can support your clinic in achieving its key goals?
IVFMD's strategic priorities for the coming years will focus on enhancing patient care through personalised treatment, leveraging technological advancements like AI and genetic testing, improving access and affordability and expanding research and innovation. By staying at the forefront of these trends, we aim to not only improve clinical outcomes but also drive the practice's growth and solidify its position as a leader in the fertility space.
With the continued support of partners like Vitrolife Group, we strive to remain at the forefront of reproductive medicine, using technology to enhance outcomes and help aspiring parents fulfil their dreams.

> "Our partnership with the Vitrolife Group has led to transformative outcomes."

The reproductive-health market

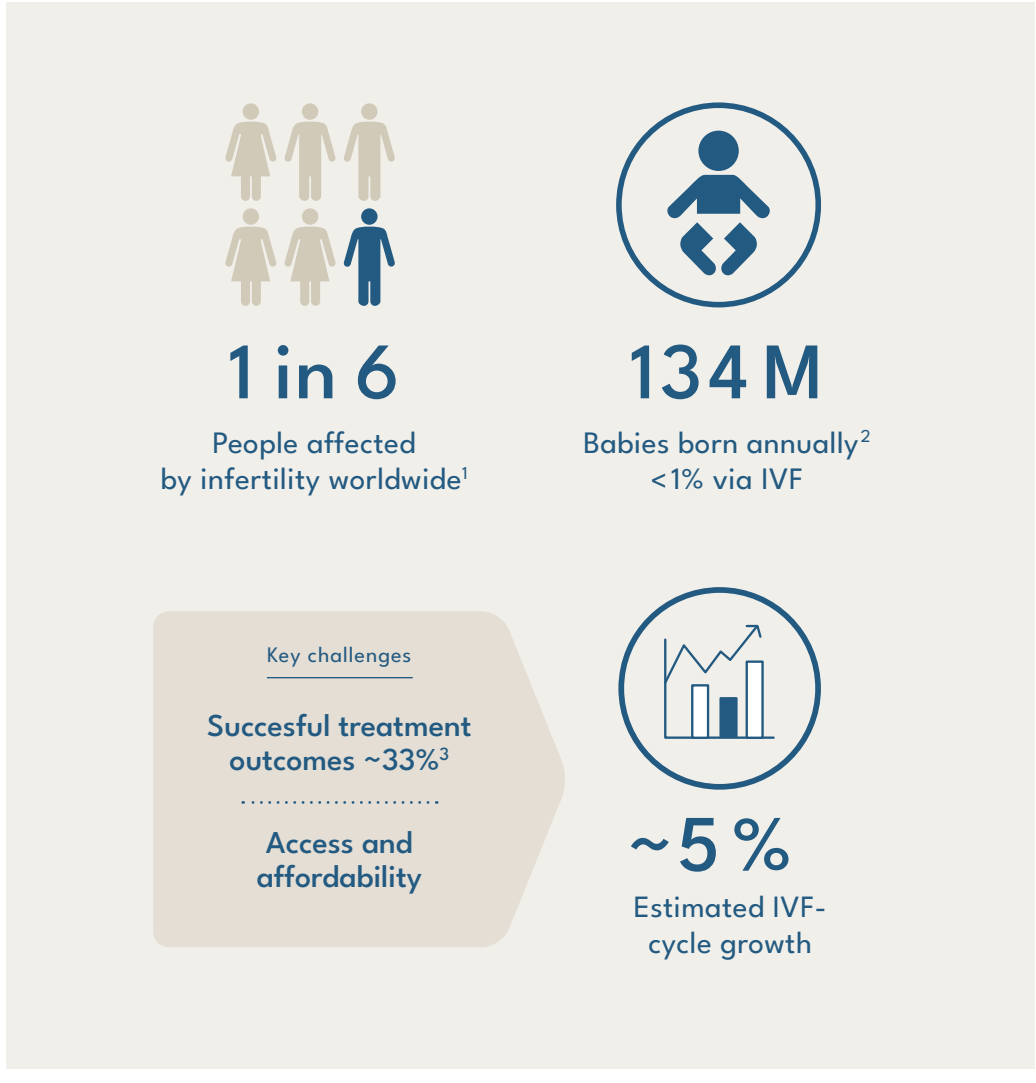
The opportunity to make a difference

A significant number of people are not receiving the care they need.

Unlocking the potential of the reproductive-health market

The market opportunity in reproductive health is also a great chance to make a difference. While one in six people globally is affected by infertility[1], only less than one per cent of babies are born through IVF all over the world: this suggests a significant number of people are not receiving the care they need.

Two key challenges are restricting the number of babies born globally through IVF: successful treatment outcomes as well as access and affordability, leading to an estimated IVF-cycle growth rate of mid-single digit a year – encouraging but not enough to cover global needs.



Sources: 1. WHO. 2. UN. 3. ESHRE European mean pregnancy rate in 2019 - refers to a single attempt.

Treatment outcomes

At the heart of the IVF journey lies a promising story of progress. Clinical outcomes have steadily improved over the years. In the 1980s, only around 15% of IVF treatments resulted in a successful pregnancy. By the late 1990s, that number had risen to 25–35%. Today, selected clinics can even boast success rates of 50% or higher. This encouraging trend reflects advancements in techniques and the availability of specialised products designed through years of research and clinical experience.

However, while there is reason for optimism, the path to parenthood through IVF remains challenging. As of today, on average, only one in three individuals embarking on this journey will have a successful pregnancy. The true test comes at the embryo transfer stage, where a significant gap persists. Genetic testing emerges as a potential bridge across this divide. But it is important to recognise that these averages obscure the stark disparities in treatment outcomes between clinics and countries. As our journey unfolds, our commitment is to adapt to and support a diverse range of standards of care and bridge the gap in successful treatment outcomes.

In this context, the challenges to fulfilling the dream of having a healthy baby do not stop at pregnancy: 3–4% of all babies are born with some type of genetic disorder - inherited disorders represent 20% of the causes of infant mortality in developed countries. In most cases, genetic disorders cannot be cured. Genetic testing can provide information that may turn key in preventing them.

Infertility

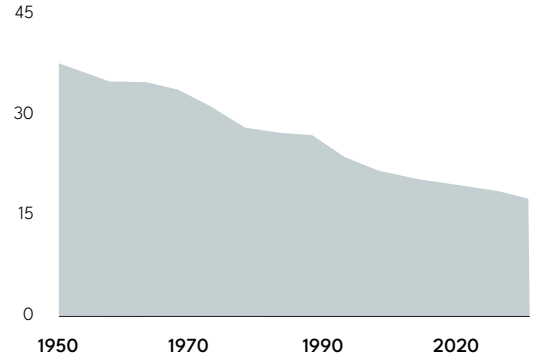
Definitions of infertility generally refer to clinical infertility. The WHO defines infertility as a disease of the male or female reproductive system defined by the failure to achieve a pregnancy after 12 months or more of regular unprotected sexual intercourse. This definition includes both primary infertility, when a pregnancy has never been achieved by a person, and secondary infertility, when at least one prior pregnancy has been achieved. Based on WHO's estimates, secondary infertility impacts more women globally than does primary infertility.

To note that this definition does not include social infertility, defined as the inability to reproduce via sexual intercourse due to social factors such as a person's lack of a partner or sexual orientation.

Access

IVF treatments grapple with accessibility challenges, marked by their prohibitive costs: the average US IVF cycle cost exceeds USD 12,000 not including accompanying procedures and required fertility medications (source: ASRM). This financial hurdle primarily restricts access to individuals of lower socioeconomic status, exacerbating healthcare disparities. Clinics, hindered by infrastructure costs and a shortage of skilled professionals, struggle to scale operations to meet the increasing demand for IVF services. Globally, the WHO underscores the need for interventions to enhance affordability and scalability, ensuring broader access to reproductive healthcare. Against this backdrop, governments, employers and insurance providers are expanding full or partial IVF coverage to increase access to IVF. This is a long-term trend as population growth becomes an increasing concern, considering the decreasing birth rates around the world.

World birth rate (1960-2021), measured in births per 1,000 people



Source: United Nations (UN)

Our commitment is to bridge the gap in successful treatment outcomes by supporting a diverse range of standards of care.

Corporate strategy

Together for sustainable and profitable growth

Corporate strategy

Market megatrends

- Growth in demand
- Labour and skills shortage
- Consolidation
- Regionalisation
- Patient empowerment

Vision with a purpose

"Enable people to fulfil the dream of having a healthy baby"

Mission

"Be the leading global partner in reproductive health, striving for better treatment outcomes for patients"

Long-term growth and profit targets 2028

Annual organic revenue growth in local currencies	EBITDA margin	Net debt/ EBITDA
>10 %	>33 %	<3

Strategic priorities

1. Own the platform connecting products and services
2. Innovate to expand leadership
3. Accelerate growth in key markets
4. Optimise go-to-market model
5. Drive operational excellence

People and culture

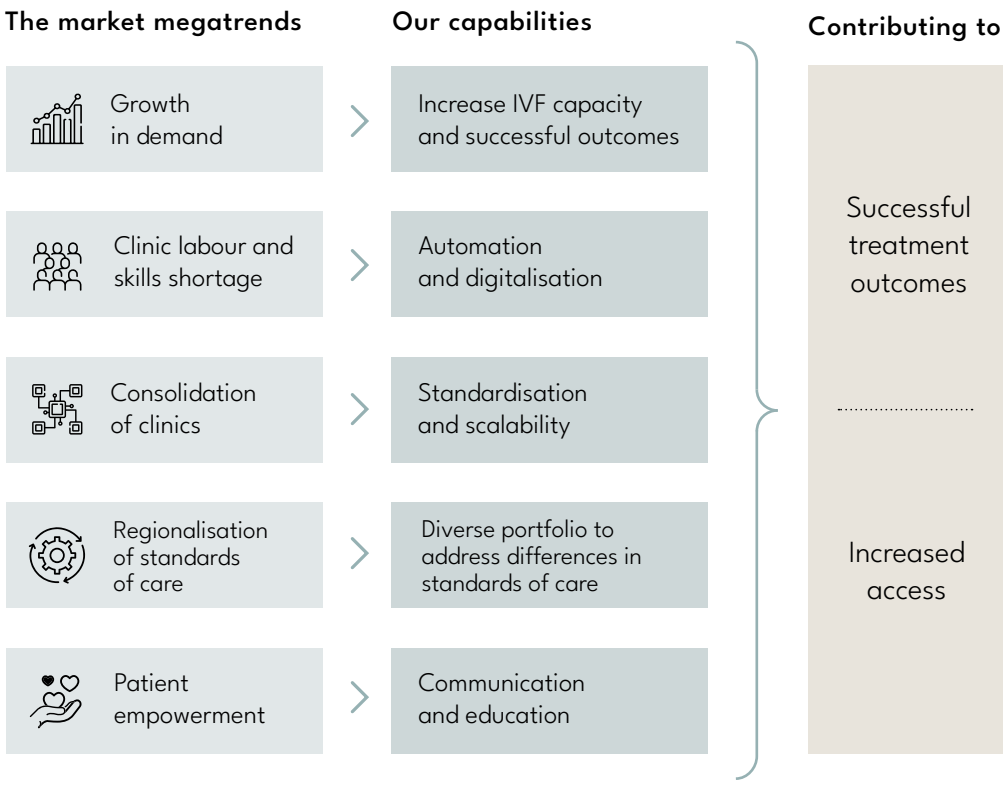
Ensure sustainability in everything we do

Our values

- Integrity
- Quality
- Innovation
- Collaboration

Market megatrends and our capabilities

The Vitrolife Group is uniquely positioned to serve market needs and help improve treatment outcomes and access.



Growth in demand

Rising infertility, driven among others factors by delay in maternal age, and increased affordability, thanks to increased reimbursement and insurance coverage, are key drivers behind the growing demand for IVF, influenced by social acceptance and technical improvements. Besides, regulatory changes have promoted access to IVF not only to clinically infertile individuals, but also other categories such as same-sex couples or single mothers.

Increase IVF capacity and successful outcomes

We aim to play a crucial role by providing solutions that elevate treatment outcomes and facilitate the expansion of clinic's capacity, empowering them to effectively serve a broader patient base, ultimately resulting in more individuals successfully bringing home a healthy baby.

Clinic labour and skills shortage

IVF clinics face a labour and skills shortage, struggling to attract and retain staff, resulting in understaffed facilities. The difficulty in accessing required competence and talent is further compounded by the impending retirement of senior staff, such as 40% of IVF lab directors in the US within the next five years.

Automation and digitalisation

We have intensified our focus on solutions that enhance workflow efficiency, emphasising standardisation and scalability. We aim to empower our clients by expanding the application of AI beyond embryo evaluation, providing support for clinical decision-making by doctors and other clinicians to reduce workload.

Market megatrends and our capabilities

Consolidation

Consolidation within the IVF industry is propelled by financial investors that seek to capitalise on synergies through the acquisition of independent clinics or small IVF chains. This trend introduces price pressure necessitating standardisation while altering clinics' purchasing behaviour.

Standardisation and scalability

Positioning ourselves as a comprehensive solutions provider, we are adding value to our offer by combining state-of-the-art products and services with genetic counselling, training, education and clinical support. We are adopting a revised go-to-market model with Key Account Management capabilities for effective engagement with clinic chains – our commitment to innovation and providing cost-effective solutions makes us an essential partner for standardisation and scalability.

Regionalisation

Regionalisation leads to diverse standards of care and regulatory frameworks influencing clinical outcomes, with marked disparity in regulatory requirements across markets coupled with the presence of local competitors.

Diverse portfolio to address differences in standards of care

We have a diverse portfolio capable of addressing nuanced variations in standards of care across regions, while we add value to clinics by sharing global best practices on process standardisation. Regionalisation also requires investing in regulatory affairs to secure market access and timely commercialisation approval, where being a global player with extensive experience and resources is a competitive advantage. Ultimately, we tailor go-to-market strategies to local requirements with local product launches.

Patient empowerment

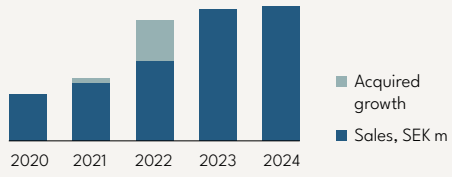
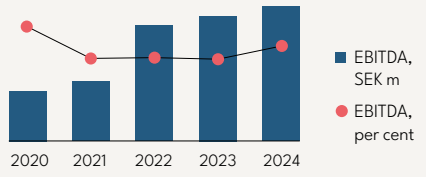
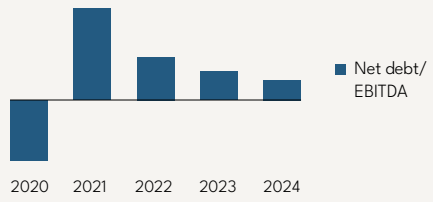
Increased education and awareness are driving patients to take a more active role in their reproductive-health journeys. Consequently, clinics are investing efforts in providing more patient-friendly treatments, increasing communication and consider patient as decision maker.

Communication and education

We are continuously investing in effective communication and education strategies to address the informed expectations of empowered patients, as well as exploring co-creation opportunities for new products and services by actively involving patients in the process, embracing open innovation practices.

Positioning ourselves as a comprehensive solutions provider, we are adding value to our offer by combining state-of-the-art products and services with genetic counselling, training, education and clinical support.

Our sustainable profitable growth targets

Financial metrics	2028	2024	2020-2024
Annual organic revenue growth In local currencies	>10%	4%	
EBITDA margin Before depreciation, amortisation and impairment (EBITDA)	>33%	34.0%	
Net debt/ EBITDA	<3	0.7	

Sustainability themes	2030 objectives	2024
Purpose-driven growth	Customer NPS > 60	NPS = 53
Ethical profitability	Principles for Responsible Business Conduct: 100% partner alignment	92% Category A suppliers
Planet accountability	Scope 1-3 GHG emissions reduction target in line with a science-based 1.5˚C reduction pathway	Submitted SBTi targets
Inclusive engagement	People engagement >7.5/10 Diversity & Inclusion index > 80/100	People engagement = 6.7/10 Diversity & Inclusion index = 85/100

Financial objectives and achievement

Long-term financial objectives
In December 2023, the Vitrolife Group reaffirmed its commitment to delivering sustainable profitable growth by refining its long-term financial objectives. Central to our strategy is targeting return to organic growth in local currencies of more than 10% by 2028. While organic growth remains our core focus, we actively explore acquisition opportunities that align with and advance our strategic priorities. In 2024, we achieved organic growth of 4% in local currencies, marking solid progress towards our goal of returning the company to double-digit growth.

In line with our commitment to sustainable, profitable growth, we have set an EBITDA margin target above 33%, reflecting our focus on operational excellence and value creation. In 2024, we achieved an EBITDA margin of 34.0%, exceeding our long-term target. We maintain a disciplined approach to financial health, with a net debt/EBITDA ratio target of less than 3 under normal circumstances. For 2024, we were well in line our target, with a ratio of 0.7. Our dividend policy is at 30% of net income, with future profitability, financial stability, and capital requirements guiding dividend decisions.

Our objectives are supported by growth in the reproductive-health market, with IVF cycles expected to achieve mid-single digit growth in the coming years. Fertility clinics are seeking partners for automation and scalability. The Vitrolife Group is committed to lead in innovation by doubling investment in R&D thereby strengthening the portfolio and increasing the rate at which it brings new high impact solutions to the market. Vitrolife Group will also increase its capabilities and footprint in key growth markets like the US and China while maintaining the strong momentum in the EMEA and Asia Pacific regions. Strategic investments in automation and digitalisation across the business are expected to increase scalability, reduce manufacturing costs, and improve operational leverage. A focus on driving operational excellence will allow the company to invest in growth and R&D.

Sustainability ambitions
In our commitment to achieving long-term sustainable and profitable growth, we remain dedicated to the sustainability ambitions established in 2022. This year, we took a significant step forward by submitting near-term science-based targets, reinforcing our determination to advance the CO_2 emissions reduction agenda initiated in 2024.

As we grow, the creation of a bioethics advisory committee has provided valuable guidance in shaping our ways of working, ensuring sustainability remains at the core of our operations. This committee has already set a vital agenda for 2025, further embedding ethical and sustainable practices into our strategy.

Finally, we continue working with all of our partners to ensure the Principles of Responsible Conduct are upheld throughout the value chain. Next year will be pivotal in increasing transparency in our supply chain with the Sedex platform.

Our focused approach is built on a clear vision, positioning the Vitrolife Group to successfully achieve its financial and sustainability objectives while continuing to make a meaningful impact on reproductive health worldwide.

In 2024, we acheieved an EBITDA margin of 34.0%, exceeding our long-term target.

Our strategic priorities

Strategic priority 1

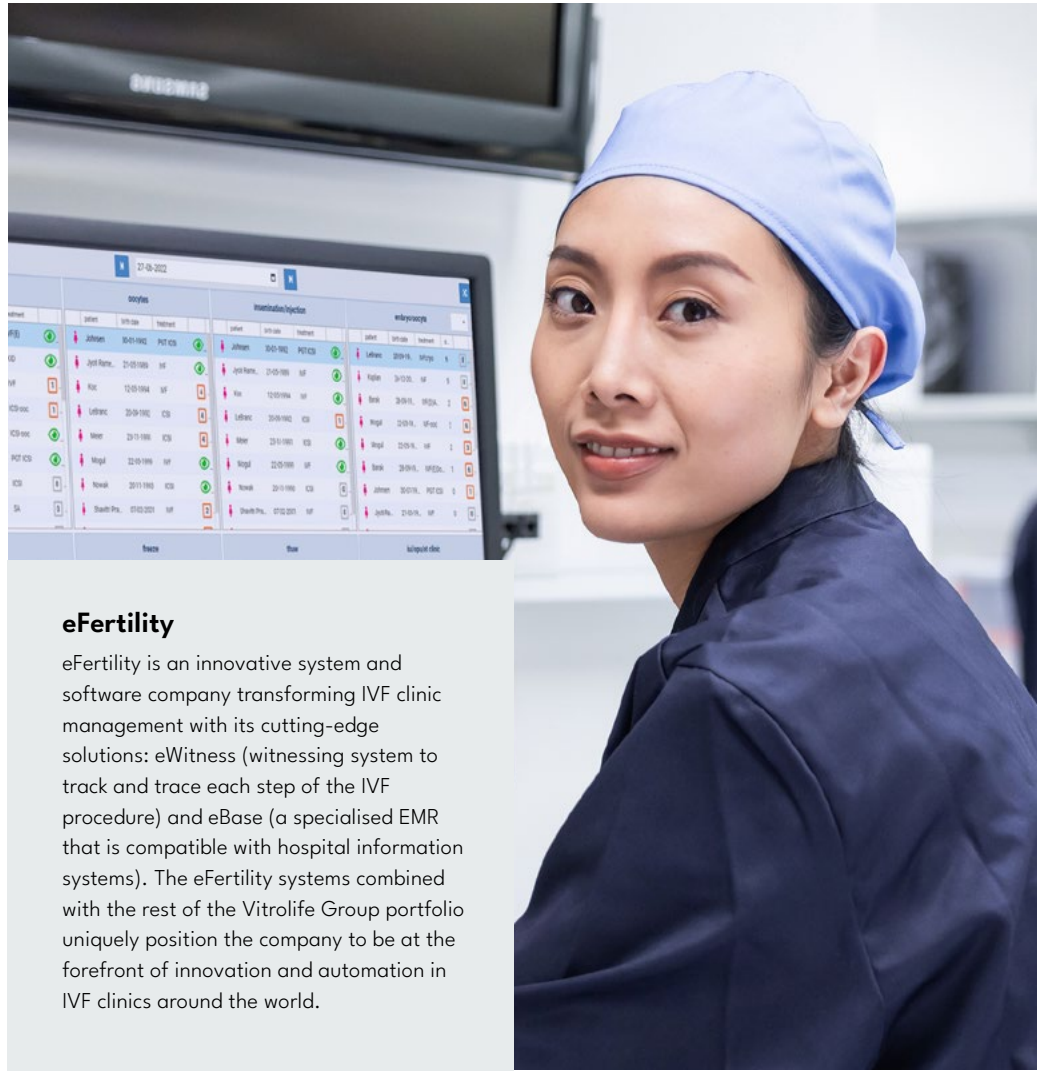
Own the platform connecting products and services

The Vitrolife Group is uniquely positioned to serve clinics' needs for automation, standardisation and digitalisation

IVF is currently a very segmented and manual process, and a very high degree of expertise is needed in order to perform each manual procedure, in the context of a skills and personnel shortage. Our vision as industry partner is to enable clinics to scale this process.

As the Vitrolife Group, we are already supporting clinics globally towards these goals thanks to the EmbryoScope®: currently it performs 25% of all cycles worldwide. The EmbryoScope® is the starting point in the clinics' journey towards automation and scalability: as an example, as of today it allows for 16 embryos to be evaluated at the same time, something impossible to perform with the microscope.

Our vision is to create a platform that connects and integrates independent systems to unlock full potential for automation with equipment in the clinic. The acquisition of eFertility and its innovative software serves as the foundation of the Vitrolife Group platform.



eFertility

eFertility is an innovative system and software company transforming IVF clinic management with its cutting-edge solutions: eWitness (witnessing system to track and trace each step of the IVF procedure) and eBase (a specialised EMR that is compatible with hospital information systems). The eFertility systems combined with the rest of the Vitrolife Group portfolio uniquely position the company to be at the forefront of innovation and automation in IVF clinics around the world.

Innovation to increase clinics' automation and scalability

IVF is currently a very segmented and manual process

Egg retrieval ····· Transfer / Cryopreservation

Today, EmbryoScope® reduces manual processes during embryo evaluation

Integrated processes

- Consumables tracking
- Equipment quality control
- Sample and procedure tracking
- Data

Platform innovation

Our vision is to create a platform that connects and integrates independent systems to unlock full potential for automation with equipment in the clinic.

Strategic priority 2

Innovate to expand leadership

R&D in a snapshot

Locations	Publications 2024*
5	>17

Patents	2024 R&D investment
~15	SEK 117 m

Key R&D locations and resources

* Includes scientific publications and articles

Innovation as a core value

The Vitrolife Group's Research and Development (R&D) team is dedicated to assessing new product opportunities, with a strong emphasis on meeting medical needs and economic considerations. Our development process includes comprehensive testing and collaborations with external experts to ensure functionality and safety, expediting product acceptance. We pride ourselves on innovative, science-backed products protected by patents and trademarks like EmbryoGlue®, EmbryoScope® and OVOIL®. Our commitment extends to rigorous pre-clinical and clinical studies, often presented at scientific forums. The integration of Genetic Services has expanded our collective R&D capabilities significantly. With a rich tradition of applied research, we have formed a global R&D organisation dedicated to reproductive health, underpinned by scientific rigor. We also have several partnerships, including academic institutions, for research.

Innovation is one of our core values and strategic priorities: we commit to ongoing R&D investment, entering new market segments,

Innovation is one of our core values and strategic priorities.

Use of sensitive data

It is important to note that the algorithms behind software like iDAScore are trained using anonymised and structured data samples shared by our partner clinics. We do not receive real-time data from machines in active use.

fostering collaborations, cultivating a culture of innovation and prioritising customer-centric product development. This dedication drives our commitment to reproductive health innovation, while ensuring sustainability in everything we do: sustainability considerations are embedded into our R&D phase, addressing impact on patients, eco-design and ethical concerns.

Expanding horizons with the power of artificial intelligence

In terms of innovation within the Vitrolife Group, a significant advancement is the evolution of our AI-based embryo evaluation algorithm, iDAScore, which was initially launched in 2021. Through a substantial increase in training data (57%), we have not only enhanced its performance but also introduced new functionalities in the latest release.

Furthermore, our commitment to ongoing innovation includes the development of AI-based tools for our product portfolio and process development.

Advancing our genetic testing portfolio to improve treatment outcomes

Genetic testing has allowed us to reach new heights when it comes to successful treatment outcomes, and we are on a journey that will allow us to fully tap into its potential. Today, we can identify three main drivers of innovation in reproductive genetics, further described on the next page.

We innovate to provide a holistic view of patient and embryo care by leveraging genetic testing and imaging technologies.

The three main drivers of innovation in reproductive genetics

From chromosomes to whole genome sequencing

One of the primary drivers of innovation in genetic testing is the shift from analysing individual chromosomes to performing whole genome sequencing. Technology has made it increasingly cost-effective and practical to sequence an individual's entire genome not only at the patient level but also at the embryo level.

From invasive to non-invasive genetic testing

Traditional genetic testing often required invasive procedures, which carried some risk to the embryo or the patient. Non-invasive genetic testing is emerging as a safer alternative. It involves analysing genetic material released in the culture media from embryos or bloodstream for individuals in prenatal testing, making it more accessible and less risky. This non-invasive approach increases accessibility and affordability for genetic testing to more patients and is aligned with our mission and our priority of ensuring patient safety and wellbeing.

Holistic view of the patient and the embryo

We are uniquely positioned to provide a comprehensive perspective on patient and embryo care by leveraging our genetic testing and imaging technologies.

As the relevance of precision medicine for reproductive health becomes increasingly clear, we are at the forefront, developing innovative solutions that together can provide a 360-degree view of the embryo and the patient, aiding clinics in delivering effective treatments.

On the embryo side, in an ongoing clinical study we are cultivating embryos in EmbryoScope® and applying non-invasive genetic testing, EMBRACE, within the culture medium. This study highlights the collaborative potential of genetic testing and medical technology at the Vitrolife Group, enabling us to provide clinics with the best data and insights for their clinical decision-making.

On the patient side, we are conducting a non-selection study to bring additional innovations to our endometrium testing offering.

Strategic priority 3

Accelerate growth in key markets

Accelerating growth in pivotal markets, with a particular emphasis on the United States and China, stands as a cornerstone of our corporate strategy.

Our goal is to fuel global sales growth with a holistic and long-term view by enhancing the customer experience, strengthening sales and marketing structures and capitalising on third-party payment opportunities. Beyond the US and China this focus extends to other key markets.

Investing in our teams to drive strategic execution

Throughout the year, we implemented several key changes to our organisational structure to better support our strategy execution and enhance commercial focus and intensity. A new Senior Vice President, Sales & Marketing was appointed, bringing extensive industry knowledge and experience to the team.

Additionally, we appointed a Senior Vice President, North America, who now forms part

In the United States, our approach is focused on:

- improving customer experience in Genetics: the focus is on enhancing efficiency and service levels,
- increasing the utilisation of digital solutions and platforms,
- increasing sales contribution with increased profitability.

In China, we are committed to:

- leveraging on our strong position in the Chinese market,
- having part of the portfolio produced in China to ensure constant supply and mitigate geopolitical risks,
- capturing opportunities such as new reimbursement system and long-term growth perspectives.

of the executive management team of the Vitrolife Group. Furthermore, the Senior Vice President, China, has also joined the executive management team, reinforcing our leadership presence in this critical market.

These strategic appointments strengthen our global leadership and position us to achieve our long-term objectives with greater efficiency and impact.

Regulatory approvals as a prerequisite for establishment and expansion

As the Vitrolife Group, we recognise that obtaining regulatory approvals is not only essential but also a fundamental prerequisite for expanding our market presence and establishing ourselves worldwide. As part of our ongoing efforts to broaden market access, we have achieved significant milestones by securing key regulatory approvals throughout the year. These approvals have played a key role in facilitating the availability of our products in numerous global markets. As an example, the EmbryoScope+ instrument is now available in nearly all relevant global markets. The EmbryoScope 8 and EmbryoScope Flex have gained approval in markets representing over 70% of global IVF treatments, while iDAScore has reached markets representing more than 50% of treatments.

The important work and implementation of MDR was completed in 2024 and the last devices, legacy media, obtained the MDR CE approvals in Q2 2024. This was the conclusion of transferring all Vitrolife products from the old MDD to the new MDR.

This year regulatory approvals have been key to making available our products in numerous global markets to meet the needs of patients and clinics.

During the year, we reached an important milestone, obtaining the MDR CE certificate for our class III devices, media, this means that we are now MDR compliant for all our devices.

Strategic priority 4

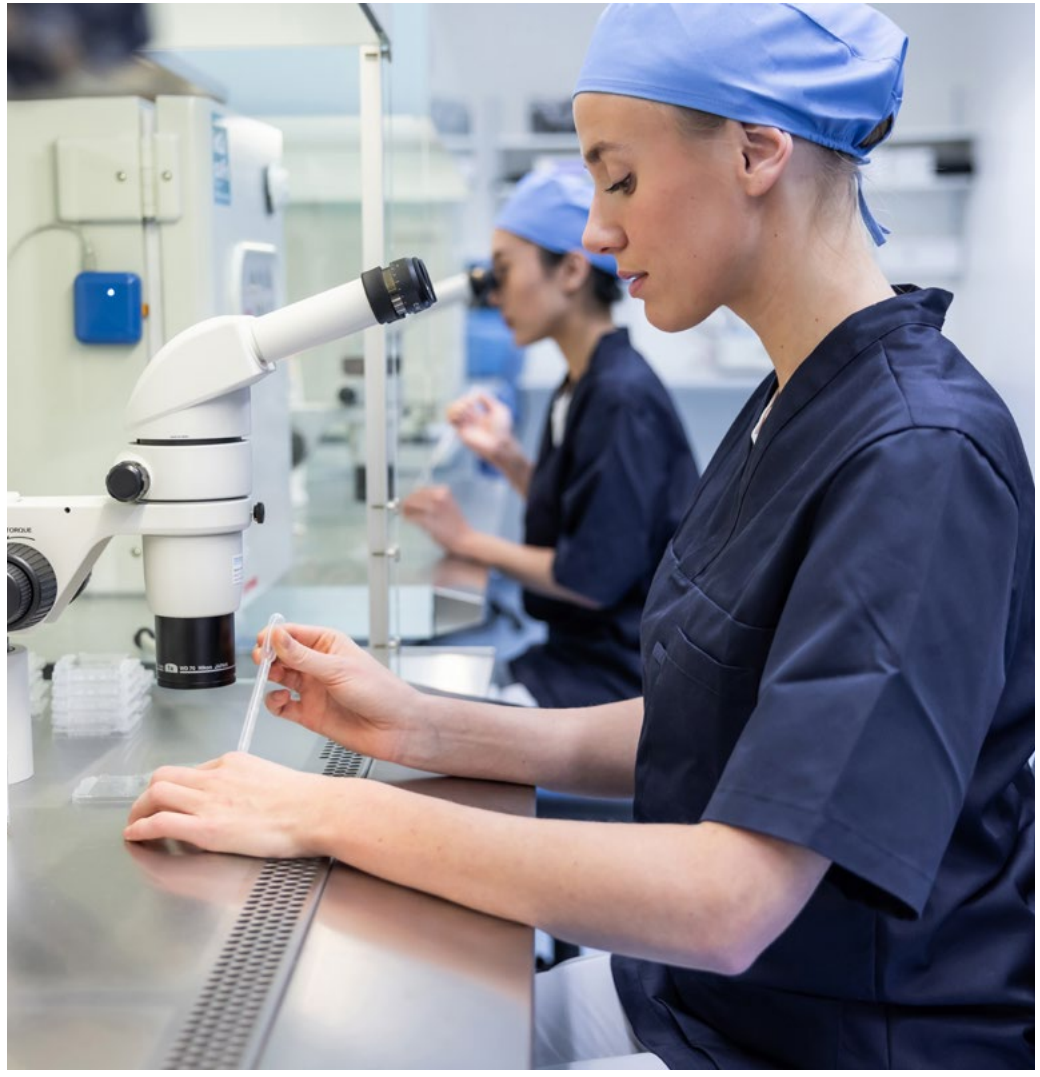
Optimise go-to-market model

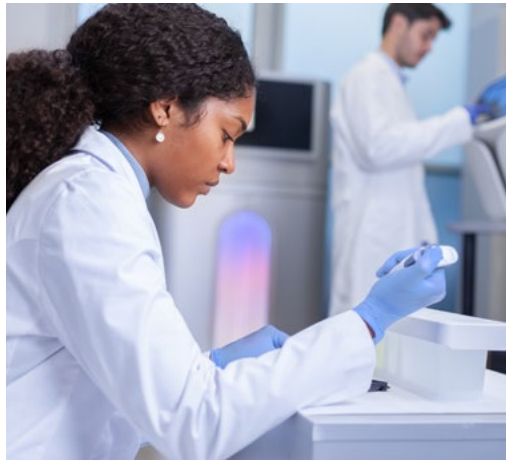
We have embarked on a strategic journey to optimise the route to market of our products and services, focusing on enhancing ways of working and systems to fully leverage the portfolio and expand its global presence.

A robust foundation has been provided by the successful unification of our commercial structure, which has been further strengthened by the establishment of a global Commercial Excellence function. The new joint sales and marketing organisation model has allowed us to emerge as the partner of choice for clinics and increase the leverage and resources we have to dedicate to commercial excellence and digitalisation.

The recent joint sales and marketing organisation model has allowed us to emerge as the partner of choice.

Key programmes and initiatives are: leverage the breadth and reach of the Vitrolife Group portfolio, differentiate with value-adding services, as well as improve the customer and patient experience through digital solutions.





By leveraging the breadth of the Vitrolife Group portfolio, we are paving the way for future innovations.

Leverage the breadth and reach of the Vitrolife Group portfolio

The Vitrolife Group's unique product and services mix

Our focus is on filling product gaps and enhancing our portfolio through development, collaborations and acquisitions, ensuring comprehensive support throughout the IVF journey. By combining our medical devices offer with advanced genetic testing and testing kits, we have already been paving the way for future innovations.

In this context, we are aligning the approach to market between Genetic Services and Genomics kits to mitigate the impact of insourcing and maximise the market share for Preimplantation Genetic Testing (PGT), ensuring a cohesive and synergistic approach to the market.

Increase direct presence by leveraging sales synergies

We aim to increase direct market presence by leveraging the combination of legacy Igenomix and Vitrolife's direct sales channels. An example of a step in this direction is the internalisation of distribution channels in key markets, including Spain and Portugal, which was completed in Q2 2024, with potential further expansion into other markets such as Brazil and India. This move is expected to bring greater control over the sales process and closer engagement with market needs. Internalisation will be selective and careful.

Meeting diverse needs by addressing every stakeholder in the clinic

Thanks to a broad portfolio, we are naturally positioned to engage with every decision-maker in the clinic, equipping us with a deep understanding of their needs and preferences so that our offerings resonate widely with each customer.

Differentiate with value-added services

Realising synergies in scientific support

Along with the development of more advanced products, the need for qualified clinical and scientific support is also increasing. The support is critical to ensure that the products are used properly, so that clinics can access the improved results that the products provide. We are continuously strengthening our capabilities in this domain, leveraging synergies in the know-how of our different business areas.

Uniquely positioned to provide a 360-degree service and support

Important factors for successful treatment are quality, settings and the correct handling of technical equipment. All materials that the egg, sperm cells and embryos encounter during the procedure can affect the results negatively: we have a team of experienced embryologists who help customers set up their processes and flow in an optimal way.

A testimony to our excellence in servicing and supporting our customers is the NPS, which includes a specific indicator on level of service. In 2024, the NPS was 53.

Improve the customer and patient experience through digital solutions

The Vitrolife Group value proposition is becoming increasingly digital. As in the future an increasing number of products we offer will be digital, the same is already happening for our communication and sales channels.

The Vitrolife Group Academy

The Vitrolife Group Academy is dedicated to becoming the global knowledge platform in IVF, delivering world-class education and training to practitioners worldwide.

This commitment is not only fundamental to enabling successful treatment outcomes but also to building stronger customer relationships and fostering loyalty among our business partners. By empowering physicians and embryologists with the latest knowledge and tools, we aim to enhance the overall experience and outcomes for patients while reinforcing customer trust and their long-term partnership with Vitrolife Group.

As part of its mission, the Academy prioritises collaboration with the most prominent reproductive-health societies, reinforcing our pledge to provide unbiased, scientifically rigorous education. By integrating the strengths of both the Vitrolife Academy and the Igenomix Academy, we offer one of the most comprehensive platforms for practitioner education in reproductive health, offering hybrid courses that incorporate the latest clinical, scientific and practical management insights.

In 2024, one of our most significant achievements was the planning and recruitment for the next generation of Key Opinion Leaders (KOLs) through the VitroMinds program. This initiative will take a major step forward with its first in-person activity at ESHRE 2025, further solidifying our impact on advancing the field.

Beyond external education, the Academy is also committed to fostering excellence within our organisation. In partnership with our Global HR department, we are implementing an exceptional onboarding program for new talent, ensuring they are equipped to thrive and contribute meaningfully.

Strategic priority 5

Drive operational excellence

The Vitrolife Group has a long history of driving operational excellence and we are now ready for the next phase with a comprehensive programme. This initiative grounds the corporate strategy, ensuring sustainable and profitable growth, funding innovation and enhancing R&D capabilities.

Production efficiency and scalability as well as digitalisation are key for this strategic priority.

The emphasis lies in driving efficiencies, streamlining processes, upgrading technology and ensuring timely product delivery.

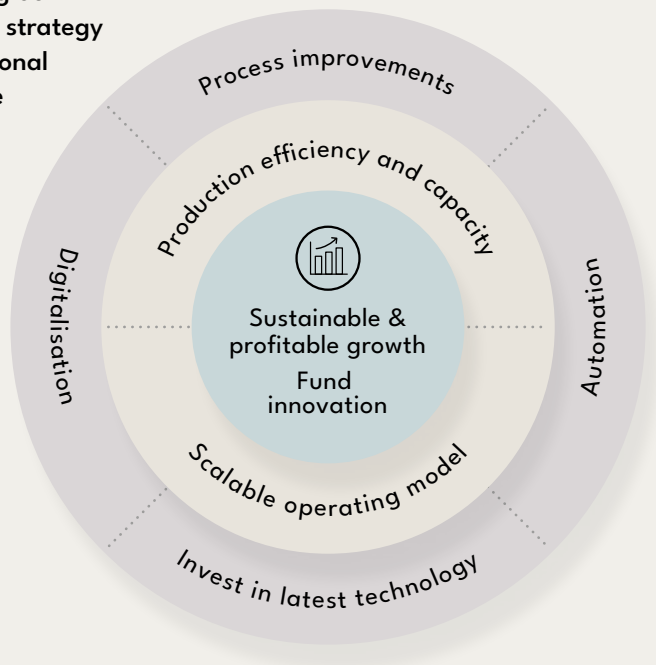
Consumables: Automation with no compromise on quality

Our transformation journey toward a more automated production process is progressing as planned. In close collaboration with a select group of suppliers, we have now finalised contracts for automated systems that will be implemented in 2025.

Maintaining our commitment to quality remains a top priority, and we are delighted to see the same dedication reflected in our chosen suppliers.

The emphasis lies on driving efficiencies, streamlining processes, upgrading technology and ensuring timely product delivery.

Grounding our corporate strategy in operational excellence



Genetics: Invest in future growth

In 2024 the Genetics business area continued its journey of selectively investing in laboratory capacity across the world as a response to the increased adoption of genetic testing and demand from customers. Specifically, during the year, two brand new state-of-the-art labs were opened: one in Miami to service the Americas and the other one in Tokyo to act as the genetic services hub for Asia Pacific region. The focus on operational excellence remains a key priority in order to reduce cost per sample over time thanks to the continuous upgrading and automation of our laboratory technology platforms. Furthermore, in 2024, we optimised the genetics operations footprint by consolidating operations into 20 sites.

Technologies: Optimising aftersales service

We maintain a steadfast commitment to refining and advancing our product offerings, ensuring a leading market position through technological innovation. Our objective is to deliver platforms that optimise workflow efficiency, enhance the utilisation of clinical resources and empower clinics to maximise the likelihood of favourable patient outcomes. Our determination to achieve operational efficiency is reflected in the reduced frequency of onsite support required for EmbryoScope instruments which has been improved by 8% during this year, driven by our focus to enhance resource planning and a continued focus on superior quality. Similarly, our dedication to operational excellence extends to our supply chain and manufacturing processes, resulting in increased output with the same resources and shorter delivery times.

An ongoing journey

Efforts are ongoing to optimise processes, embrace automation, invest in the latest technology and advance digitalisation initiatives. These efforts combined with our new corporate values steer our operational excellence programme, enabling us to pave the way for sustained profitable growth and innovation. Operational excellence at the Vitrolife Group is viewed as a journey rather than a destination. This perspective fosters a culture of continuous improvement where processes and systems are regularly evaluated and refined. Additionally, the scalability of the business is a focus area, ensuring that as the Vitrolife Group grows, our operations can efficiently expand to meet increasing demands.

The future of embryo evaluation

An interview with Dr. Peter Illingworth on AI in IVF

Dr. Peter Illingworth is the Medical Director at IVF Australia/ Virtus Health.

He is also the lead author behind the world's first randomised control trial (RCT) of a deep-learning AI tool for embryo evaluation in IVF (the VISA study). Published in the prestigious Nature Medicine in August 2024, the study compared traditional methods of embryo evaluation with iDAScore®, an advanced AI-based tool developed by the Vitrolife Group's artificial intelligence team. The study demonstrates that iDAScore®, which does not require human input, is 10x faster than standard manual assessment and provides similar clinical outcomes.

In the ever-evolving field of IVF, new technologies are transforming how clinicians approach embryo selection and evaluation. In this interview, Dr. Peter Illingworth discuss the groundbreaking VISA study and shares insights into the study's findings, the challenges and opportunities of using AI in clinical practice, and how these advancements could shape the future of IVF clinics worldwide.

Can you give us a brief description of the traditional method to evaluate and select embryos compared to the latest available technologies?
Currently, embryos are evaluated based on their morphological appearance by skilled embryologists, most commonly using an internationally recognised grading system called the Gardner grading system.

Can you explain to us what the VISA study is and why the study was launched?
The VISA study was a randomised controlled trial (RCT) which set out to compare the traditional method of embryo evaluation with the deep learning algorithm iDAScore®. The aim of the study was to assess the deep learning technology in the context of a randomised control trial.

What were the main endpoints of the VISA study?
The primary endpoint of the VISA study was the fetal heart pregnancy rate per embryo transfer for the first embryo that was transferred following evaluation of the embryo. Other endpoints that were studied included the live birth rate as well as the time that it took to evaluate the embryo.

One could argue that an RCT is the "holy grail" when it comes to designing a study, but does it pose any challenges?
We learned a lot from this trial about the role of a randomised control trial in testing new technology. RCTs are the gold standard for evaluating new interventions in the context of clinical practice. However, we also encountered a number of limitations of the randomised control trial format. The principal issue was the sample size that would have been required to demonstrate non-inferiority of the chosen end point. This was a consequence of the baseline pregnancy rates in the control group being significantly higher than expected. In fact, both groups had an almost 10% higher pregnancy rate than the reported national averages in the duration of the study. Another consideration is that the time that it took to complete the trial meant that, by the time the trial was completed, the technology had significantly advanced and repeating such a trial would be impractical.

Do you feel that RCT is the best way to approach validation of fast moving technologies?
All of this raises the issue that we may need to seek tools other than randomised control trials to validate fast-moving technology such as artificial intelligence systems. Potential alternatives include the evaluation of large databases using sophisticated statistical tools.

"The aim of the study was to assess the deep learning technology in the context of a randomised control trial"

The future of embryo evaluation

According to this study and other similar evaluations, would you say that using AI to select embryos for transfer is at least as good as manual selection by humans?
The principal finding of the study was that we were unable to demonstrate statistical noninferiority of the artificial intelligence tool. This was mainly due to an underpowering of the study implying that too few patients were recruited. However, the pregnancy rates in the two groups were clinically identical. Given the time-saving potential of an artificial intelligence tool as well as the high consistency, the artificial intelligence tool is still of enormous value.

> "the embryologists in most IVF laboratories will benefit from the greater use of tools such as this to allow embryologists to structure their workload and standardise their decision making"

Apart from the accuracy of embryo selection with AI, what other advantages does the use of such an algorithm hold?
In the future, there will be an increasing demand for IVF treatments and hence a necessary recruitment of new embryologists. These junior embryologists will for sure be empowered by the adjunctive use of AI algorithms to support their decision-making process.

With such time saving, do you think that more clinics world wide would implement this technology?
I'm sure that most clinics in the future will utilize AI for support in numerous processes throughout the IVF clinic. This is both for a faster workflow but also for reducing subjectivity and increasing objectivity and consistency both within a single clinic but also across a larger clinic network.

Do you think that time savings with embryo evaluation will result in an uplift of KPIs in other laboratory processes where the saved time can be better utilised in other laboratory processes?
I think the future is that IVF clinics worldwide will all have to consider where deep learning tools such as iDAScore® fit into their laboratory processes. iDAScore® is clearly a lot faster than an embryologist in evaluating embryos. In addition, the reproducibility and clinical efficacy make it a critical part of the coming world of laboratory automation.

In your opinion, how does this algorithm help clinics to be more efficient and effective in their daily workflow?
IVF clinics will always need embryologists. However, the embryologists in most IVF laboratories will benefit from the greater use of tools such as this to allow embryologists to structure their workload and standardise their decision making.

Peter Illingworth did his medical training in the UK, receiving his Bachelor of Medicine and Surgery and achieving his Doctorate of Medicine with honours at Dundee, Scotland. Having completed his obstetric and gynaecology training, he worked as a medical research scientist at the UK Medical Research Council Reproductive Science Unit in Edinburgh.

Moving to Australia in early 1996, he subspecialised in reproductive endocrinology and worked for ten years at Westmead Hospital in Western Sydney before moving to work with Virtus Health where he has worked since in Medical Director roles. He is a past President of the Fertility Society of Australia.

Peter has published over 70 research papers and book chapters, mainly in the area of reproductive endocrinology. His special interests are in reproductive endocrinology and female fertility disorders and he has served on a number of senior committees of the Australian National Health and Medical Research Council.

Ensure sustainability in everything we do

Ensure sustainability in everything we do

Our approach to sustainability: creating shared value through sustainable, profitable growth

Sustainability underpins all of our five strategic priorities, and by anchoring it in our strategy through our long-term sustainability themes and ambitions, we ensure that it is an integral part of everything we do. Based on a thorough double materiality assessment of our impacts across the value chain, we have grouped our most material sustainability matters around four themes, and built precise objectives, targets and actions to ensure we address all of the sustainability matters that are important for the Group and our stakeholders.

Our sustainability themes and ambitions

Our mission of "being the leading global partner in reproductive health, striving for better treatment outcomes for patients" is rooted in the ambition to make a positive difference in the context where we operate.

In order to execute and monitor sustainability initiatives effectively, the Vitrolife Group has developed a sustainability strategy that

focuses the company's efforts into four themes. The themes and their underlying targets are integrated into the Vitrolife Group's annual strategy process and adapted according to what is relevant for each business area and function. By aligning our efforts with the principles outlined in our sustainability strategy, we aim to actively contribute to the realisation of long-term positive impact for various stakeholders, including patients, clients, employees and shareholders. For more information on the materiality assessment and detailed targets, policies and KPIs, see the Sustainability Statements on page 133.

Our commitments to external organisations
As we seek to strengthen accountability, transparency and cooperation in sustainability, we are signatories of the UN Global Compact and the Women Empowerment Principles.

Theme	Addressed SDGs	2030 ambition	Prioritised targets	Performance 2024 (2023)
Purpose-driven growth		Maintain excellence in customer satisfaction, product quality and outcomes	Customer NPS >60	NPS = 53 (55)
Ethical profitability		Alignment of all suppliers, partners and distributors with the Vitrolife Group Principles for Responsible Business Conduct	Principles for Responsible Business Conduct: 100% partner alignment	92% category A suppliers (67%)
Planet accountability		Align the Group carbon emissions with a science-based 1.5˚C reduction pathway	Scope 1-3 GHG emissions reduction target in line with a science-based 1.5˚C reduction pathway	SBTi targets submitted, pending SBTi validation
Inclusive engagement		Ensure a diverse, inclusive and engaging workplace	People engagement > industry benchmark Diversity & Inclusion index >80/100	People engagement = 6.7/10 (74/100) Diversity & Inclusion index = 85/100 (77/100)

Our sustainability themes and ambitions explained

Purpose-driven growth

We aim to develop world-class products that improve the treatment quality and outcomes for the clinics and the final patient, including improved access to products, services and information. This can only be achieved by maintaining a sharp focus on innovating for and with our customers and never losing sight of our final purpose and goal: to unlock the full potential of reproductive science and technology to reduce the barriers to building a family, and thus enable people to fulfil the dream of having a healthy baby. To monitor our progress, we have decided to focus on customer satisfaction and product quality, as it is through our customers and products that we can deliver on our mission and vision. To measure customer satisfaction, we rely on the cNPS, the Customer Net Promoter Score. The cNPS survey is sent to customers annually and includes questions on the quality of our services and products. Additionally, to ensure we keep the right focus on our customers and their patients, in 2023 we established a *Bioethics Advisory Committee*, which held its first meeting in 2024.

This year cNPS remained stable at 53 (55), while we remain focused on continously improving clinical support, training and education to clinics for the benefit of patients.

Ethical profitability

The Vitrolife Group is committed to upholding a high standard of business ethics across our entire spectrum of stakeholders, ranging from suppliers to patients. Our steadfast belief lies in the necessity of ensuring ethical decision-making and responsible business conduct throughout the value chain to sustain operational profitability. In alignment with this commitment, our objective is to guarantee that 100% of our partners, suppliers and distributors adhere to the same rigorous standards we set for ourselves in terms of ethics, quality and sustainability. In pursuit of this goal, we have introduced an updated Principles for Responsible Business Conduct (PRBC), and we anticipate full compliance from all our colleagues and partners.

In 2024 we became Sedex members, and we started the journey to onboard all our key suppliers in the platform, to ensure maximum transparency in the supply chain.

The Vitrolife Group Principles for Responsible Business Conduct (PRBC)

In 2023 we updated and merged the Vitrolife and Igenomix legacy codes into one: the Principles for Responsible Business Conduct. They are divided into four themes that mirror our sustainability themes, and have been reinforced with a stronger commitment to patients, human rights and environmental protection. Aligned with our values, commitments and rights and directly approved by the Board of Directors, they describe what the Vitrolife Group expects of its employees and business partners and what our stakeholders can expect of the Vitrolife Group. They have their foundation in international standards such the OECD Guidelines for Multinational Enterprises, the United Nations Global Compact and the United Nations Guiding Principles on Business and Human Rights, as well as the ILO labour standards.

These principles represent the kind of conduct we expect from whomever we do business with, from suppliers to distributors and customers, as well as applying to all full- and part-time Vitrolife Group colleagues.

More detailed information and KPIs can be found in the sustainability statements on pages 133-195.

Our sustainability themes and ambitions explained

Planet accountability

We aim to accelerate the transition to a low carbon economy and avoid the worst effects of climate change by minimizing our greenhouse gas emissions and reducing resources used. We are committed to doing our part and ensuring our operations are in line with the expectations set for companies by the Paris agreement.

With this goal in mind, this year we submitted emissions reduction targets in line with the SBTi criteria and plan to continue developing and implementing a decarbonisation roadmap in the coming year. Additionally, we have initiated a comprehensive sustainable packaging program, encompassing a thorough evaluation of our primary and secondary packaging materials against environmental standards. This initiative includes providing customers with guidance on responsible disposal practices while simultaneously developing a strategic roadmap for continuous improvement of our packaging's environmental impact. As part of this effort, we have initiated a project together with the research and development organisation Chalmers Industriteknik, focusing on sustainable packaging materials and chemicals.

Inclusive engagement

We are committed to fostering an inclusive culture where everyone has equal opportunities, regardless of gender, nationality, ethnicity, religion, age, sexual orientation or other characteristics. We also prioritise management and monitoring of employee engagement to ensure our colleagues' satisfaction and motivation.

To track our progress, we measure our internal diversity and inclusion (D&I) index and conduct annual engagement surveys. These tools help us monitor our goals, ensure high employee engagement and empower everyone to perform at their best. We use this data to adapt our efforts as needed, maintaining our commitment to diversity, inclusion and employee empowerment.

This year we reached a milestone as there has been a significant increase in the percentage of women both in executive and management positions, **driving our Diversity and Inclusion Index upwards to a score of 85/100 (77/100), well above our long term target of 80/100.**

More detailed information and KPIs can be found in the sustainability statements on pages 133-195.

The Vitrolife Group's sustainability agenda in a global context

Our sustainability ambitions are aligned with the UN´s Sustainable Development Goals (SDGs). Although we aim to contribute to all SDGs, we have identified five goals where we see the greatest potential for the Vitrolife Group to have a significant net positive impact, as seen in the table below.

SDGs					
Subtarget	**3.2** By 2030, end preventable deaths of newborns and children under 5 years of age, with all countries aiming to reduce neonatal mortality to at least as low as 12 per 1,000 live births and under-5 mortality to at least as low as 25 per 1,000 live births **3.4** By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being	**5.1** End all forms of discrimination against all women and girls everywhere **5.5** Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life	**10.2** By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status	**8.4** Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-Year Framework of Programmes on Sustainable Consumption and Production, with developed countries taking the lead **8.5** By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value **8.7** Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms Indicators **8.8** Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment	**12.2** By 2030, achieve the sustainable management and efficient use of natural resources **12.5** By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse **12.6** Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle
How the Vitrolife Group contributes	Developing world-class products that improve the treatment quality and outcomes for the clinics and the final patient, including through improved access to products, services and information.	Working continuously to ensure employees' rights and equality by striving for a company structure and culture in which everyone has equal rights and opportunities		Operating profitably while ensuring ethical decision-making and responsible business conduct throughout the value chain.	Minimising the Group's ecological footprint, ensuring circular resource flows and taking measures to combat climate change
Sustainability theme	Purpose-driven growth	Inclusive engagement		Ethical profitability	Planet accountability

Corporate governance

Board of Directors

Jón Sigurdsson
Chairman of the Board

Henrik Blomquist

Lars Holmqvist

Pia Marions

Karen Lykke Sørensen

Jón Sigurdsson
Chairman of the Board

Born 1956. B.Sc. Industrial Engineering and MBA. Board member since 2015. Member of Remuneration Committee. Independent in relation to the company and company management but not independent in relation to the company's major shareholders.

Previous appointments: CEO of Össur. Board chairman for Icelandic American Chamber of Commerce. Commercial Counselor for Icelandic Trade Council in New York, CFO for Álafoss, head of Eimskip's international division and engineer at Bang and Olufsen Denmark.

Vitrolife AB shareholding*: 30,400 shares.

Henrik Blomquist

Born 1971. University studies in Business Administration. Board member since 2019. Member of Remuneration Committee and Audit Committee. Independent in relation to the company and company management but not independent in relation to the company's major shareholders.

Other appointments: CEO for Bure Equity AB. Chairman of the Board of Mercuri International Group AB, Bure Growth AB and Atle Investment Management AB.

Previous appointments: Experience in investment operations and corporate development. Investment manager at Skanditek Industriförvaltning, analyst at ACR Venture Management.

Vitrolife AB shareholding*: 11,000 shares.

Lars Holmqvist

Born 1959. M.Sc. in Business Administration. Board member since 2018. Member of Audit Committee. Independent in relation to the company, company management and major shareholders.

Other appointments: Board chairman of Biovica International AB. Board member of the Lundbeck Foundation, H Lundbeck A/S and ALK-Abelló A/S.

Previous appointments: Senior advisor in healthcare for Bain Capital. Senior management positions in pharma and medtech companies including Agilent, Dako, Applied Biosystems Inc., Medtronic Europe Sarl, Boston Scientific Europe and Pharmacia.

Vitrolife AB shareholding*: 0 shares.

Pia Marions

Born 1963. M.Sc. in Business and Economics. Board member since 2013. Chairman of the Audit Committee. Independent in relation to the company, company management and major shareholders.

Other appointments: Senior Advisor at Skandia Group. Board member of Duni (publ), Carnegie Group, Unilabs Group Holding APS, Skandiabanken Aktiebolag (publ), Sophiahemmet Rehab Center AB and Impilo Healthcare.

Previous appointments: CFO for Skandia Group, Folksam, and Carnegie Group, senior positions at RBS (Royal Bank of Scotland), Skandia Liv, Länsförsäkringar Liv and Finansinspektionen and worked as an authorised public accountant.

Vitrolife AB shareholding*: 5,000 shares.

Karen Lykke Sørensen

Born 1962. Master of Science, Danish Technical University and MBA, INSEAD. Board member since 2020. Chairman of Remuneration Committee.Independent in relation to the company, company management and major shareholders.

Other appointments: Board member of Orion, Biotage and GAVI.

Previous appointments: Senior management positions at Philips, Sanofi and Biogen. Board member of MEDA, Orifarm, Danish Technical University/SCION and EKF: Danish Export Credit Fund (Ministry of Foreign Affairs).

Vitrolife AB shareholding*: 0 shares.

* Shareholding includes holdings of spouse, under age children and associated companies.

Good corporate governance is about ensuring that Vitrolife AB (publ) is governed in a long-term, sustainable and efficient manner in the interest of all stakeholders.

Corporate governance report

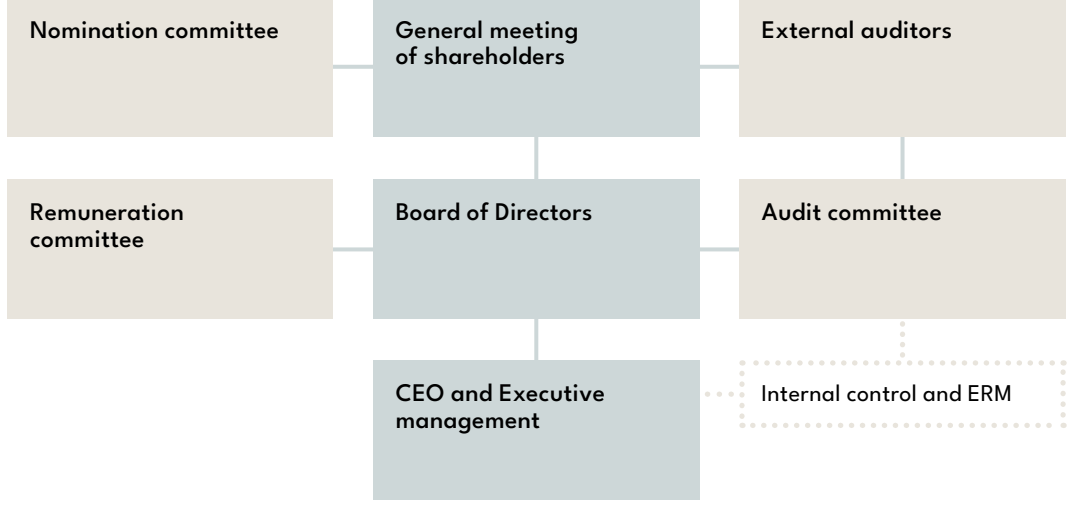
Introduction

During the year, together with management, the Board implemented the Vitrolife Group's strategic direction established at the end of 2023. Another part of the Board's responsibility is monitoring internal control and compliance. Through the Audit Committee's work, the Board evaluated the Vitrolife Group's internal control during the year and reviewed reports from the external auditor. The Board also evaluated the company's sustainability initiatives, which is an area that is attracting more and more interest from the company's various stakeholders.

In summary, the Board's assessment is that the Vitrolife Group is well positioned to benefit from the growth opportunities in the IVF market going forward.

Vitrolife AB (publ) is a Swedish public limited company whose shares are listed on Nasdaq Stockholm. The policies that Vitrolife AB applies to corporate governance are based on Swedish legislation, primarily the Companies Act, the Annual Accounts Act and Nasdaq Stockholm AB's rules. The policies adhere to the provisions of the Swedish Corporate Governance Code (the Code) and concern the 2024 financial year. Further information on the Vitrolife Group's corporate governance can be found at www.vitrolifegroup.com.

Governance structure



Shareholders

According to Modular Finance's shareholder register, Vitrolife AB (publ) had 14,724 shareholders (17,860) as at 31 December 2024, and ownership registered outside Sweden was 47% (49). The 10 shareholders with the largest number of shares as at 31 December 2024 are specified in the table.

Shares

The share capital in Vitrolife AB (publ) amounted to SEK 27,631,238 (27,631,238) on 31 December 2024, divided into 135,447,190 (135,447,190) shares. The share is traded on Nasdaq Stockholm. Vitrolife AB's market capitalisation as at 31 December 2024 was SEK 29,121 million (26,372). All shares have equal voting rights and an equal right to a share in Vitrolife AB (publ)'s assets and profit.

Dividend policy

The Board of Directors and CEO of the Vitrolife Group intend to propose an annual dividend, or other equivalent form of distribution, which corresponds on average over time to 30% of net profit after tax paid. When deciding on a proposed dividend or equivalent, the Group's future profits, financial position, capital requirements and other positions will be taken into account. The net debt should not normally exceed a multiple of three times operating profit before amortisation, depreciation and impairment (EBITDA).

Vitrolife AB (publ)'s ten largest shareholders

Shareholders	Number of shares	Shares and votes, %
William Demant Invest A/S	38,829,825	28.67
Bure Equity AB (publ)	21,510,257	15.88
AMF – Insurance and Funds	7,144,219	5.27
Fourth National Pension Fund	4,620,412	3.41
Swedbank Robur Fonder	4,542,402	3.35
Cliens fonder	2,850,825	2.10
Vanguard	2,809,225	2.07
SEB Investment Management	2,784,396	2.06
Handelsbanken Fonder	2,728,673	2.01
Man GLG	2,677,259	1.98
Other shareholders	44,949,697	33.19
Total	**135,447,190**	**100.0**

Source: Modular Finance AB on 31 December 2024.

General Meeting

The General Meeting is the highest decision-making body of Vitrolife AB (publ). The Annual General Meeting (AGM) is held within six months of the end of the financial year. Notice of the AGM is published no earlier than six weeks and no later than four weeks before the meeting. All shareholders who are listed in the printout of the shareholders' register and who have registered their intent to participate in time are entitled to attend the meeting and vote. Shareholders who cannot be present in person can vote by proxy or postal voting.

Annual General Meeting 2024

The most recent AGM was held in Gothenburg on 25 April 2024. The meeting resolved to re-elect board members Henrik Blomquist, Lars Holmqvist, Pia Marions, Jón Sigurdsson and Karen Lykke Sørensen as proposed by the Nomination Committee. Jón Sigurdsson was elected Chairman of the Board.

It was determined that Board fees should total SEK 3,300,000 of which SEK 1,200,000 to the Chairman of the Board, SEK 400,000 to each of the other members of the Board, SEK 150,000 to the Chairman of the Audit Committee and SEK 75,000 to each of the other members of the Audit Committee, SEK 100,000 to the Chairman of the Remuneration Committee and SEK 50,000 to each of the other members of the Remuneration Committee.

The Board's dividend proposal for the 2023 financial year of SEK 1.00 per share was approved. The record date was set to Tuesday, 29 April 2024.

The Board was granted authorisation, for the period up to the next AGM, on one or more occasions, to decide on new share issues of no more than 13,544,719 shares, corresponding to just under 10% of the Vitrolife Group's share capital. The Board was further authorised, for the period up to the next AGM, on one or more occasions, to acquire own shares. The holding may on each occasion amount to no more than 10% of all Vitrolife AB (publ) shares.

The proposed policies for remuneration of and other employment conditions for company

management were approved, including introduction of a share-based incentive programme.

Nomination Committee

On 4 October 2024, it was announced that the following persons had been appointed to the Nomination Committee of Vitrolife AB (publ) ahead of the 2025 AGM:

Niels Jacobsen, appointed by
William Demant Invest A/S
Patrik Tigerschiöld, appointed by Bure Equity AB
Patricia Hedelius, appointed by
AMF Fonder & Pension
Jón Sigurdsson, Chairman of the Board

The appointments were made according to the instruction on policies for appointing the company's Nomination Committee members that was established at the Vitrolife AGM held on 25 April 2024.

The Chairman of the Board must, no later than by the end of the third quarter each year, ensure that the company's three largest shareholders or shareholder groups in terms of votes are offered the opportunity to appoint a member to the Nomination Committee. If one of these three shareholders declines to appoint a member to the Nomination Committee, the next largest shareholder in terms of shareholding will be asked to appoint a member to the Nomination Committee. The term of office is one year. The Chairman of the Board is a member of the Nomination Committee and is the convener of the Nomination Committee's first meeting. The first order of business is to appoint a committee chairman, who should not be the Board chairman.

Based on the Group's needs and diversity policy, the Nomination Committee determines things such as the kind of expertise and characteristics that members of the Board should have. The aim is to create an appropriate Board composition to ensure that the members' collective expertise and experience provides a broad base that is well-suited to the Vitrolife Group's current phase and market situation. The Committee ensures it is up-to-date with general developments in remuneration issues in Swedish listed companies.

The Nomination Committee has determined that Jón Sigurdsson and Henrik Blomquist are independent in relation to the company and company management but not independent in relation to the company's major shareholders. Jón Sigurdsson offers consultancy services to Embla Medical, whose principal owner, William Demant Invest A/S, owns around 29% of the shares in Vitrolife AB (publ). Henrik Blomquist is CEO of Bure Equity AB, which owns around 16% of the shares in Vitrolife AB (publ). The other Board members are independent in relation to the company, company management and the company's major shareholders.

Ahead of the AGM in April 2025, the Nomination Committee will submit proposals for chairman of the meeting, number of board members, board chairman and other members elected by the AGM. The Nomination Committee will also submit proposals for remuneration of the work of the Board and its committees. No separate remuneration has been paid to the members of the Nomination Committee for their work on the committee.

Annual General Meeting 2025

The 2025 AGM will be held on 29 April 2025 in Gothenburg. Shareholders will be notified via an announcement in the official gazette Post- och Inrikes Tidningar and via disclosure in the newspaper Dagens Industri that the notice has been published, no sooner than six weeks and no later than four weeks before the meeting. Shareholders can request to have matters handled at the meeting by submitting them in writing to the Board. These requests should be sent to Vitrolife AB (publ), FAO: Chairman of the Board, PO Box 9080, SE-400 92 Gothenburg, Sweden, and must be received by the Board no later than seven weeks before the meeting or at least in time for the matter to be included in the meeting notice if required. For more information, see www.vitrolifegroup.com.

In accordance with the dividend policy, it is the intention of the Board and CEO to propose that the AGM pass a resolution in favour of a dividend of SEK 1.10 per share.

Board of Directors

General information

The Board of Directors is responsible for the administration of the affairs and organisation of Vitrolife AB (publ). At the 2024 AGM, five ordinary members with expertise in medical devices, finance and strategy were elected. The Vitrolife Group's General Counsel, Lars Risberg, was the Board secretary during the year. The Board held 20 meetings (15) in 2024, of which all were minuted. The CEO and CFO were rapporteurs at the Board meetings. Remuneration of and other benefits to the Board are described in Note 8. Board members' shareholdings in Vitrolife AB (publ) are described on page 55.

The work of the Board

The Board shall hold at least four ordinary meetings, distributed evenly over the year, and a statutory meeting following election on an annual basis. The meetings take place both in person and virtually.

The Chairman leads and organises the work of the Board. Ahead of each meeting, an agenda and documentation for the matters to be discussed are sent out. Agenda proposals are prepared by the CEO in consultation with the Chairman. Matters presented to the Board are for information, discussion or decision. Decisions are taken only after discussion and after all members present have had an opportunity to speak. The Board's broad experience in different fields makes for constructive and open discussions. No member has protested against any matter taken up for decision during the year. Open issues are followed up regularly.

The rules of procedure for the Board were established at the statutory board meeting on 25 April 2024 and are revised every year. They regulate areas such as assignment of responsibilities, number of mandatory meetings, format for notices, documentation and minutes, conflicts of interest, mandatory matters that the CEO must inform the Board about and signing for the company. The Board handles ongoing matters such as the business environment, interim reports, forecasts, strategies and external information.

Apart from the board material, the CEO regularly prepares financial reports. The aim is to keep the Board informed of developments in the Vitrolife Group's operations so that the Board can take well-informed decisions. The Board evaluates the work of the CEO once a year at a meeting that is not attended by company management. The Board ensures the quality of the financial reporting through its own work, through the work of the Audit Committee and through contact with the auditors. Vitrolife AB (publ) auditors attended the Board meeting associated with the fourth quarter and full year report, where the audit was presented, and the Audit Committee's meetings. At the Board meeting, the auditors also met with the Board privately without company management present.

The Board underwent an external board evaluation during the year. The outcome of the Board evaluation shows that the Board outperformed the benchmark and is functioning well.

Board of Directors' meeting attendance

Name	Year elected	Not independent	Board meeting attendance	Remuneration Committee attendance	Audit Committee attendance
Henrik Blomquist	2019	x	19/20	3/3	8/8
Lars Holmqvist	2018		16/20		6/8
Karen Lykke Sørensen	2020		19/20	3/3	
Pia Marions	2013		20/20		8/8
Jón Sigurdsson	2015	x	20/20	3/3	

Not independent = As defined by the Swedish Corporate Governance Code

Diversity policy

Vitrolife AB (publ) Board applies the Swedish Corporate Governance Code's requirements for diversity, breadth, gender equality, age and independence as its diversity policy. Taking into account the Vitrolife Group's business, stage of development and other circumstances, the Board should have an appropriate structure, characterised by diversity and breadth, when it comes to the expertise, experience and background of Board members elected at the general meeting. The aim should be to achieve gender equality.

Board oversight of sustainability and responsible business conduct

The Board oversees the company sustainability strategy to secure its capacity to create long-term value for all of its stakeholders. The Vitrolife Group aims to create value for its customers, employees, shareholders and other stakeholders by maintaining healthy profitability while offering goods and services that align with the Group's vision. The Group maintains high ethical standards throughout its operations and aspires to be a responsible corporate citizen on the world stage. The Vitrolife Group and its teams should comply with legislation in the respective countries in which the Vitrolife Group operates. The Vitrolife Group adheres to applicable industry standards, international guidelines, and the Vitrolife Group Principles for Responsible Business Conduct (PRBC).

Board members

The Board of Vitrolife AB (publ) consists of five members, including the Chairman. For personal

information about members of the Board, including shareholding, see page 55.

Guidelines for remuneration of senior executives

Policies for remuneration of and other employment conditions for the CEO and other senior executives were determined at the AGM held on 25 April 2024. Remuneration consists of basic salary, variable remuneration, pension and other remuneration. Details are found in the management report on page 70 and in Note 8.

The Board annually evaluates whether the AGM should propose any form of share-based incentive programme. Vitrolife AB (publ) currently has three outstanding share-related incentive programmes in line with decisions taken at the 2022, 2023 and 2024 AGMs. For further information, refer to pages 71-72.

The remuneration policy is evaluated every year and is submitted for resolution to the AGM.

Remuneration Committee

The Remuneration Committee of Vitrolife AB (publ) assists the Board in its work on preparing matters and decision guidance documents on remuneration issues concerning members of the executive management team. The Remuneration Committee's areas of responsibility are defined in the Board's rules of procedure and in the Remuneration Committee's instructions. The Group's guidelines for remuneration of senior executives are found in the management report on pages 70-72.

Karen Lykke Sørensen was appointed chairman of the committee and Jón Sigurdsson and Henrik Blomquist were appointed members of the committee. All members are assessed to be independent of Vitrolife AB (publ) and company management.

Audit Committee

The Audit Committee of Vitrolife AB (publ) assists the Board in its work monitoring the Group's financial reporting and internal control. The Audit Committee's areas of responsibility are defined in the Board's rules of procedure and in the Audit Committee's instructions.

Pia Marions was appointed chairman of the committee and Lars Holmqvist and Henrik Blomquist were appointed members of the committee when the Board established its committees. All members are assessed to be independent of Vitrolife AB and company management.

During the year, the Audit Committee handled issues such as internal control, internal auditing, external auditing, accounting policies, material valuation issues, external reporting, financial risk management, compliance and material estimates and assessments in the financial reporting.

Internal audit

A special function for internal audits has not been established within the Vitrolife Group. It has been concluded that it has not been necessary nor economically viable to set up an additional administrative function. In reaching this decision, the following five components work together creating an effective internal control system that helps Vitrolife Group achieve our goals while managing the risks:

- Control environment including organization's culture, values, ethical standards, the tone set by the Senior Management and the governance structure as operations managers at various levels, local and central finance functions or executive management team's supervising controllers.
- Risk Assessment involving the analysis of internal and external risks including strategic, financial and non-financial reporting, operational, compliance and technological.
- Control activities like policies and directives including approval processes, reconciliations and segregation of duties.
- Information and communication ensuring effective communication on the necessary information for decision making both internally and externally.
- Monitoring activities involving periodic evaluations of the effectiveness of internal controls and including action plan design when deficiencies are identified

ERM system framework

At Vitrolife Group we have adopted the COSO ERM 2017 framework, which includes five interrelated components based on how management leads the company and integrates the risk management process.

Our integrated ERM system is based on the key principles of strategy, time horizon and anticipation, governance, culture, and responsibilities. These principles guide the system's integration into operations, its alignment with corporate governance, and the management of risks across various time frames.

We classify risks into five categories: strategic, operational, reporting (financial and non-financial), compliance, and technological. These categories help us manage and address risks across various aspects of the business.

The Vitrolife Group ERM System includes key elements such as assessing the external environment (industry trends, risks, and peer insights), evaluating the internal environment (processes, controls, and risk catalogue) including the conduct of Top-Down risk workshops, and defining risk appetite based on likelihood and impact. It features dynamic monitoring with a simple methodology and Power BI dashboards for consolidated reporting, allowing the risk owners to monitor and report on risks and action plans efficiently.

Senior executives

For personal information about senior executives, including shareholding, see page 65.

Election of auditor

Auditors are elected at the AGM. The 2024 AGM re-elected Deloitte AB for a period of three years after annual decisions. Deloitte appointed authorised public accountant Harald Jagner as auditor in charge, in accordance with the Nomination Committee's proposal. The auditors do not have any engagements in companies that are affiliated with major owners of Vitrolife AB (publ) and have affirmed their independence of the Vitrolife Group.

The auditor has reported his observations from the audit work to the Board and the Audit Committee. Based on this work, the annual report, accounting records and the Board's and CEO's administration were reviewed.

The Board's description of the most important elements of the Vitrolife Group's system for internal control, monitoring and risk management

The Board's responsibility for internal control is regulated by the Companies Act and the Swedish Corporate Governance Code. The Board is responsible for ensuring that the Vitrolife Group has an effective internal control environment.

The COSO ERM 2017 framework

The Board's description is limited to a description of how internal control of the financial reports is organised for the financial year 2024.

The goal of the Vitrolife Group's internal financial control is to ensure that the financial reporting is correct. It also aims to create an efficient decision-making process in which requirements, targets and frameworks are clearly defined. Ultimately, financial control is meant to protect the Group's assets, thereby also protecting the investments of the shareholders.

Control environment

The control environment forms the basis for internal control. The Group's control environment consists of pillars such as sound values, integrity, expertise, leadership philosophy, organisational structure, responsibility and authority. The Vitrolife Group's internal rules of policies, directives, procedures and guidelines guide the employees. At the Vitrolife Group, clear roles and responsibilities ensure efficient management of business risks via the Board's rules of procedure, the Audit Committee's instructions and the instructions to the CEO.

Although ultimate responsibility for the internal control environment lies with Board, the CEO is responsible for creating a control environment to manage material risks. The Vitrolife Group also has policies and directives regarding responsible business conduct, internal insiders, risk management and risk appetite, corporate treasury, financial governance and monitoring, as well as communication issues.

Risk assessment

The Group works continuously with risk assessments to identify potential sources of risk for errors in the financial reporting. For information about financial risks, see the management report on page 69 and Note 2. The risk of material misstatements in the accounts may occur in connection with accounting and valuation of assets, liabilities, income and expenses or deviations from disclosure requirements. The Vitrolife Group's risk assessment of the financial reporting aims to identify and evaluate the most material risks.

Control activities

The primary purpose of the control activities is to use a systematic process to prevent, discover and correct errors in financial reporting. On a monthly basis, the Vitrolife Group conducts a detailed follow-up of various activities at the level of accounting in order to analyses deviations and discover material errors in the accounting. The Group also analyses the assets and liabilities of Group companies on a monthly basis. The Group also has a Group Internal Control and Enterprise Risk Management function to boost the internal control system, which together with the Audit Committee helps to increase control of the Vitrolife Group's financial reporting and to follow up and mitigate the Group's main business risks.

Monitoring

The Board evaluates the information submitted by company management, which includes financial information as well as material issues concerning internal control. The Board and the Audit Committee monitor the effectiveness of the internal control and from external audits where applicable.

Information and communication

Correct provision of information and clear communication paths, internal as well as external, result in all parts of the business exchanging and reporting relevant, material information on the business effectively. To achieve this, the Vitrolife Group issued an information policy on managing information in the financial process and policies and guidelines for other types of information. There are also guidelines for communication with external parties. The ultimate purpose of these policies is to ensure that legal disclosure requirements and listing agreements are complied with and that investors receive correct information on time.

Auditor's report on the corporate governance statement

To the general meeting of the shareholders in Vitrolife AB (publ), corporate identity number 556354-3452

Engagement and responsibility
It is the Board of Directors who is responsible for the corporate governance statement for the financial year 1 January 2024-31 December 2024 on pages 56-62 and that it has been prepared in accordance with the Annual Accounts Act.

The scope of the audit
Our examination has been conducted in accordance with FAR's standard RevR 16 The auditor's examination of the corporate governance statement. This means that our examination of the corporate governance statement is different and substantially less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that the examination has provided us with sufficient basis for our opinions.

Opinions
A corporate governance statement has been prepared. Disclosures in accordance with chapter 6 section 6 the second paragraph points 2-6 the Annual Accounts Act and chapter 7 section 31 the second paragraph the same law are consistent with the annual accounts and the consolidated accounts and are in accordance with the Annual Accounts Act.

Gothenburg, 27 March 2025

Deloitte AB

Signature on Swedish original

Harald Jagner
Authorised Public Accountant

Executive Management

Bronwyn Brophy O'Connor
Chief Executive Officer (CEO) & President

Claus Bisgaard
Senior Vice President Technologies

Ricardo Capella
Senior Vice President Genetics

Rickard Ericsson
Senior Vice President Consumables

Marcos Jose Fernandez
Vice President Strategy, Sustainability & Corporate Development

Olivia Natens
Senior Vice President Sales & Marketing

Jessica Jonasson
Chief HR Officer

Helena Wennerström
Acting Chief Financial Officer (CFO)

Meishan Jin
Senior Vice President and General Manager, China

Erin Schardt
Senior Vice President and General Manager, North America

Bronwyn Brophy O'Connor
Chief Executive Officer (CEO) & President

Born 1974. BA in International Business & Languages (French and Spanish) and an MBA from Dublin City University.

Previous appointments: Global President of Immunodiagnostics, Thermo Fisher Scientific, Vice Chair of Medtech Europe and member of the OMC (Operations Management Committee), President of Thermo Fisher Scientific, EMEA and President of Women's Health at Medtronic.

Vitrolife AB (publ) shareholding*:
19,350 shares.

Claus Bisgaard
Senior Vice President Technologies

Born 1977. MSc Industrial Engineering and Management. Employed 2017.

Previous appointments: General Manager at Sirona Dental A/S, various management positions at Vestas, Management Consultant at Bestshore Business Solutions.

Vitrolife AB (publ) shareholding*:
375 shares.

Ricardo Capella
Senior Vice President Genetics

Born 1968. MBA Employed 2020.

Previous appointments: Chief Commercial Officer at Igenomix. Commercial Director EMEA and Latin America at C&C Group Plc and various senior Business Development and General Management positions at Diageo Plc.

Vitrolife AB (publ) shareholding*:
6,000 shares.

Rickard Ericsson
Senior Vice President Consumables

Born 1971. MSc Industrial Engineering and Management. Employed 2015.

Previous appointments: Senior Vice President Global Sales & Marketing at Vitrolife Group, Business Development Director Europe at SCA Incontinence Care, Sales & Marketing Director UK & Ireland at SCA Incontinence Care, management consultant at Adera and Business Development Manager/Key Account Manager at Telia.

Vitrolife AB (publ) shareholding*:
12,300 shares.

Marcos Jose Fernandez
Vice President Strategy, Sustainability & Corporate Development

Born 1986. Biotechnologist (University of León) with an MBA (University of Alcalá) and a M.Sc. on International Management (Menéndez Pelayo International University - ICEX). Employed 2024.

Previous appointments: Program Director, Thermo Fisher Scientific; Head of M&A and Business Development, R-Biopharm; various interim executive management roles on M&A contexts; President and co-founder, FEBiotec.

Vitrolife AB (publ) shareholding*:
500 shares.

Olivia Natens
Senior Vice President Sales & Marketing

Born 1970. Master in Chemical Engineering at University of Louvain, Bachelor Dermatological Sciences at University of Brussels, General Management at Vlerick Business School.

Previous appointments: Sr Business Director Enabling Technologies WEU at Medtronic, Managing Director at Medtronic BeNeLux, various Sales & Marketing roles in MedTech and Pharma business, Chair of Healthcare Committee at Amcham Be, Board memberships, Mentor for female talents.

Vitrolife AB (publ) shareholding*:
0 shares.

Jessica Jonasson
Chief HR Officer

Born 1971. Bachelor of Science in Human Resource Management and Employment Law from Uppsala University.
Employed 2024.

Previous appointments: Global Vice President Human Resources at Sever Pharma Solutions, Chief Human Resource Officer at Rockwool Group. Vice President Human Resources ASSA ABLOY Entrance systems and various global senior HR roles within Retail.

Vitrolife AB (publ) shareholding*:
0 shares.

Helena Wennerström
Acting Chief Financial Officer (CFO)

Born 1965. BSc in Business Administration and Economics, 210 hp-k, Örebro University. Employed 2024.

Previous appointments: Vice President, Corporate Finance at ViaCon Group, CFO at ViaCon Group, Executive Vice President and Chief Financial Officer of Bulten AB (publ), Senior Vice President and CFO at Finnveden Bulten AB, Finance manager at at Digitalfabriken AB and Topcon Sweden AB.

Vitrolife AB (publ) shareholding*:
967 shares.

Meishan Jin
Senior Vice President and General Manager, China

Born in 1957. PhD from Uppsala University, Sweden. Employed in 1996.

Previous assignments: Quality control manager, Scandinavian IVF Science (Vitrolife); R&D manager, Vitrolife; Regional manager of Asia/Pacific, Vitrolife; VP Market Region Asia, Vitrolife.

Vitrolife AB (publ) shareholding*:
3,462 shares.

Erin Schardt
Senior Vice President and General Manager, North America

Born 1978. Bachelor of Science in Business Administration. Employed in 2024

Previous assignments: Global Vice President Commercial at Thermo Fisher Scientific for the Clinical Sequencing Business, various leadership roles including Vice President and General Manager Imaging for North America, Vice President and General Manager Neurology and Vice President and General Manager for Cardiology at GE Healthcare.

Vitrolife AB (publ) shareholding*:
0 shares.

* Shareholding includes holdings of spouse, under age children and associated companies.

During 2024, following indivudals were also part of the executive management team at the Vitrolife Group: Patrik Tolf (CFO), Guillermo Ferrando (VP Strategy and Corporate development), Frank Pettersson (Acting SVP HR & Sustainability) and Jan-Erik Östlund (Acting SVP Consumables).

The Board of Directors and CEO of Vitrolife AB (publ), corporate identity number 556354-3452, hereby submits their annual report and consolidated accounts for the 2024 financial year.

Management Report

Business activities

The Vitrolife Group is a global provider of medical devices and reproductive genetic testing solutions. Through increased investment in science and R&D combined with acquisitions that are closely aligned with our strategy, we aim to deliver an integrated platform of products and services for the entire reproductive-health journey, providing consistent performance, workflow efficiency and guaranteed quality. The company develops, manufactures and distributes medical devices and provides reproductive genetic testing solutions for IVF clinics and their patients. The Vitrolife Group supports customers by improving their clinical practice and the outcome of the patient's fertility treatment. For information on number of shares and ownership structure, see the corporate governance report on page 57. The sustainability report is on pages 133-195.

Headquartered in Gothenburg, Sweden, the Group currently employs approximately 1,120 people worldwide. Its products, services and solutions are available in circa 125 markets through a network of subsidiaries and distributors.

The Vitrolife Group's mission is to be the leading global partner in reproductive health, striving for better treatment outcomes for patients. The Group's products include an error prevention system, nutrient solutions (culture media), advanced disposable instruments (needles and pipettes), disposable plastic products, genetic tests, kits for genetic analysis of embryos, and technological tools like time-lapse and micro-laser systems.

Through close collaborations with leading researchers in the area, the Vitrolife Group lies at the forefront when it comes to both research and product development regarding function and safety. Most of the medical device products are produced in the company's facilities in Sweden, Denmark and the US. The reproductive genetic testing is carried out in the Group's laboratories, which are located around the world. Most of the Vitrolife Group's customers are public and private fertility clinics.

Organisation

The Vitrolife Group are reported and steers its segments in three geographical segments: EMEA, Americas and APAC. In 2024, the Vitrolife Group's organisation consisted of three business areas: Consumables, Technologies and Genetics. The Genomics product area was previously reported under the Consumables business area. However, as of 1 January 2024, it has been integrated into the Genetic Services business area, which has been renamed the Genetics business area. Further, the Group functions consisted of sales and marketing, human resources, strategy, sustainability and corporate development, finance, legal and IT.

Research and development

The Vitrolife Group does most of its product development in-house, while research is done both internally and through close collaboration with leading researchers in the area. Continuous research is being done to develop new products and to improve and develop existing ones. The Vitrolife Group has research agreements with prominent persons in the fertility field in different parts of the world. Product development is based on market need and the Vitrolife Group also continuously considers acquiring companies or products that complement development of products in-house. R&D costs amounted to SEK 117 million (127) for the year. Development expenditure of SEK 86 million (39) was also capitalised in the balance sheet.

Net sales

Sales increased to SEK 3,609 (3,512) million, corresponding to 4% growth in local currencies and 3% in SEK. Consumables grew by 10% in local currencies and 9% in SEK, with about equal increase in all regions but strongest in the Americas. Technologies increased sales by 16% in local currencies and 14% in SEK, with the strongest growth in the Americas followed by EMEA. Genetics reported a 5% decrease sales in local currencies and a 7% decrease in sales in SEK. Genetic services had a modest growth whilst sales of genomic kits declined significantly.

Income

Gross income increased to SEK 2,139 (1,977) million, with a gross margin of 59.3% (56.3) driven by continuous operational improvements, and product and market mix. Operating income before depreciation and amortisation (EBITDA) increased to SEK 1,225 (1,136) million, corresponding to a margin of 34.0% (32.3).

Net financial items amounted to SEK -109 (-123) million, mostly due to net interest expenses of SEK -74 (-78) million and currency revaluation of SEK -25 (-40) million. Income after financial items amounted to SEK 674 (-3,712) million. Income for the year amounted to SEK 514 (-3,851) million.

Depreciation, amortisation and impairment of SEK 442 (4,725) million was charged against income. In 2023, the charges included non-recurring impairment losses of SEK 4,300 million in the annual accounts.

Financial position

As of 31 December 2024, net debt was SEK 817 (1,128) million, and cash and cash equivalents amounted to SEK 1,135 (861) million. Total assets amounted to SEK 17,446 million compared with SEK 16,329 million at the end of December 2023. The increase mainly relates to investments and acquisitions in non-current assets and favorable revaluation of goodwill in foreign currencies.

Inventories increased by SEK 9 million during the year. The average inventory level was 11% (12) of net sales for the year. Trade receivables increased by SEK 145 million. Trade receivables averaged 16% (14) of net sales for the year.

Equity amounted to SEK 13,641 million at the end of December 2024, compared with SEK 12,723 million at the end of December 2023. The available undrawn revolving credit facility amounted to EUR 100 (100) million as of 31 December 2024.

Investments and cash flow

Cash flow from operating activities amounted to SEK 907 (757) million. Changes in working capital had a negative effect of SEK 68 (-119) million in operating cash flow.

Cash flow from investing activities was SEK -377 (-124) million, comprising of acquisition in subsidiaries SEK -112 (0) million and acquisition of net assets of a business SEK -45 (0) million. Investments in non-current assets amounted to SEK -202 (-119) million of which tangible investments amounted to SEK 92 million and intangible assets SEK 110 million, mainly from capitalised development expenditure. For further information, refer to Notes 14, 15 and 30.

Cash flow from financing activities was SEK -286 (-300) million and comprised mainly from dividend to shareholders of SEK -135 (-115) million and repayment of borrowings of SEK -114 million (-126). Cash and cash equivalents at the end of the period amounted to SEK 1,135 (861) million.

Significant events

Product and services launches

Innovation a cornerstone of our business

Innovation is one of our core values and ultimately we want to provide solutions that meet the needs of clinician and patient. Throughout 2024, new solutions have been brought to market as a result of continuous customer feedback and because we are agile and responsive to market trends.

In 2024, we acquired eFertility, an innovative system and software company transforming IVF clinic management with cutting edge solutions such as an electronic witnessing system and an

Electronic Medical Record (EMR) system. These two systems are designed for medical professionals by medical professionals, and the acquisition represents a significant step in the Vitrolife Group's strategy to transform and digitalise the IVF patient journey. The electronic witnessing system called eWitness was showcased at the ESHRE congress in June 2024 in the Vitrolife Group booth and officially launched in September in CE markets, followed by a limited market release in the US in November. We are now expanding the horizon and will continue to launch in other markets throughout 2025.

Another highlight during the year was the launch of Ultra RapidWarm Blast in Japan during the summer and in the US during fall. The ultra-fast warming protocol is an emerging trend when it comes to cryo management and the Vitrolife Group was the first vendor to get FDA clearance. The launch will gradually expand into more countries in 2025.

For our solutions to reach our customers and eventually our patients, we need to innovate and combine this with educational activities. To leverage the knowledge among the IVF professionals we also continue to invest in education. Throughout the year, we have held countless workshops, webinars, live "Academy Studios", and online courses where our customers can share knowledge and learn the latest insights and best practices in the field of IVF.

As part of our ongoing risk assessment procedure and to ensure we continue to comply with all applicable international sanctions, we have decided to discontinue activities in certain markets representing less than 3% of our annual revenue.

Significant risks and uncertainties

The Vitrolife Group's risks and opportunities are handled through a risk management process in several layers and perspectives. The risks are presented in the following categories:

External risks

Geopolitical risks

2024 has been characterised by many factors in both domestic politics and global foreign affairs that impact the market in which Vitrolife Group operates. All these factors have an impact and lead to interconnected risks in our business, as we have a widely spread organisation throughout the world and attract even more markets with our products and services.

Changes in cyclical position

Regardless of the expected market growth in the coming years, demand for privately financed IVF treatments can be impacted by a downturn in the general economic cycle, especially in countries with few or no government subsidies, reimbursement systems and/or insurance programmes. However, experience shows that this type of treatment is often a high priority for patients and governments in several countries are making extensive investments in healthcare infrastructure, which is having a positive impact on the market.

Legal and regulatory environment

The Vitrolife Group's market is affected by legislation and other regulations where we operate. Changes in legislation or political decisions can affect the Group' s ability to run or develop its business in a positive or negative way. Demand for treatments can be affected by changes to public reimbursement programmes, insurance cover, alternative treatments or changes in the accessibility for certain groups of people. The Vitrolife Group's products and services require various regulatory approvals to be commercialised. In the area of fertility, the authorities' regulations for medical devices are increasing to improve patient safety and reduce the risk of malpractice.

The market

The Vitrolife Group operates in the field of fertility, which is one of the fastest growing industries in healthcare. It is a fragmented market with more than 4.3 million IVF cycles performed worldwide in 2024.

Mergers and acquisitions, and in- and outsourcing of services is expected to continue as the IVF market continues to grow and evolve. Mergers create economies of scale for the clinics and a consolidation of IVF clinics and suppliers is taking place. The Vitrolife Group continues to work to become a preferred supplier and to capitalise on digital and omnichannel interactions to fulfil the new demands of our customers.

New products and improved treatment methods are launched continuously and the future development of the medical device market as well as the digital customer experience can influence the Vitrolife Group's competitiveness. The Vitrolife Group continuously invests in research and development to ensure that the Group can offer competitive products and services to deliver better value for our customers and patients.

Operational risks

Production

One significant risk is continuous access to raw materials that meet requirements for quality but also our own ability to produce products meeting the required level of quality. Following supply chain failures in recent years, the Vitrolife Group has intensified the work on reviewing predefined safety margins in the production process and new sources for supplies.

Information

Information is not only IT but a secure process of information management and not the least, individual patient data in relation to GDPR. Technical cyberthreats are a focused area within the Group in combination with global operations and remote work.

In this regard, the Vitrolife Group continues to focus its efforts on strengthening the Group's cybersecurity and adapting business processes related to personal data management to comply with the General Data Protection Regulation (GDPR).

Personnel

The Vitrolife Group's future development depends partly on key individuals with specialist knowledge residing with the organisation. The Group works actively with a performance management process to minimise risks and ensure talent management throughout the organisation, as well as with the design of succession plans.

Insurance

The Vitrolife Group carries out regular reviews of its insurance cover both locally and globally, which should ensure a correct insurance cover where achievable and that the inherent risks are properly insured.

Legal disputes

The Vitrolife Group's success and competitive position are related, among other factors, to the ability to maintain its intellectual property portfolio. The Group holds several relevant patents and other intangible rights. There are some other patents on the market that are held by other companies for which defining boundaries can sometimes be difficult to set. The enforcement of the Group's patents in foreign jurisdictions will depend on the legal procedures of those jurisdictions. Even if such claims are ultimately determined to be unfounded, the Group's involvement in intellectual property litigation could have a material adverse effect on its ability to distribute any products that are the subject of such litigation.

Financial risks

The Vitrolife Group is subject to several financial risks that can affect the Group's operations, earnings and financial position. The Vitrolife Group continuously evaluates, identifies and manages the company's risks. The financial risks that are assessed to be most significant to the Group are described below. For a more detailed description of financial risk management, see Notes 2 and 26. For significant estimates and assessments, see Note 3.

Currency risks

Currency risk is the risk that fluctuations in exchange rates will have an impact on the Vitrolife Group's cash flow, profitability and balance sheet. The Group's presentation currency is the Swedish krona. Consequently, the risk is related to the revaluation of foreign assets and current liabilities, long-term loans denominated in euros and equity in foreign currencies (translation risk). The Vitrolife Group's global foreign operations entail significant cash flows in currencies other than Swedish krona and financial exposure in the form of payment flows for loans and investments in foreign currencies (transaction risk). Currency risk also arises on future mergers and acquisitions in foreign operations (economic risk).

Interest rate risk

The Group's largest interest rate exposure its long-term borrowings with variable interest rates and interest-bearing bank current accounts and deposits. Interest rate risk is the risk that the fair value of cash flows or future cash flows from a financial instrument varies due to changes in market interest rates. Interest rate risk can lead to changes in cash flows and income statement.

Seasonal effects

Seasonal effects have an impact on the Vitrolife Group's sales. Before and during holiday periods there is often a reduction in orders for some of Consumables' short shelf life products. Technologies sales are dependent on installations and also impacted by holidays. The sales in Genetic Services are also impacted by holidays. Quarterly cut-off in weekends and holidays can impact sales in a specific quarter.

For the Vitrolife Group, sales in the first quarter are negatively impacted by holidays over the New-Year period, with the largest impact in APAC. The Easter break can fall in either first or second quarter. The third quarter is impacted by the European summer holiday period. The fourth quarter is normally the strongest quarter for the Vitrolife Group in all regions. In all, total sales are relatively even between the first and second

halves of the year, with sales in the second half somewhat higher due to the impact of strong sales in the fourth quarter and a larger number of working days in the second half of the year.

Summary of guidelines for remuneration of the executive management team

Policies for remuneration and other employment conditions for the CEO and other members of the executive management team was determined at the Annual General Meeting (AGM) held 25 April 2024.

Remuneration of the CEO and other members of the executive management team consists of basic salary, variable remuneration, pension and other remuneration. The guidelines apply until the following AGM provided that a general meeting does not decide differently. All pension benefits are defined contribution plans. Variable remuneration is prepared by the Remuneration Committee and approved by the Board.

During the year, the Board of Directors exercised its right to deviate from the remuneration principles decided by the AGM regarding the executive management team. As part of its ongoing evaluation, the Remuneration Committee conducted a review of the annual variable remuneration programme for the CEO and other members of the executive management team. Following this review, the Committee proposed an expansion of the programme's objectives beyond sales and profitability to also include sustainability and individual performance measures. This adjustment was made to ensure stronger alignment with the Vitrolife Group's evolving strategic priorities. The Board of Directors approved the revised objectives, recognising the importance of integrating broader performance metrics to support the company's long-term success.

The guidelines promote the Group's business strategy and long-term interests

The Vitrolife Group's mission is to be the leading global partner in reproductive health, striving for better treatment outcomes for patients.
To achieve this, the Vitrolife Group works with a strategy of priorities that promote growth and efficiency. The Vitrolife Group's vision, strategy and goals are described in detail on pages 25-43.

A successful implementation of the Vitrolife Group's business strategy and the safeguarding of the Vitrolife Group's long-term direction presumes that the Group can recruit and retain qualified employees with the right expertise. To achieve this, the Vitrolife Group must offer competitive remuneration. The guidelines make it possible to offer competitive salary and benefit packages to members of the executive management team.

The Vitrolife Group has instituted long-term share-based incentive programmes approved by the AGM outside these guidelines. The programmes involve the CEO, members of the executive management team and other key employees. The performance requirements to determine the outcome of the programmes have a clear link to the business strategy and financial objectives.

Fixed basic salary

Fixed basic salaries for the CEO and other members of the executive management team are reviewed annually. Allocation between basic salary and, in some cases, variable remuneration must be proportionate to executive management's responsibilities and competence.

Variable remuneration (STI)

Variable remuneration to the CEO can be no higher than 75% of the annual base salary. For other members of the executive management team, variable remuneration can be no higher than 50% of the annual base salary. Variable compensation for CEOs and other members of the executive management is designed to align with the Vitrolife Group's objectives through a combination of quantitative and qualitative metrics. Specifically, 80% of the annual variable remuneration programme is tied to revenue and EBITDA targets, 10% to sustainability goals, and the remaining 10% to individual performance objectives. The company's combined cost for total variable remuneration of the CEO and other members of the executive management team must not exceed SEK 20,000,000 (including social charges). Persons leaving the Vitrolife Group are disqualified from the annual variable remuneration programme.

Other

The period of notice for the CEO is 12 months and for other senior executives 3 to 6 months. In the event of termination by Vitrolife Group, severance pay of a maximum of twelve months' salary will be paid to the CEO. No severance pay will be provided to other members of the executive management team at the end of their employment. The Board may decide to temporarily deviate from the guidelines, wholly or partially, if in an individual case there are specific reasons for it and a deviation is necessary to accommodate the Vitrolife Group's long-term interests, including sustainability, or to ensure the Vitrolife Group's financial strength.

Long-term incentive programme 2021

The long-term incentive programme (LTIP 2021), adopted at the 2021 AGM, was concluded during the financial year 2024, with all performance targets fully met. The maximum number of Performance Shares that could be allotted under the programme was 40,000, of which 28,000 shares were allotted. The reason that not all Performance Shares were allotted is that certain participants in LTIP 2021 left the company during the qualification period and were therefore no longer eligible for allotment in accordance with the terms of the programme.

Long-term incentive programme 2022

The 2022 AGM adopted the Board's proposal to introduce a long-term incentive programme (LTIP 2022) for certain key employees. The purpose of the programme is to encourage personal, long-term ownership in Vitrolife AB (publ) and to enhance and strengthen the company's ability to recruit, retain and motive employees. The aim is also to use LTIP 2022 to align the interests of employees with those of the shareholders. The LTIP 2022 is directed towards certain key employees in the Vitrolife Group and participants may, after a qualifying period, receive allotments of Vitrolife AB (publ) ordinary shares without consideration ("Performance shares"). LTIP 2022 is directed towards a maximum of 25 employees, divided in two categories: CEO and other members of the executive management team or key employees, who can together receive a maximum of 170,000 shares.

In order to enable delivery of shares under the LTIP 2022 as well as to hedge the financial exposure that the LTIP 2022 is expected to entail, it was resolved by the AGM to issue a maximum number of 229,500 warrants.

Allotment of Performance Shares within LTIP 2022 will be made during a limited period of time following the 2025 AGM. The period up to this date is referred to as the qualification period. The performance target is based on the total share return ("TSR") during the term of LTIP 2022. TSR is to be calculated based on the volume-weighted average price of the Vitrolife Group's share on Nasdaq Stockholm during the ten business days that follow immediately after the AGM 2022, compared with the volume-weighted average price of the share on Nasdaq Stockholm during the last ten business days of the three-year period following the AGM 2022. The performance target is fulfilled by an average annual TSR of at least 7.5% (the minimum level). Of the Performance Shares, 0% will vest at or below the minimum level. 100% of the Performance Shares will vest above the minimum level.

Prior to the allotment of Performance Shares, the Board shall assess whether the allotment is reasonable in relation to the financial results, position and performance, as well as other factors. Exercise price for the Performance Shares outstanding on 31 December 2024 was SEK 285.55. To estimate the Performance Shares fair value the Black&Scholes model was used with the assumption of a risk-free rate of 2.0% and an expected volatility of 40%.

Long-term incentive programme 2023

The 2023 AGM adopted the Board's proposal to introduce a long-term incentive programme (LTIP 2023) with the same intention and principles as for the LTIP 2022. The LTIP 2023 is directed towards a maximum of 25 employees, divided in two categories: CEO and other members of the executive management team or key employees, who can together receive a maximum of 170,000 shares.

In order to enable delivery of shares under the LTIP 2023 as well as to hedge the financial exposure that the LTIP 2023 is expected to entail, it was resolved by the AGM to issue a maximum number of 229,500 warrants.

Allotment of Performance Shares within LTIP 2023 will be made during a limited period of time following the 2026 AGM. The period up to this date is referred to as the qualification period. The performance target is based on the total share return ("TSR") during the term of LTIP 2023. TSR is to be calculated based on the volume-weighted average price of the Vitrolife Group's share on Nasdaq Stockholm during the ten business days that follow immediately after the 2023 AGM, compared with the volume-weighted average price of the share on Nasdaq Stockholm during the last ten business days of the three-year period following the 2023 AGM. The performance target is fulfilled by an average annual TSR of at least 7.5% (the minimum level). 0% of the Performance Shares will vest at or below the minimum level. 100%of the Performance Shares will vest above the minimum level.

Prior to the allotment of Performance Shares, the Board shall assess whether the allotment is reasonable in relation to the financial results, position and performance, as well as other factors. The exercise price for the Performance Shares outstanding on 31 December 2024 was SEK 287.01, with a remaining expected life of approx. one year. To estimate the fair value of the Performance Shares, the Black&Scholes model was used with the assumption of a risk-free rate of 3.29% and an expected volatility of 45%.

Long-term incentive programme 2024

The 2024 AGM adopted the Board's proposal to introduce a long-term incentive programme (LTIP 2024). To further strengthen the company's ability to attract, retain and motivate key employees and thereby support its long-term global development, LTIP 2024 has been expanded from 25 to a maximum of 40 participants. The programme is divided into three categories of participants: the CEO, other members of the executive management Team, and other key employees, who together may be allotted up to 400,000 shares.

In order to enable delivery of shares under the LTIP 2024 as well as to hedge the financial exposure that the LTIP 2024 is expected to entail, it was resolved by the AGM to issue a maximum number of 480,000 warrants.

Allotment of Performance Shares within LTIP 2024 will be made during a limited period of time following the AGM 2027. The period up to this date is referred to as the qualification period. The performance target is based on the Vitrolife Group's total share return ("TSR") during the term of LTIP 2024. TSR is to be calculated based on the volume-weighted average price of the Company's share on Nasdaq Stockholm during the ten (10) business days that follows immediately after the 2024 AGM compared with the volume-weighted average price of the Company's share on Nasdaq Stockholm during the last ten (10) business days of the three-year period following the 2024 AGM. Performance Shares will be allotted if the average annual TSR is at least 7.5% (the minimum level 215.79). Of the Performance Shares, 0% will vest below the minimum level. Of the Performance Shares, 50% will vest at the minimum level and 100% of the Performance Shares will vest at or above the maximum performance level which is 12.5% (247.32). Vesting and allotment will be calculated on a linear basis between the minimum and the maximum level.

Prior to the allotment of Performance Shares, the Board shall assess whether the allotment is reasonable in relation to the financial results, position and performance, as well as other factors. The exercise price for the Performance Shares outstanding on 31 December 2024 was SEK 215.79 (minimum level) and SEK 247.32 (maximum level), with a remaining expected life of approx. two years. To estimate the fair value of the Performance Shares, the Monte Carlo model was used with the assumption of a risk-free rate of 2.39% and an expected volatility of 40%.

For more information about the LTIP programmes, see www.vitrolifegroup.com.

Outlook

In the coming years the number of IVF cycles is expected to increase to mid-single digit globally. The main drivers for the growth are declining fertility rates for both females and males, improved reimbursement and coverage and supportive government policy due to population decline. For clinic partners like the Vitrolife Group, there is an additional opportunity to increase the adoption of genetic testing and EmbryoScope®, as well as market share opportunities for consumable products.

An uncertain macroeconomic environment may pose challenges as fertility treatment costs are comparatively high in parts of the world, most notably the U.S. However as coverage and reimbursement continues to increase this will lessen the out-of-pocket expenses over time, making the industry less exposed to macroeconomic fluctuations.

From a short-term perspective, the market conditions for the Vitrolife Group may be impacted by general market conditions such as regulations, trade barriers, sanctions, customer perception, etcetera that may impact parts of our product and services portfolio.

Events after the closing date

Ermanno Sironi appointed as Chief Operating Officer (COO) on February 21, 2025, introducing the role to the executive management team.

On 4 March 2025, A PGT-A class action lawsuit was filed against Vitrolife AB (publ), Vitrolife Inc and Igenomix USA, Inc in the court of the Southern District of Florida. Vitrolife Group will,

together with our legal counsel in the US, evaluate the class action and its potential scope and financial effects and update the market in due course when further information is available.

Parent Company

Parent Company activities focus on Group-wide management. Parent Company income included management fees of SEK 25 (47) million. Net financial items amounted to SEK 47 (2,820) million. Financial items for 2023 were impacted by an impairment of shares of SEK 3,000 million following the group impairment of Genetic Services. Net financial items were positively affected by dividends of SEK 85 (219) million received from participations in Group companies. Income after financial items amounted to SEK 25 (-2,837) million.

The Parent Company's assets largely comprise shares in Group companies and receivables from Group companies. The value of shares in Group companies amounted to SEK 12,841 (12,637) million at the reporting date. For further information on participations in Group companies, refer to Note 28. Cash and cash equivalents amounted to SEK 521 (412) million.

Proposed appropriation of profit

At the disposal of the Annual General Meeting

Share premium reserve	SEK 13,371,406,360
Retained earnings	SEK -1,749,740,553
Income for the year	SEK 140,408,640
Total available funds	**SEK 11,762,074,467**

The Board of Directors propose that the available funds be appropriated as follows:

Dividend (SEK 1.10)	SEK 148,991,909
Carried forward	SEK 11,613,082,558
Total	**SEK 11,762,074,467**

The dividend proposal is within the framework of the dividend policy adopted by the Vitrolife Group (see page 57). The Board finds that there is full cover for the Group's restricted equity after the proposed appropriation of profit. The Board also finds that the proposed dividend to the shareholders is justifiable due to the factors stated in chapter 17, section 3, paragraphs 2 and 3 of the Swedish Companies Act (nature, scope and risks associated with the operations, and the need to strengthen the balance sheet, liquidity and financial position in general).

The financial reports were approved for publication by the Parent Company's Board of Directors on 27 March 2025. As to the Vitrolife Group's earnings and position otherwise, refer to the following income statements, balance sheets and cash flow statements with their accompanying notes.

Five-year summary, Group

SEK million	2024	2023	2022	2021	2020
Condensed income statements					
Net sales	3,609	3,512	3,234	1,681	1,246
Gross income	2,139	1,977	1,780	1,046	768
Operating income	783	-3,589	654	435	370
Income after financial items	674	-3,712	537	460	366
Income for the year	514	-3,851	394	344	288
Depreciation, amortisation and impairment	442	4,275*	396	109	84
Condensed statement of financial position					
Intangible assets	14,463	13,904	18,522	17,548	703
Property, plant and equipment	428	349	318	333	142
Financial assets	54	52	36	49	39
Deferred tax assets	144	111	102	92	6
Inventories	422	413	405	313	204
Trade receivables	648	503	454	391	216
Other current receivables	152	136	135	72	20
Cash and cash equivalents	1,135	861	578	630	974
Total assets	**17,446**	**16,329**	**20,551**	**19,429**	**2,305**

* Including non-recurring impairment losses of SEK 4,300 million.

SEK million	2024	2023	2022	2021	2020
Equity attributable to Parent Company shareholders	13,639	12,722	16,736	15,322	2,013
Non-controlling interests	2	1	4	19	4
Deferred tax liabilities	1,056	1,035	1,102	1,069	16
Other provisions	50	72	33	28	22
Borrowings, non-current	1,837	1,875	1,988	1,944	–
Lease liabilities, non-current	92	67	55	82	49
Other non-current liabilities	65	0	12	11	25
Borrowings, current	115	114	153	429	–
Lease liabilities, current	45	33	29	27	14
Trade payables	203	171	181	173	26
Other current liabilities	342	240	258	326	137
Total liabilities and equity	**17,446**	**16,329**	**20,551**	**19,429**	**2,305**
Condensed cash flow statements					
Cash flow from operating activities	907	757	636	384	356
Cash flow from investing activities	-377	-124	-144	-6,518	-20
Cash flow from financing activities	-286	-300	-582	5,749	-27
Cash flow for the year	**245**	**333**	**-91**	**-385**	**310**
Opening cash and cash equivalents	861	578	630	974	690
Exchange rate differences in cash and cash equivalents	29	-50	39	42	-26
Closing cash and cash equivalents	1,135	861	578	630	974
Other					
Investments, excl. acquisitions	-202	-119	-88	-63	-20
Sales outside Sweden, %	99	99	99	99	98

Financial statements

Contents Financial statements

Vitrolife AB (publ) share

The Vitrolife AB (publ) share was listed on NASDAQ Stockholm, Large Cap in 2024. The share has been listed since 26 June 2001 under the short name VITR.

Share structure

The share capital of Vitrolife AB (publ) amounted to SEK 27,631,238 (27,631,238) on 31 December 2024, divided into 135,447,190 (135,447,190) shares with a quota value of SEK 0.204. All shares have equal voting rights and an equal right to a share in the Vitrolife Group's assets and income. There were no outstanding warrants as of 31 December 2024.

Share price and turnover

On 31 December 2024, the share price was SEK 215.00 per share upon last payment (194.70), which was an increase of 10% since the previous year-end. NASDAQ Stockholm's index increased by 3.63% over the same period. At the end of 2024, the market capitalisation of Vitrolife AB (publ) amounted to SEK 29,121 million (26,372) based on the latest price paid. The highest share price during the year was SEK 268.00 (269.60), which was recorded on 11 September (2 February). The lowest share price during the year was SEK 156.00 (123.90), which was recorded on 25 April (27 October). The number of Vitrolife AB (publ) shares traded on NASDAQ Stockholm during the year amounted to 27,011,449 (51,716,252) at a value of SEK 5,400 million (9,930). The number of trades completed was 223,405 (274,369). The number of shares traded corresponded to 20% (38) of the number of shares outstanding at the end of the year. (Source: Modular Finance AB)

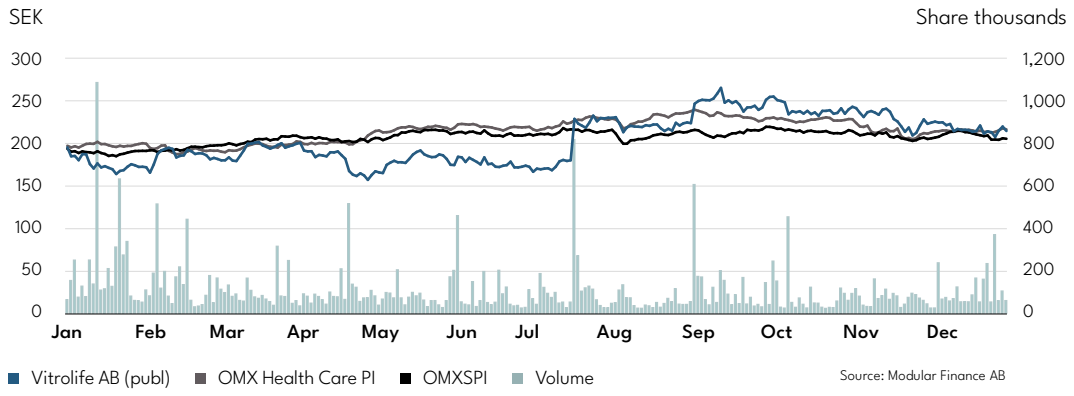
Ownership structure

At the end of the year, the number of shareholders in Vitrolife AB (publ) was 14,724 (17,860). Of these, 91% owned 1,000 or fewer shares. The ten largest shareholders accounted for 67% (70) of the shares. The proportion of shareholders registered at addresses outside Sweden was 47% (49).

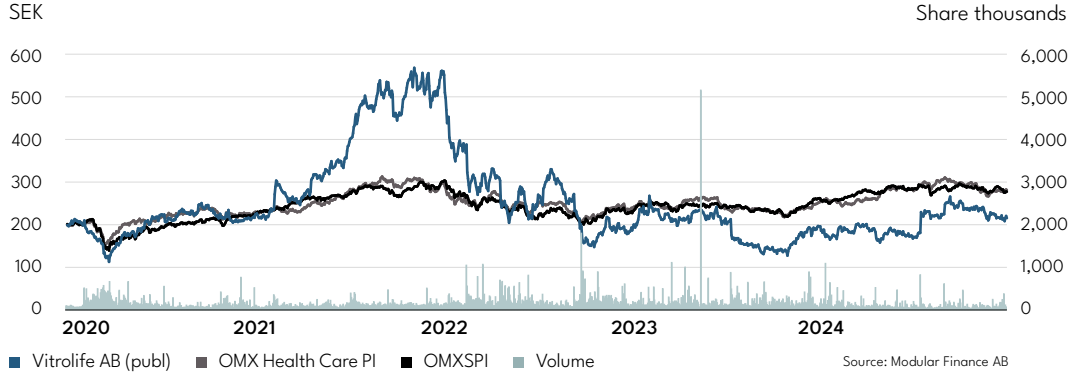
Dividend policy and dividend

The Board of Directors and CEO of Vitrolife AB (publ) intend to propose an annual dividend, or other equivalent form of distribution, which corresponds on average over time to 30% of net profit after tax paid. When deciding on a proposed dividend or equivalent, the Group's

Share price and turnover 2024



Five-year share price development



future profits, financial position, capital requirements and position in general will be taken into account. The Vitrolife Group's net debt should not normally exceed a multiple of three times operating income before depreciation and amortisation (EBITDA).

In 2024, a dividend of SEK 1.00 (0.85) per share was paid. In accordance with the dividend policy, it is the intention of the Board to propose that the 2025 Annual General Meeting resolve in favour of a dividend of SEK 1.10 (1.00) per share.

Repurchase of own shares

The Board received authorisation from the 2024 Annual General Meeting to acquire its own shares in order to adjust the capital structure. No repurchase of own shares was carried out in the year.

Share-based incentive programme

In accordance with the Board's proposal, the 2024 Annual General Meeting resolved to introduce a long-term incentive programme (LTIP 2024) for certain key employees to encourage personal long-term shareholding in Vitrolife AB, as well as to increase and strengthen opportunities to recruit, retain and motivate employees. The aim was also to use the LTIP 2024 to unite employees' and shareholders' interests. For more information about the programme, see the Management Report on page 72.

The Vitrolife Group also has two outstanding share-based incentive programmes in line with decisions taken at the 2022 and 2023 AGMs. For more information about these programmes, see pages 71-72 and www.vitrolifegroup.com.

Share price and updated information

Updated information about the share can be found at www.vitrolifegroup.com. The website also has press releases, quarterly reports and annual reports and the opportunity to subscribe to these by e-mail.

Individuals in senior positions

Individuals in senior positions, as well as those related to them, must, in accordance with the EU Market Abuse Regulation, notify the issuer and the Swedish Financial Supervisory Authority

Data per share

	2024	2023	2022	2021	2020
Average* number of shares outstanding, before dilution	135,410,955	135,394,622	135,394,622	114,625,046	108,550,575
Average* number of shares outstanding, after dilution**	135,518,490	135,394,622	135,394,622	114,625,046	108,550,575
Number of shares at end of period*	135,447,190	135,447,190	135,447,190	135,447,190	108,550,575
Equity per share, SEK	100.70	93.93	123.56	113.12	18.54
Earnings per share before dilution, SEK	3.79	-28.44	2.91	2.97	2.64
Earnings per share after dilution, SEK	3.78	-28.44	2.91	2.97	2.64

* Average number of shares has been reduced by own holding of 24,568 shares (52,568) as at 31 December 2024.

** Some dilution occurred in 2024 as a result of share-based incentive programmes; as at 31 December 2024 there was no dilution due to share-based incentive programmes.

Vitrolife AB (publ), ten largest shareholders

Shareholders	Number of shares	Shares and votes, %
William Demant Invest A/S	38,829,825	28.67
Bure Equity AB (publ)	21,510,257	15.88
AMF – Insurance and Funds	7,144,219	5.27
Fourth Swedish National Pension Fund	4,620,412	3.41
Swedbank Robur Fonder	4,542,402	3.35
Cliens Fonder	2,850,825	2.10
Vanguard	2,809,225	2.07
SEB Investment Management	2,784,396	2.06
Handelsbanken Fonder	2,728,673	2.01
Man GLG	2,677,259	1.98
Other shareholders	44,949,697	33.19
Total	**135,447,190**	**100**

Source: Modular Finance, 31 December 2024

(Finansinspektionen) of any transactions carried out on their behalf regarding shares and other financial instruments issued by that issuer. The Board members, the CEO and the CFO were considered to be individuals in senior positions at the Vitrolife Group during 2024.

Analysts

The following analysts publish ongoing analyses of Vitrolife AB (publ):

- ABG Sundal Collier
- Carnegie
- DNB Bank ASA
- Handelsbanken
- SEB
- Redeye
- Nordea

Reasons to invest in Vitrolife AB (publ)

- Underlying resilient market growth.
- High quality brands linked with outstanding service and support.
- Proven track record of profitable growth.
- Innovation and technology leader within fertility.
- Ambitious strategy and long-term objectives.

Shareholder statistics

Individual shareholding, no. of shares	Number of shares, thousand	Number of shareholders	Shares and votes, %
1–500	970	12,641	0,72
501–1,000	613	753	0,45
1,001–5,000	2,334	956	1,72
5,001–10,000	1,025	139	0,76
10,001–20,000	1,162	80	0,86
20,001–50,000	1,947	65	1,44
50,001–	127,396	90	94.05
Total	**135,447**	**14,724**	**100**

Source: Modular Finance, 31 December 2024

The Group's key ratios

	2024	2023	2022	2021	2020
Margin metrics					
Gross margin, %	59.3	56.3	55.0	62.2	61.6
Operating margin before depreciation and amortisation (EBITDA), %	34.0	32.3	32.5	32.4	36.5
Operating margin (EBIT), %	21.7	-102.2	20.1	25.9	29.7
Other metrics					
Return on equity, %	3,9	-23.8	2.4	5.4	14.8
Average number of employees	1,082	1,084	1,117	478	405
Net debt*, SEK m	817	1,128	1,563	1,743	-974
Equity/assets ratio, %	78.2	77.9	81.4	79.0	87.5
Share data					
Average number of shares outstanding, before dilution	135,410,955	135,394,622	135,394,622	114,625,057	108,550,575
Average number of shares outstanding, after dilution	135,518,490	135,394,622	135,394,622	114,625,057	108,550,575
Number of shares on the reporting date	135,447,190	135,447,190	135,447,190	135,447,190	108,550,575
Earnings per share before dilution, SEK	3.79	-28.44	2.91	2.97	2.64
Earnings per share after dilution, SEK	3.78	-28.44	2.91	2.97	2.64
Cash flow from operating activities per share before dilution, SEK	6,70	5.59	4.69	3.35	3.28
Cash flow from operating activities per share after dilution, SEK	6,70	5.59	4.69	3.35	3.28
Equity per share, SEK	100.70	93.93	123.52	113.12	18.54
Dividend per share, SEK	1.10**	1.00	0.85	0.80	0.80
Share price on closing date, SEK	215.00	194.70	186.20	560.0	215.80
P/E ratio	56.8	-6.8	64.0	188.6	81.7

* Negative value implies net receivable. ** Proposed dividend subject to AGM approval.

For definitions, justifications and reconciliations of key ratios, see pages 130–132.

Income statements

		Group		Parent Company	
SEK million	**Note**	**2024**	**2023**	**2024**	**2023**
	2, 3, 14, 15				
Net sales	4, 5	3,609	3,512	25	47
Cost of sales		-1,470	-1,534	–	–
Gross income		**2,139**	**1,977**	**25**	**47**
Selling expenses		-754	-684	–	–
Administrative expenses		-478	-433	-48	-64
Research and development costs		-117	-127	–	–
Other operating income	6	11	5	2	–
Other operating expenses	7	-18	-4,328	-1	-1
Operating income	8, 9, 10, 12, 27	**783**	**-3,589**	**-22**	**-17**
Net financial items	11, 12				
Financial income		25	19	167	292
Financial expenses		-134	-142	-120	-3,112
Income after financial items		**674**	**-3,712**	**25**	**-2,837**
Appropriations (Group contribution received)		–	–	130	130
Income taxes	13	-160	-139	-15	-15
Income for the year		**514**	**-3,851**	**140**	**-2,723**
Attributable to					
Parent Company shareholders		513	-3,851	140	-2,723
Non-controlling interests		1	0	–	–
Depreciation, amortisation and impairment		-442	-4,725*	–	–
Earnings per share before dilution, SEK	21	3.79	-28.44	–	–
Earnings per share after dilution, SEK	21	3.78	-28.44	–	–

* Including non-recurring impairment losses of SEK 4,300 million.

Statements of comprehensive income

	Group		Parent Company	
SEK million	**2024**	**2023**	**2024**	**2023**
Income for the year	514	-3,851	140	-2,723
Other comprehensive income				
Items that may be reclassified to profit or loss				
Exchange rate differences	532	-20	–	–
Total other comprehensive income	**532**	**-20**	**–**	**–**
Comprehensive income	**1,046**	**-3,872**	**140**	**-2,723**
Attributable to				
Parent Company shareholders	1,045	-3,871	140	-2,723
Non-controlling interests	1	-1	–	–

Statements of financial position

		Group		Parent Company	
SEK million	**Note**	**31 Dec 2024**	**31 Dec 2023**	**31 Dec 2024**	**31 Dec 2023**
ASSETS	2, 3, 26				
Non-current assets					
Goodwill	3, 14	10,121	9,591	–	–
Other intangible assets	3, 14	4,342	4,314	12	0
Property, plant and equipment	3, 15, 27	428	349	0	0
Participations in Group companies	28	-	-	12,841	12,637
Other financial assets		54	50	20	17
Receivables from Group companies, non-current		-	-	1,422	1,374
Deferred tax assets	13	144	111	5	5
Total non-current assets		**15,089**	**14,415**	**14,300**	**14,033**
Current assets					
Inventories	16	422	413	–	–
Trade receivables	17	648	503	–	–
Receivables from Group companies		–	–	259	119
Current tax assets		33	45	–	–
Other receivables		53	34	0	0
Prepaid expenses and accrued income	18	66	57	1	1
Cash and cash equivalents	19	1,135	861	521	412
Total current assets		**2,357**	**1,914**	**782**	**532**
TOTAL ASSETS		**17,446**	**16,329**	**15,082**	**14,565**

Statements of financial position

		Group		Parent Company	
SEK million	**Note**	**31 Dec 2024**	**31 Dec 2023**	**31 Dec 2024**	**31 Dec 2023**
EQUITY	20, 21				
Group					
Share capital		28	28	–	–
Other contributed capital		13,544	13,544	–	–
Reserves		1,676	1,144	–	–
Retained earnings incl. income for the year		-1,608	-1,993	–	–
Parent Company					
Restricted equity					
Share capital		–	–	28	28
Statutory reserve		–	–	173	173
Unrestricted equity					
Share premium reserve		–	–	13,371	13,371
Retained earnings		–	–	-1,750	1,097
Income for the year		–	–	140	-2,723
Equity attributable to Parent Company shareholders		**13,639**	**12,722**	**11,962**	**11,946**
Non-controlling interests		2	1	–	–
TOTAL EQUITY		**13,641**	**12,723**	**11,962**	**11,946**

		Group		Parent Company	
SEK million	**Note**	**31 Dec 2024**	**31 Dec 2023**	**31 Dec 2024**	**31 Dec 2023**
LIABILITIES	2, 3, 26				
Non-current liabilities					
Provisions	23	50	72	26	22
Deferred tax liabilities	13	1,056	1,035	–	–
Borrowings	22	1,837	1,875	1,830	1,875
Lease liabilities	22, 27	92	67	–	–
Other liabilities	24	65	–	48	–
Total non-current liabilities		**3,100**	**3,049**	**1,904**	**1,897**
Current liabilities					
Borrowings	22	115	114	115	111
Lease liabilities	22, 27	45	33	–	–
Trade payables		203	171	1	2
Liabilities to Group companies		–	–	1,065	594
Current tax liabilities		26	19	2	10
Other liabilities	24	100	56	23	0
Accrued expenses and deferred income	25	216	165	11	5
Total current liabilities		**705**	**557**	**1,216**	**722**
TOTAL LIABILITIES		**3,805**	**3,606**	**3,120**	**2,619**
TOTAL EQUITY AND LIABILITIES		**17,446**	**16,329**	**15,082**	**14,565**

Changes in equity

Group

SEK million	Attributable to Parent Company shareholders				Non-controlling interests	Total equity
	Share capital	Other contributed capital	Reserves	Retained earnings		
Opening balance 1 Jan 2023	**28**	**13,544**	**1,164**	**2,000**	**4**	**16,740**
Comprehensive income for the year	–	–	-20	-3,851	-1	-3,872
Currency effect from devaluation	–	–	–	-35	–	-35
Equity compensation benefits	–	–	–	17	–	17
Dividend (SEK 0.85 per share)	–	–	–	-115	–	-115
Acquisition of non-controlling interest*	–	–	–	-8	-2	-10
Closing balance 31 Dec 2023	**28**	**13,544**	**1,144**	**-1,993**	**1**	**12,723**
Opening balance 1 Jan 2024	**28**	**13,544**	**1,144**	**-1,993**	**1**	**12,723**
Comprehensive income for the year	–	–	532	513	1	1,046
Equity compensation benefits	–	–	–	14	–	14
Dividend (SEK 1.00 per share)	–	–	–	-135	–	-135
Acquisition of non-controlling interest**	–	–	–	-6	-1	-7
Closing balance 31 Dec 2024	**28**	**13,544**	**1,676**	**-1,608**	**2**	**13,641**

* During 2023, the Group acquired the remaining shares (5%) of Igenomix Perú, S.A.C. and the remaining shares (5%) of Igenomix Chile, SLP.

** In 2024, the Group acquired the remaining shares (0.2%) of Igenomix Brasil Laboratorio de medicina genética, LTDA.

Parent Company

SEK million	Restricted equity		Unrestricted equity			Total equity
	Share capital	Statutory reserve	Share premium reserve	Retained income	Income for the year	
Opening balance 1 Jan 2023	**28**	**173**	**13,371**	**995**	**202**	**14,768**
Proposed appropriation of profits	–	–	–	202	-202	–
Comprehensive income for the year	–	–	–	–	-2,723	-2,723
Equity compensation benefits	–	–	–	15	–	15
Dividend (SEK 0.85 per share)	–	–	–	-115	–	-115
Closing balance 31 Dec 2023	**28**	**173**	**13,371**	**1,097**	**-2,723**	**11,946**
Opening balance 1 Jan 2024	**28**	**173**	**13,371**	**1,097**	**-2,723**	**11,946**
Proposed appropriation of profits	–	–	–	-2,723	2,723	–
Comprehensive income for the year	–	–	–	–	140	140
Equity compensation benefits	–	–	–	11	–	11
Dividend (SEK 1.00 per share)	–	–	–	-135	–	-135
Closing balance 31 Dec 2024	**28**	**173**	**13,371**	**-1,750**	**140**	**11,962**

Cash flow statements

SEK million	Note	Group 2024	Group 2023	Parent Company 2024	Parent Company 2023
	19				
Operating activities					
Income after financial items		674	-3,712	25	-2,837
Adjustment for non-cash items		509	4,801	-74	2,767
Tax paid		-208	-213	-24	-23
Cash flow from operating activities before changes in working capital		**975**	**876**	**-73**	**-93**
Change in inventories		2	-15	–	–
Change in operating receivables		-174	-95	9	-6
Change in operating payables		104	-9	6	-12
Cash flow from operating activities		**907**	**757**	**-58**	**-111**
Investing activities					
Investments in intangible assets	14	-110	-52	-13	0
Investments in property, plant and equipment	15	-92	-67	–	–
Sale of property, plant and equipment		4	6	–	–
Acquisition of non-controlling interests		–	-10	–	–
Acquisition of subsidiary/business, net impact on liquidity	30	-112	–	-118	–
Acquisition of net assets of a business	30	-45	–	–	–
Cash flows from losing control of subsidiaries		-22	–	–	–
Cash flow from investing activities		**-377**	**-124**	**-131**	**0**

SEK million	Note	Group 2024	Group 2023	Parent Company 2024	Parent Company 2023
Financing activities					
Borrowings		13	–	–	–
Repayment of borrowings		-114	-126	-114	-114
Change in overdraft facility/credit line		-3	-27	–	–
Net change in cash pool		–	–	371	257
Net change in borrowings from subsidiaries		–	–	-43	155
Repayment of lease liabilities		-46	-31	–	–
Dividends paid		-135	-115	-135	-115
Group contributions received		–	–	130	130
Dividends received		–	–	85	93
Cash flow from financing activities		**-286**	**-300**	**292**	**406**
Cash flow for the year		245	333	103	295
Opening cash and cash equivalents		861	578	412	133
Exchange rate differences in cash and cash equivalents		29	-50	6	-15
Closing cash and cash equivalents		**1,135**	**861**	**521**	**412**

Notes to the financial statements

Vitrolife AB (the Parent Company) and its subsidiaries comprise an international medical device Group. Vitrolife develops, produces and markets products and services for assisted reproduction. The Parent Company, Vitrolife AB (publ), corporate identity number 556354-3452, is a limited liability company registered in Sweden with its registered office in Gothenburg, Sweden. The visiting address is Gustaf Werners gata 2 and the postal address is PO Box 9080, SE-400 92 Gothenburg, Sweden. The Parent Company is listed on the Large Cap list of NASDAQ Stockholm.

The Board of Directors resolved to adopt these consolidated financial statements for publication on 27 March 2025.

Note 1. Material accounting policies

Compliance with standards and legislation
The consolidated financial statements have been prepared in accordance with the Swedish Annual Accounts Act, RFR 1 Supplementary Accounting Rules for Groups and International Financial Reporting Standards (IFRS), published by the International Accounting Standards Board (IASB) and interpretations issued by the International Financial Reporting Interpretations Committee (IFRIC) as adopted by the EU for application within the EU.

The Parent Company applies the same accounting policies as the Group except in the cases listed below in the section "Parent Company accounting policies". The deviations arising between the Parent Company's and the Group's accounting policies are due to the limitations on the possibility of applying IFRS in the Parent Company in compliance with the Swedish Annual Accounts Act and the Pension Obligations Vesting Act and in certain cases for tax reasons.

Functional currency and reporting currency
Items included in the financial statements of the various entities of the Group are valued in the currency used in the primary economic environment of each company's operations (functional currency). The Parent Company's functional currency is SEK, which is also the reporting currency for the Parent Company and the Group. This means that the financial statements are presented in SEK. All figures, unless otherwise stated, are rounded off to the nearest million. Rounding affects total figures, which is why the figures in some tables may appear not to add up.

Assets and liabilities in foreign subsidiaries, including goodwill and other consolidated surplus and deficit values, are translated to SEK at the exchange rate on the reporting date. Income and expenses in foreign subsidiaries are translated to SEK at an average rate for each year. Translation differences that arise in currency translations of foreign subsidiaries are recognised in other comprehensive income.

Foreign currency
Transactions in foreign currency are measured in the functional currency at the exchange rate prevailing on the transaction date. Monetary assets and liabilities in foreign currency are measured in the functional currency at the exchange rate prevailing on the reporting date. Exchange rate differences arising on translation are recognised in profit or loss. Non-monetary assets and liabilities that are recognised at historic cost are translated at the exchange rate applicable on the transaction date. Non-monetary assets and liabilities that are recognised at fair value are translated to the functional currency at the exchange rate applicable on the date of fair-value measurement. The change in exchange rates is then recognised in the same manner as other changes in value for the asset or liability.

New accounting policies for 2024
No standards, amendments or interpretations that entered into force in 2024 are deemed to have had material impact on the Group financial statements.

New accounting policies for 2025 and later
No IFRSs and IFRIC interpretations that have not yet come into effect or been applied by the Vitrolife Group are expected to have any material impact on the Group, with the exception of IFRS 18. Vitrolife has started to evaluate the potential impacts of applying IFRS 18.

The following exchange rates have been applied in these statements:

	Average exchange rate		Closing rate	
Currency	2024	2023	31 Dec 2024	31 Dec 2023
EUR	11,4322	11.4765	11,4865	11.0960
USD	10.5614	10.6128	10.9982	10.0416
AUD	6.9731	7.0468	6.8552	6.8228
GBP	13.5045	13.1979	13.8475	12.7680
CNY	1,4680	1.4982	1,5067	1.4133
JPY	0.0698	0.0756	0.0698	0.0710
DKK	1,5327	1.5403	1,5398	1.4888
HUF	0.0289	0.0301	0.0279	0.0290

Source: The Riksbank

Note 1. Material accounting policies (cont.)

Parent Company accounting policies
The Parent Company prepares its annual accounts in accordance with the Swedish Annual Accounts Act (1995:1554) and the Financial Accounting Standards Council's recommendation RFR 2 Accounting for Legal Entities. Under RFR 2, the Parent Company, in preparing the annual financial statements for the legal entity, applies all EU-approved IFRSs and statements insofar as this is possible within the framework of the Swedish Annual Accounts Act and with respect to the connection between accounting and taxation. The recommendations specify which exceptions and additions are to be made from and to IFRS. The differences between the accounting policies of the Group and the Parent Company are stated below.

The accounting policies for the Parent Company stated below have been consistently applied to all periods presented in the financial statements of the Parent Company. The accounting policies are unchanged compared with the previous year. The Parent Company applies the exception rule in RFR2, which states that a legal entity does not have to comply with IFRS 16.

Shares and participations
Shares and participations in Group companies are recognised at cost. This means that transaction costs are included in the carrying amount of shares and participations in Group companies. Impairment testing is performed annually. Dividends are recognised in profit or loss.

Income taxes
Untaxed reserves including deferred tax liabilities are recognised in the Parent Company. However, in the consolidated financial statements, untaxed reserves are divided into deferred tax liabilities and equity.

Shareholder contributions and Group contributions
The payee recognises unconditional shareholder contributions directly in equity and the payer capitalises them under shares and participations, to the extent that impairment is not required. Group contributions are recognised according to the alternative rule in RFR 2. Group contributions are recognised as appropriations.

Presentation of accounting policies
The accounting policies for the Group stated in this annual report have been applied to all periods presented in the consolidated financial statements, unless otherwise stated. The Group's accounting policies have been applied consistently in the reporting and consolidation of subsidiaries. The Vitrolife Group presents the accounting choices made within the framework of the prevailing IFRS policy in conjunction with each note to provide enhanced understanding.

Note 2. Financial risk management

Financial policy

The Vitrolife Group is exposed to a number of financial risks in the different countries and sectors in which the Group operates and through its business activities. These risks may prevent the Group from achieving its goals and strategies.

The Group has a corporate policy for its financial operations that defines the financial risks and states how the Group should manage these risks.

Liquidity risk

Liquidity risk is the risk that the Group may incur losses if it does not have sufficient funds to meet its obligations.

The Group's policy is to ensure that the Group is able to meet its payment obligations while simultaneously minimising the need for borrowing and avoiding financing on unfavourable terms. The Group had available and undrawn credit facilities of SEK 100 million as at 31 December 2024, providing adequate cover for this purpose.

The Group has a fixed-term loan facility under consortium lending which includes requirements for covenants in respect of a number of key ratios. The key ratios are calculated based on the Group's operating income before depreciation and amortisation (EBITDA), interest expenses and net debt, adjusted for the effects of IFRS 16. As at 31 December 2024, these requirements were met with a good margin, as they have been in prior periods.

Refinancing risk

Refinancing risk is the risk that existing debt cannot be refinanced or may have to be refinanced at an unusually high cost.

Under the Group's policy to minimise refinancing risk, not more than 50% of total debt should mature within the next 12 months. The Group's external financing mostly comprises a loan facility of EUR 170 million due to mature in Q4 2026. The maturity structure of the Group's financial liabilities including future interest payments (undiscounted amounts) is shown in the table on the left.

Currency risk

Currency risk is the risk of exchange rate fluctuations impacting the Group's financial statements.

This risk is related to changes in expected and contracted payment flows (transaction exposure), revaluation of foreign subsidiaries' assets and liabilities in foreign currencies (translation exposure), financial exposure in payment flows for loans and investments (transaction exposure) and future mergers and acquisitions in foreign currency (financial risk). The aim is to minimise the impact of currency fluctuations on the Group's financial statements. This means that the Group is striving to centralise its currency risk management, increase natural currency hedging and distribute net debt across currencies in which the Group has revenue (primarily EUR and USD). The Group does not use financial derivatives as hedging instruments.

Transaction exposure

In terms of cash flow risk, the Group's largest exposure is to EUR, due to inflows exceeding outflows, and to DKK, where inflows are lower than outflows. The Group also has significant

The maturity structure of the Group's financial liabilities including future interest payments (undiscounted amounts):

	Within 1 year	2 years	3 years	4 years	>4 years	Total
31 Dec 2024						
Borrowings*	190	1,897	–	1	6	2,094
Lease liabilities	46	34	28	24	17	149
Trade payables	203	–	–	–	–	203
Other liabilities	32	21	27	–	6	86
31 Dec 2023						
Borrowings*	212	190	1,897	–	–	2,299
Lease liabilities	36	24	17	16	14	107
Trade payables	171	–	–	–	–	171
Other liabilities	–	–	–	–	–	–

* Borrowings are in EUR and are expected to be repaid in EUR received from sales. The exchange rate exposure for these loans has therefore not been hedged.

Note 2. Financial risk management (cont.)

Net transaction exposure is allocated over the following currencies:

	Transaction exposure, net	Effect on operating income of 10% rise or fall in SEK
Original currency		
EUR	541	54
CNY	278	28
USD	267	27
AUD	232	23
GBP	128	13
JPY	101	10
DKK	-157	-16
Other	24	2
Total	**1,414**	**141**

exposure to CNY, USD, AUD, GBP and JPY, in all of which inflows exceed outflows. A change in the SEK exchange rate against these currencies of +/-10% would have an effect on income before tax of +/- SEK 141 million.

Translation exposure

The Group's translation exposure risk is attributable to net investments in foreign operations and assets and liabilities in foreign currency that are attributable to operating activities. Translation attributable to net investments in foreign operations can generate a positive or negative translation difference that is recognised in equity through other comprehensive income. The exchange rate effect of recalculating assets and liabilities in foreign currency attributable to operating activities, such as trade receivables and trade payables, affects operating income. All translation of financial items affects net financial items. The Vitrolife Group's largest translation exposure is to EUR and mainly comprises intangible assets and loans.

Interest rate risk

In terms of the Group's financial liabilities, the Group is exposed to the risk of fluctuations in variable rates on long-term loans and credit facilities, which affects cash flow and fair value.

A significant factor that affects interest rate risk is the rate fixation period. Based on the reporting date, a change in interest rate of 100 points on interest-bearing liabilities would affect the Group's future income before tax by SEK 20 million. The sensitivity analysis assumes that all other factors, such as exchange rates, remain unchanged. No financial derivatives were used to manage interest rate exposure in 2024.

Credit risk

Credit risk describes the Group's financial asset risk and arises if a counterparty does not meet its contractual payment commitments to the Group, which can lead to credit losses. The Group's maximum exposure is the fair value of financial assets, which amounted to SEK 1,800 million (1,382). For asset structure, refer to Note 26.

The Group's interest-bearing financial assets consist mainly of bank balances and are estimated to have low credit risk since the counterparties have a high creditworthiness rating. Customer credit risk is a significant risk and various measures are being implemented to prevent the risk from being realised. The Group assesses the credit risk relating to expected credit losses on trade receivables at local level, while assessments according to IFRS are made at Group level. The Group has historically had low credit losses. The risk of credit losses is deemed to have increased in some markets compared with previous years and is measured on a continuous basis. For further information about trade receivables, see Note 17.

Capital structure

The Group's aim regarding capital structure is to secure the Group's ability to continue operations so that it can continue to generate returns for shareholders and to maintain an optimal capital structure to keep the cost of capital down. The Group defines capital as equity.

The Board's view is that the Vitrolife Group should have a strong capital base and a high level of cash and cash equivalents to enable continued high growth, both organically and through acquisitions. The Group's goal is that net debt should not exceed a multiple of three times EBITDA. Net debt in relation to EBITDA was 0.7 at the reporting date.

Note 3. Significant estimates and assessments

Preparing the financial statements in conformity with IFRS requires management to make assessments, estimates and assumptions that affect the application of the accounting policies and the carrying amounts of assets, liabilities, income and expenses. These estimates and assumptions are based on historic experience and a number of other factors deemed reasonable under the prevailing circumstances. The results of these estimates and assumptions are later used to assess the carrying amounts of assets and liabilities that are not otherwise clearly apparent from other sources. The actual outcome may deviate from these estimates and assessments.

The estimates and assumptions are regularly reviewed. Changes in the estimates are recognised in the period they are made if this is the only period affected by the change, or in the period the changes are made and in future periods if they also affect future periods.

Assessments made by management that have a substantial effect on the financial statements and estimates made that may involve material adjustments to the following year's financial statements are described in detail below.

Impairment testing of goodwill and other intangible assets

When calculating the recoverable amounts of cash-generating units as part of assessing whether any impairment of goodwill and other intangible assets is needed, several assumptions are made regarding future conditions and estimates of parameters. An account of these can be found in Note 14.

Note 4. Segment reporting

The Vitrolife Group reports its segments in three geographical regions with net sales and market contribution per geographical segment. Market contribution is defined as gross income less selling expenses for each market. Administrative expenses, research and development costs and other operating income and expenses and net financial items are not distributed by segment. The balance sheet is not monitored by segment. Operating segments are reported in a manner consistent with the internal reporting provided to the chief operating decision-maker (CODM). The CODM is the function that is responsible for allocating resources and assessing the performance of the operating segments. For the Group, this function has been identified as the CEO. Sales are also monitored in the three business areas whose products and services are sold by the three geographical market organisations.

In 2024, no single customer of the Vitrolife Group accounted for more than 10% of total sales.

	2024				2023			
	EMEA	Americas	APAC	Total	EMEA	Americas	APAC	Total
Net sales	**1,376**	**1,148**	**1,085**	**3,609**	**1,287**	**1,157**	**1,067**	**3,512**
Gross income	**826**	**629**	**684**	**2,139**	**734**	**562**	**681**	**1,977**
Selling expenses	-329	-263	-161	-754	-261	-249	-174	-684
Market contribution	**497**	**366**	**523**	**1,385**	**473**	**313**	**507**	**1,293**
Administrative expenses				-478				-433
Research and development costs				-117				-127
Other operating income and expenses				-7				-4,322
Operating income				**783**				**-3,589**
Net financial items				-109				-123
Income after financial items				**674**				**-3,712**

Net sales and non-current assets by geographic segment

	Net sales		Non-current assets*	
	2024	2023	2024	2023
EMEA	1,376	1,287	13,057	12,423
of which Sweden	*23*	*21*	*2,799*	*2,742*
of which Spain	*218*	*180*	*9,055*	*8,705*
of which Denmark	*31*	*28*	*902*	*874*
Americas	1,148	1,157	1,460	1,467
of which USA	*748*	*786*	*1,428*	*1,447*
APAC	1,085	1,067	374	363
of which Japan	*231*	*255*	*188*	*179*
of which China	*330*	*287*	*66*	*63*
Total	**3,609**	**3,512**	**14,891**	**14,253**

* Non-current assets refers to intangible assets and property, plant and equipment, excluding financial instruments and deferred tax assets.

Note 5. Revenue

Accounting policies

Revenue recognition

The Vitrolife Group recognises revenue using the accounting principles of IFRS 15 as described below. The basic principle of IFRS 15 is that a company should recognise revenue to describe the transition of promised goods or services to customers at an amount that reflects the compensation that the company expects to be entitled to in exchange for these goods or services. To comply with this principle, a five-step model is applied, which consists of the following parts: Identify the agreement with the customer, identify the different performance obligations, determine the transaction price, allocate the transaction price to the various performance obligations and recognise revenue when performance obligations are met.

Revenue streams

The Group's sales are of products and services that clearly represent separate performance obligations. The Vitrolife Group also sells services in the form of servicing of products, primarily in the Technologies business area, and also in the form of recharging of freight. Sales in the Genetics business area mainly refer to services for genetic testing. For all products, freight is also invoiced to the customer.

Performance obligations and time of revenue recognition

The Group's sales are of products and services that clearly represent separate performance obligations. Sales of products are recognised as income when the customer takes control of the products, which is deemed to be at delivery to the customer. The warranties that come with the Group's products are standardised and are therefore not defined as separate performance obligations. Services for genetic testing, within the Genetics business area, are recognised as revenue when test results are delivered to customers.

The Vitrolife Group also sells maintenance services, primarily for products within the Technologies business area. Servicing is largely invoiced in advance and is recognised as revenue over the period of the servicing contract. Servicing income that is not recognised as revenue is recognised as deferred income (contractual liability) in the balance sheet.

Reinvoicing of freight is considered a service and is recognised as revenue at delivery.

Disclosures

Disaggregation of revenue

Vitrolife Group applies the following geographical segments: EMEA, Americas and APAC. Products and services are categorised into the following business areas: Consumables, Technologies and Genetics. The disaggregation of revenue per business area and segment is presented in the table on the next page. For more information on the company's segments, refer to Note 4. Disaggregation of revenue between products and services is also presented in the table below.

Net sales by products and services

	2024	2023
Products	2,100	2,016
Services	1,509	1,495
Total	**3,609**	**3,512**

	Products		Services	
	2024	2023	2024	2023
EMEA	860	788	516	499
APAC	829	821	256	246
Americas	411	407	736	750
Total	**2,100**	**2,016**	**1,509**	**1,495**

Contractual liabilities

The Group has contractual liabilities arising from services that are essentially invoiced in advance. Contractual liabilities are resolved over the period that service is delivered to the customers. The tables below provide information on the timing of when existing contractual liabilities are expected to be recognised as revenue, and revenue recognised during the reporting period, which was included in contract liabilities at the beginning of the period.

	2024	2023
Opening balance	44	43
Revenue recognised during the year	-41	-39
Additional contractual liabilities during the year	60	40
Translation difference	2	–
Closing balance	**65**	**44**

	2025	2026–	Total
Expected time of revenue recognition 2024	54	11	65

	2024	2025–	Total
Expected time of revenue recognition 2023	41	3	44

Note 5. Revenue (cont.)

Net sales per geographical segment and business area

	EMEA		Americas		APAC		Total	
	2024	2023	2024	2023	2024	2023	2024	2023
Consumables	559	503	295	262	530	503	1,384	1,268
Technologies	330	285	99	69	300	285	730	640
Genetics	487	499	754	826	255	279	1,495	1,604
Total	**1,376**	**1,287**	**1,148**	**1,157**	**1,085**	**1,067**	**3,609**	**3,512**
Of which Sweden	*23*	*22*					*23*	*22*

Net sales by timing of revenue recognition

	2024	2023
Over time	116	106
Point in time	3,493	3,406
Total	**3,609**	**3,512**

Note 6. Other operating income

	Group		Parent Company	
	2024	2023	2024	2023
Foreign exchange gains recognised under other operating income	–	–	1	–
Insurance refunds	1	0	–	–
Government grants	1	3	–	–
Other	9	2	1	–
Total	**11**	**5**	**2**	**–**

Note 7. Other operating expenses

	Group		Parent Company	
	2024	2023	2024	2023
Foreign exchange losses recognised under other operating expenses	-5	-24	–	-1
Loss from sale of property, plant and equipment	-4	-3	–	–
Impairment	–	-4,300	–	–
Transaction costs	-5	–	–	–
Other	-4	0	-1	–
Total	**-18**	**-4,328**	**-1**	**-1**

Note 8. Employees, personnel costs and Board fees

Accounting policies

Long-term share-based incentive programmes have been reported in accordance with "IFRS 2 - Share-based payment". According to IFRS 2, allotment of shares shall be recognised as a personnel cost during the qualifying period and shall be recognised directly in equity. Amounts booked in equity can differ from personnel costs in the income statement due to currency translation. Personnel costs in accordance with IFRS 2 do not affect cash flow. Social security contributions are expensed in the income statement through provisions on an ongoing basis. The magnitude of these ongoing provisions are revalued at each reporting date based on the fair value of the Performance shares.

Average number of employees (FTE)

	Total		Of whom men	
	2024	2023	2024	2023
Parent Company, Sweden	1	1	0	0
Subsidiaries				
Sweden	169	164	62	60
USA	192	197	77	76
Denmark	108	100	66	59
Brazil	62	68	12	14
Spain	228	217	86	82
Rest of world	322	337	133	141
Total	**1,082**	**1,084**	**436**	**432**

Percentage of women in senior positions

	2024	2023
Board of Directors	40%	40%
Executive management	60%	14%

Salaries, other benefits and social security contributions

	Salaries and benefits		Social security contributions	
	2024	2023	2024	2023
Parent Company	23	27	10	16
- of which pension costs	–	–	*3*	*7*
Subsidiaries	737	683	152	140
- of which pension costs	–	–	*38*	*34*
Total	**760**	**710**	**162**	**156**
- of which pension costs	–	–	*41*	*41*

Salaries and benefits allocated by country and between Board members/CEO and other employees

	Board/CEO		Other employees	
	2024	2023	2024	2023
Parent Company, Sweden	23	27	–	–
Subsidiaries				
Sweden	1	2	118	114
Denmark	5	4	100	96
USA	–	–	178	171
Spain	–	–	124	111
Rest of world	–	–	211	185
Total	**30**	**33**	**730**	**677**
- of which variable remuneration (bonus)	*13*	*10*	*58*	*39*

Defined-contribution pension plans

In Sweden, the Group funds defined-contribution pension plans for its employees. Outside Sweden, defined-contribution plans are partly defrayed by the subsidiaries and partly defrayed by fees paid by the employees. Payments to these plans are made on an ongoing basis pursuant to the rules of the respective plans. The premiums are expensed on an ongoing basis and there are no obligations to pay further fees. The Group's earnings are charged with costs as the benefits accrue.

Note 8. Employees, personnel costs and Board fees (cont.)

Remuneration of the Board of Directors and senior executives

Board of Directors

During the financial year, Board fees were paid based on the fees approved at the 2022 and 2023 Annual General Meetings (AGMs). On 25 April 2024, the Group's AGM resolved to pay Board fees of SEK 3,300 thousand (3,600) for the period until the next AGM. For information on remuneration of senior executives, see page 57.

Period of notice and termination benefits

The period of notice for the CEO is 12 months and for other senior executives 3 to 6 months. In the event of termination by Vitrolife Group, severance pay of a maximum of twelve months' salary will be paid to the CEO. No severance pay will be provided to other senior executives at the end of their employment. In 2023, a termination payment was made to former CEO Thomas Axelsson in accordance with the employment contract. The payment was recognised in the Q1 report. Bronwyn Brophy was paid a one-off sum of SEK 2,375 thousand in 2023 to compensate for the non-delivery of bonuses at previous employers. This compensation was a deviation from the guidelines decided by the general meeting.

Endowment insurance

Endowment insurance includes plans for the CEO and the former CEO of SEK 20,359 thousand (17,996). Endowment insurance plans are recognised under other financial assets and provisions. Also refer to Note 29 on pledged assets and contingent liabilities related to endowment insurance.

Share-based incentive programmes

Vitrolife Group had three outstanding, long-term share-based incentive programmes (LTI) as at 31 December 2024. Under one programme (LTI 2021) shares were exercised during the year, corresponding to shares with a total value of SEK 5 million (9), of which SEK 2 million (3) was attributable to the former CEO and SEK 1 million (2) to other senior executives. For information about the various programmes, see below and the information in the Management Report on pages 71–72.

Liabilities and cost

The total cost of the LTI programmes was SEK 16 million (15), of which SEK 14 million (14) is share-based and SEK 3 million (1) relates to social security contributions. Of the total cost, SEK 3 million (2) was attributable to the CEO, SEK 1 million (4) to the former CEO and SEK 4 million (4) to other senior executives. The total debt was SEK 3 million (1).

The following is a summary of the Performance shares allocated within the framework of IFRS 2

	2024		2023	
	Number of shares	Weighted average exercise price (SEK)	Number of shares	Weighted average exercise price (SEK)
As at 1 January	331,750	277.50	223,750	255.77
Allotted during the year	354,600	231.56	154,500	287.01
Forfeited during the year	-49,000	278.87	-6,500	285.55
Exercised during the year*	-28,000	195	-40,000	193.00
	609,350	254.44	**331,750**	277.30

* The weighted average share price on the exercise date for exercised shares during the period was SEK 178.6 (218.6)

Outstanding Performance shares at year-end had the following maturity dates and exercise prices

Allotment date	Maturity date	Weighted exercise price (SEK)	Shares 31 December 2024	Shares 31 December 2023
June 2021	June 2024	193.00		32,000
June 2022	June 2025	285.55	124,000	145,250
June 2023	June 2026	287.01	130,750	154,500
June 2024	June 2027	231.56	354,600	
			609,350	**331,750**
Remaining weighted average term of outstanding shares at the end of the period			1.9 years	1.9 years

Note 8. Employees, personnel costs and Board fees (cont.)

Remuneration and other benefits, 2024

SEK thousand	Basic salary/ Board fee	Variable remuneration/ extra fee	Other benefits	Pension costs	Total	Outstanding Performance shares, number
Chairman of the Board Jón Sigurdsson	1,200	50	–	–	1,250	
Board member Henrik Blomqvist	400	117	–	–	517	
Board member Lars Holmqvist	400	67	–	–	467	
Board member Pia Marions	400	133	–	–	533	
Board member Karen Lykke Sørensen	400	100	–	–	500	
CEO Bronwyn Brophy O'Connor	9,564	5,075	3	2,712	17,354	105,000
Former CEO Thomas Axelsson	–	–	–	–	–	50,000
Other executive management (8 individuals)**	25,600	7,442	617	3,479	37,139	167,500
Total	**37,964**	**12,984**	**621**	**6,191**	**57,760**	**322,500**

Remuneration and other benefits, 2023

SEK thousand	Basic salary/ Board fee	Variable remuneration/ additional fee	Other benefits	Pension costs	Total	Outstanding Performance shares, number
Chairman of the Board Jón Sigurdsson (Jan–Mar, Aug–Dec)	800	33	–	–	833	
Board member Henrik Blomqvist (Interim Chairman, Apr–Jul)	667	83	–	–	750	
Board member Lars Holmqvist	400	50	–	–	450	
Board member Pia Marions	400	100	–	–	500	
Board member Karen Lykke Sørensen	400	100	–	–	500	
Board member Vesa Koskinen*	–	–	–	–	–	
CEO Thomas Axelsson (Jan–Mar)	14,930	–	18	6,086	21,034	62,000
CEO Jón Sigurdsson (Interim, Apr–Jul)	5,156	–	–	–	5,156	
CEO Bronwyn Brophy O'Connor (Aug–Dec)	5,545	927	1	966	7,439	45,000
Other executive management (7 individuals)**	18,966	1,812	294	5,393	26,465	115,000
Total	**47,264**	**3,105**	**313**	**12,445**	**63,127**	**222,000**

* In accordance with policy from EQT, no remuneration has been paid.

** Of which invoiced consultant's fee in basic salary amounted to SEK 2,011 thousand (515).

Note 9. Auditors' fees

	Group		Parent Company	
	2024	2023	2024	2023
Deloitte				
Audit engagement	5	4	3	2
- of which to Deloitte AB	*3*	*2*	*3*	*2*
Audit activities other than audit engagement	–	–	–	–
- of which to Deloitte AB	–	–	–	–
Tax consultancy	0	0	0	0
- of which to Deloitte AB	*0*	*0*	*0*	*0*
Other services	0	0	0	0
- of which to Deloitte AB	*0*	*0*	*0*	*0*
Other auditors				
Audit engagement	1	1	–	–
Tax consultancy	1	3	0	1
Other services	0	1	0	0
Total	**7**	**8**	**3**	**3**

Audit engagements refer to the examination of the annual accounts, the accounting records and the administration of the Board and CEO, other tasks incumbent on the company's auditor to perform as well as advice or other assistance resulting from observations made during an audit or the performance of such other duties. Audit activities other than the audit engagement, pertain to quality assurance services, including assistance regarding observations made during such a review, which is carried out in accordance with ordinances, the Articles of Association, bye-laws or agreements, and which result in a report that is also intended for others than the client. Advice on tax matters is reported separately. Everything else comprises other services.

Note 10. Operating expenses

	Group		Parent Company	
	2024	2023	2024	2023
Raw materials and consumables	-738	-824	–	–
Change in inventories of finished goods and work in progress	-10	8	–	–
Personnel costs	-951	-899	-34	-44
Depreciation, amortisation and impairment	-442	-425	–	–
Non-recurring impairment losses	–	-4,300	–	–
Other external costs	-678	-639	-14	-20
Other operating expenses	-18	-27	-1	-1
Total	**-2,836**	**-7,106**	**-49**	**-65**

Note 11. Net financial items

Accounting policies

Interest income is recognised on an ongoing basis and dividends are recognised when the right to receive them has been established.

	Group		Parent Company	
	2024	2023	2024	2023
Interest income	24	16	82	73
Dividends from participations in Group companies	–	–	85	219
Other financial income	1	3	–	–
Financial income	**25**	**19**	**167**	**292**
Interest expense*	-98	-94	-103	-95
Foreign exchange losses	-25	-40	-9	-10
Impairment of participations in subsidiaries	–	–	–	-3,000
Other financial expenses	-11	-7	-8	-8
Financial expenses	**-134**	**-142**	**-120**	**-3,112**
Total	**-109**	**-123**	**47**	**-2,820**

* Interest expenses are attributable to instruments measured at amortised cost. For the Group, SEK 4 million (4) refers to interest on lease liabilities according to IFRS 16.

Note 12. Exchange rate differences

Accounting policies

Receivables and liabilities in foreign currencies are measured at the exchange rate on the reporting date. Exchange rate differences relating to operating receivables and operating liabilities are included in operating income, while exchange rate differences relating to financial receivables and liabilities are recognised as financial items.

	Group		Parent Company	
	2024	2023	2024	2023
In operating income	-5	-24	1	-1
In financial items	-25	-40	-9	-10
Total	**-31**	**-65**	**-8**	**-10**

Note 13. Taxes

Accounting policies

Income taxes comprise current tax and deferred tax and is recognised in profit or loss, except when the underlying transactions are recognised in other comprehensive income, provided that the related tax effect is also recognised in other comprehensive income. Current tax is tax payable or recoverable for the current year. This also includes adjustments to current tax attributable to prior periods. The actual tax expense is calculated based on the applicable tax rules on the reporting date that have been enacted or substantively enacted in the countries where the Parent Company and its subsidiaries operate and generate taxable income. Management regularly evaluates the claims made in tax returns with regard to situations where the applicable tax rules are subject to interpretation and, when deemed appropriate, make provisions for amounts that will probably be payable to the tax authorities.

Deferred tax is calculated in accordance with the balance sheet method, based on temporary differences between carrying amounts and tax bases of assets and liabilities in the consolidated financial statements. The amount is calculated based on how the temporary differences are expected to be balanced and on the basis of the tax rates (and tax rules) that have been decided or announced as at the reporting date and which are expected to apply when the relevant deferred tax asset is realised or the deferred tax liability is settled. Temporary differences are not taken into consideration in consolidated goodwill nor in differences attributable to shares in subsidiaries that are not expected to be taxed in the foreseeable future. In the consolidated financial statements, untaxed reserves are divided into deferred tax liabilities and equity.

Deferred tax assets relating to deductible temporary differences and loss carry-forwards are recognised only insofar as it is probable that tax surpluses will be available in the future against which temporary differences can be utilised.
Assessment of whether to utilise these has also taken account of climate-related risks and their impact on future expected taxable gains.

Tax expense for the year

	Group		Parent Company	
	2024	**2023**	**2024**	**2023**
Current tax for the year	-231	-220	-15	-17
Tax attributable to prior financial years	3	-3	–	–
Withholding tax	-10	-9	–	–
Total current tax	-239	-232	-15	-17
Deferred tax				
Amortisation of surplus value	45	66	–	–
Intra-Group profit	-1	-3	–	–
Change in loss carry-forwards	-2	-10	–	–
Change in temporary differences	36	41	0	2
Total tax expense	**-160**	**-139**	**-15**	**-15**
Reconciliation of effective tax rate				
Income before tax	674	- 3,712	155	-2,707
Estimated Swedish tax 20.6% (20.6%)	-139	765	-32	558
Differences in other tax rates for foreign Group companies	2	-4	–	–
Tax attributable to prior financial years	3	-3	–	–
Withholding tax	-10	-9	–	–
Non-deductible expenses	-14	-884	-1	-618
Non-taxable income	1	0	-	-
Dividends from Group companies	–	–	17	45
Utilisation of previously non-capitalised loss carry-forwards	6	–	–	–
Non-capitalised loss carry-forwards	-10	-12	–	–
Other	1	8	1	–
Total tax expense	**-160**	**-139**	**-15**	**-15**

Note 13. Taxes (cont.)

Deferred tax, Group

	Deferred tax assets		Deferred tax liabilities	
	2024	2023	2024	2023
Intra-Group profit in inventories	10	15	–	–
Surplus value of non-current assets	–	–	1,008	1,024
Tax loss carry-forwards	35	36	–	–
Temporary differences in non-current assets	79	53	33	19
Other temporary differences	29	17	–	–
Untaxed reserves	–	–	24	2
Lease liabilities	30	21	–	–
Right-of-use assets	–	–	29	21
Netting of deferred taxes	-38	-31	-38	-31
Total	**144**	**111**	**1,056**	**1,035**

The deferred tax assets and liabilities above are recognised in the balance sheet on a net basis for each country respectively, after considering offsetting possibilities. Deferred tax assets and liabilities have been measured at the tax rates that are expected to apply for the period when the asset is realised or the liability settled, according to the tax rates and tax rules that have been determined or notified at the reporting date.

Change in deferred tax assets and liabilities

	2024	2023
Opening balance, net	-924	-1,000
Through profit or loss	78	93
Through other comprehensive income	0	0
Through business combinations	-16	–
Reclassification	-18	-17
Translation difference	-33	-1
Closing balance, net	**-912**	**-924**

Tax loss carry-forwards

Deferred tax assets attributable to tax loss carry-forwards have been capitalised to the extent it has been estimated they can be used against future taxable profits. Under existing regulations, all tax loss carry-forwards have no expiry date. However, all loss carry-forwards are subject to restrictions with regard to the proportion of the loss carry-forward that can be used to offset taxable profits in respective years. Non-capitalised loss carry-forwards amounted to SEK 40 million (37).

Note 14. Intangible assets

Accounting policies

Goodwill

Goodwill represents the difference between the cost of the business combination and the fair value of the acquired assets, assumed liabilities and contingent liabilities. Goodwill is measured at cost less any accumulated impairment. To test for impairment, goodwill is allocated to a cash-generating unit, which is the lowest level at which goodwill is followed up in the internal control of the Group. Impairment is tested annually, or more frequently if there are indications of impairment.

Capitalised expenditure for product development

Research expenditure pertains to expenses for research aimed at obtaining new scientific or technical knowledge. Development expenditure pertains to expenses where research findings or other knowledge is applied to realise new or enhanced products or processes.

Research expenditure is expensed in the period in which it occurs. Development expenditure is recognised in the Group as an intangible asset when the asset is assessed as being able to generate future economic benefits and then only on condition that it is technically and commercially feasible to complete the asset, that the intent is and conditions exist for the asset to be used in operations or sold and that the value can be reliably calculated.

In the consolidated balance sheet, capitalised development expenditure is recognised at cost less accumulated amortisation and impairment.

Patents and licences

Patents and licences are recognised at cost less accumulated amortisation and impairment. The item mainly comprises acquired distribution rights and licenses.

Production technology

Production technology is recognised at cost less accumulated amortisation and impairment. The item mainly comprises production technology identified in connection with acquisitions.

Trademarks

Acquired trademarks are recognised at cost less accumulated impairment, if any. The assessment is that the Group's trademarks have indefinite useful lives. Based on this, trademarks are not amortised, but tested for impairment annually or more frequently if there are any indications of impairment. Any expenditure for internally generated trademarks are expensed in the period in which they occur.

Customer relationships

Acquired customer relationships are recognised at cost less accumulated amortisation and impairment.

Additional expenses

Additional expenses for an intangible asset are added to the cost only if they increase the future economic benefits over and above the original assessment and the costs can be reliably estimated. All other expenditures are expensed as incurred.

Amortisation

Amortisation is recognised on a straight-line basis in profit or loss over the estimated useful life of the intangible assets, unless the useful life is indefinite. Goodwill is tested for impairment annually or as soon as there is an indication that the asset has declined in value. The trademarks of the Group are assessed to have indefinite useful lives and are thus not amortised but tested for impairment in line with goodwill. Amortisable intangible assets are amortised as from the date the asset is available for use.

The estimated useful lives are:

Capitalised expenditure for product development	5–20 years
Patents and licences	5–10 years
Production technology	4–20 years
Customer relationships	5–10 years
Computer programs	5 years

Capitalised expenditure for product development is mainly amortised over a five-year period, which corresponds to most products' expected life. The amortisation period for patents tracks the underlying patent's life, which is between five and ten years.

Note 14. Intangible assets (cont.)

Impairment

At each reporting date, an assessment is made of whether there is any indication of impairment of the Group's assets. For goodwill and trademarks which are not amortised on an ongoing basis, impairment testing is conducted at least once a year and if there is an indication of impairment of the asset. If that is the case, an assessment of the asset's recoverable amount is made. The recoverable amount is the higher of an asset's fair value less selling expenses and its value in use. Value in use is defined as the present value of all future cash inflows and outflows attributable to the asset plus the present value of the estimated net realisable value of the asset at the end of its useful life.

If the estimated recoverable amount is less than the carrying amount, the asset is written down to the recoverable amount. An earlier impairment loss is reversed when there has been a change in the assumptions used as a basis for the asset's recoverable amount when it was written down and which mean that the impairment loss is no longer deemed necessary. Reversals of previous impairment losses are tested individually and recognised through profit or loss. Impairment losses on goodwill are not reversed in subsequent periods.

Impairment testing

Goodwill and other intangible assets are attributable to the acquisition of subsidiaries and their operations. Impairment testing has been conducted for the individual cash-generating units Media and Disposable Devices, which are part of business area Consumables, Time-lapse (includes the cash-generating units Time-lapse and ART as of 2024) and Lab control, which is part of business area Technologies. Genetic Services and Genomics, which are part of business area Genetics.

As at the reporting date, goodwill and other intangible assets with indefinite useful lives were allocated as shown in the table on the right.

Impairment testing of acquisition values in respect of intangible assets per cash-generating unit was based on forecasts, where the first five years of the forecasts are based on historical growth rates adjusted for management forecasts of future performance. The forecasts for years one to five were prepared by management based on historical data, the collective experience of management and their best assessment of the company's development potential and market growth individually by year. The present value of forecast cash flows was calculated using a discount rate before tax of 9.8% (10.0). The calculation also takes into account the need for investment, as well as changes in working capital and climate-related risks.

All impairment testing (except for Genetic Services) was carried out according to the impairment testing model recommended in IAS 36, using a five-year forecast and perpetual growth, which is considered reasonable for the underlying operations.

The operations of the cash-generating unit Genetic Services and their combination with medical technology differ from our other operations and a longer forecast period of ten years is applied in accordance with IAS 36.33(b). Genetic testing is at a relatively early stage in the development phase in global reproductive health, with different global adaptation levels.

The method that is applied to years 6–10 is based on constant annual sales growth and a constant profit margin extrapolated from year 5. We use external data combined with historical data and the underlying drivers of growth in reproductive health.

	Goodwill		Other intangible assets with indefinite useful lives	
	31 Dec 2024	31 Dec 2023	31 Dec 2024	31 Dec 2023
Media	2,126	2,125		
Disposable Devices	471	467		
Time-lapse	834	811	51	49
Lab control	140	–		
Genomics	1	1		
Genetic Services	6,549	6,185	1,250	1,207
	10,121	**9,591**	**1,300**	**1,256**

Note 14. Intangible assets (cont.)

All impairment testing includes an assumption of perpetual growth of 3.5%. This is based on the Vitrolife Group's products, services and industry growing at a rate that exceeds long-term general growth.

Sensitivity analysis

In 2023, an impairment loss of SEK 4,250 million was recorded in respect of Genetic Services, resulting in a carrying amount that was the same as the recoverable amount. A number of sensitivity analyses have been carried out to evaluate whether reasonable unfavourable changes could lead to a need for impairment. The information in the table below is provided for Genetic Services where any of the Group's sensitivity analyses indicates a need for impairment.

The other cash-generating units have good margins before impairment is required.

	Genetic Services	
	2024	2023
Effect of an increase in WACC by one percentage point	-1,436	-1,444
Effect of a decrease in perpetual growth by one percentage point	-847	-858
Effect of a decrease in sales growth by one percentage point in the forecast periods	-1,245	-1,020
Effect of a decrease in gross profit by one percentage point in the forecast periods	-241	-59

	Goodwill	
	2024	2023
Accumulated cost		
Opening balance	13,859	13,892
Increase through business combinations	142	–
Translation differences	393	-33
Closing balance	**14,393**	**13,859**
Accumulated impairment		
Opening balance	-4,268	-18
Impairment	–	-4,250
Translation differences	-4	–
Closing balance	**-4,272**	**-4,268**
Carrying amount	**10,121**	**9,591**

Note 14. Intangible assets (cont.)

Other intangible assets	Capitalised expenditure for development		Patents and licences		Production technology		Trademarks		Customer relationships		Total	
	2024	**2023**	**2024**	**2023**	**2024**	**2023**	**2024**	**2023**	**2024**	**2023**	**2024**	**2023**
Accumulated cost												
Opening balance	333	299	404	397	1,811	1,816	1,256	1,260	1,801	1,806	5,606	5,579
Investments	86	39	24	13	–	–	–	–	–	–	110	52
Business combination/asset acquisition	–	–	54	–	–	–	–	–	65	–	119	–
Sales/disposals	–	-1	–	-4	–	–	–	–	–	–	–	-6
Reclassification	–	–	–	–	–	–	–	–	–	–	–	–
Translation differences	13	-3	7	-2	64	-6	44	-4	65	-5	193	-19
Closing balance	**432**	**333**	**490**	**404**	**1,874**	**1,811**	**1,300**	**1,256**	**1,931**	**1,801**	**6,028**	**5,606**
Accumulated amortisation and impairment												
Opening balance	-272	-254	-252	-167	-357	-277	0	0	-412	-232	-1,293	-931
Amortisation	-17	-21	-56	-57	-84	-84	–	0	-190	-186	-347	-348
Impairment	–	–	–	-32	–	–	–	–	–	–	–	-32
Sales/disposals	–	1	–	1	–	–	–	–	–	–	–	3
Reclassification	–	–	–	–	–	–	–	–	–	–	–	–
Translation differences	-11	3	-6	2	-13	4	–	0	-16	7	-46	15
Closing balance	**-299**	**-272**	**-314**	**-252**	**-454**	**-357**	**0**	**0**	**-618**	**-412**	**-1,686**	**-1,293**
Carrying amount	**133**	**61**	**176**	**153**	**1,420**	**1,453**	**1,300**	**1,256**	**1,313**	**1,390**	**4,342**	**4,314**

Note 14. Intangible assets (cont.)

Other intangible assets

	Parent Company Patents and licences	
	2024	**2023**
Accumulated cost		
Opening balance	0	0
Investments	13	0
Closing balance	**13**	**0**
Accumulated amortisation and impairment		
Opening balance	0	0
Amortisation	0	0
Closing balance	**-1**	**0**
Carrying amount	**12**	**0**

Amortisation and impairment losses were allocated in profit or loss by function as follows:

	Group			
	2024	of which amortisation of acquisition-related intangible assets	**2023**	of which amortisation of acquisition-related intangible assets
Cost of sales	-132	-84	-138	-84
Selling expenses	-191	-183	-182	-181
Administrative expenses	-22	–	-24	–
Research and development costs	-3	–	-4	–
Other operating expenses	–	–	-4,282	–
Total	**-347**	**-267**	**-4,630**	**-265**

Note 15. Property, plant and equipment

Accounting policies

Property, plant and equipment is recognised as assets in the balance sheet when, based on available information, it is probable that the future economic benefits associated with the asset will flow to the Group and that the cost of the asset can be measured reliably. The carrying amounts of property, plant and equipment comprise cost less accumulated depreciation and any impairment. The estimated useful life also includes estimates related to potential climate risks. For accounting policies regarding right-of-use assets, refer to Note 27.

Gains or losses from selling property, plant and equipment comprise the difference between the selling price and the carrying amount of the asset and are recognised in profit or loss at the time of the sale. Capital gains and losses are recognised under Other operating income or Other operating expenses, see Note 6 and 7.

Depreciation

Depreciation according to plan is based on the original cost less the estimated residual value. The residual values and estimated useful lives of property, plant and equipment are reviewed at each balance sheet date and are adjusted when necessary. Depreciation is on a straight-line basis over the estimated useful life of the asset. Land is not depreciated. The estimated useful lives are:

Buildings and land improvements	10–30 years
Permanent equipment	10–20 years
Plant and machinery	3–10 years
Equipment, tools, fixtures and fittings	3–10 years

Depreciation and impairment losses were allocated in profit or loss by function as follows:

	Group	
	2024	**2023**
Cost of sales	-47	-47
Selling expenses	-16	-6
Administrative expenses	-29	-22
Research and development costs	-3	-1
Total	**-95**	**-77**

Note 15. Property, plant and equipment (cont.)

	Buildings and land		Plant and machinery		Equipment, tools, fixtures and fittings		Construction in progress		Total	
	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023
Accumulated cost										
Opening balance	274	263	51	48	453	429	6	23	784	762
of which right-of-use assets	*150*	*156*	–	–	*7*	*11*	–	–	*157*	*167*
Investments	2	14	14	1	50	40	25	14	92	67
Additions to right-of-use assets	46	8	–	–	5	1	–	–	51	9
Increase through business combinations	–	–	–	–	–	–	–	–	–	–
Increase through business combinations, right-of-use assets	–	–	–	–	–	–	–	–	–	–
Adjustment of right-of-use assets	30	6	–	–	2	-3	–	–	32	3
Reclassification	–	7	–	4	7	19	-4	-31	3	0
Sales/disposals	-5	–	–	-1	-22	-19	-1	–	-28	-20
Derecognition of right-of-use assets	-28	-18	–	–	-3	-2	–	–	-31	-20
Translation differences	11	-6	2	-1	20	-12	0	0	33	-18
of which right-of-use assets	*4*	*-3*	–	–	*0*	*0*	–	–	*4*	*-3*
Closing balance	**330**	**274**	**66**	**51**	**512**	**453**	**26**	**6**	**935**	**784**
of which right-of-use assets	***201***	***150***	**–**	**–**	***10***	***7***	**–**	**–**	***212***	***157***
Accumulated depreciation and impairment										
Opening balance	-107	-130	-46	-44	-283	-271	–	–	-435	-444
of which right-of-use assets	*-55*	*-81*	–	–	*-4*	*-8*	–	–	*-59*	*-89*
Depreciation	-6	-5	-4	-4	-35	-32	–	–	-46	-42
Depreciation of right-of-use assets	-45	-29	–	–	-3	-3	–	–	-49	-32
Impairment	–	–	–	–	–	-3	–	–	–	-3
Increase through business combinations	–	–	–	–	–	–	–	–	–	–
Increase through business combinations, right-of-use assets	–	–	–	–	–	–	–	–	–	–
Change in right-of-use assets	–	46	–	–	–	5	–	–	–	51
Reclassification	–	–	–	–	-1	–	–	–	-1	–
Sales/disposals	3	–	–	1	12	13	–	–	15	14
Derecognition of right-of-use assets	27	7	–	–	3	2	–	–	30	9
Translation differences	-6	4	-2	1	-13	7	–	–	-21	11
of which right-of-use assets	*-2*	*2*	–	–	*0*	*0*	–	–	*-2*	*-5*
Closing balance	**-134**	**-107**	**-52**	**-46**	**-320**	**-283**	**–**	**–**	**-507**	**-435**
of which right-of-use assets	***-75***	***-55***	**–**	**–**	***-4***	***-4***	**–**	**–**	***-80***	***-59***
Carrying amount	**196**	**167**	**14**	**5**	**192**	**170**	**26**	**6**	**428**	**349**
of which right-of-use assets	***126***	***95***	**–**	**–**	***6***	***4***	**–**	**–**	***132***	***98***

Note 16. Inventories

Accounting policies

Inventories are recognised at the lower of cost and net realisable value. This takes into consideration the risk of obsolescence, which is assessed on an individual basis. Impairment due to obsolescence is recognised as cost of sales in profit or loss. The cost is calculated using weighted average prices. The cost of semi-finished and finished products manufactured in-house comprises direct production costs and a reasonable proportion of indirect production costs based on normal capacity. Net realisable value comprises the estimated selling price less directly related selling expenses. Internal gains from intra-Group transactions are deducted from the carrying amount of the inventory.

	Group	
	2024	2023
Raw materials and consumables	218	199
Work in progress	14	12
Finished goods and goods for resale	190	201
Total	**422**	**413**

Impairment of SEK 14 million (8) for obsolescence was included in the closing inventory. Total obsolescence costs for the year amounted to SEK 37 million (19).

Note 17. Trade receivables

Accounting policies

Trade receivables are initially recognised at fair value and thereafter at amortised cost. Since the expected maturity of trade receivables is short, a nominal value without discounting is recognised. If the receivable is expected to be held for more than 12 months, it is classified as non-current. The Vitrolife Group uses the simplified approach for expected credit losses on trade receivables, according to which provisions for expected bad debt losses are made at an amount corresponding to lifetime expected credit losses and measured at initial recognition. Impairment of trade receivables is recognised as selling expenses.

Trade receivables

Trade receivables are recognised after taking into account bad debt losses for the year. In 2024, bad debt losses in the Group totalled SEK 1 million (0). For financial risk management concerning trade receivables, refer to Note 2.

The Vitrolife Group has historically had low bad debt losses and continuously seeks to collect overdue receivables. Several of the Group's customers, such as public hospitals, traditionally pay their receivables a relatively long time past the due date. The risk of credit losses is deemed to have increased in some markets compared with previous years and is measured on a continuous basis.

	Group		Parent Company	
	2024	2023	2024	2023
Trade receivables	683	514	–	–
Less loss allowance	-35	-11	–	–
Total	**648**	**503**	**–**	**–**

Age structure of trade receivables

2024

		Number of days past due:				
Total trade receivables:	**Not overdue:**	**0–30**	**31–60**	**61–90**	**>90**	**Total overdue:**
683	414	94	41	28	107	270
of which provisions -35	–	–	0	0	-35	-35

2023

		Number of days past due:				
Total trade receivables:	**Not overdue:**	**0–30**	**31–60**	**61–90**	**>90**	**Total overdue:**
514	355	63	32	16	48	159
of which provisions -11	–	–	0	0	-11	-11

Change in loss allowance

	Group		Parent Company	
	2024	2023	2024	2023
Opening loss allowance	-11	-8	–	–
Reversal of loss allowance	1	1	–	–
Incurred credit losses	-1	-1	–	–
Provision for expected credit losses	-23	-4	–	–
Translation differences	-1	1	–	–
Closing loss allowance	**-35**	**-11**	**–**	**–**

Note 18. Prepaid expenses and accrued income

	Group		Parent Company	
	2024	2023	2024	2023
Insurance	21	15	0	0
Prepaid property costs	8	6	–	–
Prepaid IT expenses	18	9	0	0
Prepaid marketing activities	4	4	–	–
Other prepaid expenses	16	23	1	1
Total	**66**	**57**	**1**	**1**

Note 19. Cash flow statements and cash and cash equivalents

Accounting policies

The cash-flow statements are prepared according to the indirect method.

	Group		Parent Company	
	2024	2023	2024	2023
Interest paid and received				
Interest received	24	16	82	34
Interest paid*	-94	-97	-103	-95
Total	**-70**	**-81**	**-21**	**-61**
Adjustment for non-cash items				
Depreciation, amortisation and impairment of assets	442	425	–	–
Impairment	–	4,300	–	–
Unrealised exchange rate differences	27	51	10	10
Equity compensation benefits	14	17	11	5
Dividend received from subsidiaries	–	–	-85	-219
Impairment of participations in subsidiaries	–	–	–	3,000
Provision for loss allowance for trade receivables	25	3	–	–
Divestment of operations	–	–	–	–
Other	1	6	-11	-31
Total	**509**	**4,801**	**-74**	**2,764**
Sub-components of cash and cash equivalents				
Cash and bank balances	1,135	861	521	412
Total	**1,135**	**861**	**521**	**412**

*For the Group, including interest on lease liabilities in accordance with IFRS 16 of SEK 4 million (4).

Note 20. Equity

Accounting policies

Transaction expenses that are directly attributable to the issue of new shares or warrants are recognised, net of tax, in equity as a deduction from the proceeds. Other contributed capital pertains to equity contributed by the owners. This includes share premium reserves formed in conjunction with share issues.

Share capital and other capital contributions

There is only one type of share. All shares have equal rights. The number of shares in the Parent Company as at 31 December 2024 was 135,447,190 (135,447,190), of which the holding of own shares amounted to 24,568 (52,568).

Translation reserve

The translation reserve includes all exchange rate differences arising in conjunction with the translation of financial statements from foreign operations that prepared their financial statements in a currency other than the presentation currency in the consolidated financial statements. The Parent Company and Group present their financial statements in SEK.

Under the dividend policy for Vitrolife AB (publ), each year, a dividend, or some other form of distribution equal to 30% of net profit for the year after taxes on average over time, should be proposed. Thus, in accordance with the above, the Board intend to propose that the AGM resolve in favour of a dividend of SEK 1.10 per share for 2024, corresponding to a total of SEK 149 million. The dividend proposal will be presented to the AGM on 29 April 2025 for adoption.

Retained income including profit for the year

Retained income including profit for the year comprises profits earned by the Parent Company and its subsidiaries.

Proposed appropriation of profit

At the disposal of the AGM

SEK	
Share premium reserve	13,371,406,360
Retained earnings	-1,749,740,553
Income for the year	140,408,640
Total available funds	**11,762,074,467**

The Board of Directors proposes that the available funds be appropriated as follows:

SEK	
Dividend (SEK 1.10)	148,991,909
Carried forward	11,613,082,558
Total	**11,762,074,467**

Capital management

The capital managed by the Group comprises equity. The long-term objective of the Group's capital management is to enable continued high growth, both organic and through acquisitions. The Group's net debt should normally not exceed a multiple of three times EBITDA. The Board's objective is to achieve profitable growth. The Group's long-term growth target is organic sales growth in local currencies of more than 10% per year with an operating margin before depreciation and amortisation (EBITDA) of 33%.

Note 21. Earnings per share

Accounting policies

The calculation of earnings per share is based on consolidated profit for the year attributable to the Parent Company's shareholders and the weighted average number of shares outstanding during the year.

	2024	2023
Profit/loss attributable to Parent Company shareholders, SEK million	513	-3,851
Average number of shares outstanding, before dilution	135,410,955	135,394,622
Average number of shares outstanding, after dilution	135,518,490	135,394,622
Earnings per share before dilution, SEK	3.79	-28.44
Earnings per share after dilution, SEK	3.78	-28.44

Note 22. Interest-bearing liabilities

Accounting policies

Borrowings are initially recognised at fair value, net of transaction costs and, subsequently, at amortised cost. Any difference between the amount received and the amount to be repaid is recognised in profit or loss over the loan period by applying the effective interest method. The Group mainly has loans with variable interest rates and the fair value is assessed as corresponding with the carrying amount. Borrowings are classified as current or non-current liabilities in the balance sheet. The Group recognises interest-bearing non-current and current liabilities related to leases. For further information regarding the accounting policies related to leases, see Note 27.

	Group		Parent Company	
	2024	2023	2024	2023
Non-current portion of borrowings	1,837	1,875	1,830	1,875
Non-current portion of lease liabilities	92	67	–	–
Current portion of borrowings	115	114	115	111
Current portion of lease liabilities	45	33	–	–
Total	**2,089**	**2,089**	**1,945**	**1,986**

As at 31 December 2024 the loan facility for the fixed period totalled EUR 170 million. The available undrawn revolving credit facility amounted to EUR 100 million.

The loan has a variable interest rate using EURIBOR as the base. The effective interest rate for the loan of SEK 170 was 4.78% (4.32) in 2024.

	Group		Parent Company	
	2024	2023	2024	2023
Opening balance	2,089	2,225	1,986	2,099
New, adjusted and terminated lease liabilities	81	49	–	–
Borrowings	7	–	–	–
Arrangement fee recognised over time, borrowings	4	4	4	4
Repayment of lease liabilities	-46	-31	–	–
Repayment of borrowings	-114	-126	-114	-114
Change in overdraft facility/credit line	-3	-27	–	–
Translation differences	72	-4	70	-3
Closing balance	**2,089**	**2,089**	**1,945**	**1,986**

Refer to Note 2 for other contractual conditions. Refer to Note 29 for pledged assets and contingent liabilities.

Note 23. Provisions

Accounting policies

A provision is recognised in the balance sheet when the Group has an existing legal or informal obligation as a result of an event that has occurred, and it is probable that an outflow of financial resources will be required to settle the obligation, and a reliable estimate of the amount can be made. Provisions are not made for future operating losses. Where the effect of when payment occurs is significant, provisions are calculated by discounting expected future cash flows using an interest rate before tax that reflects current market assessments of the time value of money and, if appropriate, the risks associated with the obligation.

	Group		Parent Company	
	2024	2023	2024	2023
Pension obligations	49	44	26	22
Provision, loss allowance (included in impairment)	–	26	–	–
Warranties	1	2	–	–
Total	**50**	**72**	**26**	**22**

Note 24. Other liabilities

	Group		Parent Company	
	2024	2023	2024	2023
Other non-current liabilities				
Contingent considerations*	48	–	48	–
Other financial liabilities	6	–	–	–
Other non-current liabilities	11	–	–	–
Total	**65**	–	**48**	–

	Group		Parent Company	
	2024	2023	2024	2023
Other current liabilities				
Contingent considerations*	32	–	22	–
VAT	25	17	–	–
Other current liabilities	42	39	1	–
Total	**100**	**56**	**23**	–

* For further information, refer to Note 26.

Note 25. Accrued expenses and deferred income

	Group		Parent Company	
	2024	2023	2024	2023
Accrued personnel costs	134	102	9	4
Accrued interest expenses	0	1	0	1
Other accrued expenses	17	11	2	1
Deferred income	65	52	–	–
Total	**216**	**165**	**11**	**5**

Note 26. Financial instruments

Accounting policies

Financial instruments recognised in the balance sheet include the following assets and liabilities: cash and cash equivalents, trade receivables, other financial assets, trade payables, other financial liabilities, lease liabilities and borrowings.

A financial asset or financial liability is recognised in the balance sheet when the Group becomes a party to the instrument's contractual terms and conditions. Trade receivables are recognised in the balance sheet when an invoice has been issued. Trade payables are recognised when an invoice has been received.

A financial asset is derecognised from the balance sheet when the contractual rights to the asset are realised, expire or the Group loses control over them. The same applies to a portion of a financial asset. A financial liability is derecognised from the balance sheet when the contractual obligation has been discharged or in some other manner extinguished. The same applies to a portion of a financial liability. Acquisitions and sales of financial assets are recognised at the transaction date, which is the date when the company commits to acquire or sell the asset, except where the company acquires or divests listed securities, in which case settlement date accounting is applied.

Fair value

Fair value has been measured for all financial assets and liabilities in accordance with IFRS 13 Level 3 (inputs not based on observable market data).

Contingent considerations were measured at fair value during the preparation of the purchase price allocation based on a weighted probability assessment of the various possible outcomes, after which they were discounted to the present value. Future sales and the discount rate are significant unobservable inputs in the calculation. An increase in future sales, a weakened SEK or a reduction in the discount rate increases the outcome of contingent considerations. Contingent considerations were classified as other non-current liabilities or other current liabilities and measured at fair value in accordance with IFRS 13, level 3.

Renewed assessments of the potential outcome of contingent considerations are made in each reporting period. Information received after the acquisition is assessed to determine whether any new information has emerged that relates to circumstances that existed at the time of the acquisition or to subsequent events. In the latter case, any adjustments to the previously reported amounts are reported in other income or other operating expenses in the period in which the change arises. In the former case, adjustments are made to the purchase price allocation, provided it is still preliminary. Implicit interest and exchange rate differences that arise on the contingent considerations are reported in net finance income.

Fair values in level 3

The table below presents the reconciliation between the opening and closing balances for financial instruments measured in level 3 according to IFRS 13. Contingent considerations as at 31 December 2024 are based on the maximum outcome, discounted with current market rates adjusted for risk premium.

Group	Contingent considerations
Fair value 1 January 2024	–
Acquisitions	83
Payments to seller	–
Total recognised gains (-) and losses (+) in operating income for the year	-1
Total recognised gains (-) and losses (+) in net financial items for the year	-1
Fair value 31 December 2024	**80**

Note 26. Financial instruments cont.

Assets and liabilities measured at amortised cost

The fair value of other financial assets, trade receivables, cash and cash equivalents, trade payables and other liabilities as well as interest-bearing borrowings is estimated to correspond to their carrying amounts (amortised cost). The Vitrolife Group has loans with variable interest rates and fair value is therefore estimated to correspond to the carrying amount.

Parent Company

Financial assets and liabilities totalled SEK 15,063 million (14,560) and SEK 3,082 million (2,581) respectively.

Assets in the balance sheet

	Assets measured at amortised cost		Financial assets at fair value through profit or loss	
	2024	2023	2024	2023
Other financial assets	17	18	–	–
Trade receivables	648	503	–	–
Cash and cash equivalents	1,135	861	–	–
Total	**1,800**	**1,382**	**–**	**–**

Liabilities in the balance sheet

	Liabilities measured at amortised cost		Financial liabilities at fair value through profit or loss	
	2024	2023	2024	2023
Borrowings	1,952	1,989	–	–
Lease liabilities	137	100	–	–
Contingent considerations	–	–	80	–
Trade payables	203	171	–	–
Other financial liabilities	6	–	–	–
Total	**2,297**	**2,260**	**80**	**–**

Note 27. Leases

Accounting policies

Right-of-use assets are included under property, plant and equipment in the statement of financial position. Lease liabilities are measured at the present value of future lease payments discounted by the implicit interest rate of the lease if this can be easily determined. If not, the Group's incremental borrowing rate is used. The purpose of the incremental borrowing rate is that it should reflect what a lessee would have needed to pay for financing via a loan for the same asset, for a corresponding period and with similar collateral. The Group has an established method for determining the incremental borrowing rate. The method comprises the type of asset, the duration of the agreements, the creditworthiness of the individual companies and the economic environment of the country where the company is located. When measuring the incremental borrowing rate, the Group uses the interest on government bonds in each country with a duration that matches the leases for each company. A risk premium that is set based on the interest rate of external loans is added to the interest on the government bonds. The incremental borrowing rate is updated once per quarter for new and changed leases. Exemption rules are applied to lease liabilities with a duration of less than 12 months, meaning that they are not included as right-of-use assets or lease liabilities, and the same applies to leases where the underlying value of the assets is regarded as low according to the definition set out in the standard.

Any extension options in leases are taken into consideration and evaluated on a case-by-case basis whether it is likely that the option will be exercised or not.

The Group's leases are mostly for premises, but the Vitrolife Group also has leases for company cars and some office equipment and tools.

Leases are recognised in profit or loss via depreciation and interest expenses.

Amounts recognised in the income statement

	2024	2023
Depreciation of right-of-use assets	-49	-32
Interest expenses on lease liabilities	-4	-4
Costs related to short-term leases and low-value leases	-7	-14
Total	**-60**	**-49**

Total cash outflow relating to leases in 2024 amounted to SEK 46 million (35).

In 2024, lease payments carried as expenses totalled SEK 7 million (14), mainly related to short-term leases of less than 12 months or leases where the underlying asset meets the IFRS 16 definition of low value.

For presentation of the remaining term of lease liabilities, refer to Note 2. For carrying amounts of right-of-use assets, refer to Note 15.

Note 28. Participations in Group companies

Participations in Group companies

Parent Company	2024	2023
Opening cost	12,637	15,629
Shareholder contribution, Vitrolife Sweden AB	3	4
Shareholder contribution, Vitrolife A/S	2	2
Shareholder contribution, Vitrolife GmbH	1	–
Shareholder contribution, Vitrolife BV	1	–
Shareholder contribution, STB Zorg BV	4	–
Shareholder contribution, Mendel Holdco S.L	2	2
Impairment of participations in Mendel Holdco S.L	–	-3,000
Acquisition of subsidiary*	191	0
Closing carrying amount	**12,841**	**12,637**

* On 17 May 2024, Vitrolife AB (publ) acquired all the shares in the Dutch company STB Zorg B.V., including the subsidiary eFertility International B.V.

In 2023, the Group acquired all shares in the company Vitrolife Medical Devices Spain S.L.U, as well as the remaining shares (5%) of Igenomix Perú, S.A.C. and the remaining shares (5%) of Igenomix Chile, SLP.
In 2024, the Group acquired the remaining shares (0.2%) of Igenomix Brasil Laboratorio de medicina genética, LTDA.

Company	Corp. ID No.	Domicile	Number of shares	Share, %*	Carrying amount 2024	Carrying amount 2023
Vitrolife, Inc.	84-1547804	Denver and San Diego, USA	500,000	100	173	173
Vitrolife Sweden AB	556546-6298	Gothenburg, Sweden	5,000,000	100	2,662	2,659
Vitrolife SAS	818,505,893	Paris, France	–	100	–	–
Vitrolife Pty Ltd.	102959964	New South Wales, Australia	1	100	0	0
Vitrolife KK	0104-01-081049	Tokyo, Japan	200	100	1	1
Vitrolife Ltd.	04628698	Warwick, England	1,025	100	12	12
A.T.S. Srl	12758490150	Milan, Italy	n/a	100	38	38
HertArt Aps	32840787	Greve, Denmark	166,667	100	6	6
Vitrolife A/S	27 40 67 93	Aarhus, Denmark	374,120	100	853	851
Vitrolife GmbH	HRB 4525	Bruckberg, Germany	3	100	9	8
Vitrolife BV	0685.675.182	Londerzeel, Belgium	186	97.3**	1	0
Vitrolife (Beijing) Medical Devices Co. Ltd.	91110105MA00H2AM9B	Beijing, China	1	100	1	1
New Genetics S.L.***	B88287404	Madrid, Spain	–	–	–	409
Vitrolife Medical Devices Spain, S.L.U	B56554835	Valencia, Spain	3,000	100	0	0
STB Zorg BV	51344475	IJsselstein, Netherlands	18,000	100	195	–
eFertility International BV	81864876	IJsselstein, Netherlands	–	100	–	–

Note 28. Participations in Group companies (cont.)

Company	Corp. ID No.	Domicile	Number of shares	Share, %*	Carrying amount 2024	Carrying amount 2023
Mendel Holdco S.L.***	B88311501	Madrid, Spain	–	–	–	8,478
Mendel Bidco, S.L.***	B88311477	Madrid, Spain	–	–	–	–
Igenomix, S.L.	B98112329	Valencia, Spain	65,582	100	8,889	–
Igenomix USA, INC	92-1706770	Miami, USA	–	100	–	–
Igenomix Spain Lab, S.L.*	B40592867	Valencia, Spain	–	100	–	–
Igenomix R&D, S.L.	B40592883	Valencia, Spain	–	100	–	–
Igenomix India, PVT Ltd.	AADCI0676C	Bangalore, India	–	99.90	–	–
Igenomix Brasil Laboratorio de medicina genética, LTDA.	19.555.576/0001-43	Sao Paulo, Brazil	–	100	–	–
Igenomix UAE FZ, LLC.	100312861600003	Dubai, United Arab Emirates	–	100	–	–
Igenomix Genetic Services Canada, INC.	778805697 RT0001	Montreal, Canada	–	100	–	–
Igenomix Mexico, S.R.L. de C.V.	IME1510237A1	Mexico City, Mexico	–	100	–	–
Igenomix Turkey Genetik Laboratuvar Ve Dan Hzm. A.S	4650501202	Istanbul, Turkey	–	100	–	–
Igenomix Japan, KK	0104-01-130193	Tokyo, Japan	–	100	–	–
Igenomix Italy, S.R.L.	3793960240	Marostica, Italy	–	100	–	–
Igenomix UK, Ltd.	10675550	Cambridge, England	–	100	–	–
Igenomix Argentina, S.A.	30-71561815-6	Buenos Aires, Argentina	–	99.97	–	–
Igenomix Taiwan, Ltd.	50982105	Taipei, Taiwan	–	100	–	–
Igenomix RS LLC.	1197746361240	Moscow, Russia	–	100*	–	–
Igenomix Perú, S.A.C.	20553501751	Lima, Peru	–	100	–	–
Igenomix Chile, SLP	76.316.621-K	Santiago, Chile	–	100	–	–
Igenomix Korea, Ltd.	367-88-01894	Gyeonggi-do, South Korea	–	100	–	–
Project Nexgen, S.L.	B01670389	Valencia, Spain	–	50	–	–
Avrupa Laboratuvarlari Saglik Hizmetleri A.S	1061367806	Istanbul, Turkey	–	60	–	–
Igenomix Colombia, S.A.S.	901.449.016-4	Bogota, Colombia	–	100	–	–
Igenomix Vietnam, LTD	0109695102.	Hanoi, Vietnam	–	100	–	–
Total					**12,841**	**12,637**

* Share of voting power is equal to shareholdings for all companies except Igenomix RS LLC., where share of voting power is below 20%.
** The remaining 2.7% is owned by Vitrolife Sweden AB.
*** In December 2024, the subsidiaries merged with Igenomix, S.L.

Note 29. Pledged assets and contingent liabilities

Accounting policies

A contingent liability is recognised when there is a possible obligation originating from events that have occurred and whose occurrence is confirmed only by one or more uncertain future events or when there is an obligation that is not recognised as a liability or provision because it is not probable that an outflow of resources will be required.

Pledged assets

	Group		Parent Company	
	2024	2023	2024	2023
Floating charges	17	17	–	–
Endowment insurance	37	34	20	17
Total	**54**	**50**	**20**	**17**

Pledged assets pertain to floating charges for own commitments and collateral pledged for endowment insurance plans (cost).

Contingent liabilities

	Group		Parent Company	
	2024	2023	2024	2023
Guarantees to external parties	9	11	–	–
Endowment insurance, difference between cost and market value	13	7	5	4
Total	**22**	**18**	**5**	**4**

Note 30. Acquisitions

Vitrolife Medical Devices Spain S.L. (net asset acquisition)

On 5 April 2024, the Vitrolife Group acquired the distribution activities of medical devices in Spain and Portugal. The acquisition was done as a net asset transaction and Vitrolife has established a new distribution company in Spain, Vitrolife Medical Devices Spain S.L.

The total acquisition price was EUR 5 million were EUR 4 million was paid in the quarter. The seller will receive an additional EUR 1 million, which will be paid during 2025 if the company continues to develop positively. The EUR 5 million is recorded as a customer relationship with an amortisation period of 5 years. Non-recurring costs in connection with the acquisition were around SEK 1 million and consisted primarily of consultancy fees.

Net asset acquisition Vitrolife Medical Devices Spain S.L.

	Carrying amount in the Group
Intangible assets	56
Identifiable net assets	**56**
Less:	
Contingent consideration*	-10
Negative effect on cash and cash equivalents for the Group	**45**

* Contingent consideration financial year 2024–2025.

Note 30. Acquisitions (cont.)

eFertility

On 17 May, 2024 Vitrolife AB (publ) aquired all the shares in the Dutch company STB Zorg B.V. including the subsidiary eFertility International B.V (together called "eFertility"). The initial purchase price, on a net debt free basis of EUR 9.6 million was paid at closing. In addition, there is an earn-out component, structured over a 3-year period, based on scale up and achievement of sales growth milestones to a maximum payout of EUR 8.4 million. The earn-out is based on full achievement, discounted with current market rates adjusted for risk premium.

eFertility is an innovative system and software company transforming IVF clinic management with its cutting-edge solutions: eWitness (witnessing system to track and trace each step of the IVF procedure) and eBase (a specialised EMR that is compatible with hospital information systems). eFertility has a leading presence in the Netherlands and is rapidly expanding across Europe. In 2023, the company had revenues of EUR 1.5 million with a strong sales pipeline demonstrating the increased demand for witnessing systems in the IVF market.

eFertility are reported under the Technologies business area. The acquisition did not have any material effect on net sales during the period. Non-recurring costs in connection with the acquisition were around SEK 4 million and consisted primarily of consultancy fees.

Preliminary acquisition analysis (PPA) eFertility

	Carrying amount in acquired operations	Adjustments to fair value	Carrying amount in the Group
Intangible assets	1	61	62
Other non-current assets	2	0	2
Current assets excluding cash and cash equivalents	8	0	8
Cash and cash equivalents	3	0	3
Non-current liabilities	-1	-16*	-16
Current liabilities	-13	0	-13
Identifiable net assets	**0**	**45**	**45**
Goodwill			142
Total	**0**	**45**	**187**
Less:			
Contingent consideration**			-73
Acquired cash and cash equivalents			-3
Negative effect on cash and cash equivalents for the Group			**112**

* Relates to deferred tax on intangible assets.

** Contingent consideration financial year 2024–2026.

Note 31. Related parties

Related parties
The Parent Company has related party relationships with its subsidiaries. Refer to Note 28.

Of the Parent Company's total purchases and sales, 0% (0) of purchases and 100% (100) of sales pertain to intra-Group transactions. Internal pricing within the Group is set based on the arm's length principle, that is, between parties that are independent, well-informed and with a vested interest in the transactions.

Transactions with key individuals in senior positions
Besides what is stated in Note 8 Remuneration of the Board of Directors and senior executives, no transactions with related parties that are natural parties took place.

Note 32. Events after the reporting date

Ermanno Sironi appointed as Chief Operating Officer (COO) on February 21, 2025, introducing the role to the executive management team.

On 4 March 2025, A PGT-A class action lawsuit was filed against Vitrolife AB (publ), Vitrolife Inc and Igenomix USA, Inc in the court of the Southern District of Florida. Vitrolife Group will, together with our legal counsel in the US, evaluate the class action and its potential scope and financial effects and update the market in due course when further information is available.

Attestation

The Board of Directors and the CEO hereby certify that the annual accounts have been prepared in accordance with generally accepted accounting principles and provide a true and fair view of the Parent Company's position and financial performance, and that the Management Report provides a fair review of the development of the Parent Company's business, financial position and income, and describes the principal risks and uncertainties to which the Parent Company is exposed. The Board of Directors and the CEO hereby also certify that the consolidated financial statements have been prepared in accordance with the International Financial Reporting Standards (IFRS) as adopted by the EU and provide a true and fair view of the Group's position and performance, and that the Management Report for the Group provides a fair review of the development of the Group's operations, financial position and earnings, and describes the principal risks and uncertainties to which the Group is exposed.

Gothenburg 27 March 2025

Jón Sigurdsson
Chairman of the Board

Henrik Blomquist
Board member

Lars Holmqvist
Board member

Pia Marions
Board member

Karen Lykke Sørensen
Board member

Bronwyn Brophy O'Connor
CEO

Our auditor's report was submitted on 27 March 2025

Deloitte AB

Harald Jagner
Authorised Public Accountant

Auditor's report

To the general meeting of the shareholders of
Vitrolife AB (publ)
corporate identity no. 556354-3452

Report on the annual accounts and consolidated accounts

Opinions
We have audited the annual accounts and consolidated accounts of Vitrolife AB (publ) for the financial year 2024 ended 31 December 2024. The Company's annual accounts and consolidated accounts are included on pages 66-123 of this document.

In our opinion, the annual accounts have been prepared in accordance with the Annual Accounts Act and present fairly, in all material respects, the financial position of the Parent Company as at 31 December 2023 and its financial performance and cash flow for the year then ended in accordance with the Annual Accounts Act. The consolidated accounts have been prepared in accordance with the Annual Accounts Act and present fairly, in all material respects, the financial position of the Group as at 31 December 2024 and its financial performance and cash flow for the year then ended in accordance with IFRS Accounting standards, as adopted by the EU, and the Annual Accounts Act. The statutory Management Report is consistent with the other parts of the annual accounts and consolidated accounts.

We therefore recommend that the general meeting of shareholders adopt the income statement and statements of financial position for the Parent Company and the Group.

Our opinions in this report on the annual accounts and the consolidated accounts are consistent with the content of the additional report that has been submitted to the Parent Company's audit committee in accordance with Article 11 of EU Regulation 537/2014/EU.

Basis for opinions
We conducted our audit in accordance with International Standards on Auditing (ISA) and generally accepted auditing standards in Sweden. Our responsibilities under those standards are further described in the Auditor's Responsibilities section. We are independent of the Parent Company and the Group in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements. This includes that, based on the best of our knowledge and belief, no prohibited services referred to in the Audit Regulation (537/2014/EU) Article 5.1 have been provided to the audited company or, where applicable, its Parent Company or its controlled companies within the EU.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinions.

Key audit matters
Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the annual report and

consolidated financial statements for the current period. These matters were addressed in the context of our audit of, and in forming our opinion thereon, the annual accounts and consolidated accounts as a whole, but we do not provide a separate opinion on these matters.

Valuation of goodwill
Vitrolife recognised goodwill of SEK 10,121 million. The goodwill arose from acquisitions.

We focused on the impairment assessment of goodwill, as the book value of goodwill is deemed material and significant judgements and estimates are made when assessing the risk of impairment of goodwill.

For further information regarding the company's accounting for goodwill, refer to Note 3 and Note 14 in the annual report, which set out critical estimates and judgements, accounting policies and intangible assets.

Our audit procedures included, but were not limited to:

- Evaluating the design of the company's routines and relevant internal controls for impairment testing of goodwill;
- Assessing the reasonableness of assumptions made, assessing that the valuation model is consistently applied, assessing the integrity of the input data which the calculations are based upon and testing the arithmetic accuracy of the valuation model;
- Evaluating the reasonableness of identified cash-generating units;
- Involving valuation specialists in certain audit procedures;
- Evaluating the accounting policies applied and the disclosures made for goodwill to ensure compliance with IFRS.

Revenue recognition
Sales amounted to SEK 3,609 million in 2024. For further information regarding consolidated revenue recognition, refer to Note 4 and Note 5 in the annual report, which set out accounting policies, segment reporting and sales by division.

We focused on this area due to high transaction volume and different sales conditions, which can affect the timing of the transfer of risk.

Our audit procedures included, but were not limited to:

- Evaluating the company's revenue recognition policies in accordance with IFRS 15 to assess whether these were appropriately designed to account for revenue in the correct period;
- Evaluating the design of the company's routines and relevant internal controls for revenue recognition;
- On a sample basis, testing sales transactions to assess whether revenue has been recorded in the correct period;
- Evaluating the accounting policies applied and the disclosures made for revenue to ensure compliance with IFRS.

Other information than the annual accounts and consolidated accounts
This document also contains information other than the annual report and consolidated accounts and can be found on pages 1-52, 64-65 and 129-198. The other information also consitutes the remuniration report which we have obtained before the date of this audit report. The Board and the CEO are responsible for this other information.

Our opinion on the annual accounts and consolidated accounts does not cover this other information and we do not express any form of assurance conclusion regarding this other information.

In connection with our audit of the annual accounts and consolidated accounts, our responsibility is to read the information identified above and consider whether the information is materially inconsistent with the annual accounts and consolidated accounts. In this procedure we also take into account our knowledge otherwise obtained in the audit and assess whether the information otherwise appears to be materially misstated.
If we, based on the work performed concerning this information, conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Board of Directors and the CEO
The Board of Directors and the Managing Director are responsible for the preparation of the annual accounts and consolidated accounts and that they give a fair presentation in accordance with the Annual Accounts Act and, concerning the consolidated accounts, in accordance with IFRS as adopted by the EU. The Board of Directors and the CEO are also responsible for such internal control

as they determine is necessary to enable the preparation of annual accounts and consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the annual accounts and consolidated financial statements, the Board of Directors and the CEO are responsible for assessing the company's and the Group's ability to continue as a going concern. They disclose, as applicable, matters related to going concern and use of the going concern basis of accounting. The going concern basis of accounting is however not applied if the Board of Directors and the CEO intend to liquidate the Company, to cease operations, or have no realistic alternative but to do so.

The Audit Committee shall, without prejudice to the Board of Director's responsibilities and tasks in general, among other things, oversee the company's financial reporting process.

Auditor's responsibility
Our objectives are to obtain reasonable assurance about whether the annual accounts and consolidated accounts as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISA and generally accepted auditing standards in Sweden will always detect a material misstatement when it exists. Misstatements may arise due to fraud or error and are regarded as material if, individually or in aggregate, they could reasonably be expected to affect the economic decisions of users taken on the basis of the annual accounts and consolidated financial statements. A further description of our responsibilities for the audit of the annual accounts and consolidated annual accounts is located at the Swedish Inspectorate of Auditors website: www.revisorsinspektionen.se/revisornsansvar. This description forms part of the auditor's report.

Report on other legal and regulatory requirements

Opinions
In addition to our audit of the annual accounts and consolidated accounts, we have also audited the administration of the Board of Directors and the Managing Director of Vitrolife AB (publ) for the financial year 2024 and the proposed appropriation of the company's income.

We recommend to the general meeting of shareholders that the profit be appropriated in accordance with the proposal in the statutory Management Report and that the members of the Board of Director's and the CEO be discharged from liability for the financial year.

Basis for opinions
We conducted the audit in accordance with generally accepted auditing standards in Sweden. Our responsibilities under those standards are further described in the Auditor's Responsibilities section. We are independent of the Parent Company and the Group in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinions.

Responsibilities of the Board of Directors and the CEO
The Board of Directors is responsible for the proposal for appropriations of the company's profit or loss. Proposing a dividend includes an assessment of whether the dividend is justifiable considering the requirements that the nature, scope and risks of the company's and the Group's operations place on the size of the parent's and the Group's equity, consolidation requirements, liquidity and position in general.

The Board of Directors is responsible for the company's organisation and the administration of the company's affairs. This includes, among other things, continuous assessment of the company's and the Group's financial situation and ensuring that the company's organisation is designed so that the accounting, management of assets and the company's financial affairs otherwise are controlled in a reassuring manner. The CEO shall manage the ongoing administration according to the Board of Directors' guidelines and instructions and among other matters take measures that are necessary to fulfil the Company's accounting in accordance with law and handle the management of assets in a reassuring manner.

Auditor's responsibility
Our objective concerning the audit of the administration, and thereby our opinion about discharge from liability, is to obtain audit evidence to assess with a reasonable degree of assurance whether any member of the Board of Directors or the CEO in any material respect:

- has undertaken any action or been guilty of any omission which could give rise to liability for damages to the company; or

- in any other way has acted in contravention of the Companies Act, the Annual Accounts Act or the Articles of Association.

Our objective concerning the audit of the proposed appropriations of the company's profit or loss, and thereby our opinion about this, is to assess with a reasonable degree of assurance whether the proposal is in accordance with the Companies Act.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with generally accepted auditing standards in Sweden will always detect actions or omissions that can give rise to liability for damages against the company, or that the proposed appropriations of the company's profit or loss are not in accordance with the Companies Act.

A further description of our responsibilities for the audit of the annual accounts and consolidated annual accounts is located at the Swedish Inspectorate of Auditors website: www.revisorsinspektionen.se/revisornsansvar. This description forms part of the auditor's report.

The auditor's examination of the ESEF report

Opinion

In addition to our audit of the annual accounts and consolidated accounts, we have also examined that the Board of Directors and the Managing Director have prepared the annual accounts and consolidated accounts in a format that enables uniform electronic reporting (the Esef report) pursuant to Chapter 16, Section 4(a), of the Swedish Securities Market Act (2007:528) for Vitrolife AB (publ) for the financial year 1 January 2024 – 31 December 2024.

Our examination and our opinion relate only to the statutory requirements.

In our opinion, the Esef report has been prepared in a format that, in all material respects, enables uniform electronic reporting.

Basis for opinion

We have performed the examination in accordance with FAR's recommendation RevR 18 Auditor's examination of the Esef report. Our responsibility under this recommendation is described in more detail in the 'Auditor's responsibility' section. We are independent of Vitrolife AB (publ) in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of the Board of Directors and the CEO

The Board of Directors and the CEO are responsible for the preparation and presentation of the ESEF report in accordance with Chapter 16, Section 4a, of the Swedish Securities Market Act (2007:528), and for such internal control that the Board of Directors and the CEO determine is necessary to prepare the ESEF report without material misstatements, whether due to fraud or error.

Auditor's responsibility

Our responsibility is to obtain reasonable assurance whether the ESEF report is in all material respects prepared in a format that meets the requirements of Chapter 16, Section 4a of the Swedish Securities Market Act (2007:528), based on the procedures performed.

RevR 18 requires us to plan and execute procedures to achieve reasonable assurance that the Esef report is prepared in a format that meets these requirements.

Reasonable assurance is a high level of assurance, but it is not a guarantee that an examination performed in accordance with RevR 18 and generally accepted auditing standards in Sweden will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the Esef report.

The firm applies International Standard on Quality Management 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

The examination involves obtaining evidence, through various procedures, that the ESEF report has been prepared in a format that enables uniform electronic reporting of the annual accounts and consolidated accounts. The procedures selected depend on the auditor's judgement, including the assessment of the risks

of material misstatement in the report, whether due to fraud or error. In carrying out this risk assessment, and in order to design audit procedures that are appropriate in the circumstances, the auditor considers those elements of internal control that are relevant to the preparation of the ESEF report by the Board of Directors and the CEO, but not for the purpose of expressing an opinion on the effectiveness of those internal controls. The examination also includes an evaluation of the appropriateness and reasonableness of assumptions made by the Board of Directors and the CEO.

The procedures mainly include validation that the Esef report has been prepared in a valid XHTML format and reconciliation of the ESEF report with the audited annual accounts and consolidated financial statements.

Furthermore, the examination includes an assessment of whether the consolidated income statement, balance sheet, statement of changes in equity, cash flow statement and notes in the ESEF report have been marked up using iXBRL, in accordance with the ESEF regulation.

Deloitte AB was appointed auditor of Vitrolife AB by the general meeting of the shareholders on 25 April 2024 and has been the company's auditor since 5 May 2014.

Gothenburg, 27 March 2025
Deloitte AB

Signature on Swedish original

Harald Jagner
Authorised Public Accountant

Consolidated income statements by quarter

SEK million	Oct–Dec 2024	Jul–Sep 2024	Apr–Jun 2024	Jan–Mar 2024	Oct–Dec 2023	Jul–Sep 2023	Apr–Jun 2023	Jan–Mar 2023
Net sales	959	867	941	841	904	848	905	854
Cost of sales	-373	-359	-378	-361	-390	-375	-400	-369
Gross income	**586**	**508**	**564**	**481**	**514**	**473**	**505**	**485**
Selling expenses	-199	-190	-196	-169	-182	-162	-175	-165
Administrative expenses	-142	-100	-118	-118	-109	-96	-107	-121
Research and development costs	-28	-30	-27	-33	-28	-31	-33	-34
Other operating income and expenses	8	-16	-6	7	-4,309	-4	-3	-6
Operating income	**225**	**174**	**218**	**167**	**-4,115**	**179**	**188**	**159**
Financial income and expenses	-43	-18	-25	-24	-15	-26	-53	-29
Income after financial items	**182**	**155**	**193**	**143**	**-4,130**	**152**	**135**	**130**
Income taxes	-43	-40	-49	-28	-49	-30	-29	-31
Net income	**139**	**116**	**143**	**115**	**-4,179**	**122**	**106**	**99**
Attributable to								
Parent Company shareholders	139	116	143	115	-4,179	122	106	100
Non-controlling interests	0	0	0	0	0	0	0	-1
Depreciation, amortisation and impairment	-112	-115	-109	-105	-4,409*	-109	-105	-103
Equity attributable to Parent Company shareholders, SEK million	13,639	13,137	13,095	13,231	12,722	17,430	17,677	17,013

* Including non-recurring impairment losses of SEK 4,300 million

Alternative performance measures

This report includes alternative performance measures not defined in IFRS, but which are included in the report as company management considers that this information makes it easier for investors to analyse the Group's financial performance and position. Investors should regard these alternative performance measures as complementing rather than replacing financial information stated in accordance with IFRS. Please note that the Vitrolife Group's definitions of these alternative performance measures may differ from other companies' definitions of the same terms.

The following definitions describe the performance measures that are used, referred to and presented in the financial reports. Performance measures that can be found directly in the financial reports and measured on the basis of the definitions below have not been included in the tables on subsequent pages.

Profit and yield measures

Gross income
Definition: Net sales less cost of sales.
Purpose: This measure shows the Group's profit before the effects of costs such as selling and administrative expenses.

Gross margin, %
Definition: Gross income in relation to net sales for the period.

Operating income (EBIT)
Definition: Net sales less all costs attributable to operations including depreciation and amortisation of property, plant and equipment and intangible assets but excluding net financial items and tax.
Purpose: This is used to measure operational profitability and the Group's target achievement.

Operating margin (EBIT), %
Definition: Operating income (EBIT), in relation to net sales for the period.

Operating income before depreciation and amortisation (EBITDA)
Definition: Operating income before depreciation and amortisation of property, plant and equipment and intangible assets.
Purpose: This is used to measure income from operating activities independent of depreciation and amortisation. The company aims to achieve growth while maintaining profitability, which is monitored via EBITDA.

Operating margin before depreciation and amortisation (EBITDA), %
Definition: Operating income before depreciation, amortisation and impairment (EBITDA) in relation to net sales for the period.

Return on equity, %
Definition: Net income for a rolling 12-month period in relation to average equity for the period. (Average is calculated on the last four reported quarters.)
Purpose: It is the Vitrolife Group's assessment that return on equity is an appropriate measure to illustrate to stakeholders how well the Group invests its equity.

SEK million	31 Dec 2024	31 Dec 2023
Average equity for the period	13,276	16,211
Net income, rolling 12 months	513	-3,851
Return on equity, %	3,9	-23.8

Capital measures

Net debt

Definition: Current and non-current interest-bearing liabilities adjusted for IFRS 16 effect less interest-bearing receivables less cash and cash equivalents.

Purpose: One of the Vitrolife Group's financial objectives is to have a strong financial capital base to enable continued strong growth, both organic and through acquisitions. In conjunction with the entry into force of IFRS 16 on 1 January 2019, this measure's definition was reformulated since financial liabilities related to leases are not included in the calculation of the net debt.

Net debt/EBITDA, rolling 12 months

Definition: Net debt in relation to EBITDA, rolling 12 months.

Purpose: One of the Vitrolife Group's financial objectives is to have a strong financial capital base to enable continued strong growth, both organic and through acquisitions. In relation to this, Group management follows up the ratio of net debt in relation to rolling 12-month operating income before depreciation and amortisation (EBITDA). According to the Group's financial targets, this measure should normally not exceed a multiple of three. Management assesses that this measure gives creditors and investors important information about the Group's attitude towards debt.

SEK million	31 Dec 2024	31 Dec 2023
Borrowings, non-current	1,837	1,875
Non-current lease liabilities	92	67
Borrowings, current	115	114
Lease liabilities, current	45	33
Adjustment of lease liabilities	-137	-100
Cash and cash equivalents	-1,135	-861
Net debt	**817**	**1,128**
Operating income, olling 12 months	783	-3,589
Depreciation/amortisation, rolling 12 months	442	425
Non-recurring impairment losses	–	4,300
EBITDA, rolling 12 months	**1,225**	**1,136**
Net debt/EBITDA, rolling 12 months	**0.7**	**1.0**

Equity/assets ratio, %

Definition: Equity and non-controlling interests in relation to total assets.

Purpose: This ratio shows the proportion of the company's total assets that are financed by shareholders in the form of equity. A high equity/assets ratio is a measure of financial strength and is used to measure target achievement.

Working capital

Definition: Current assets excluding cash and cash equivalents less current non-interest-bearing liabilities.

Purpose: This measure is used to show how much capital is needed to finance operating activities.

Share-related measures

Cash flow from operating activities per share

Definition: Cash flow from operating activities for the period in relation to average number of shares outstanding for the period.

Purpose: This measure is used to show the cash flow generated by the company's operating activities per share.

Equity per share

Definition: Equity in relation to number of shares outstanding on the reporting date.

Purpose: This measure shows the company's net value per share and determines whether a company increases shareholders' net worth over time.

Earnings per share (defined by IFRS)

Definition: Net income attributable to the Vitrolife Group's owners in relation to the average number of outstanding shares in the period. For reconciliation, refer to Note 21, Earnings per share.

P/E ratio

Definition: Price per share in relation to earnings per share.

Purpose: This ratio shows how the profit for the period relates to the price of the share.

Other metrics

Organic growth

Definition: Organic growth is sales growth from existing business operations adjusted for acquisitions and divestments. An acquisition or a sale is only included in the calculation of organic growth when it is included for an equal number of months in the present period and the corresponding period in the previous year. Otherwise it is included in the calculation of acquired growth.

Purpose: Organic growth excludes the effects of changes in the Group's structure, thus enabling a comparison of net sales over time.

Net sales growth in local currency

Definition: Growth in local currencies is sales growth adjusted for currency effects, which is calculated as sales for the period in local currencies recalculated at a predetermined exchange rate in relation to the corresponding

period the previous year in local currencies recalculated at the same exchange rate.
Purpose: Because a large part of the Vitrolife Group's sales are in other currencies than the reporting currency of SEK, sales are not only impacted by actual growth, but also by currency effects. To analyse sales adjusted for currency effects, the key ratio of net sales growth in local currency is used. The percentage effects in the following tables are calculated using each amount in SEK million in relation to net sales in the same period in the previous year.

Rolling 12 months

Definition: Key ratios measures on the basis of rolling 12-month values were calculated using the past four rolling interim and year-end reports.
Purpose: Rolling 12 months gives a clearer picture of sales or profitability and a fairer view of the development of a key ratio.

Group total

	2024	2023
Organic growth in local currency, SEK m	152	143
Organic growth in local currency, %	*4*	*4*
Acquired growth, SEK m	–	–
Acquired growth, %	–	–
Currency effects, SEK m	-55	135
Currency effects, %	*-2*	*4*
Total growth, SEK m	**97**	**278**
Total growth, %	*3*	*9*

Net sales by geographical segment

	EMEA	Americas	APAC
	2024	2024	2024
Organic growth in local currency, SEK m	94	7	50
Organic growth in local currency, %	*7*	*1*	*5*
Currency effects, SEK m	-5	-17	-33
Currency effects, %	*0*	*-1*	*-3*
Total growth, SEK m	**89**	**-10**	**18**
Total growth, %	*7*	*-1*	*2*

Net sales by business area

	Consumables	Technologies	Genetics
	2024	2024	2024
Organic growth in local currency, SEK m	128	104	-79
Organic growth in local currency, %	*10*	*16*	*-5*
Currency effects, SEK m	-12	-14	-29
Currency effects, %	*-1*	*-2*	*-2*
Total growth, SEK m	**116**	**90**	**-108**
Total growth, %	*9*	*14*	*-7*

Sustainability statements

Contents Sustainability statements

General information

The sustainability statement presents the Vitrolife Groups's governance and performance related to material sustainability topics, including detailed performance indicators (sustainability metrics). The Vitrolife Group´s ambition has been to follow the European Sustainability Reporting Standards (ESRS) in the 2024 sustainability statements to prepare for compliance with the Corporate Sustainability Reporting Directive (CSRD) coming into force in 2025. Work remains to fully report in accordance with CSRD/ESRS, primarily related to the availability of consolidated data at group level.

Basis for preparation

Reporting scope and boundaries

The sustainability statements are prepared on the same consolidated basis as the financial statements, unless otherwise stated. Thus, sustainability data includes consolidated data from the parent company, Vitrolife AB (publ), with corporate identity number 556354-3452, and all units consolidated into the Vitrolife Group´s financial statements, as outlined in Note 28. Unless otherwise stated, the information and data provided pertain to the period 1 January to 31 December, 2024.

The double materiality assessment process described on pages 141-144 includes impacts, risks and opportunities that extend to our upstream and downstream value chain. The extent to which the Vitrolife Group´s policies, actions, targets and metrics extend to our value chain is described in the sections relating to the topical standards.

No information related to intellectual property, know-how, or innovation outcomes has been omitted from the sustainability statements. Additionally, the Vitrolife Group has not withheld any details regarding impending developments or ongoing negotiations.

Estimations and uncertainties

The methodology for calculating and presenting sustainability metrics is outlined in the accompanying notes for each metric. These notes specify whether the metrics are directly measured or estimated using sources such as third-party data or industry averages. Data is gathered from the Vitrolife Group's operational and financial units, relying on local management systems and sources like process data systems, measurements, calculations, purchasing records, and invoices. Controls are implemented to ensure the completeness and accuracy of the information. However, due to the scope of the sustainability statements and the lack of universally accepted reporting standards for some data, uncertainties may arise in the reported figures. The Vitrolife Group is committed to enhancing data quality by upgrading data collection systems, providing training in sustainability reporting, and fostering stronger collaboration with partners across the value chain. Each chapter's notes on material sustainability topics provide details on estimation methods and potential sources of uncertainty.

Reporting changes and prior reporting errors

For the 2024 reporting period, the Vitrolife Group has structured its sustainability disclosures to prepare for compliance with the CSRD, following the ESRS. These changes include:

- Restructuring of the sustainability statements within the Vitrolife Group's Annual and Sustainability Report in accordance with the requirements of the ESRS.
- Updated materiality assessment in accordance with ESRS-related sustainability matters to identify material impacts, risks and opportunities across the Vitrolife Group's own operations, upstream and downstream value chain.
- New disclosures and metrics as required by the ESRS, including descriptions of material impacts, risks and opportunities, and policies, actions and metrics and targets to address them.
- Greenhouse gas emissions for 2023 have been recalculated with activity data for certain data categories, as opposed to spend-based data and estimates. The new, updated 2023 emissions are the baseline reported to the Science Based Targets initiative for targets validation.
- Including sustainability metrics in the management report
- Updated assessment of taxonomy eligibility and alignment

No material errors in prior periods have been identified. Minor corrections or amendments have been made in individual metrics and such corrections are described in the note to the respective metrics.

Reporting standards

The Vitrolife Groups's sustainability statement is prepared in accordance with the previous version of the Annual Accounts Act applied before 1 July 2024. This report has also been prepared in accordance with the Global Reporting Initiative (GRI) standards. The Vitrolife Group has, in the preparation of the report, applied reporting principles as prescribed in the standard GRI 1: Foundation (2021). Please see the GRI index on page 190.

This report also forms the basis for our 2024 Communication on Progress to the UN Global Compact.

Disclosures required by the Australian Modern Slavery Act 2018 and the UK Modern Slavery Act 2015 are provided in pages 178-179.

As mentioned above, the Vitrolife Group has restructured the sustainability statements according to ESRS in order to prepare for compliance with CSRD. The Vitrolife Group will report in compliance with the implementation schedule of the CSRD and applicable ESRS in the 2025 Annual and Sustainability Report. Work remains to fully report in accordance with CSRD/ESRS, primarily related to the availability of consolidated data at group level.

Sustainability governance

Expertise and role of the administrative, management and supervisory bodies

The composition of the administrative, management and supervisory bodies is available in the Corporate Governance part of this report.

Our sustainability management approach is based on clear governance, a well-defined division of responsibilities, ongoing monitoring of material sustainability matters and the establishment of goals and key performance indicators (KPIs) for continuous measurement and improvement.

Board of Directors

The Board of Directors holds ultimate responsibility for sustainability oversight, demonstrating our commitment to integrating sustainability at the highest level of corporate governance. This approach ensures that sustainability considerations are embedded in our strategic decision-making processes.

Within the Board of Directors, the Audit Committee of the Board of Directors maintains quarterly oversight of the implementation of the sustainability agenda. The sustainability team provide comprehensive quarterly updates, detailing advancements in the sustainability strategy. This structured approach ensures continuous monitoring and evaluation of sustainability initiatives, fostering transparency and accountability. The Board of Directors underwent a comprehensive sustainability onboarding programme. This tailored training, delivered by the in-house sustainability team, ensures the Board's expertise remains current and aligned with evolving sustainability standards.

Executive Management Team (EMT)

The Executive Management Team is tasked with setting sustainability targets and implementing related policies. This structure ensures that sustainability goals are aligned with our overall business strategy and that there is clear accountability for their achievement. Within the EMT, the VP Strategy, Sustainability and Corporate Development (SSCD), is specifically tasked with overseeing sustainability initiatives, ensuring top-level commitment to our sustainability agenda. In line with evolving corporate sustainability practices, the VP SSCD receives comprehensive sustainability training, delivered by the in-house sustainability team.

The Sustainability team

Our dedicated Sustainability team plays a key advisory role, offering expertise and support to the EMT. The team consists of a Head of Sustainability, a Sustainability Controller, and an Environmental Health and Safety Specialist (EHS, currently under recruitment). The Head of Sustainability, with extensive experience and certifications, leads the team, oversees sustainability initiatives, and ensures their effective execution. The Sustainability Controller specialises in sustainability data management, ensuring

accurate reporting and analysis. Collectively, the team brings over 25 years of experience in sustainability.

Integration of sustainability in the Vitrolife Group's strategy

Our sustainability strategy, addressing impacts, risks, and opportunities (IROs) as identified by our double materiality assessment described on page 141, is detailed on the next page. Established in 2022 following a thorough materiality assessment, this strategy has led to well-defined 2030 targets. To ensure ongoing relevance, we conduct the double materialty assessement annually. This comprehensive evaluation, involving both financial and impact materiality, engages various stakeholders and is reviewed by the Executive Management Team (EMT) and the Board of Directors. This rigorous process allows us to identify emerging issues, reassess priorities and align with evolving stakeholder expectations and regulatory requirements. Based on these annual insights, we consider potential adjustments to our sustainability strategy, ensuring it remains consistent and effective in addressing material issues for our organisation and stakeholders. At the same time, performance and progress against the sustainability strategy is also reviewed annually by the Board of Directors.

Additionally, in line with the commitment of "ensuring sustainability in everything we do", a sustainability assessment performed by the sustainability team is embedded in any major initiative or transaction and presented to the Board of Directors.

Integration of sustainability in incentive schemes

The Executive Management team incentive schemes include sustainability-related performance. More information is available on page 70.

Due diligence and internal controls

All identified material sustainability topics are considered in the definition of the Vitrolife Group´s corporate and sustainability strategy. Sustainability due diligence and risk management, aligned with the Vitrolife Group's corporate and sustainability strategies, are integrated into business processes through the Group's policies, directives and procedures. This includes adherence to the Vitrolife Group's corporate values, Principles for Responsible Business Conduct, and global procedures for environmental management, product safety, quality assurance and sustainability in the development of new products and significant changes to existing processes.The sustainability statement section corresponding to each material sustainability topic provides an overview of risk assessment and due diligence processes in relation to each sustainability topic, as well as the Vitrolife Group assessment of identified adverse impacts, the Vitrolife Group´s actions to address identified impacts and the results of these efforts. This approach ensures that sustainability considerations are integrated into all aspects of our operations, from research and development to supply chain management and customer support.

The Vitrolife Group regularly performs risk assessments and controls over its sustainability reporting process. The risks are discussed with the Audit Committee and with the Vitrolife Group´s external auditors. As a listed company, the Vitrolife Group is exposed to risks associated with incomplete or inconsistent reporting on sustainability topics, including risks associated with greenwashing. There are also risks related to the accuracy of data inputs and manual errors in the reporting process from aggregating data from multiple systems into the corporate disclosure management system. The Vitrolife Group has implemented controls based on its assessment of risks in the sustainability statements, including review controls for quantitative and qualitative data in the sustainability statements by business area, group functions and Vitrolife Group disclosure committee, as well as access controls and automated input controls in sustainability reporting systems. Finally, quarterly reporting for certain areas allows us to minimise errors.

Strategy and business model

Our business and the corporate and sustainability strategy

The overview of our business is available in the first part of the Annual and Sustainability Report, from pages 11 to 18 which contains: an overview of our products and services, key markets and our employees and key financial indicators. The entirety of the Vitrolife Group´s revenues is attributable to the ESRS sector Health Care & Services. The company has no revenue in any of the activities as described in article SBM-1 40d of the ESRS.

The Vitrolife Group´s corporate strategy was revised in 2023, and our commitment to ensuring sustainability in everything we do underpins the five strategic priorities of the Group (see page 26). This commitment is supported by our sustainability strategy focused on four pillars:

- Purpose-driven growth
- Ethical profitability
- Planet accountability
- Inclusive engagement

The four-pillar strategy is based on the annual materiality assessment, which allows us to monitor its relevance over time. This assessment is grounded in thorough stakeholder engagement, as well as risk and strategy inputs and a value chain analysis. The Vitrolife Group value chain is disclosed on page 144.

Each pillar has overarching time-bound targets attached to it which allows for proper implementation and tracking. These are explained on page 47 and onwards.

The company's approach to sustainability is centred around creating shared value through sustainable, profitable growth. This is achieved by integrating sustainability into the company's long-term strategy, ensuring it is embedded in operations. The material sustainability matters identified are grouped around these four themes, with clear objectives, targets, and actions to address all significant sustainability issues for the Group and its stakeholders.

Our stakeholders

Key stakeholders and stakeholder engagement

Given the high value of the diverse perspectives of our stakeholders, we actively participate in constructive and transparent dialogue with various stakeholders. These inputs serve as valuable sources of insights and play a crucial role in shaping our sustainability strategy and guiding its implementation. The different interactions with our stakeholders feed the double materiality assessment, which forms the basis of our strategy, to guarantee ongoing alignment with stakeholders' interests. Our key stakeholders, and our interactions with them, are described in the table on next page.

Impact of stakeholder engagement

At the Vitrolife Group, we recognise the importance of stakeholder engagement in shaping our corporate and sustainability strategy and risk management processes. Our approach to double materiality is deeply rooted in the feedback we receive from our diverse stakeholders as listed in the next page. Through our engagement efforts, we gain valuable insights into the issues that matter most to those impacted by our work in assisted reproduction technologies. This feedback directly informs our double materiality assessment, where we carefully evaluate both the impact of our activities on society and the environment, as well as how sustainability issues affect our financial performance and risk profile. The outcomes of this assessment tangibly shape our strategic direction and risk management. By integrating these insights, we ensure that our sustainability efforts are aligned with our core business objectives and that we are addressing the most pressing sustainability concerns in our industry. This iterative process allows us to remain agile and responsive to the evolving landscape of reproductive medicine and sustainability. It enables us to make more informed decisions, allocate resources effectively and, ultimately, deliver on our purpose. Stakeholder feedback is heterogeneous, and different members of the EMT have different responsibilities over specific stakeholders groups. For example, while all EMT members receive the employee engagement survey and its results are shared with the Board of Directors, the Chief Human Resources Officer is particularly in charge of coordinating this effort and ensuring that the feedback is considered. For a more holistic view of all stakeholder feedback, the administrative management and supervisory bodies are informed through the double materiality assessment results which we discuss below.

Our key stakeholders

	Stakeholder group	Definition and relationship	Engagement
Stakeholders - directly impacted	Customers	IVF clinics and genetic testing laboratories. Buy our products and services	• Continous dialogue and collaboration through sales representatives • Customer surveys including sustainability • Ad-hoc meetings focused on sustainability
	Patients	Patients who undergo IVF and are on the receiving end of IVF treatments and genetic testing	• Customer service and genetic counselling
	Employees & contractors	Individuals contributing with skills and expertise to the activities of the company, employed by the company	• Continous internal dialogue • Organised social dialogue • Employee engagement survey
	Suppliers and contractors and their workers	Companies providing products and services to the Vitrolife Group and their workers	• Sustainability survey • One-to-one dialogue with important suppliers and their sustainability representatives • Quality audits and inspections
Stakeholders - financially impacted	Investors & lenders	Financial institutions providing capital to the Vitrolife Group	• Continous dialogue among representatives • Sustainability survey
Experts and indirect stakeholders	Planet & climate	The physical environment on which we rely for our own activities	• Dialogue with environmental experts to understand impacts
	Government and society	The wider society	• IVF impact in society is understood through publicly available information • The Bioethics Advisory Committee helps us deal with the most relevant ethical questions when it comes to our impact on society
	Research partners	Clinics or institutes that participate or benefit from our research activities	• Constant dialogue on study results and their benefits

The double materiality assessment

Identifying sustainability matters and impacts, risks and opportunities (IROs)

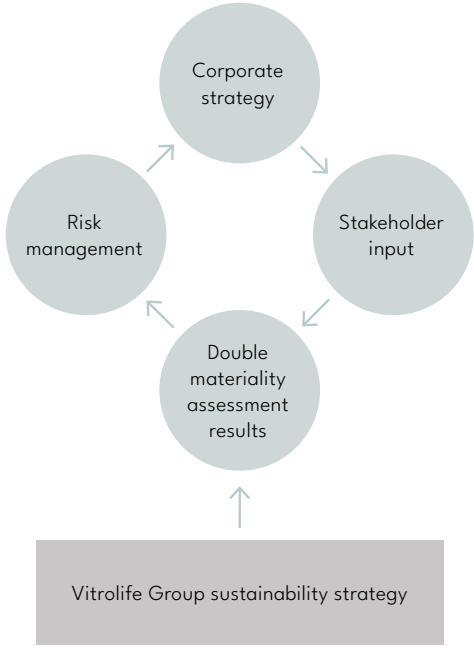
The Vitrolife Group has been performing comprehensive materiality assessment since 2021. While the initial materiality assessment was based on the SDG Compass Guide and GRI Standards, it has been updated over the years to adapt to relevant legislation and frameworks such as the CSRD, GRI Standards and SASB.

For the revised materiality assessment for 2024, we have initiated to incorporate the considerations in line with the EFRAG double materiality guidelines and the newly published ESRS (European Sustainability Reporting Standards). The updates included identifying impacts, risks and opportunities (IROs) as a basis for the materiality decision on the sustainability matters.

Starting with an analysis of business relationships throughout the entire value chain and affected stakeholders, relevant sustainability topics were identified. All of the sustainability topics and sub-topics have been assessed for relevance and double materiality. Additionally, entity-specific topics were defined to consider own specific circumstances.

A selected group of stakeholders' representatives actively contributed to provide insights on the sustainability topics, as well as to identify and score the IROs. Each sustainability issue was reviewed by the sustainability team together with relevant stakeholders' representatives, with a focus on identifying IROs at a sub-topic level. The materiality assessment process was informed by the Vitrolife Group's due diligence and internal control processes. The IRO identification process, strategy review and risk management processes are interconnected and mutually reinforcing, as illustrated to the right.

Our double materiality assessment process forms a dynamic cycle that integrates four key components to shape the Vitrolife Group sustainability strategy. Starting with corporate strategy, our annual strategy review process informs sustainability priorities and helps identify financial risks and opportunities, while material IROs reciprocally influence strategic planning and resource allocation. This feeds into stakeholder input, where continuous dialogue validates our materiality assessment and helps identify emerging risks and opportunities. The insights gathered inform our double materiality assessment results, where regular performance monitoring and periodic reviews ensure alignment with business objectives. Finally, these results connect to risk management, where identified risks are incorporated into our enterprise risk management framework with appropriate mitigation strategies and regular effectiveness reviews. This cycle then feeds back into corporate strategy, creating a comprehensive framework that ensures our sustainability initiatives are strategically aligned, stakeholder-informed, and risk-aware.



Materiality scoring approach

The double materiality assessment´s scoring methodology and criteria were undertaken focusing on:

- Impact materiality: scale, scope, irremediable character and likelihood of impacts, based on whether an impact is positive or negative and actual or potential.
- Financial materiality: financial magnitude of risk or opportunity, likelihood, and the nature of the financial effect.

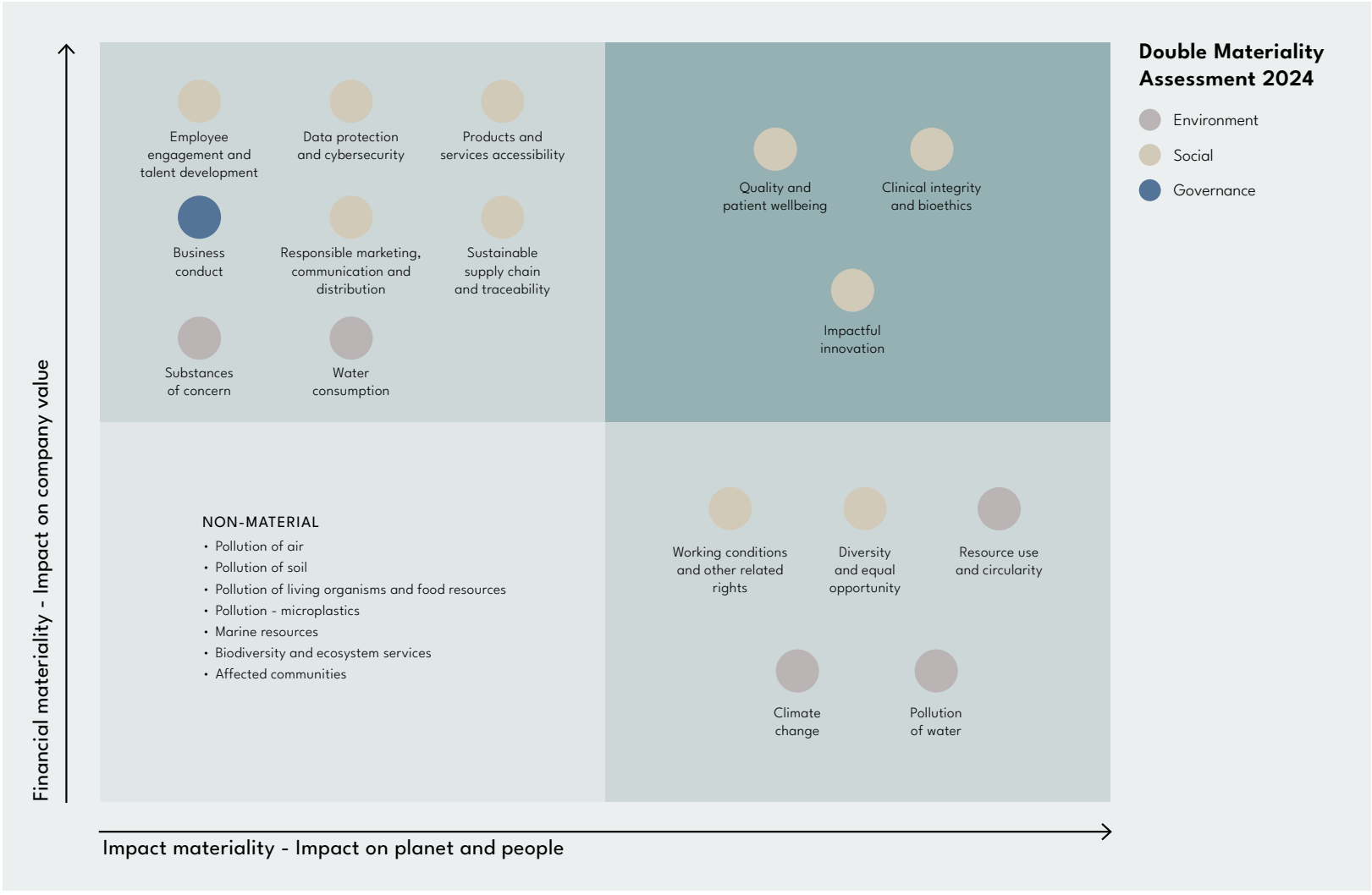
All sustainability topics and IROs were scored at a gross level, to the best of the ability of the sustainability team based on the stakeholder's input. Impact and financial materiality were scored on a scale from 0 to 5. A sustainability matter was deemed material if at least one IRO was above the threshold, which was set at 1. Non-material sustainability matters were those where no IRO was identified and/ or all IROs were found to fall below these thresholds. The materiality assessment was validated by the EMT.

Material impacts, risks and opportunities (IROs)

The double materiality assessment process as described above resulted in the material sustainability matters shown in the diagram on the right. The diagram shows where the Vitrolife Group may have the largest impacts on people and the planet through our activities, or where the Vitrolife Group is exposed to the most significant financial risks or opportunities.

Some topics and sub-topics related to the environment, such as microplastics or biodiversity, were identified as relevant in the assessment, although below the materiality threshold. Other sustainability topics and sub-topics, including affected communities and the sub-topics pollution of air, soil and living organisms and food resources in pollution, as well as marine resources in water and marine resources, were deemed as not relevant to our business model and omitted in the assessment.

As part of our double materiality assessment, we have assessed material IROs across our operations and value chain as shown in the table and diagram in the next pages. The table is not exhaustive, but highlights the variety of identified impacts, risks and opportunities. The IROs are described in greater detail in each section.

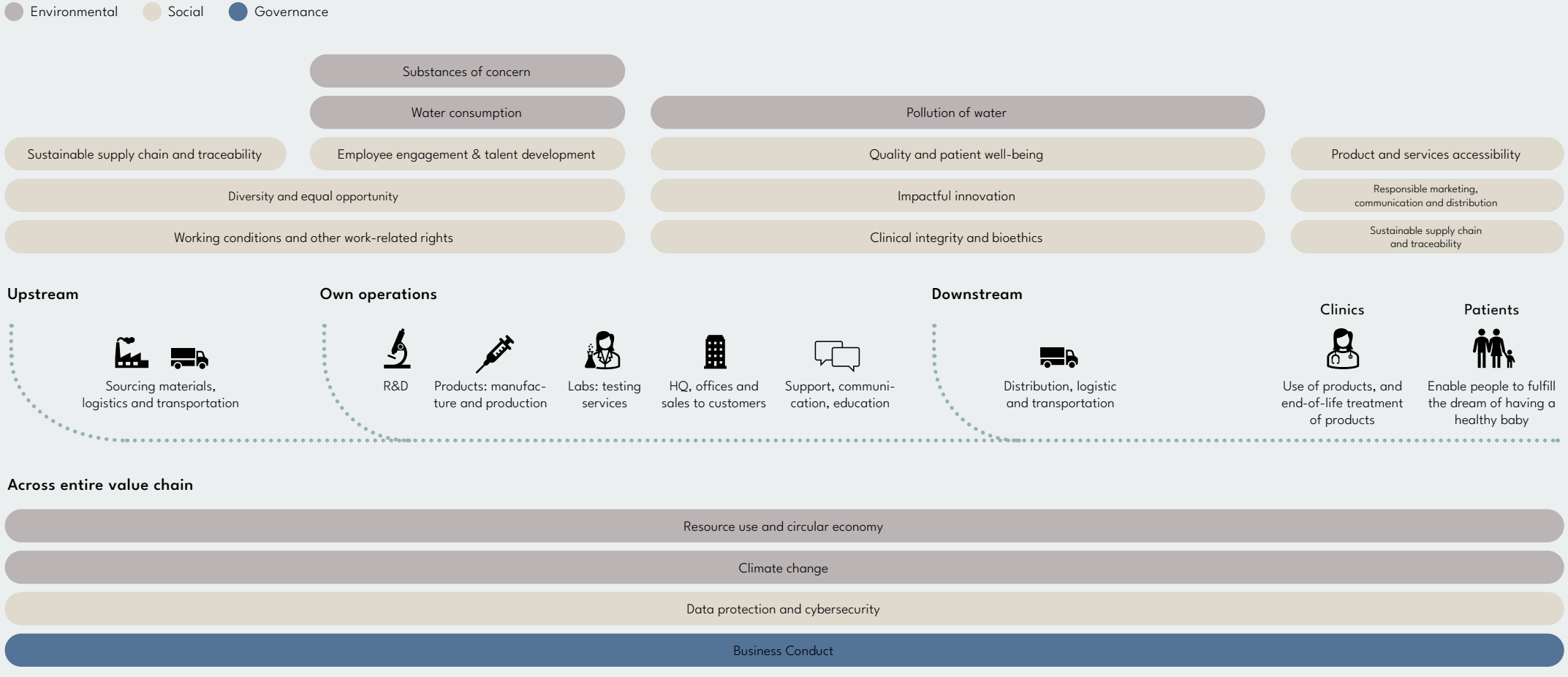


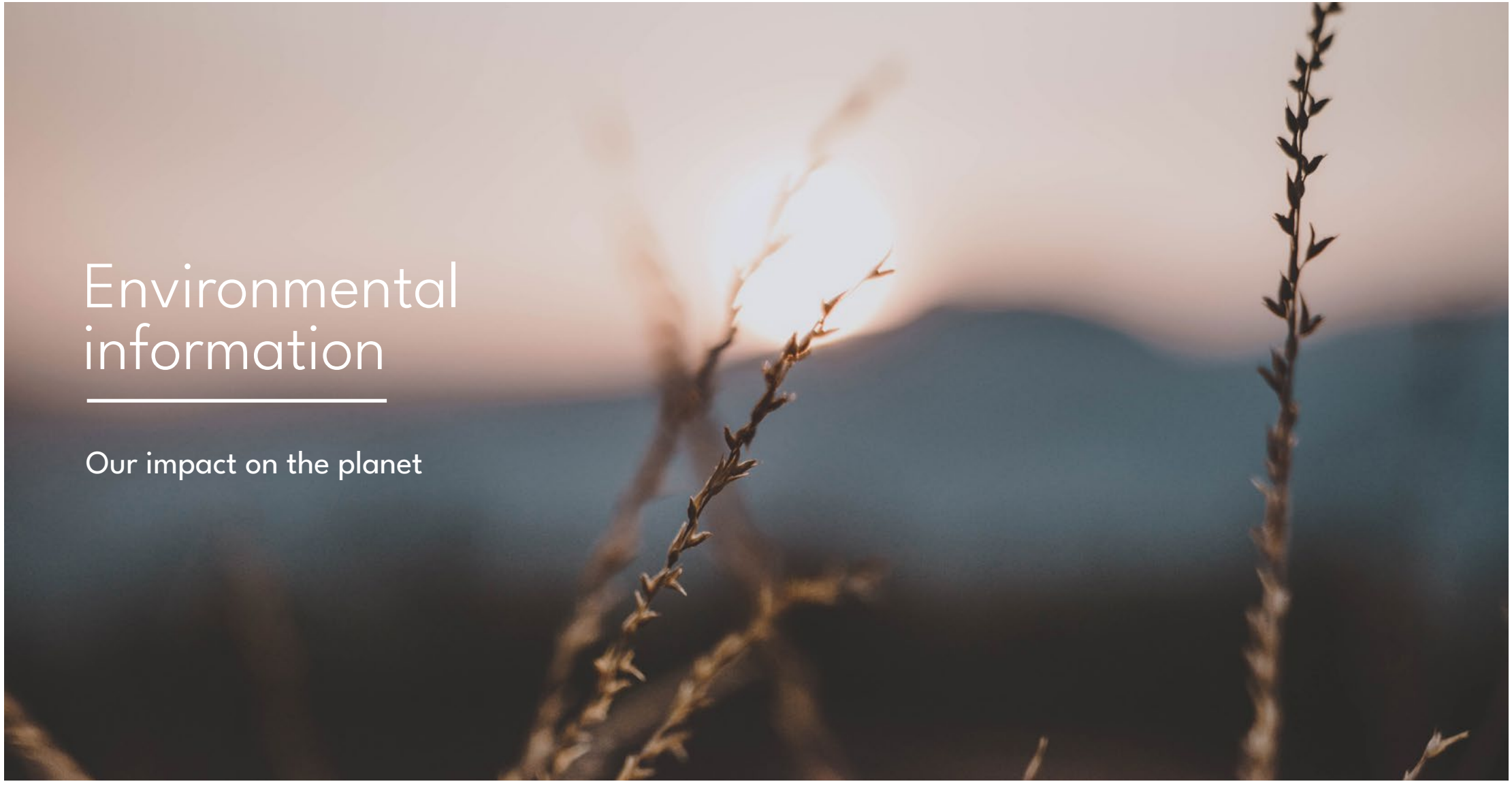
Impacts, risks, and opportunities (IROs)

- Positive impact
- Negative impact
- Actual impact
- Potential impact
- Risk
- Opportunity

				Value chain			Time horizon		
	Material sustainability matters	**IRO assessment**	**IRO general description**	**Upstream**	**Own operations**	**Down-stream**	**Short**	**Mid**	**Long**
Environment	Climate change		Greenhouse gas emissions from our operations affect climate change, with associated risks related to reputational damage, regulatory changes, supply chain disruptions, elevated costs and raw material scarcity.	●	●	●	●	●	●
	Substances of concern		The use of chemicals, if not properly managed, poses risks of environmental degradation, potential damage to the company's reputation, legal repercussions, and disruptions to production processes, particularly if certain substances are restricted or banned.		●			●	●
	Pollution of water		The accidental release of substances into water systems poses risks of environmental harm, regulatory non-compliance, and the potential for stricter regulations that could disrupt production and operational processes.		●	●	●	●	●
	Water consumption		Water availability is critical to operations, with resource scarcity posing risks of operational disruptions and potential increases in operational costs.		●			●	●
	Resource use and circular economy		The use of resources can put pressure on environment and societies with associated risks related to waste, regulatory compliance, and material scarcity, while leveraging opportunities in innovation, circular business models, and market differentiation.	●	●	●	●	●	●
Social	Employee engagement & talent development		Poor engagement can lead to high turnover and loss of talent, negatively affecting productivity and increasing costs. Conversely, high motivation and proper skill development can contribute to excellence and company growth. High engagement also positively impacts employees, enhancing their well-being and career prospects.		●		●	●	●
	Diversity and equal opportunities		A diverse workforce can drive creativity and reflect a broader customer base, while failing to promptly address harassment and discrimination can lead to fines, reputational damage, and decreased employee engagement.	●	●		●	●	●
	Working conditions and other work-related rights		Meeting international labour standards is essential to uphold human rights and respect for our employees. Poor working conditions can lead to legal liabilities, reduced employee morale, and reputational damage. Conversely, maintaining high labor standards enhances worker satisfaction and company reputation.	●	●		●	●	●
	Sustainable supply chain and traceability		Violations of human rights or environmental standards across the supply chain may damage relationships with suppliers while harming people and the planet. These violations can lead to reputational risks, legal consequences, and loss of business partnerships.	●		●		●	●
	Quality and patient well-being		The quality of our products and services can positively or negatively impact patients undergoing IVF, with associated consequences for the Vitrolife Group's reputation. Currently, the intended impact is positive, while negative impacts could occur if there is a quality failure in our offerings.		●	●	●	●	●
	Data protection and cybersecurity		Data breaches can result in significant financial penalties and damage to reputation, while compromising customers' or patients' data.	●	●	●	●	●	●
	Product and services accessibility		Enhancing access can open new markets and improve customer satisfaction, while extending the opportunity to undergo IVF for a larger number of couples.			●			●
	Responsible marketing, communication and distribution		Misleading communication can lead to loss in trust and regulatory penalties, while interfering with medical practice.			●		●	●
	Clinical integrity and bioethics		Failing to uphold the highest ethical standards in clinical research and product development may lead to severe impacts on patients and strong reputational loss. Unethical practices can harm participants, compromise data integrity, and erode public trust in medical research and the company.		●	●		●	●
	Impactful innovation		Innovation enables us to improve patient outcomes while driving our business growth.		●	●			●
Governance	Business conduct		Responsible business conduct is paramount to stakeholders confidence and trust. Unethical practices can harm patient interests and compromise societal and environmental sustainability.	●	●	●	●	●	●

Sustainability matters across the value chain





Environmental information

Our impact on the planet

Climate change

Sustainability matter: Climate change

At the Vitrolife Group, we recognise our responsibility to address climate change and are committed to aligning our efforts with global climate goals. As part of the **planet accountablity** pillar of the sustainability strategy, we are setting near-term company-wide emissions reduction targets in line with the Science Based Targets initiative (SBTi) and the Paris Agreement. By establishing science-based targets and working towards their validation, we aim to ensure our operations and emissions reduction efforts meet the expectations placed on companies in the fight against climate change.

Material impacts, risks and opportunities

Climate change-related impacts within the Vitrolife Group primarily arise from greenhouse gas emissions generated through operations, energy use, and the supply chain. These emissions contribute to global warming and necessitate alignment with decarbonization goals to meet regulatory and stakeholder expectations. Rising energy and material costs, along with potential supply chain disruptions from extreme weather events, pose additional risks to operational efficiency and long-term resilience. While efforts are underway to enhance energy efficiency and explore sustainable materials, mitigating climate-related risks remains a strategic priority. The double materiality assessment identified the following key climate change-related material impacts and risks.

Sustainability matter	Time horizon	Type	Impact/Risk/Opportunity	Interaction with business model and strategy	Mitigation/Enhancement strategies
Climate change	Short-term Medium-term Long-term	Negative impact	Greenhouse gas emissions from our operations contribute to climate change	Operations must align with decarbonisation expectations to meet the goals of the Paris Agreement	Reduce emissions through operational efficiencies, and enhanced monitoring
Climate change	Medium-term	Reputational and regulatory risk	Risk of missing stakeholders' expectations on decarbonisation	Affects relationships with key stakeholders, including investors and government authorities	Commitment to Science- Based Targets initiative (SBTi) and transition plan
Climate change	Medium-term	Operational risk	Risk of rising energy and material costs due to shifts in energy markets (e.g., carbon pricing) and material scarcity	Directly impacts production efficiency and profitability, emphasising the need for sustainable resource use in the business strategy	Invest in energy efficiency measures, explore alternative materials and enhance supply chain resilience
Climate change	Medium-term	Operational risk	Risk of operational and supply chain disruptions from natural disasters	Emphasises operational excellence and streamlined global processes to mitigate risks and ensure delivery efficiency	Develop contingency plans for our operations, diversify suppliers and enhance cold-chain logistics for sensitive products

Our approach to mitigating climate change

The Vitrolife Group's Principles for Responsible Business Conduct (PRBC), which are approved by the Board of Directors, serve as the cornerstone of our commitment to ensure sustainability in everything we do. The PRBC reflects our dedication to sustainability, emphasising our role in minimising climate and environmental impacts, adhering to legal and ethical guidelines, and fostering collaboration among stakeholders. All employees undergo mandatory training in our PRBC to be informed on our commitments.

In line with the PRBC, the Vitrolife Group's Environmental Policy outlines our commitment to comply with all applicable regulations and adopt best practices to minimise our climate and environmental impact. This policy communicates our dedication to informing and collaborating with customers, employees, suppliers and distributors to address environmental challenges and collectively reduce impact and greenhouse gas emissions. The policy is mandatory for all employees under the Vitrolife brand, and we are currently drafting a global policy for approval in 2025.

Guided by our commitment to environmental sustainability as stated above, the Vitrolife Group has committed to the Science Based Targets initiative. We are currently in the process of validating our decarbonisation targets, which are aligned with the Paris Agrement objective of limiting global warning to 1.5˚C.

Throughout 2024, we have focused on improving the quality of our environmental data, recognising it as a cornerstone of our carbon reduction strategy. At the same time, we are actively working on product development and operational improvements to minimise our carbon footprint. Key initiatives include optimising logistics by prioritising road transport over air whenever possible. We are undertaking a comprehensive review of both the environmental impact and the design processes of our products. Our objective is to incorporate strategies that mitigate environmental impact from the initial design phase, wherever feasible. Additionally, we assess and compare materials during product development to minimise our ecological footprint. Our commitment extends to packaging materials, where we continuously seek sustainable alternatives that align with our climate and environmental goals. Sustainability is becoming an integral part of our supply chain practices, with supplier environmental impact evaluations being incorporated into our selection process.

Transition plan

To ensure accountability and rigor in our climate efforts, the Vitrolife Group officially committed to the Science Based Targets initiative (SBTi) in 2023. This is the first step in the journey to achieve climate neutrality by 2050.

In 2024, our carbon emission reduction targets were submitted to SBTi for validation. While the validation process is ongoing, we are actively working on our transition plan, which incorporates decarbonisation levers aligned with the submitted targets. Once the targets are officially validated—anticipated in the first half of 2025—the transition plan and associated decarbonisation actions will be integrated in the Vitrolife Group's corporate planning.The VP Strategy & Sustainability holds primary responsibility for ensuring the implementation of our sustainability strategy, including the transition plan. Furthermore, our management incentive schemes include performance measures tied to greenhouse gas (GHG) emission reductions, reinforcing our commitment to achieving these goals. More information available on page 70.

Performance: targets and metrics

Emission reduction targets

In 2024, our focus was dedicated to enhancing data quality to support robust target-setting according to SBTi. Greenhouse gas (GHG) data is now reported on a quarterly basis, transitioning from the previous annual reporting cycle. To ensure data accuracy and consistency, comprehensive training sessions on GHG Protocol methodologies were conducted for all employees involved in data collection and reporting. Additionally, targeted individual coaching in data management was provided where needed. These efforts have significantly improved the quality of GHG emissions data, enabling it to serve as a robust baseline for the target-setting process.

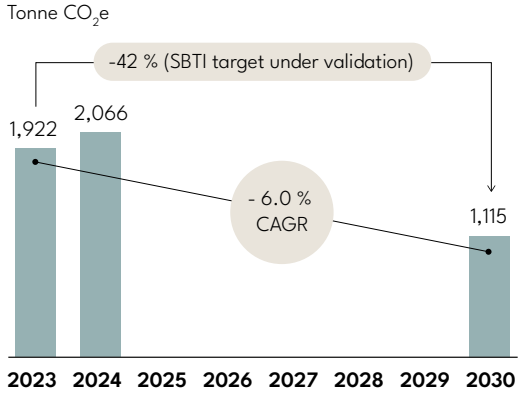
During the fourth quarter of 2024, our emission reduction targets were submitted for validation, with the validation process expected to conclude in the first half of 2025.

The Vitrolife Group´s near-term science-based targets submitted for SBTi validation in 2024, are the following:

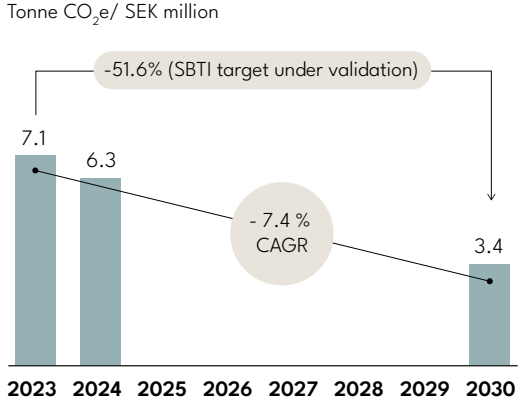
- The Vitrolife Group commits to reduce absolute Scope 1 and 2 GHG emissions by 42.00% by 2030 from a 2023 base year.
- Vitrolife Group also commits to reduce scope 3 GHG emissions from purchased goods and services, capital goods, fuel- and energy-related activities, upstream transportation and distribution, waste generated in operations and business travel 51.6% per million SEK value added within the same timeframe.

Following the validation of these near-term targets and the integration of the decarbonisation plan into our strategy, we intend to begin planning for long-term science-based targets. These are critical milestones in the journey of achieving climate neutrality by 2050.

Absolute reduction target by 2030 (Scope 1 and 2)



Physical intensity reduction target by 2030 (Scope 3)



Energy

The Vitrolife Group´s energy consumption primarily consists of electricity, natural gas and district heating used in our facilities. In 2024, our total energy consumption reached 10,105 MWh, reflecting a 3% increase compared to 2023. This rise was mainly due to a leakage issue at our Aarhus site during the winter. The data includes energy consumption across all the Vitrolife Group sites.

As a pivotal component of our decarbonisation initiatives, we are actively working towards increasing the proportion of renewable energy. Notably, about 25% of the total consumption during 2024 was derived from renewable sources and 13% from fossil free sources.

Energy consumption

MWh	2024	2023	2022	2021
Fuel consumption from coal and coal products	0	-	-	-
Fuel consumption from crude oil and petroleum products	1,057	-	-	-
Fuel consumption from natural gas	2,658	-	-	-
Fuel consumption from other fossil sources	0	-	-	-
Consumption of purchased or acquired electricity, heat, steam and cooling from fossil sources	2,571	-	-	-
Total fossil energy consumption	**6,286**	**-**	**-**	**-**
Share of fossil sources in total energy consumption (%)	*62%*	-	-	-
Consumption from nuclear sources	**1,281**	**-**	**-**	**-**
Share of consumption from nuclear sources in total energy consumption	*13%*	-	-	-
Fuel consumption for renewable sources	0	-	-	-
Consumption of purchased or acquired electricity, heat steam and cooling from renewable sources	2,539	-	-	-
Consumption of self-generated non-fuel renewable energy	0	-	-	-
Total renewable energy consumption	**2,539**	-	-	-
Share of renewable sources in total energy consumption	*25%*	-	-	-
Total energy consumption	**10,105**	**9,834**	**5,166**	**3,129**
Energy intensity (kWh/ net revenue)	2.80	2.80	1.6	1.86

GHG emissions

The methodologies, significant assumptions and emission factors used to calculate or measure GHG emissions are provided in the section "Notes to environmental information".

The Vitrolife Group has systematically documented carbon emissions in accordance with the GHG Protocol since 2019. Throughout 2022, 2023 and 2024, we further fortified our reporting processes. Continuous enhancements were made to both the reporting process and measurement methodologies, enhancing data coverage across categories outlined in the GHG Protocol. This enhanced metric established a more stringent and robust way of tracking emission, making it non comparable to the previous historical data.

As indicated in the GHG emissions table, our total emissions in 2024 were 20,486 ton CO_2e, representing a 5% reduction compared to the previous year. Additionally, emissions intensity per net revenue has decreased by 8% year on year.

Scope 1

Scope 1 emissions include direct emissions from owned or controlled sources. The emissions attributable to the Vitrolife Group within Scope 1 are relatively modest, comprising approximately 4% of the total emissions and 742 ton CO_2e in absolute terms. These emissions mainly come from natural gas used in at a production site in Denver and fuels for company cars. The absolute Scope 1 emissions have increased by 1% from 2023 to 2024. This increase is mainly due to increased vehicle fuel consumption.

We are committed to reducing our absolute emissions from Scope 1 and will continue to improve our energy systems and decarbonising our vehicles.

Scope 2

Scope 2 emissions include indirect emissions from the generation of purchased energy. The emissions classified under Scope 2 for the Vitrolife Group account for approximately 6% of the company's overall emissions. These emissions result from the consumption of electricity and heating or cooling across the company's offices, laboratories and production facilities. The absolute Scope 2 emissions have increased by 4% from 2023 to 2024, primarily due to a leakage issue at our Aarhus site early in the year, a new logistics facility in Gothenburg and increased energy consumption in some of the biggest laboratories.

We are committed to reducing our absolute emissions from Scope 2 and will continue to improve our energy management systems, invest in PPAs and investigate other decarbonising measures.

Scope 3

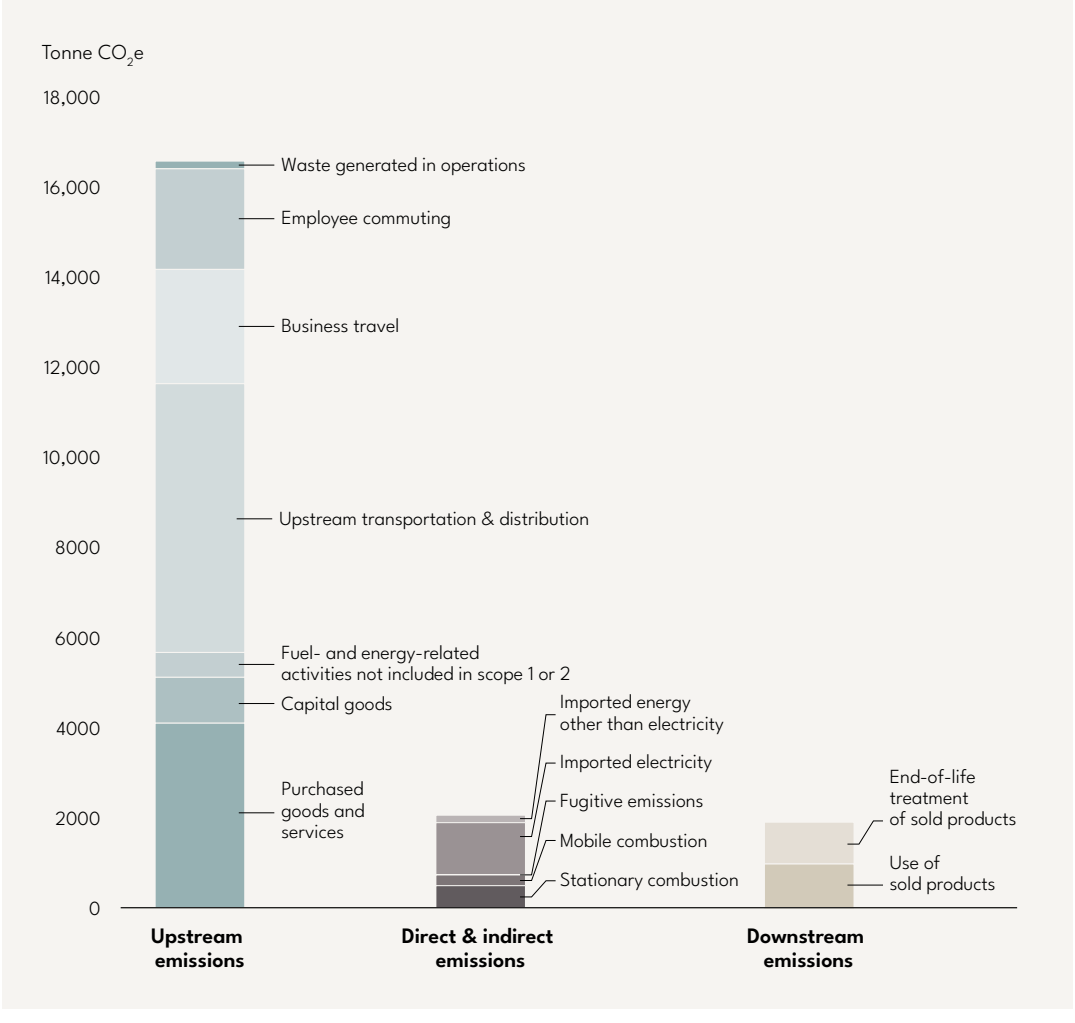
Scope 3 emissions include indirect emissions upstream and downstream in the value chain. The emissions classified under Scope 3 for the Vitrolife Group account for approximately 90% of the company's overall emissions. The absolute Scope 3 emissions decreased by 6% from 2023 to 2024, primarily due to reduced emissions from product distribution and lower investments in capital goods throughout the year. However, with the ongoing expansion of our Gothenburg site, most emissions from this project will be accounted for in 2025. As a result, we anticipate higher emissions from capital goods in the coming year.

We are committed to reducing emissions from Scope 3 and will continue to optimise logistics, improve our products and engage with suppliers in decarbonisation actions.

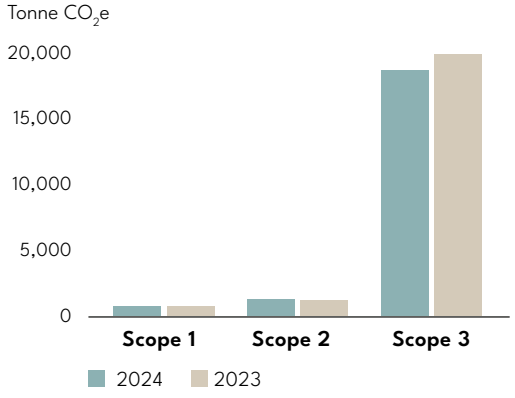
GHG emissions - total

Tonne CO_2e	2024	2023
Scope 1 GHG emissions		
Gross Scope 1 GHG emissions	742	737
% of Scope 1 GHG emissions from regulated emission trading schemes	-	-
Scope 2 GHG emissions		
Gross location-based Scope 2 GHG emissions (tCO_2eq)	1,324	-
Gross market-based Scope 2 GHG emissions (tCO_2eq)	1,242	1,186
Significant scope 3 GHG emissions		
Total Gross indirect (Scope 3) GHG emissions (tCO_2eq)	18,503	19,664
1. Purchased goods and services	4,109	3,760
Cloud computing and data centre services	83	-
2. Capital goods	1,019	2,153
3. Fuel- and energy-related activities not included in Scope 1 or 2	552	578
4. Upstream transportation and distribution	5,970	6,531
5. Waste generated in operations	171	271
6. Business travel	2,538	2,371
7. Employee commuting	2,235	2,241
11. Use of sold products	982	809
12. End-of-life treatment of sold products	928	949

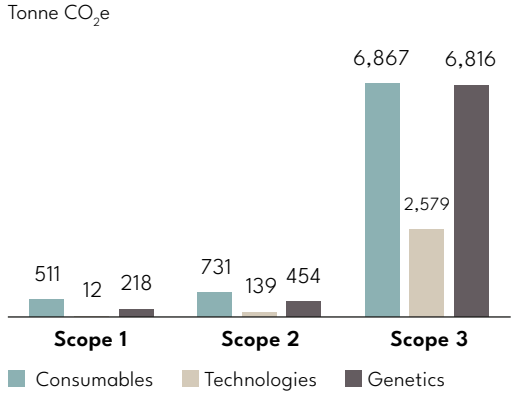
GHG emissions



GHG emissions



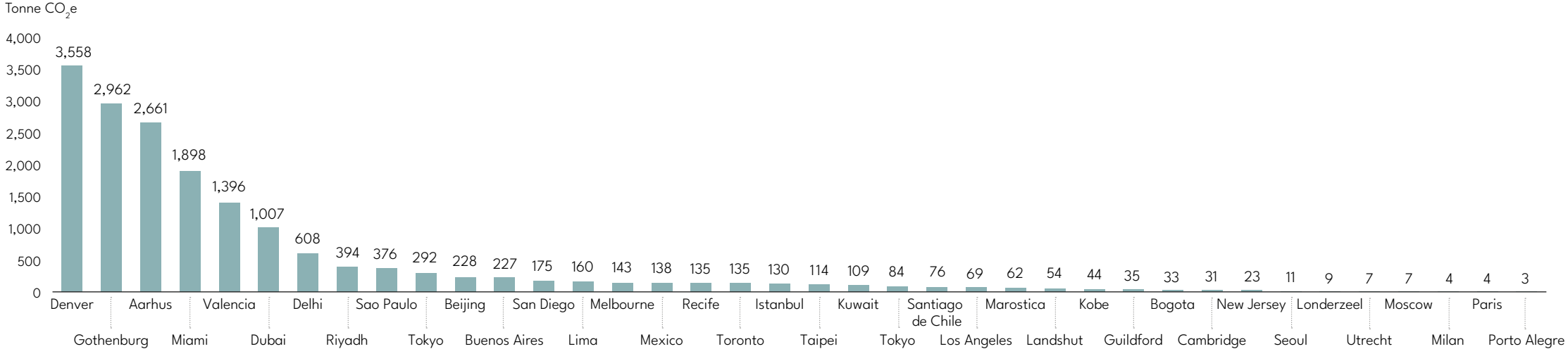
GHG emissions by business area



GHG emissions intensity

	2024	2023	Change
Total GHG emissions (location-based) per revenue (tCO_2e/SEK million)	5.70	-	
Total GHG emissions (market-based) per revenue (tCO_2e/SEK million)	5.68	6.16	-8%

GHG emissions - sites



Pollution

Sustainability matters:
Substances of concern
Pollution of water

As a leading producer of medical devices and reproductive-health solutions, the Vitrolife Group recognises its critical responsibility to effectively manage pollution-related impacts. As part of the **planet accountablity** pillar of the sustainability strategy, we strive to align with global sustainability goals, safeguard ecosystems and minimise harm to human health and the environment.

Material impacts, risks and opportunities

Pollution-related impacts within the Vitrolife Group primarily stem from the use of chemicals and the disposal of materials during production and laboratory processes. Key pollutants include hazardous waste and substances that could adversely affect water quality if not managed responsibly. Although direct emissions of non-greenhouse gas pollutants are minimal, our operations require stringent protocols to ensure the safe use and disposal of chemicals.
The double materiality assessment identified the following key pollution-related material impacts and risks.

Sustainability matter	Time horizon	Type	Impact/Risk/Opportunity	Interaction with business model and strategy	Mitigation/Enhancement strategies
Substances of concern	Short-term Medium-term Long-term	Potential negative impact	Improper management of hazardous chemicals could lead to environmental damage and operational disruptions	Can disrupt business continuity and harm stakeholder trust	Implement robust chemical management systems (e.g., iChemistry), substitute harmful substances with safer alternatives if possible, and train staff on responsible substance handling
Substances of concern	Short-term Medium-term Long-term	Reputational and legal risks	Improper handling or accidents involving hazardous chemicals pose reputational damage and legal repercussions	Business credibility and market positioning can be affected	Conduct comprehensive risk assessments, monitor evolving regulations and establish incident response protocols
Substances of concern	Medium-term Long-term	Operational risk	Certain substances may be restricted or banned, impacting production processes	Drives innovation and process adaptation to reduce dependency on restricted substances	Conduct risk assessments, monitor regulations and proactively investigate and adopt safer alternatives for critical substances

Sustainability matter	Time horizon	Type	Impact/Risk/Opportunity	Interaction with business model and strategy	Mitigation/Enhancement strategies
Pollution of water	Short-term Medium-term Long-term	Potential negative impact	Accidental release of substances into water systems can cause significant environmental harm	Directly impacts environmental sustainability and could lead to operational shutdowns	Establish rigorous spill prevention protocols, control wastewater discharge and provide staff training on disposal and spill response
Pollution of water	Short-term Medium-term Long-term	Reputation and legal	Water pollution incidents risk, regulatory non-compliance and reputational harm.	Non-compliance could harm public perception and result in legal fines or restrictions.	Conduct risk assessments, monitor regulations.
Pollution of water	Medium-term Long-term	Operational risk	Stricter regulations on allowable substance concentrations in water bodies could disrupt production processes.	Requires adaptation to regulatory changes and investment in sustainable operations.	Monitor regulatory development, monitor substance release into water bodies and optimize processes to minimize water discharge

Our approach to minimise pollution

Alongside the Vitrolife Group's Principles for Responsible Business Conduct (PRBC), which forms the foundation of our commitment to sustainability, the Environmental Policy highlights our dedication to regulatory compliance and the adoption of best practices to minimise environmental impact. Further details on the PRBC and Environmental Policy can be found in the Climate Change section on page 147.

As outlined in the Environmental Policy, the Vitrolife Group is committed to continuous improvement and the prevention of pollution, ensuring our operations align with sustainable practices.

Addressing substances of concern and pollution of water is about managing chemicals, substances and potential pollutions safely. To ensure safe handling and mitigation of chemicals and potential pollutants, the Vitrolife Group has initiated key actions at its main production site in Gothenburg, with plans to extend these efforts globally.

- **ISO 14001 Certification:** Our headquarters and main production site in Gothenburg, Sweden, adhere to ISO 14001 standards, ensuring a robust framework for our environmental management system.
- **Chemical Legislation Training:** Relevant employees participated in specialised training on chemical legislation, conducted by an external chemical management expert.
- **Enhanced Chemical Management:** The adoption of the software iChemistry allows us to effectively monitor and assess chemical usage across our facilities.
- **Collaborative Research Initiatives:** In partnership with Chalmers Industriteknik, we launched a research project focused on a key substance used in the production of oocyte retrieval needles. The project aims to explore alternatives to substances potentially regulated under EU REACH guidelines, reducing reliance on hazardous materials while optimising production processes.

Performance: targets and metrics

Pollution targets

As part of the development of our new Global Environmental Policy, set to be approved in 2025, we are simultaneously establishing targets to address pollution. These new targets, which will reflect our ongoing commitment to sustainability and environmental stewardship, are planned for publication in 2025.

Pollution of water

The majority of chemicals and other potentially polluting substances used in our operations are

managed in strict compliance with national regulations, either on-site or in collaboration with specialised external partners for hazardous waste management. As a result, these substances do not reach water or soil.

However, during the production of media, small quantities of certain components may enter the sewage system. These amounts are minimal, posing a negligible pollution risk. Furthermore, these components are not classified as substances of concern or substances of very high concern (SVHC) under regulatory frameworks.

Substances of concern and of very high concern

The Vitrolife Group utilises iChemistry to manage chemicals efficiently and safely, ensuring regulatory compliance, enhanced traceability and risk mitigation. This tool allows us to proactively identify potential hazards, implement preventive measures and minimise our environmental footprint while safeguarding our employees and surrounding ecosystems.

In our Gothenburg facility, one of our largest operations, we have identified a few substances of concern and substances of very high concern (SVHCs). These primarily include acids, oils and inorganic salts, all of which are handled in strict accordance with national regulations to ensure the safety of both people and the environment.

One identified substance of concern is nickel sulphate, a byproduct of the electropolishing process used for stainless steel needles, which are essential in oocyte retrieval during IVF treatments. Nickel sulphate forms as a result of a chemical reaction between the sulfuric acid in the electrolyte solution and the nickel content in steel. To address the environmental and regulatory realities associated with this substance, an ongoing research project is exploring alternative materials and processes aimed at minimising or eliminating its generation.

Water

Sustainability matter: Water consumption

Water is a crucial component of the **planet accountability** pillar in our sustainability strategy and a vital resource for Vitrolife Group's operations. Its availability directly affects our ability to sustain production and deliver high-quality products. As a leader in medical devices and reproductive-health solutions, we are committed to responsible water management, optimizing consumption, and minimising environmental impact.

Material impacts, risks and opportunities

Water is a fundamental resource for our operations, and while our overall water consumption remains moderate, the increasing risks associated with resource scarcity and water-related challenges cannot be overlooked. Climate change, regulatory shifts, and regional water shortages pose potential disruptions to operations, increased costs, and reputational risks if not proactively managed.

Recognizing the importance of responsible water management, we are committed to implementing comprehensive strategies that optimise water efficiency, ensure long-term sustainable access, and mitigate potential environmental and operational risks.

The double materiality assessment identified the two key material risks and impacts that are listed below.

Sustainability matter	Time horizon	Type	Impact/Risk/Opportunity	Interaction with business model and strategy	Mitigation/Enhancement strategies
Water consumption	Long-term	Potential negative impact	Excessive water use can lead to resource depletion and environmental degradation, potentially affecting long-term sustainability	Water-intensive operations may face challenges in areas of high water stress, impacting production capacity and costs	Implement water conservation programmes, including water-saving devices and awareness campaigns
Water consumption	Long-term	Operational risk	Water availability is critical to operations, with resource scarcity posing risks of operational disruptions and potential increases in operational costs	Water scarcity can disrupt production processes, leading to reduced output and increased costs, affecting overall business performance	Optimise water use in production processes and partner with local authorities to secure sustainable water access

Our approach to efficient water use

Alongside the Vitrolife Group's Principles for Responsible Business Conduct (PRBC), which form the foundation of our commitment to integrity, responsibility, and sustainability, the Environmental Policy highlights our dedication to regulatory compliance and the adoption of best practices to minimise environmental impact. Further details on the PRBC and Environmental Policy can be found in the Climate Change section on page 147.

Our Environmental Policy emphasises compliance with all applicable regulations and encourages best practices to ensure the efficient use of water across our operations.

While water scarcity may pose immediate challenges at any of our sites, we recognise the possibility of increased water stress over time, which could impact both our business and the surrounding communities. Our water intake primarily relies on third-party sources, with a significant proportion sourced from municipal water supplies, notably in non-water-stress areas. All water globally is responsibly discharged into municipal sewage systems.

Water consumption risks vary across our facilities, particularly those involved in the production of media products, which are more vulnerable to water resource challenges. While our production site in Gothenburg, Sweden, operates in an area with minimal water risk, our Denver, USA facility is located in a region identified as high water risk and experiencing high water stress.
In 2024, a decision was made to expand production capacity at our Gothenburg facilities to meet growing media demand. This strategic decision will have a positive impact on water consumption. The Gothenburg facilities' location in a low-risk area for water scarcity reduces the overall water-related risks associated with our operations.

Performance: targets and metrics

Water targets

As part of the development of our new global Environmental Policy, set to be approved in 2025, we are simultaneously establishing targets to address water consumption. These new targets, which will reflect our ongoing commitment to sustainability and environmental stewardship, are planned for publication in 2025.

Water consumption

Water plays a crucial role in various activities, including raw material production, product manufacturing, cleaning and sanitation within our operations. Despite not being a high-intensity consumer of water resources, we acknowledge the potential impact on local water bodies during extraction and discharge processes.
In 2023, our total water consumption has been 18,461 m^3, representing a 7% decrease compared to 2023. Notably, our production facilities in Gothenburg and Denver have recorded the highest water consumption, primarily due to the manufacturing processes involved in producing our media products.

Water consumption

	2024	2023	2022
Water consumption (m^3)	18,461	19,860	12,344
Water consumption in areas at water risk, including areas of high-water stress (m^3)	10,519	-	-
Water intensity (m^3/net revenue)	5.1	5.7	3.8

Resource use and circular economy

Sustainability matter: Resource use and circular economy

As part of the **planet accountability** pillar of our sustainability strategy, responsible resource management and the integration of circular economy principles are essential to minimising environmental impact and promoting long-term sustainability. By optimising material use, reducing waste and enhancing product lifecycle efficiency, we strive to create value while preserving natural resources.

Material impacts, risks and opportunities

For the Vitrolife Group, resource use and waste generation present both challenges and opportunities in balancing operational efficiency with environmental responsibility. The extensive use of virgin materials, plastics and other resources can contribute to environmental degradation, resource depletion and regulatory risks. At the same time, transitioning to circular business models offers opportunities for innovation, market differentiation and customer satisfaction.

The double materiality assessment identified the following key material impacts, risk, and opportunities related to resource use and circular economy.

Sustainability matter	Time horizon	Type	Impact/Risk/Opportunity	Interaction with business model and strategy	Mitigation/Enhancement strategies
Resource use and circular economy	Short-term Medium-term Long-term	Negative impact	The use of virgin materials and other resources can put pressure on environment and society, contributing to environmental degradation and resource depletion	Operations must adapt to reduce reliance on virgin materials to minimise environmental impact	Implement resource efficiency measures, prioritise renewable and sustainable materials, and optimise production processes
Resource use and circular economy	Short-term Medium-term Long-term	Negative impact	The extensive use of plastics in products and operations can lead to environmental harm if end-of-life management is not handled responsibly	Highlights the need for responsible plastic management to mitigate environmental risks, especially in light of constraints as medical equipment manufacturer	Adopt circular design principles, develop recycling programmes, and replace plastics with eco-friendly alternatives where feasible
Resource use and circular economy	Medium-term Long-term	Regulatory risk	Risks associated with waste generation, regulatory compliance and material scarcity impacting operations and costs	Highlights the importance of adapting to evolving regulations and securing material supply chains	Develop circular economy strategies and engage with stakeholders on sustainability compliance
Resource use and circular economy	Short-term Medium-term Long-term	Market opportunity	Opportunities to innovate in circular business models, enhance market differentiation, and meet customer demand for sustainable solutions	Supports strategic goals to lead in sustainability and gain competitive advantage	Explore renewable materials, design products for recycling and reuse and leverage sustainability as a competitive advantage

Our approach to optimising resource use

Alongside the Vitrolife Group's Principles for Responsible Business Conduct (PRBC), which underpin our commitment to integrity, responsibility, and sustainability, our Environmental Policy reflects our dedication to regulatory compliance and the adoption of best practices to minimise environmental impact. Further details on the PRBC and Environmental Policy can be found in the Climate Change section on page 147.

As outlined in the Environmental Policy, the Vitrolife Group is committed to minimising the environmental impact of waste and resource use, with a particular focus on packaging materials. Raw materials play a pivotal role in the Vitrolife Group's journey toward reducing environmental impact and fostering sustainability. To advance circularity, the Vitrolife Group is committed to minimizing the demand for virgin resources while replacing them with recycled and renewable materials that have a lower environmental footprint. In alignment with our Environmental Policy, the Vitrolife Group actively strives to reduce its dependence on virgin resources through two key strategies: optimising the use of materials in both products and operations, and increasing the integration of biobased and recycled materials, particularly in packaging. For example, we have made significant progress in incorporating recycled cardboard and starch-based foam into our packaging solutions, enhancing the circularity of our resource inflows. To ensure responsible procurement, we track the origin and composition of materials, prioritising those with certified circular content.

The med-tech sector, in which we operate, is heavily reliant on single-use products and packaging materials to maintain the sterility and safety of medical devices. Plastic plays a crucial role in ensuring the integrity and functionality of our products, making it an indispensable material in our industry. However, we recognise the environmental challenges associated with extensive plastic use and are actively working to enhance circularity in our manufacturing processes and operations. Our approach focuses on reducing, recycling, and repurposing materials to minimise waste and environmental impact. Nevertheless, during laboratory operations and product usage, various items and materials meet biological substances. Products containing biological remnants are subject to stringent national waste management regulations, which pose inherent challenges to achieving circularity at the end-of-life phase. These constraints have driven us to prioritise optimising secondary and transport packaging, as well as improving the materials we use to reduce waste and enhance sustainability across our operations.

Since our customers are the ultimate recipients of our packaging, we have developed a comprehensive guide to help them understand the recyclability of the materials used. Additionally, we have actively engaged with some of our customers to foster open discussions on plastics and encourage deeper involvement in the topic.

As part of this commitment, we have partnered with Chalmers Industriteknik to launch a research project on sustainable packaging solutions. This initiative aims to develop a comprehensive framework for evaluating packaging materials from a sustainability perspective, ensuring that our choices align with both environmental and industry standards.

Performance: targets and metrics

Resource use and circular economy targets

As part of the development of our new global Environmental Policy, set to be approved in 2025, we are simultaneously establishing targets to address resource use and circular economy. These new targets, which will reflect our ongoing commitment to sustainability and environmental stewardship, are planned for publication in 2025.

Resource inflows

In 2024, a total of 579 tonnes of raw materials and components were procured for production and operations. This figure includes material usage in Consumables and Technologies and approximately 50% of material consumption in Genetics.

Compared to the previous year, material usage has decreased by approximately 15%, primarily due to reduced procurement at our largest production sites in Gothenburg, Denver, and Aarhus.

The table "Circular Resource Inflows" provides a breakdown of materials purchased by type. Consistent with last year, plastic remains the most widely used material in our operations.

Resource outflows

In 2024, the Vitrolife Group generated a total of 556 tonnes of waste across its operations, corresponding to a 8% increase compared with 2023.

While waste measurement is relatively straight-forward in facilities where Vitrolife Group is the sole tenant, data collection in shared facilities with other tenants presents challenges. As a result, some uncertainty exists in the reported figures, with 59% of the data based on estimations.

All waste generated, including both hazardous and non-hazardous materials, is managed responsibly and treated offsite by certified third-party partners to ensure compliance with strict environmental standards.

We are committed to continuously enhance circularity in our manufacturing process and operations, with a primary focus on reducing, recycling and repurposing materials instead of discarding them as waste. This proactive approach is in line with of the ambition of minimising resource depletion and mitigating environmental impact.

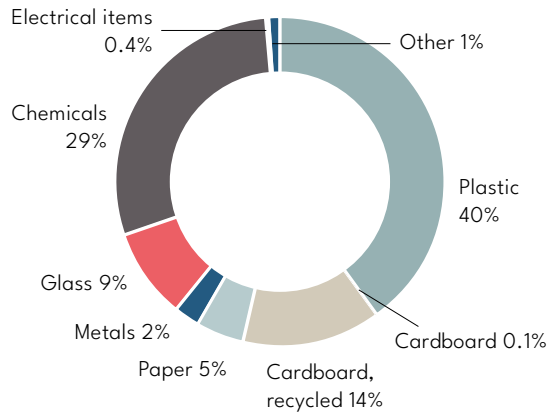
The table "Circular resource outflows" provides a breakdown of waste generation by type, and thebreakdown by treatment method is shown in the diagram "Waste generation by treatment category".

Circular resource inflows - total weight of materials, including packaging

Quantity (kg)

Material type, Quantity in kg	2024	2023
Plastic	231,815	349,261
Cardboard	13	719
Cardboard, recycled	79,454	89,053
Paper	27,904	15,954
Metals	14,509	24,072
Glass	51,340	49,566
Chemicals	166,786	147,183
Electrical items	2,292	1,262
Other	5,315	8,283

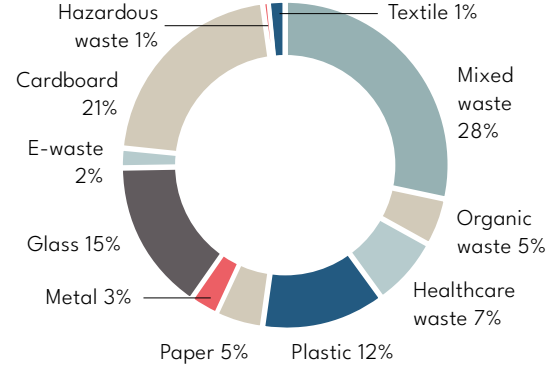
The quantities refer exclusively to purchased materials or goods reported as activity data in kg or tonnes. Therefore, the results are underestimated.



Circular resource outflows - waste generation

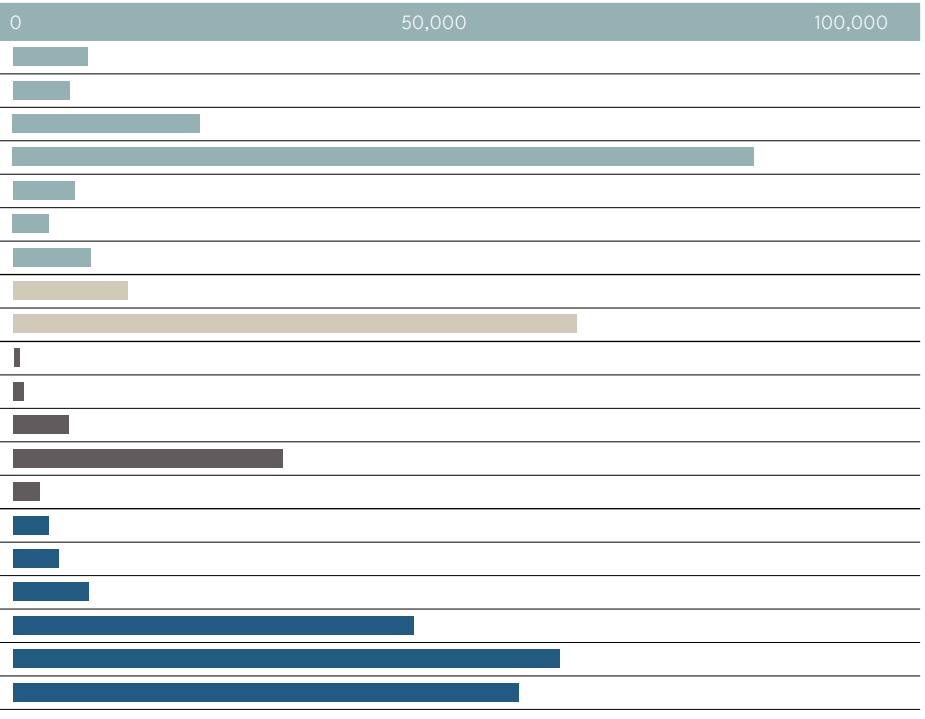
Quantity (kg)

Type of waste	2024	2023	2021	2020
Mixed waste	158,104	308,550	55,135	69,300
Organic waste	27,085	12,706	2,782	7,400
Healthcare waste	38,529	13,824	-	-
Plastic	67,655	19,479	2,260	1,800
Paper	26,770	70,757	4,040	-
Metal	14,526	11,358	3,504	4,900
Glass	83,344	11,350	3,984	3,900
E-waste	11,082	9,756	1,539	1,300
Cardboard	117,518	26,600	28,890	31,000
Textile	3,825	4,520	-	-
Hazardous waste	7,988	23,956	7,245	5,300



Waste generation by treatment category

Treatment category	Type of waste	Quantity (kg)
Reuse & recycling	Organic waste	10,660
	Metal	8,051
	Paper	26,770
	Cardboard	106,052
	Plastic	8,807
	Glass	5,179
	E-waste	11,082
Incineration with energy recovery	Organic waste	16,425
	Mixed waste	80,653
Incineration	Cardboard	600
	Plastic	1,523
	Hazardous waste	7,988
	Healthcare waste	38,529
	Textile	3,825
Landfill	Mixed waste	5,126
	Metals	6,475
	Cardboard	10,866
	Plastic	57,325
	Glass	78,165
	Mixed waste	72,325



Notes to environmental information

Restatement

The Vitrolife Group follows the guidelines set by Greenhouse Gas Protocol and Science Based Targets initiative for restatement and recalculations. We conduct recalculations when significant changes impact our data. These recalculations are triggered by structural shifts, modifications in calculation methodologies, enhancements in emission factor accuracy or activity data, and the identification of substantial errors. A 5% significance threshold is applied.

Due to updated calculation methods and new accuracy of emission factors and accurate data, the figures for 2023 have been restated. Detailed explanations of these restatements are provided on the following pages.

Energy and climate data

Greenhouse gas (GHG) emissions are reported in the form of CO_2e emissions, calculated in accordance with the Greenhouse Gas Protocol (GHGP) standard.

The Vitrolife Group has adopted the operational control approach as the basis for consolidating its GHG inventory, as it provides a clear and actionable framework for managing and reducing emissions. Under this approach, the company accounts for emissions from all activities, assets and operations over which it has direct operational authority. All activities, assets, and operations under the Vitrolife Group's operational control have been accounted for, using either measured data or estimations. A detailed list of relevant entities included in the GHG inventory is available on pages 118-119.

In 2024, the Vitrolife Group acquired e-Fertility, which began reporting climate data in the fourth quarter. Emissions calculations are based on data collected from all sites, with support from designated responsible employees at each location (referred to as contributors in this report). This data is submitted to a global digital ESG platform, which converts the information into CO_2e emissions and consolidates it for reporting.

Scope 1

Data on fuel consumption from vehicles is collected through the finance system, using invoices from fuel suppliers based on delivered fuel, as well as through direct measurements and user estimations. The final results consist of 80% measured data and 20% estimated data.

Emission factors for different fuel types are sourced from DESNZ. Heat consumption is included in Scope 1 for sites where combustion occurs on-site. Measurements are recorded in mmBTU for the Denver site and MWh for the Istanbul site. Refrigerants are not included in the report, as their consumption is estimated to be minimal and therefore not considered material. In cases where activity data is missing, emissions from mobile sources and stationary combustion have been estimated using the updated 2023 average.

Scope 1 restatement

Natural gas used for heating at the Istanbul and Toronto sites was previously reported under district heating but has now been reclassified under stationary combustion. Additionally, fuel consumption for leased vehicles used by colleagues in the Benelux region was initially missing from the mobile combustion category and has now been included. As a result of these corrections, Scope 1 emissions increased by 10 tonnes CO_2e compared to the data reported in 2023.

Scope 2

Energy consumption data is calculated using the market-based approach, with electricity and heat consumption measured in kilowatt-hours (kWh).

The primary data source is invoiced consumption from energy providers, based on registered usage.

For sites located in shared facilities or commercial buildings, obtaining precise consumption data is challenging. In these cases, estimations have been made using reported data from similar sites where direct measurements were unavailable. The final results consist of 88% measured data and 12% estimated data.

When activity data is missing, electricity and heat consumption are estimated using the updated 2023 average consumption, based on site size or comparable facilities. Emission factors for Scope 2 electricity are derived from electricity contracts (PPA), guarantees of origin and supplier-specific emission rates. When more precise data is unavailable, grid-average emission factors from IEA are used. Emission factors for Scope 2 heat are obtained from suppliers, DESNZ and the EPA.

Scope 2 restatement

In the Sustainability Statements 2023, it was stated that indirect emissions were calculated using the location-based approach; however, the correct methodology applied was the

market-based approach. Additionally, the emission factor for district heating at the Gothenburg site was updated based on data provided by the local energy supplier. Electricity consumption at certain sites was initially reporting wrongly and later corrected.

As a result of these adjustments, Scope 2 emissions decreased by 175 tonnes CO_2e compared to the originally reported 2023 data.

Scope 3

Data on purchased goods and services is sourced from Enterprise Resource Planning (ERP) systems as activity data and from financial systems via invoices as spend-based data. In cases where data is unavailable, estimates are derived from reported data of comparable sites. The final results consist of 60% measured activity data and 40% estimated data. Emission factors primarily originate from Ecoinvent, DESNZ and ADEME. Of the total results, 58% are based on physical emission factor types, while the remaining 42% are derived from monetary (spend-based) emission factors.

Capital goods data is primarily sourced from ERP and financial systems. The results are based on measured activity data, with 96% utilizing physical emission factor types and 4% relying on monetary emission factors. Emission factors are primarily sourced from Ecoinvent, DESNZ and ADEME.

Fuel- and energy-related activities not included in Scope 1 or Scope 2 are calculated using data from Scope 1 and 2, applying emission factors from DESNZ and IEA. Of the total results, 96% of the emissions are based on measured activity data, while 4% are based on estimates.

Upstream transportation data encompasses logistics related to the global delivery of purchased and capital goods, distribution of sold products and laboratory kit logistics. It also includes internal transportation between company sites . Of the total emissions from delivery of products, 98% are derived from supplier-reported data, including transportation mode, weight and distance, while the remaining 2% are estimated. Emission factors are primarily sourced from DESNZ, with 78% of emissions calculated using physical factors based on the tonne-kilometer method, while 22% are derived from monetary emission factors. Of the total emissions from distribution of sold products, the results are based on 84% measured data and 16% estimations. Data is primarily provided by logistics partners in CO_2e emissions format or calculated using physical emission factors based on the tonne-kilometer method, while 36% of emissions are derived from monetary emission factors.

Waste data is collected through waste management partners' measurements or estimated using reported data from similar sites. In shared facilities or commercial buildings, obtaining precise waste data is challenging, leading to 41% of waste data being estimated and 59% based on direct measurements. Emission factors are sourced from DESNZ, Ecoinvent and ADEME, using physical emission factor methodologies.

Business travel data is gathered from travel agencies, direct distance measurements, transportation mode records or spend-based data. Where data gaps exist, estimations rely on reports from similar sites. The results consist of 92% measured data and 8% estimations. Emission factors are derived from Ecoinvent and DESN, with 42% of emissions based on physical emission factors and 58% of the emissions based on monetary emission factors.

Employee commuting data is based on a 2022 survey, extrapolated to 2024 employee numbers, and updated with emission factors from Ecoinvent and DESNZ.

Product use-phase emissions are relevant only for BU Technologies devices requiring electricity and chemicals. Emissions are estimated assuming a 10-year product lifespan, combined with sales data from the reporting period. Emission factors are from IEA (global electricity factor) and Ecoinvent.

End-of-life emissions apply to BU Consumables and certain products within BU Technologies. These emissions are calculated based on annual sales, estimated product and packaging weight and assumed waste disposal methods. Mapping waste disposal methods presents an exciting challenge, influenced by a variety of factors. These include the waste management strategies of the destination country, regional waste management schemes and the specific workflows within clinics.

For the calculations, it was assumed that both the products and packaging materials of disposable devices are classified as healthcare waste and sent for incineration. Similarly, plastic bottles from media products are assumed to be handled as plastic waste, also directed to incineration. These assumptions represent a worst-case

scenario, meaning the reported emissions are likely overestimated. Emission factors are sourced from DESNZ and ADEME. The product weights are based on the average weight of each product category and have been updated compared to the assumptions used in 2023. The emission factor provided by DEFRA and used in 2023 for waste disposal of average plastics with combustion was 21.3 kgCO_2e/tonne, while the DESNZ newly published emission factor for the same type of waste disposal is 6.4 kgCO_2e/tonne. This is the reason for a decrease in emissions in this category.

Given the high uncertainty in this category, alternative methodologies are currently being evaluated to improve data accuracy.

Scope 3 restatement

In the 2023 Sustainability Statements, transportation-related emissions were initially classified as a distribution between upstream transportation and downstream transportation. However, all emissions due to transportation should be classified as upstream transportation. As a result, 2041 tonnes of CO_2e emissions were reallocated from downstream to upstream transportation. Additionally, transportation data for the Marostica site and several locations in the USA was reported incorrectly, and the correct activity data has now been applied. Fuel- and energy-related activities were also updated to reflect the previously mentioned changes in Scope 1 and 2 emissions, and estimations were added for sites with missing data.

Furthermore, some sites lacked data on purchased goods and services, as well as business travel; estimations were applied to address these gaps. Employee commuting emissions reported in 2023 were based on a survey conducted in 2022. This data has now been updated to reflect the latest employee numbers and new emission factors from Ecoinvent and DESNZ (formerly DEFRA). Emissions to account for end-of-use treatment of secondary and transport packaging were added, as well emissions to account for wastewater management. Emissions from upstream leased assets were initially reported to account for production of leased vehicles, which fall outside the company's operational boundaries. These emissions have now been removed to ensure accurate reporting.

As a result of these adjustments, total Scope 3 emissions for 2023 have been revised from 19,728 tonnes CO_2e to 19,707 tonnes CO_2e.

Water data

Water consumption is determined using activity data collected for emissions calculations. The data is gathered from all sites with the support of the contributors at each location and is submitted to a global digital ESG platform, which consolidates and centralizes the information. The activity data comprises a combination of data from measurements or invoices (44%) and estimations (56%) provided by contributors to account for any data gaps.

Resource use and circularity data

Resource inflow

The total weight of products and materials is determined using activity data collected for emissions calculations. While both activity data and spend-based data were used in emission calculations, only activity data was utilised for resource use calculations. Converting spend-based data into material weight or volume involves significant uncertainties, leading to the decision to exclude it from the calculations. We are currently developing a process to ensure comprehensive resource use reporting by 2025. The data is gathered from all sites with the support of the contributors at each location and is submitted to a global digital ESG platform, which consolidates and centralises the information.

Resource outflow

Waste generated in operations is determined using activity data collected for CO_2e emissions calculations. The data is gathered from all sites with the support of the contributors at each location and is submitted to a global digital ESG platform, which consolidates and centralises the information. The activity data comprises a combination of data from measurements or invoices (60%) and estimations (40%) provided by contributors to account for any data gaps.

Resource outflow restatement

The reported waste data for 2023 included an error at one site, where the waste amount was overestimated by approximately 35 tonnes. As a result, the waste generation data for 2023 has been updated, affecting the categories of mixed waste, plastic, and glass.

EU Taxonomy disclosure

The Vitrolife Group is subject to the EU Taxonomy Regulation for Sustainable Investments (EU 2020/852). This regulation aims to provide a clear and standardised definition of 'sustainable' economic activities, based on scientific criteria and robust technical assessments.

As part of this regulation, the Vitrolife Group is required to disclose the extent to which its activities align with the EU Taxonomy, including both taxonomy-eligibility (activities covered by the taxonomy) and taxonomy-alignment (activities meeting the taxonomy's criteria).

As the EU Taxonomy is implemented in multiple phases, the technical screening criteria for environmental objectives and economic activities continue to evolve. In response, Vitrolife Group has expanded its reporting to align with these updates.

Accounting and measurement policies

Turnover

Total turnover corresponds to net sales in the consolidated income statement.

OpEx

Total OpEx corresponds to non-capitalized research and development costs, building renovation costs, short-term leases, maintenance and repair as well as other indirect costs relating to the day-to-day servicing of property, plant and equipment.

CapEx

Total CapEx corresponds to additions, including capitalised research and development expenditure, to balance sheet items property, plant and equipment, intangible assets before remeasurement, depreciation, amortisation or impairment and excluding any changes in fair value but including the effect of business combinations.

Identifying eligible activities

To ensure compliance with the EU Taxonomy disclosure obligations, an interdisciplinary team with representatives from sustainability, finance and operations conducted a thorough assessment of the Vitrolife Group's core economic activities, focusing on turnover, OpEx and CapEx. This assessment involved an initial screening using the EU Taxonomy Compass and Annexes I and II of the Climate Delegated Act and Environmental delegated Act, followed by a detailed evaluation of potentially relevant activities.

As a result of this process, the Vitrolife Group has identified following Taxonomy-eligible activities:

- Manufacture of electrical and electronic equipment (CE 1.2)
- Transport by motorbikes, passenger cars and light commercial vehicles (CCM 6.5)
- Acquisition and Ownership of Building (CCM 7.7)

Determining taxonomy alignment

In order to determine the taxonomy alignment of the taxonomy-eligible economic activities, the relevant regulations for the technical screening criteria under which certain economic activities qualify as contributing substantially to the environmental objective were analysed. Additionally, an assessment was performed to verify that the activity causes no significant harm to any of the other environmental objectives.

This assessment was based on the Delegated Acts of the EU Taxonomy, which define the requirements for classifying economic activities as taxonomy-aligned. To verify compliance, interviews were conducted with business and project managers, service supervisors, purchasing managers, quality managers, and environmental specialists. Additionally, key documents, including environmental certifications and product data sheets, were reviewed to ensure adherence to the established criteria.
The following eligible activities were assessed with the following results:

• Manufacture of electrical and electronic equipment (CE 1.2)
To be classified as taxonomy-aligned, products must ensure a long lifespan, repairability, and recyclability. They should support software updates, easy repairs, and access to spare parts, while adhering to responsible end-of-life management and producer responsibility schemes. Hazardous substances must be minimized, and consumers should be informed about sustainability options.
The majority of Vitrolife Group's products classified as electronic equipment meet the requirements for Taxonomy alignment. However, a small portion of the product portfolio classified as electronic equipment does not meet the criteria, but these were deemed non-material.

•Transport by motorbikes, passenger cars and light commercial vehicles (CCM 6.5)
To be classified as taxonomy-aligned, vehicles

must meet specific emissions criteria and adaptation solutions must be implemented to mitigate material physical climate risk. No assets were found to fully meet the criteria for taxonomy-alignment.

• Acquisition and ownership of buildings (CCM 7.7)
To be classified as taxonomy-aligned, buildings must meet specific energy efficiency criteria and adaptation solutions that significantly reduce material physical climate risk must be implemented. For "Right of Use" agreements entered into, or extended, during the fiscal year, one asset meets the criteria for taxonomy-alignment.

Compliance with criteria for minimum safeguards

The minimum safeguard frameworks include the OECD Guidelines for Multinational Enterprises, the United Nations Guiding Principles on Business and Human Rights, the fundamental conventions of the International Labour Organization, and the International Bill of Human Rights.
Vitrolife Group's policies and procedures to prevent bribery, corruption and anticompetitive behavior are detailed in section Governance information and its policies and procedures related to human and labor rights in section Social information. According to our assessment, Vitrolife Group fulfils the minimum safeguards.

Nuclear and fossil gas related activities

According to the Commission Delegated Regulation (EU) 2022/124, which is an amendment to Delegated Regulation (EU) 2021/2178, the Vitrolife Group shall disclose the taxonomy-non-eligible nuclear energy and fossil gas related activities in the denominator of their key performance indicators. The Vitrolife Group does not engage in any activities related to nuclear energy or fossil gas.

Future EU Taxonomy related reporting

The Vitrolife Group remains committed to closely monitoring developments in the EU Taxonomy Regulation. As the regulatory framework and practical applications evolve, we will adapt and expand our reporting to align with these changes. This may result in updates to previously reported taxonomy-related key figures.

Nuclear energy related activities		
1	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	No
2	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	No
3	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	No
Fossil gas related activities		
4	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	No
5	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	No
6	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/ cool using fossil gaseous fuels.	No

Turnover

Economic activities	Code(s)	Absolute turnover	Proportion of turnover	Substantial contribution: Climate change mitigation	Substantial contribution: Climate change adaptation	Substantial contribution: Water and marine resources	Substantial contribution: Circular economy	Substantial contribution: Pollution	Substantial contribution: Biodiversity and ecosystems	DNSH criteria (Does not significantly harm): Climate change mitigation	DNSH criteria (Does not significantly harm): Climate change adaptation	DNSH criteria (Does not significantly harm): Water and marine resources	DNSH criteria (Does not significantly harm): Circular economy	DNSH criteria (Does not significantly harm): Pollution	DNSH criteria (Does not significantly harm): Biodiversity and ecosystems	Minimum safeguards	Proportion of Taxonomy aligned (A1) or eligible (A2) turnover 2023	Category (enabling activity)	Category (transitional activity)
		SEK million	%	Yes/No/Not eligible						Yes/No						Yes/No	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1 Environmentally sustainable activities (Taxonomy-aligned)																			
Manufacturer of Electrical and Electronical Equipment	CE 1.2	352.4	10%	N/EL	N/EL	N/EL	Y	N/EL	N/EL	Y	Y	Y	-	Y	Y	Y	0%		
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		352.4	10%	0%	0%	0%	11%	0%	0%								0%		
Of which enabling			0%														0%	E	
Of which transitional			0%														0%		T
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
Turnover of Taxonomy eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		0	0%														0%		
Total (A.1+A.2))		**352.4**	**10%**														0%		
B. TAXONOMY NON-ELIGIBLE ACTIVITIES																			
Turnover of Taxonomy non-eligible activities (B)		3,256	90%																
Total (A+B)		**3,609**	**100%**																

CapEx

Economic activities	Code(s)	Absolute CapEx	Proportion of CapEx	Substantial contribution: Climate change mitigation	Substantial contribution: Climate change adaptation	Substantial contribution: Water and marine resources	Substantial contribution: Circular economy	Substantial contribution: Pollution	Substantial contribution: Biodiversity and ecosystems	DNSH criteria (Does not significantly harm): Climate change mitigation	DNSH criteria (Does not significantly harm): Climate change adaptation	DNSH criteria (Does not significantly harm): Water and marine resources	DNSH criteria (Does not significantly harm): Circular economy	DNSH criteria (Does not significantly harm): Pollution	DNSH criteria (Does not significantly harm): Biodiversity and ecosystems	Minimum safeguards	Proportion of Taxonomy aligned (A1) or eligible (A2) CapEx 2023	Category (enabling activity)	Category (transitional activity)
		SEK million	%	Yes/No/Not eligible						Yes/No						Yes/No	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1 Environmentally sustainable activities (Taxonomy-aligned)																			
Acquisition and Ownership of building	CCM7.7	20.7	5%	Y	Y	N/EL	N/EL	N/EL	N/EL	-	-	Y	Y	Y	Y	Y	0%		
Manufacturer of Electrical and Electronical Equipment	CE 1.2	24.8	6%	N/EL	N/EL	N/EL	Y	N/EL	N/EL	Y	Y	Y	-	Y	Y	Y	0%		
CapEx of environmentally sustainable activities (Taxonomy aligned) (A.1)		45.5	11%	5%	5%	0%	6%	0%	0%								0%		
Of which enabling			0%														0%	E	
Of which transitional			0%														0%		T
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5	5.6	1%	N	N	N/EL	N/EL	N/EL	N/EL								0%		
Acquisition and Ownership of building	CCM 7.7	55.6	14%	N	N	N/EL	N/EL	N/EL	N/EL								0%		
CapEx of Taxonomy eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		61.2	15%	15%	15%	0%	0%	0%	0%								0%		
Total (A.1+A.2))		**106.7**	**26%**														0%		
B. TAXONOMY NON-ELIGIBLE ACTIVITIES																			
CapEx of Taxonomy non-eligible activities (B)		297.3	74%																
Total (A+B)		**404.0**	**100%**																

OpEx

Economic activities	Code(s)	Absolute OpEx	Proportion of OpEx	Substantial contribution: Climate change mitigation	Substantial contribution: Climate change adaptation	Substantial contribution: Water and marine resources	Substantial contribution: Circular economy	Substantial contribution: Pollution	Substantial contribution: Biodiversity and ecosystems	DNSH criteria (Does not significantly harm): Climate change mitigation	DNSH criteria (Does not significantly harm): Climate change adaptation	DNSH criteria (Does not significantly harm): Water and marine resources	DNSH criteria (Does not significantly harm): Circular economy	DNSH criteria (Does not significantly harm): Pollution	DNSH criteria (Does not significantly harm): Biodiversity and ecosystems	Minimum safeguards	Proportion of Taxonomy aligned (A1) or eligible (A2) OpEx 2023	Category (enabling activity)	Category (transitional activity)
		SEK million	%	Yes/No/Not eligible						Yes/No						Yes/No	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1 Environmentally sustainable activities (Taxonomy-aligned)																			
Manufacturer of Electrical and Electronical Equipment	CE 1.2	40.5	27%	N/EL	N/EL	N/EL	Y	N/EL	N/EL	Y	Y	Y	-	Y	Y	Y	0%		
OpEx of environmentally sustainable activities (Taxonomyaligned) (A.1)		40.5	27%	0%	0%	0%	27%	0%	0%								0%		
Of which enabling			0%														0%	E	
Of which transitional			0%														0%		T
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
OpEx of Taxonomy eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		0	0%														0%		
Total (A.1+A.2))		**40.5**	**27%**														0%		
B. TAXONOMY NON-ELIGIBLE ACTIVITIES																			
OpEx of Taxonomy non-eligible activities (B)		107.6	73%																
Total (A+B)		**148.1**	**100%**																

Social information

Our impact on people

Own workforce

Sustainability matters:

Employee engagement and talent development

Working conditions and work-related rights

Diversity and equal opportunities

At the Vitrolife Group, we prioritize diversity, inclusion, and well-being to drive innovation. We believe diverse perspectives fuel creativity and teamwork. As part of our sustainability strategy, through the **inclusive engagement** pillar, our goal is to enhance employee engagement and support a diverse workforce through inclusion. This approach fosters an environment where unique perspectives thrive, leading to groundbreaking advancements in reproductive health.

Material impacts, risks and opportunities

At the Vitrolife Group, we recognise that our workforce of 1,120 employees and 49 contractors in 33 countries is crucial to our success as a global leader in reproductive health. Serving over 75% of fertility clinics worldwide, our mission to enable people to fulfil the dream of having a healthy baby is directly linked to the well-being and expertise of our team. We take pride in offering meaningful employment in reproductive health, providing opportunities for professional growth and fostering an inclusive environment that values diversity. However, we also acknowledge the challenges we face. Occupational health and safety risks in our laboratories and production sites, as well as the psychosocial pressures of our fast-paced industry, require our constant attention. As we expand globally, we are acutely aware of the labour and human rights risks that can arise in certain countries. Following the UN Guiding Principles on Business and Human Rights, we have identified potential risks in 12 company offices, production sites or labs, including risks related to government restrictions on freedom of association, weak welfare protections and potential discrimination against certain groups. While we are particularly vigilant in countries with weak governance structures when it comes to human rights, we did not identify major risks of forced labour or child labour in our operations given the highly skilled profiles we recruit and the direct control we exert on our workforce. To address labour rights risks, we are implementing robust due diligence processes, engaging with local stakeholders and ensuring our policies and practices uphold the highest standards across all our operations. Diversity and inclusion remain key focus areas for us, particularly in improving gender diversity in leadership roles. We see this not just as a matter of equality, but as a driver of innovation and better service to our global customer base. We are also keenly aware of the competitive nature of our industry and the importance of attracting and retaining specialised talent. To address this, we are investing in structured training and development programmes, ensuring our team stays at the forefront of technological advancements. This approach will not only strengthen our company but also contribute to the advancement of reproductive health globally.

Sustainability matter	Time horizon	Type	Impact/Risk/Opportunity	Interaction with business model and strategy	Mitigation/Enhancement strategies
Working conditions and work-related rights	Short-term Medium-term	Operational risk	Risk of labour and human rights violations in certain countries of operation	Affects global expansion strategy and reputation, potentially impacting relationships with clinics and customers	Following UN Guiding Principles on Business and Human Rights (UNGPs), implementing due diligence processes and engaging with local stakeholders
Working conditions and work-related rights	Short-term	Operational risk	Risk of occupational health and safety issues in laboratories and manufacturing settings	Directly impacts core operations, potentially affecting product quality and employee well-being	Implementing robust safety protocols, continuous monitoring of workplace conditions, and regular safety training to at risk employees
Working conditions and work-related rights	Long-term	Negative potential impact	Potential impact of human rights violation	Negatively impacts employees affected by human rights violations and their capacity to work to the best of their ability	Ensure UNGP alignment
Diversity and equal opportunities	Medium-term	Strategic opportunity	Opportunity to improve gender diversity in technical and leadership roles	Enhances innovation and better service to global customers, aligning with mission to advance reproductive health	Ensure non-biased recruitment processes globally, monitor diversity and inclusion performance over time
Diversity and equal opportunities	Short-term	Reputational risk	Risks linked to discrimination of employees	Risk of fines or reputational loss from discrimination incidents. Impact on productivity from strained climate	Enforce the importance of non-discrimination from the highest level
Diversity and equal opportunities	Long-term	Positive impact	Impact of favouring diversity and non-discrimination towards people	Positive impact on people who receive equal treatment and respect, realizing their full potential	Continue monitoring and enhancing diversity and inclusion programmes
Employee engagement and talent development	Short-term	Operational risk	Risk of losing specialized talent in a competitive industry	Directly impacts capacity to innovate and maintain market-leading position	Investing in robust training and development programmes, competitive compensation packages, and career advancement opportunities
Employee engagement and talent development	Medium-term	Strategic opportunity	Opportunity to contribute to the advancement of reproductive health globally	Directly supports core mission and strengthens position as industry leader	Fostering an environment for innovation, investing in R&D, and collaborating with global research partners
Employee engagement and talent development	Short-term	Positive impact	Impact on employee wellbeing and development	Supports and strengthens our position as employer and creates better conditions for people to drive our impact	Fostering a positive work environment and tracking employee satisfaction

Our approach to managing our people

At the Vitrolife Group, our approach to employee management and workplace policies is ultimately governed by our Code of Conduct, known as the Principles for Responsible Business Conduct (PRBC). This foundational document, approved by our Board of Directors, enshrines our commitment to respecting our employees and their rights, following international guidelines, especially those of the International Labour Organization. It serves as the cornerstone for our policies on employee engagement and talent development, working conditions and work-related rights, and diversity and equal opportunities. Building upon this foundation, we address the sustainability matters related to our people as part of our sustainability strategy (inclusive engagement) which are led by the Chief Human Resources Officer (CHRO).

Employee engagement and talent development

Employee engagement

Our sustainability strategy prioritises employee engagement management and monitoring to ensure workforce satisfaction and motivation. We employ VitroVoice, our engagement pulse survey, to gauge employee sentiment across five crucial indices: engagement, corporate values, health and wellbeing, diversity and inclusion, and transformation and change. The collected feedback leads to action plans that different managers implement across the organisation. Our 2030 goal is to maintain a VitroVoice score above industry benchmarks, as determined by our engagement survey platform provider's comparisons with sector peers.

In the latest 2024 survey, we achieved an overall score of 6.7/10 with an 85% participation rate, compared to the healthcare sector benchmark of 7.6/10.

Due to changes in methodology and platform provider, historical comparisons are not feasible. However, we track the employee Net Promoter Score (eNPS) for long-term trend analysis, although it does not drive our people strategy. The eNPS is calculated based on responses to the statement: "I would recommend the Vitrolife Group as a great place to work." In 2023, we recorded an eNPS of 15 with a 70% response rate. In 2024, the score decreased to -3, while the response rate improved to 85%. Analysing the data in more detail it is evident that the primary driver impacting the result was the return to office policy (4 days a week) that we announced shortly before we launched the engagement survey.

Talent development

We aim to provide training and development opportunities for all our colleagues around the world. While major opportunities for development relate to on-the-job assignments, we also provide in-house learning opportunities, e.g. through the Vitrolife Group Academy, and support participation in external training sessions. While every colleague is responsible for their own learning journey, we adhere to the 70-20-10 strategy of learning, making sure to provide and acknowledge the professional development opportunities that come from having the right challenges for each of our various positions. Learning happens when we have the chance to e.g. stretch perspectives, assume more responsibility and through internal mobility.

In 2024 the newly appointed Chief Human Resources Officer was in charge of revising the talent development and succession planning strategy of the organisation, resulting in a mapping of talent and their successor for key leadership positions. This work is set to continue in 2025 with the development of a more comprehensive talent development and training policy for the group.

Working conditions and work-related rights

The Vitrolife Group adheres to national and international labour standards, including ILO guidelines. Our commitment to fair labor standards, as enshrined in the PRBC, encompasses the topics that are listed below. The policies are communicated to all of our employees through online mandatory training online.

Fair remuneration and living wage

At the Vitrolife Group, we are dedicated to fair and responsible remuneration, ensuring all employees receive a living wage. After adjusting salaries in Turkey in 2023, in 2024, we conducted another review of our compensation practices and adjusted salaries in India to ensure we meet and go beyond living wage standards. We are committed to extending these efforts to other regions in 2025.

Colleagues' health and wellbeing

The health, safety and wellbeing of our colleagues is of the upmost importance to us. It is the responsibility of all managers locally, as well as our human resources professionals, to provide proactive advice. While we comply with local regulations in all the countries where we operate, we strive to go well beyond those and work to help our people to feel their best. Examples of

wellness initiatives may include (depending on location): gym membership, sports training, health insurance and wellness subsidies, as well as yearly health check-ups organised by the company. In 2024, In Aarhus, we facilitated gym equipment on premises for the first time. In 2025, we plan to work on a global policy and framework for health and safety for all our locations worldwide.

Human and labour rights

Respect for human rights is embedded in the Principles for Responsible Business Conduct, approved by the Board of Directors. We commit to following the United Nations Principles for Business and Human Rights and we are United Nations Global Compact members. We maintain a zero-tolerance policy on child and forced labour, as no employment of individuals under 16 or below the country's legal minimum age (if over 16) is allowed. It is also stated in our code of conduct that the Vitrolife Group respects employees' rights to join or form unions, engage in collective and individual bargaining, and exercise these rights without fear of harassment or retaliation. The Head of Sustainability is qualified as a human rights officer to oversee these efforts. We are committed to human rights due diligence and corrective efforts when needed.

Diversity and equal opportunities

Diversity and inclusion

To guide our efforts on diversity and inclusion (D&I) and to keep track of our progress year on year, we have developed our own diversity and inclusion index. The D&I index measures diversity and inclusion holistically – there is less value in diversity without inclusion and vice versa. The index measures both how well the company is doing in terms of inclusion, as well as our progress in terms of workforce diversity. To track inclusion, we look at the results from the VitroVoice engagement survey inclusion-related questions. For diversity, the index is composed by completing an evaluation of our diversity profile in terms of gender, age, nationality and disability. As of end of year 2024, the score was 85/100 (77/100), the average of a result of 77/100 for inclusion 92/100 for diversity. This increase is due to our progress in gender diversity at managerial (50% women managers) and Executive Management Team (60% women) level. Our ambition is to maintain our score above 80 for the whole Group, and to ensure a positive trend virgule we are using the Diversity and Inclusion Index as a guide for planning local and global actions.

Gender equality

As a Group focused on reproductive health, gender equality has a particularly important meaning for us. In 2021, we signed the UN Women Empowerment Principles, to signal our commitment to the importance of empowering women. As part of these efforts, a gender equality perspective is being progressively integrated across the organisation, and our human resources management team has been trained to further integrate the diversity and inclusion perspective in their work. Targeted actions at local level have taken place, such as local menstruation awareness campaigns or reviews of parental leave policies. To ensure that there are no obstacles relating to promotion and development opportunities for women, the Diversity and Inclusion Index described above focuses on the gap between the percentage of women in the workforce, management and in executive positions. As the Index has been selected as one of the key performance indicators to monitor progress on our 2030 ambitions, it will focus a lot of attention on the gap and act as a call to action for managers and teams going forward. In terms of pay, a pay equity analysis is conducted annually in our major countries to detect any unjustifiable differences, which are then corrected if they are identified.

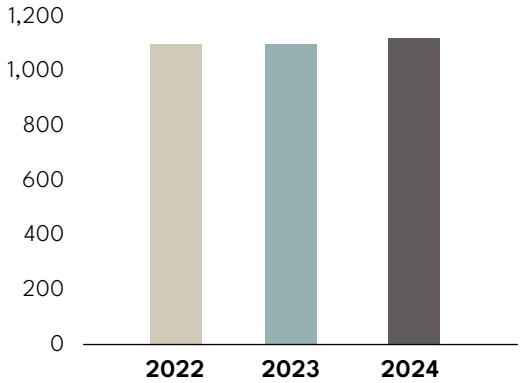
Social dialogue and grievance mechanisms

All the company's employees have the right to join a trade union and to negotiate collectively in accordance with local laws and applicable agreements. Everyone working for the Vitrolife Group is entitled to fair conditions under local rules and regulations, including contractual working hours, rest periods, overtime and holidays. Colleagues in Brazil and Sweden are covered by collective bargaining agreements representing 21% (21%) of the workforce. Where official collective bargaining agreements are not in place, we facilitate and promote social dialogue through informal representation and/or committees. The company also conducts engagement surveys to systematically collect employee feedback. The results are then used to drive the human resources agenda, addressing employees´ most pressing concerns. For more serious issues, a whistleblowing channel, managed by a third party, is available to all employees. In all instances, the Chief Human Resources Officer is ultimately in charge of guaranteeing these processes are available. Local HR managers enable social dialogue on a local scale.

Performance: metrics and targets

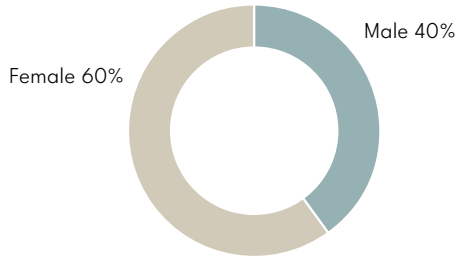
The overarching targets as set in our sustainability strategy in 2022 are related to employee engagement and diversity and inclusion, as explained above. As we are in the process of strengthening our approach to people management, we will be able to add other targets to our strategy in 2025.

Workforce evolution

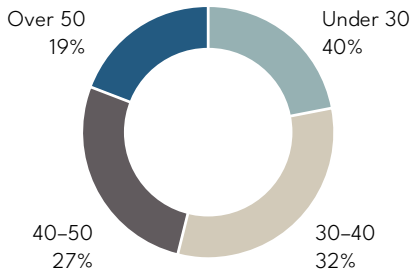


Gender age and level

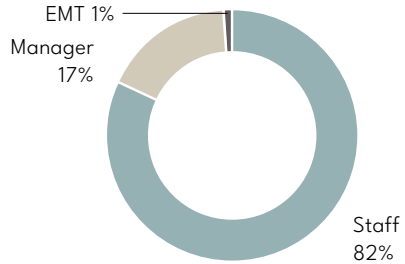
Gender



Age



Level



Overall employee distribution and minimum age

Country	Female	% Female	Male	% Male	Total	% of Total HC	Minimum age
Spain	150	64%	84	36%	**234**	21%	21
United States	123	59%	85	41%	**208**	19%	22
Sweden	109	64%	62	36%	**171**	15%	22
Denmark	47	41%	68	59%	**115**	10%	21
Brazil	51	82%	11	18%	**62**	6%	21
Japan	19	37%	33	63%	**52**	5%	27
United Arab Emirates	24	67%	12	33%	**36**	3%	25
United Kingdom	18	60%	12	40%	**30**	3%	20
India	15	56%	12	44%	**27**	2%	24
China	12	46%	14	54%	**26**	2%	26
Taiwan Province Of China	16	89%	2	11%	**18**	2%	25
Italy	10	63%	6	38%	**16**	1%	24
Peru	12	75%	4	25%	**16**	1%	26
Saudi Arabia	7	44%	9	56%	**16**	1%	29
Netherlands	3	23%	10	77%	**13**	1%	25
Germany	4	33%	8	67%	**12**	1%	35
Turkey	9	82%	2	18%	**11**	1%	27
Australia	3	43%	4	57%	**7**	0.6%	25
Canada	6	86%	1	14%	**7**	0.6%	28
Chile	5	71%	2	29%	**7**	0.6%	24
Mexico	4	57%	3	43%	**7**	0.6%	28
Argentina	5	100%		0%	**5**	0.4%	27
Belgium	3	60%	2	40%	**5**	0.4%	43
Colombia	4	100%		0%	**4**	0.4%	24
France	1	25%	3	75%	**4**	0.4%	41
Jordan	1	50%	1	50%	**2**	0.2%	34
Korea Republic Of	1	50%	1	50%	**2**	0.2%	26
Kuwait	2	100%		0%	**2**	0.2%	31
Egypt	1	100%		0%	**1**	0.1%	28
Hungary		0%	1	100%	**1**	0.1%	52
Ireland	1	100%		0%	**1**	0.1%	45
Lebanon		0%	1	100%	**1**	0.1%	37
Portugal	1	100%		0%	**1**	0.1%	49

Distribution by work location

Work location	Country	Headcount	% of total
Valencia	Spain	234	21%
Gothenburg	Sweden	171	15%
Aarhus	Denmark	115	10%
Denver	United States	75	7%
Miami	United States	60	5%
Sao Paulo	Brazil	59	5%
Tokyo	Japan	48	4%
Dubai	United Arab Emirates	36	3%
San Diego	United States	34	3%
Los Angeles	United States	28	3%
Delhi	India	27	2%
Beijing	China	26	2%
Guildford	United Kingdom	18	2%
Taipei	Taiwan Procince of Chine	18	2%
Lima	Peru	16	1%
Riyadh	Saudi Arabia	16	1%
Landshut	Germany	12	1%
New Jersey	United States	12	1%
Utrecht	Netherlands	12	1%
Istanbul	Turkey	11	1%
Marostica	Italy	11	1%
Ciudad de Mexico	Mexico	7	1%
London	United Kingdom	7	1%
Melbourne	Australia	7	1%
Santiago de Chile	Chile	7	1%
Toronto	Canada	6	1%
Buenos Aires	Argentina	5	0.4%
Cambridge	United Kingdom	5	0.4%
Milan	Italy	5	0.4%
Bogota	Colombia	4	0.4%
Kobe	Japan	4	0.4%
Londerzeel	Belgium	4	0.4%
Paris	France	4	0.4%
Amman	Jordan	2	0.2%
Kuwait	Kuwait	2	0.2%
Porto Alegre	Brazil	2	0.2%
Seoul	Korea Republic Of	2	0.2%
Beirut	Lebanon	1	0.1%
Bladel	Netherlands	1	0.1%
Brussels	Belgium	1	0.1%
Budapest	Hungary	1	0.1%
Cairo	Egypt	1	0.1%
Dublin	Ireland	1	0.1%
Lisbon	Portugal	1	0.1%
Recife	Brazil	1	0.1%

Type of employment

Type	Headcount	% of total
Office	802	72%
Lab	188	17%
Production	104	9%
Warehouse	26	2%

Employee turnover evolution

Type of turnover	2024	2023	2022
Turnover total	19%	18%	33%
Turnover voluntary	13%	13%	-

Overall turnover rate is calculated as the number of employees leaving divided by the average number of employees during the year. In 2024, turnover remained stable when compared to 2023.

Contractors

Type	Headcount	% of total
Office	35	71%
Warehouse	8	16%
Production	5	10%
Lab	1	2%

At Vitrolife Group, we primarily engage consultants for specific, short-term projects that require expertise beyond the scope of our internal teams. Additionally, we hire contractors for manufacturing and warehousing to accommodate shifts in production.

Collective bargaining

Country	Headcount	% of total	Employee representation
Spain	234	21%	local social dialogue
United States	208	19%	local social dialogue
Sweden	171	15%	official collective bargaining
Denmark	115	10%	local social dialogue
Brazil	62	6%	official collective bargaining
Japan	52	5%	local social dialogue
RoW	278	25%	local social dialogue

Diversity – gender balance

Level	Women	% Women	Men	% Men
EMT	6	60%	4	40%
Managers	95	50%	95	50%
Staff	567	62%	353	38%

Age distribution

Bracket	Headcount	%
<30	250	22%
30–39	355	32%
40–49	302	27%
>50	213	19%

Fair remuneration

Country	Lowest annual salary	Gender pay gap	ATR ratio	Currency	% of total
Spain	19,000.00	74%	697%	EUR	21%
United States	37,897.60	73%	648%	USD	19%
Sweden	344,064.00	88%	1655%	SEK	15%
Denmark	275,132.00	84%	297%	DKK	10%
Brazil	24,010.22	78%	1985%	BRL	6%
Japan	3,432,000.00	60%	667%	JPY	5%
United Arab Emirates	5,000.00	77%	461%	AED	3%
United Kingdom	23,000.00	104%	340%	GBP	3%
India	36,000.00	27%	550%	INR	2%
China	138,969.60	95%	324%	CNY	2%
Taiwan Province Of China	72,000.00	143%	252%	TWD	2%
Italy	18,200.00	76%	254%	EUR	1%
Peru	23,625.00	98%	569%	PEN	1%
Saudi Arabia	5,400.00	80%	453%	SAR	1%
Germany	92,499.96	107%	104%	EUR	1%
Turkey	119,566.00	411%	284%	TRY	1%
Australia	69,253.92	108%	173%	AUD	1%
Canada	41,600.00	135%	258%	CAD	1%
Chile	6,861,744.00	26%	715%	CLP	1%
Mexico	184,206.23	28%	851%	MXN	1%
Argentina	13,338.00	No male salaries	223%	USD	0%
Belgium	95,173.39	96%	154%	EUR	0%
Colombia	34,365,240.00	No male salaries	725%	COP	0%
France	57,960.00	93%	145%	EUR	0%
Korea Republic Of	38,400,000.00	55%	144%	KRW	0%
Total - average		**82%**	**794%**		**98.0%**

The gender pay gap is calculated as the percentage difference between the average salary of women and men, relative to the average salary of men. The Annual Total Remuneration Ratio (ATR) represents the ratio of the highest-paid individual's salary compared to the median salary. Countries with only one employee are excluded from the calculations to ensure accuracy.

Health and safety metrics

Country	Fatalities	Injuries	Ill health	Days lost	% of total
Spain	0	7	0	43	21%
United States	0	7	1	33	19%
Sweden	0	3	8	8	15%
Denmark	0	0	0	0	10%
Brazil	0	6	1	7	6%
Japan	0	2	0	6	5%
China	0	0	0	0	2%
Subtotal	**0**	**25**	**10**	**97**	**78%**

Work-related ill health can include acute, recurring, and chronic health problems caused or aggravated by work conditions or practices. Physical injuries are those derived by accidents while at work. Days lost are days that are lost due to any of the above. The coverage includes our major countries and operation facilities.

Work-life balance

	%
Percentage of employees entitled to parental leave	99.2%

Incidents, complaints and severe human rights impact

Type of incident	Number
Number of incidents of discrimination	0
Number of complaints filed through channels for people in own workforce to raise concerns	10
Number of complaints filed to National Contact Points for OECD Multinational Enterprises	0
Amount of fines, penalties, and compensation for damages as result of incidents of discrimination, including harassment and complaints filed	0
Number of severe human rights issues and incidents connected to own workforce	0
Number of severe human rights issues and incidents connected to own workforce that are cases of non respect of UN Guiding Principles and OECD Guidelines for Multinational Enterprises	0
Amount of fines, penalties, and compensation for severe human rights issues and incidents connected to own workforce	0

The 10 complaints filed through channels for people in own workforce to raise concerns were filed either through the official whistleblowing line (9) or directly as official complaint to the Chief Human Resources Officer (1).

Notes to own workforce

The data reflects information as of year-end. Our primary source is the internal Human Resources database, which is regularly updated to ensure accuracy.

Health and safety data was collected individually from major countries and stored in separate local databases to ensure compliance with relevant local legislation.

Workers in the value chain

Sustainability matter: Sustainable supply chain and traceability

Our commitment to human rights, as set out in the PRBC, extends to our business partners, underlining our commitment to the workers in our supply chain. This commitment is operationalised through the **ethical profitability** pillar of our strategy.

Material impacts, risks and opportunities

At the Vitrolife Group, we have embarked on a comprehensive journey to map the impacts along our value chain, initiating this process in 2022. Throughout 2023 and 2024, we conducted a thorough review of human rights risks present in our supply chain. This review was significantly enhanced through our participation in an accelerator programme facilitated by the United Nations Global Compact, providing us with valuable insights and methodologies.

Our assessment has identified key countries of concern regarding human rights risks within our supply chain, specifically Japan, China, Taiwan and South Africa, where we have significant supplier relationships. Workers in these regions face risks of experiencing discrimination, harassment or personal harm in their work environments. The most prevalent risks identified include excessive working hours and potential restrictions on trade union activities. Our approach to human rights due diligence in the supply chain as explained below aims at mitigating such risks.

Sustainability matter	Time horizon	Type	Impact/Risk/Opportunity	Interaction with business model and strategy	Mitigation/Enhancement strategies
Sustainable supply chain and traceability	Short-term Medium-term Long-term	Potential Negative Impact	Impact on workers from human rights violation	Negative impacts on workers can arise along our value chain given its global extension	Less prevalent in the healthcare industry versus other industries. Our key suppliers need to prove commitment to respect human rights
Sustainable supply chain and traceability	Short-term	Reputational Risk	Risk of violation happening in our supply chain	A negative event may impact the company's reputation	Less prevalent in the healthcare industry versus other industries. Our key suppliers need to prove commitment to respect human rights
Sustainable supply chain and traceability	Short-term Medium-term Long-term	Operational Risk	Risk of losing key supplier due to non-respect of human rights	We rely on suppliers to produce certain products. Replacing a key supplier may disrupt the business	Less prevalent in the healthcare industry versus other industries. Our key suppliers need to prove commitment to respect human rights

Our approach to upholding human rights standards in the value chain

The human rights commitments we set out in the PRBC are applicable to all business partners throughout the value chain. Both suppliers and customers and anyone doing business with the Vitrolife Group are required to adhere to these policies. Additionally, the Board has approved a Modern Slavery and Human Trafficking Statement outlining our efforts in compliance with the UK Modern Slavery Act 2015 and the Australian Modern Slavery Act 2018.

All the above is explicitly in line with the OECD Guidelines for Multinational Enterprises, the United Nations Global Compact and the United Nations Guiding Principles on Business and Human Rights, as well as the ILO labour standards.

During 2023, we started a pilot to perform a comprehensive due diligence of our supply chain, starting with medical devices, which represents most of the total supplier spend. This pilot has been continuing throughout 2024. The first step in this process has been to verify alignment of our supply chain with the Vitrolife Group Principles for Responsible Business Conduct. Alignment has been verified either by receiving a signed commitment to the PRBC by the supplier, or by an assessment performed by the supply chain team. In 2024, the percentage of suppliers in category A covered within this process represented 92% (67%) of all category A suppliers, or 91% of the total spend.

Additionally, in 2024 we became Sedex members and accessed the related platform where we will onboard the most important suppliers for an enhanced due diligence. Once we will be able to establish enhanced due diligence and have our key suppliers share data on their workers with us, we will be able to plan further actions for positive impact. In 2024 no severe human rights issues or incidents came to our attention regarding the workers of our first-tier suppliers.

Engagement and grievance mechanisms for value chain workers

The whistleblowing channel described on page 187 is also available to workers in the value chain to raise grievances and the conditions are the same as for our own workforce. As we advance in structuring and enhancing our due diligence efforts we may be able to establish further processes to engage further with value chain workers.

Performance: metrics and targets

As of today, the overarching target is to have 100% of category A,B and C suppliers committing to and respecting the principles of the PRBC. In 2024, the percentage of suppliers in category A covered by the verification process represented 92 (67%) of all category A suppliers, or 91% of the total spend. As we progress in our due diligence and onboarding of suppliers in the Sedex platform, we may be able to establish other targets and metrics.

Consumers and end-users

Sustainability matters:

Quality and patient safety and well-being

Products and services accessibility

Data protection and cybersecurity

Responsible marketing, communication and distribution

Our purpose is to enable people to fulfill the dream of having a healthy baby. Guided by this vision, our **purpose-driven growth** pillar focuses on creating innovative products that improve treatment quality, outcomes and accessibility. Our **ethical profitability** pillar ensures we uphold the highest standards when serving customers.

Material impacts, risks and opportunities

At the Vitrolife Group, we have carefully evaluated the key sustainability issues that impact those at the heart of our work: IVF clinics around the world and the patients undergoing fertility treatments. The majority of our business is conducted directly with IVF clinics, while for the genetic services we provide, we may interact directly with patients. The largest direct-to-patient markets are the USA and Brazil. Quality and patient safety are central to everything we do. Our products play a direct role in improving IVF success rates and patient well-being, offering significant opportunities to enhance outcomes. At the same time, we recognise the risks to our reputation and trust if quality standards are not upheld. Data protection and cybersecurity are equally critical, as breaches could compromise clinic operations and jeopardise the privacy of sensitive patient information. We also see great potential in improving access to IVF treatments. By developing more affordable solutions and enhancing digital tools, we aim to support clinics in reaching more patients, making fertility care accessible to a broader audience. Transparency is another cornerstone of our approach—clear, responsible marketing fosters trust in our products and supports informed decision-making for both clinics and patients. By addressing these challenges and opportunities, we are committed to driving sustainable progress in the IVF field while remaining focused on the needs of both clinics and patients across our value chain.

Sustainability matter	Time horizon	Type	Impact/Risk/Opportunity	Interaction with business model and strategy	Mitigation/Enhancement strategies
Quality and patient safety and well-being	Long-term	Market risk	Long-term risks of losing market share and revenue if quality standards are not maintained and patients needs are not considered	Directly impacts core business of providing IVF products and services	Implement robust quality management systems, continuous improvement processes, and regular safety audits
Quality and patient safety and well-being	Short-term Medium-term Long-term	Strategic opportunity	Improved patient outcomes and satisfaction through high-quality products and services	Aligns with strategy of being a leading provider of IVF solutions	Invest in R&D for innovative, safer technologies; gather and act on patient feedback
Quality and patient safety and well-being	Short-term Medium-term Long-term	Actual positive impact	Current positive impact on IVF success rates and patient experience by providing high quality products	Reinforces brand reputation and market position	Maintain focus on quality control, staff training and evidence-based practices
Quality and patient safety and well-being	Long-term	Potential negative impact	Potential negative impact to patient safety and well-being if quality standards are not maintained	Could damage reputation and lead to loss of market share	Establish comprehensive risk management and quality assurance protocols
Data protection and cybersecurity	Short-term Medium-term Long-term	Financial and reputational risk	Financial penalties, reputational damage and loss of patient trust from data breaches	Affects trust in digital health services and data management practices	Implement robust cybersecurity measures, encrypt sensitive data and conduct regular security audits
Data protection and cybersecurity	Short-term Medium-term	Potential negative impact	Risk of data breaches and cyber-attacks compro-mising patient information.	Could impact adoption of digital health solutions and company valuation	Develop incident response plans, provide staff training on data security and ensure HIPAA compliance
Product and services accessibility	Long-term	Strategic opportunity	Expanding market reach by improving accessibility of IVF treatments	Aligns with goal of making IVF more widely available	Develop more affordable solutions, partner with healthcare providers to improve access
Product and services accessibility	Long-term	Potential positive impact	Increased customer base and revenue through greater accessibility	Supports business growth and market expansion strategies	Invest in telemedicine capabilities, develop user-friendly interfaces for digital health tools
Responsible marketing, communication and distribution	Short-term Medium-term Long-term	Potential negative impact	Risk of regulatory penalties and loss of trust from misleading communication	Could damage brand reputation and relationships with healthcare providers	Develop clear guidelines for ethical marketing, ensure transparency in product claims and success rates

Our approach towards our customers and their patients

At the Vitrolife Group, our approach towards our customers and their patients is ultimately governed by our Code of Conduct, known as the Principles for Responsible Business Conduct. This foundational document, approved by our Board of Directors, enshrines our commitment to staying true to our purpose and acting with the outmost integrity towards customers and their patients. Building upon this foundation, we address the sustainability matters mentioned as part of our sustainability strategy, in efforts that are overseen both by the Senior Vice President Sales and Marketing for everything that concerns our impact on our customers and patients, and the CFO for matters concerning IT and legal infrastructure that ensure data protection.

Quality and patient safety and well-being

The products of the Consumables and Technologies business areas are developed, manufactured, marketed, sold and maintained in line with quality-controlled processes. As a manufacturer of medical devices, the Vitrolife Group must meet significant and strict legal requirements as well as product safety standards. We are complying with the new European regulations, Regulation (EU) 2017/745 on medical devices (MDR). Our operations are quality-certified in accordance with ISO 13485 (Design and manufacture of medical devices). Quality management systems are reviewed by both internal and third-party auditors and are certified by external notified bodies, reporting bodies and authorities that perform regular inspections. The goal is that each product distributed to the customer should meet the promised quality, which in turn enables effective treatments. In addition, we focus on final use and the impact on the wellbeing of the patient in the product development process. We strive to minimise pain for the patient during the IVF process. An example is the Sense™ Single and Double Lumen Oocyte retrieval needle, which was designed specifically to improve patient comfort. The Genetics business area follows the same strict quality standards. Laboratory pre-examination, examination and post-examination phases are maintained in accordance with the UNE-EN ISO 15189 standard as well as the United States quality standards and requirements (CLIA, CAP, New York, Maryland, Rhode Island, Pennsylvania and California). Accreditation in accordance with the UNE-EN ISO 15189 and CAP standards have been consolidated internationally as the reference tools to demonstrate that a diagnostic service is technically competent and operates in accordance with internationally recognised standards. Users of accredited services are assured of maximum reliability in results, thanks to our stringent evaluation process based on scientific evidence. Continuous monitoring ensures patient safety and minimises risks from erroneous reports information. Services under the Igenomix brand are compliant with the European regulation, Regulation (EU) 2017/746 on in-vitro medical devices (IVDR). Products are developed under a quality management system (QMS) based on the UNE-EN ISO13485 standard with analytical, clinical and software validations involved in obtaining results. We proactively collect and evaluate performance data from the use of our products through post-market follow-up activities with the aim of safeguarding the well-being of patients and assuring the clinical utility of our products.

Even if the EU-IVDR came into effect recently (May 2022) we have already CE-marked a large number of our sample collection kits.

Number of recalls issued; total units recalled	0 (0)
Patient health and safety instances of non-compliance – fines, warnings, or voluntary codes	0 (0)

Data protection and cybersecurity

At the Vitrolife Group, we care about privacy. As a global company headquartered in Sweden, we are firmly committed to safeguarding personal data and ensuring compliance with all applicable data protection laws across the jurisdictions in which we operate. This includes adherence to the European Union's General Data Protection Regulation (GDPR) and other relevant local regulations worldwide.

To uphold the highest standards of data protection, we have established a comprehensive data governance framework to manage the responsible handling of personal data throughout our organisation. This framework is supported by robust technical and organisational measures designed to address the specific risks associated with our data processing activities, including advanced security protocols to protect against threats such as data loss, theft, unauthorised access and improper disclosure.

As part of our commitment to fostering a culture of data protection, we provide annual training to all employees to ensure they understand their responsibilities and are equipped to handle personal data securely and ethically. These efforts are regularly reviewed and enhanced to align with the evolving regulatory landscape and technological advancements, ensuring continuous compliance and the protection of individuals' privacy rights.

By embedding privacy principles into our operations and investing in governance and education, we strive to maintain the trust of our business partners, patients and stakeholders

Substantiated complaints concerning breaches of customer privacy from regulatory bodies or third parties	0 (0)
Customer data leaks, theft, and losses	0 (0)

In terms of cybersecurity, the Vitrolife Group takes a proactive and comprehensive approach to protect sensitive data and systems. All employees undergo mandatory security awareness training, ensuring a company-wide culture of vigilance and best practices. The IT organisation bears primary responsibility for cybersecurity, with clearly defined roles and responsibilities to ensure accountability and efficient response to potential threats. We maintain a dynamic security posture by continuously updating our systems and protocols to address emerging threats and vulnerabilities in the ever-evolving digital landscape. This ongoing commitment to cybersecurity readiness safeguards our operations, protects our clients' data and maintains the trust of IVF clinics and patients worldwide.

Products and services accessibility

As we illustrated on page 23, accessibility of IVF treatments remains a challenge in both developed and developing countries, due to its high cost. Given the high cost and the very niche nature of the field, IVF clinics tend to be in richer urban centres, leaving many areas underserved. Addressing, together with our customers, the diverse needs of individuals navigating the intricate journey of fertility treatments is at the core of our mission. We support our customers with solutions that aim to improve treatment outcomes and efficiency, so that clinics can successfully serve an increasing number of aspiring parents. To ensure accessibility of our products and services to clinics worldwide, the Vitrolife Group´s products and services are available, collectively, in 155 countries, of which 83 are considered low-and middle-income countries by the World Bank. Given the high degree of science and technology involved in the use of our products, it is important that not only they are made available but that they are available with the right degree of information and support. With this goal in mind, we have established the Vitrolife Group Academy. You can find more information on page 41.

Responsible marketing, communication and distribution

We are committed to acting with integrity in all marketing practices, including labelling, promotional programmes, product samples and communications with stakeholders. We strive to provide timely and honest product information to patients, consumers, healthcare professionals and regulators worldwide, providing information about appropriate uses of our products and efficacy and safety data relating to those uses. All Group employees receive guidance on their interactions with healthcare professionals. This guidance is outlined in our internal Vitrolife Group Policy for Interaction with Healthcare Professionals. Under this policy, all interaction between a Group employee and a healthcare professional (HCP) must adhere to the following mandatory, general requirements:

- It must always comply with national law in the country of the HCP.
- It must be transparent, documented in writing and notified to local authorities or the HCP's employer where required.
- It must always be reasonable and moderate.
- The Vitrolife Group shall not take steps or support or perform activities which might be perceived as if we are trying to influence the HCP's obligation to make independent decisions regarding patients' treatment.

In 2024, we also became a MedTech Europe member and therefore adopted their code of conduct on the interaction with healthcare professionals.

Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	0 (0)

Impactful innovation

As explained on page 23, while one in six people globally is affected by infertility, only less than one percent of babies are born through IVF all over the world. This means a significant number of people are not receiving the care they need. Through our research and development activities, we aim to make a difference for our patients when it comes to IVF treatment outcomes and accessibility. We detail our approach to innovation on page 34 onwards.

Clinical integrity and bioethics

We conduct clinical studies to ensure the safety and efficacy of our products, adhering to the principal ethical and scientific standards. Our commitment is rooted in conducting research in strict compliance with the ethical principles outlined in the Declaration of Helsinki and in accordance with internationally recognised guidelines, such as the International Conference on Harmonisation (ICH), Good Clinical Practices (CGP), the Agreement of the European Council concerning Human Rights and Biomedicine, the Universal Declaration of UNESCO on the Human Genome and Human Rights as well as all applicable regulations, codes of conduct, and best practice standards.

In addition, we ensure full compliance with country-specific laws and guidelines, recognising the importance of local regulatory frameworks in protecting participants and ensuring the validity of our research.

Before initiating any clinical study, we conduct a comprehensive risk assessment to evaluate the benefit-risk ratio for participants, ensuring that potential benefits outweigh any foreseeable risks. Each study undergoes independent ethical review and approval by an authorised committee and is continuously monitored by an independent Data Safety Monitoring Board (DSMB) to safeguard participant well-being and study integrity.
Our informed consent process is designed to ensure that all eligible participants receive clear, comprehensive information about the study, including its objectives, procedures, risks and potential benefits. Participation is entirely voluntary, and individuals have the right to withdraw at any time, in accordance with ethical research principles.

To ensure transparency and scientific integrity, the Vitrolife Group registers all clinical studies, including protocols and results, in publicly accessible databases (e.g., clinicaltrials.gov or equivalent national registries). Study findings are published in peer-reviewed journals, ensuring rigorous expert evaluation. Upon request, de-identified raw data may be shared with qualified third parties, supporting open scientific inquiry and data verification.

By following these principles, we reinforce our commitment to ethical research, patient safety and the advancement of scientific knowledge in reproductive medicine.

Bioethics Advisory Committee

Bioethics is the study of ethical, social and legal issues that arise in biomedicine and biomedical research. As such, bioethics should be considered in any current and future development. With this goal in mind, we established a Bioethics Advisory Committee. The committee comprises internal and external stakeholders, with relevant expertise in the subject matter. The committee objective is to advise on current and future challenges related to ethics and reproductive health, to ensure we keep operating with the highest level of integrity towards customers, patients, and society. The committee held its first meeting in autumn 2024, reporting its conclusions to Executive Management Team to advise proactively on its bioethics positioning and key topics to prioritise in 2025.

Engagement and grievance mechanisms for customers and their patients

IVF clinics engagement and customer satisfaction

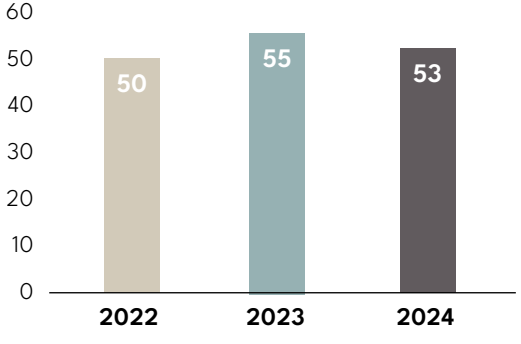
Our customers are our partners in our mission to enable people to fulfil the dream of having a healthy baby. As such, we work in close collaboration with them on every aspect of our product and services. This allows us to maintain a constant and close dialogue with them through our sales organisation. We are also part of international industry organisations, such as ESHRE, ASRM or ASPIRE, where we are able to communicate and hear about their concerns for future.

Our customer satisfaction surveys allows us to understand our progress relating to the delivery of the right products at the right time and with the right support to clinics and other customers, so that families all over the world can fulfil their dream in the best possible way. By addressing the question directly with our customers and distributors, the survey measures the perceived benefits of our product offer, as well as our level of service, both as a physical product supplier but also, importantly, as a knowledge partner

Within the customer satisfaction survey, the Net Promoter Score (NPS) is calculated solely upon the answer to the following question on a 0 to 10 scale: 'How likely is it that you would recommend the Vitrolife Group as a supplier and partner to other organisations within the IVF field?'*

The NPS being the most global measure of our capability to serve our customers and patients, we have chosen it as the overarching target for our purpose-driven growth theme in our sustainability strategy. The target is to reach a NPS target of >60 In 2030, which would signal great satisfaction from our customers.

NPS score Vitrolife Group



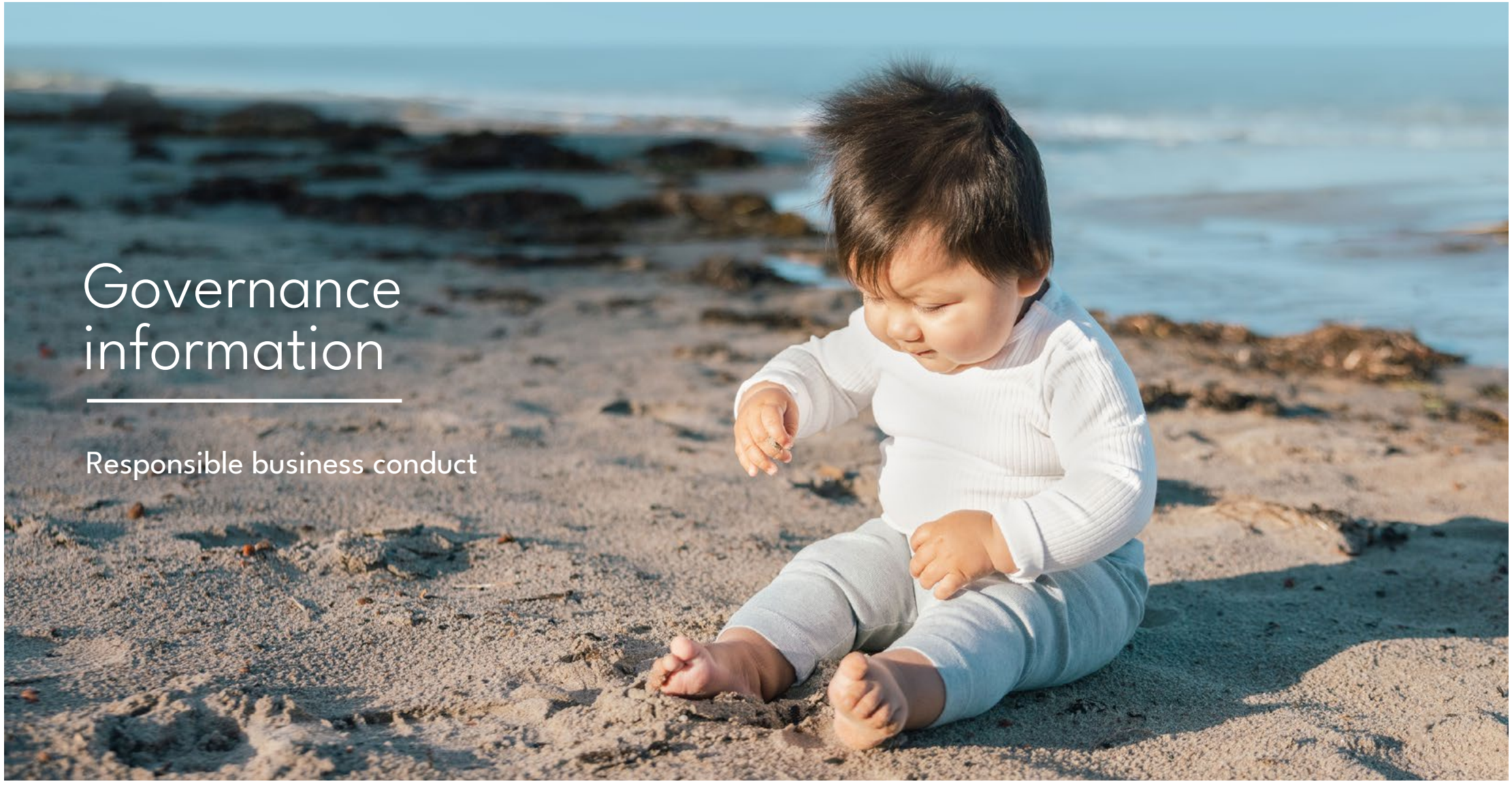
In 2024, our NPS was 53, down slightly from 55 the previous year, but still a highly satisfactory result. This minor decrease is attributed to a transformation initiative in our genetics division in North America. As we have reorganised the customer service team under new leadership, we are confident that the NPS will resume its upward trajectory. Despite the small dip, our NPS remains strong, reflecting our commitment to customer satisfaction and loyalty across our IVF product and service lines.

Patient engagement

Our patients are the driving force behind our mission to help people fulfil their dream of having a healthy baby. Their needs and experiences shape every aspect of our product and service development, aimed at improving treatment outcomes and accessibility. To formalise this commitment, we began drafting a comprehensive patient policy in the last quarter of 2024.

Grievance mechanisms for IVF clinics and patients

Patients and customers have multiple channels to address concerns and grievances. These include our readily accessible customer support and quality services, direct contact with sales representatives, and genetic counselling specialists. For more serious issues, a third-party whistleblowing channel is available (see page 187). This multi-faceted approach ensures that all stakeholders can easily communicate their feedback, reinforcing our commitment to transparency and customer satisfaction.



Governance information

Responsible business conduct

Business Conduct

Sustainability matter: Business conduct

Integrity in the way we do business is one of our core values and responsible business conduct is mandated by the Supervisory Board through the Principles of Responsible Business Conduct (PRBC). This commitment is also reinforced by the **ethical profitability** pillar of our sustainability strategy.

Governance of business conduct

The Supervisory Board is ultimately responsible for mandating and overseeing the implementation of our code of conduct (PRBC), which details the principles of responsible business conduct we commit to uphold throughout the value chain. This commitment is further operationalised into the Group Anti-Fraud and Anti-Corruption Directive, which is managed directly by the Executive Management Team with the support of the Internal Control and Risk Management function (ICRM). The ICRM function, together with Human Resources, ensures that the administrative management and supervisory bodies have the correct competencies on business conduct at all times, through training and continuous evaluation.

Policy and implementation and metrics on responsible business conduct

The PRBC and the Group Anti-Fraud and Anti-Corruption Directive, which is consistent with the United Nations Convention Against Corruption, govern our management of business conduct and corporate culture, supported by our core values: integrity, quality, innovation and collaboration. All employees of the company are subject to mandatory training on our code of conduct as well as specific courses on anti-bribery and anti-fraud.

The ICRM function is in charge of implementing the policy and ensuring it is upheld, in coordination with the sustainability team. As such, the ICRM function has identified the sales and marketing and purchasing teams as being at the highest risk when it comes to corruption and bribery.

Animal welfare

While we are committed to not using animal testing unless required, most medical devices used in reproductive health must, based on requirements from regulatory bodies, undergo an analysis using embryos from mice as part of the process for biological quality control (mouse embryo assay, or "MEA"). As such, we conduct the majority of tests internally to ensure the maximum standards of animal welfare. Animal welfare is maintained to the highest standards by following the Guide to the Care and Use of Laboratory Animals provided by the National Research Council, and quarterly veterinary audits are carried out. There is a close collaboration with academic departments and third-party laboratories which must comply with equivalent requirements and standards. There is currently no accepted alternative to using mouse embryos, but we are committed to the 3Rs: replace, refine and reduce.

Whistleblowing channel

Our whistleblowing channel is an important tool for reducing risks and maintaining trust by enabling us to detect and act on misconduct at an early stage. It is governed by the Whistleblowing Policy for the Vitrolife Group, and it is accompanied by pragmatic guidelines. The Policy is in line with measures to protect against retaliation against own workers who are whistleblowers, in accordance with the Directive (EU) 2019/1937 of the European Parliament and of the Council.

The third-party whistleblowing service can be used by all stakeholders (internal and external) to alert the company to serious risks of major irregularities affecting people, our organisation, society or the environment. Reported issues include criminal offences and violations or other actions in breach of EU or national laws within a work-related context, for example:

- Corruption and financial irregularities: for example, bribes, unfair competition, money laundering, fraud, conflict of interest.
- Health and safety violations: for example, workplace health and safety, product safety, serious discrimination and harassment.

- Environmental violations: for example, illegal treatment of hazardous waste.
- Privacy violations: for example, improper use of personal data.

Whistleblowing can be done openly or anonymously, and it is administered by an external service provider where messages are encrypted and IP addresses or other meta data are not saved. Access to messages received through the whistleblowing channel is restricted to appointed position holders with the authority to handle whistleblowing cases. Their actions are logged and handling is confidential. When needed, individuals who can add expertise may be included in the investigation process, upon consent from the whistleblower in case identity of the reporting person is disclosed. These individuals can access relevant data and are also bound by a duty of confidentiality.

The whistleblowing team consists of senior position holders within compliance related functions like Legal, Human Resources and Internal Control and Risk Management. Upon receiving a message, the whistleblowing team decides whether to accept or decline the message. If the message is accepted, appropriate measures for investigation will be taken, according to the Whistleblowing Policy and its implementation guidelines. The Supervisory Body manages reports relating to violations of the PRBC. The investigative activities, aimed at ascertaining the validity or otherwise of the reported facts, are carried out by the Whistle Blowing Committee and transmitted to the senior management for the appropriate and consequent action within its competence. If necessary, the Audit Committee or ultimately the Vitrolife AB Board of Directors will be informed.

Whistleblowing alerts	9 (1)
of which followed by disciplinary action	0 (0)

In 2024, 9 whistleblowing alerts were received, of which none were followed by disciplinary actions. All the alerts received were categorised as non-whistleblowing cases, mostly related to human resources matters.

Relationship with suppliers

As stated in our PRBC, we are committed to fair partnerships that uphold our values and principles of responsible business conduct throughout the value chain. To this end, we are focused on both:

- treating suppliers fairly – we pay any invoice up to 60 days from invoice date;
- expecting them to respect the Principles for Responsible Business Conduct in their operations and respective value chain, as described on page 178 onwards.

Measures against corruption and bribery

The procedures for the detection and prevention of corruption and bribery are detailed in the Group Anti-Fraud and Anti-Corruption Directive as explained above. Online training consists of resources that are available for all employees, with the following scope:

- Introduction to Anti-Fraud and Anticorruption: Definitions and scope.
- Recognising and Preventing Fraud: Guidelines and red flags.
- Relations with Government and Third Parties: Rules and procedures.
- Gifts, Meals, Travel and Entertainment Policies.
- Identifying and Preventing Fraud.
- Introduction to Anti-Fraud and Anti-Corruption: Definitions and scope.

In 2024, the training course was completed by 100% of employees at risk as well as all members of EMT and the Supervisory Board.

Number of convictions for violation of anti-corruption and anti- bribery laws	0
Amount of fines for violation of anti-corruption and anti- bribery laws	0
Number of confirmed incidents of corruption or bribery	0
Information about nature of confirmed incidents of corruption or bribery	0
Number of confirmed incidents in which own workers were dismissed or disciplined for corruption or bribery-related incidents	0
Number of confirmed incidents relating to contracts with business partners that were terminated or not renewed due to violations related to corruption or bribery	0

Information about details of public legal cases regarding corruption or bribery brought against undertaking and own workers and about outcomes of such cases	0

Political influence and lobbying activities

The Vitrolife Group performs no direct lobbying activities and we have a policy of no affiliation or orientation to any political party. Financial or in-kind political contributions are not permitted under our code of conduct (PRBC).

In Europe, we are members of Medtech Europe, the European trade association for the medical technology industry including diagnostics, medical devices and digital health. Among other activities, MedTech Europe engages with EU regulators, politicians and other decision-makers to help shape policies to promote innovation for growing healthcare needs and expectations.

Indices

GRI Index

GRI 1: Foundation

Statement of use	Vitrolife Group has reported in accordance with the GRI Standards for the period 2024-01-01 and 2024-12-31
GRI 1 used	GRI: Foundation 2021
Applicable GRI Sector Standards	NA

GRI 2: General disclosures 2021

Disclosure	Specifications	Location	Comments/Omission
The organization and its reporting practices			
2-1	Organizational details	Basis for preparation, 135-136	
2-2	Entities included in the organization's sustainability reporting	Basis for preparation, 135-136	
2-3	Reporting period, frequency and contact point	Basis for preparation, 135-136	
2-4	Restatements of information	Basis for preparation, 135-136	
2-5	External assurance	The auditor's opinion regarding the statutory sustainability report, 195	
Activities and workers			
2-6	Activities, value chain and other business relationships	This is the Vitrolife Group, 11-18	
2-7	Employees	This is the Vitrolife Group, 11-18	
2-8	Workers who are not employees	Contractors, 175	
Governance			
2-9	Governance structure and composition	Corporate governance, 53-61	
2-10	Nomination and selection of the highest governance body	Corporate governance, 53-61	
2-11	Chair of the highest governance body	Corporate governance, 53-61	

Disclosure	Specifications	Location	Comments/Omission
2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability governance, 137	
2-13	Delegation of responsibility for managing impacts	Sustainability governance, 137	
2-14	Role of the highest governance body in sustainability reporting	Sustainability governance, 137	
2-15	Conflicts of interest	Corporate governance, 53-61	
2-16	Communication of critical concerns	Corporate governance, 53-61	
2-17	Collective knowledge of the highest governance body	Sustainability governance, 137	
2-18	Evaluation of the performance of the highest governance body	Corporate governance, 53-61	
2-19	Remuneration policies	Corporate governance, 53-61	
2-20	Process to determine remuneration	Corporate governance, 53-61	
2-21	Annual total compensation ratio	Fair remuneration, 176	
Strategy, policies and practices			
2-22	Statement on sustainable development strategy	Strategy and business model, 139	
2-23	Policy commitments	Sustainability Statements, 145 onwards	Policy committments for each sustainablity matter are detailed in the beginning of each section.
2-24	Embedding policy commitments	Sustainability Statements, 145 onwards	Policy committments for each sustainablity matter are detailed in the beginning of each section.
2-25	Processes to remediate negative impacts	Sustainability Statements, 145 onwards	Policy committments for each sustainablity matter are detailed in the beginning of each section.
2-26	Mechanisms for seeking advice and raising concerns	Whistleblowing channel, 189	
2-27	Compliance with laws and regulations	Business conduct, 187	
2-28	Membership associations	Political influence and lobbying activities, 189	
Stakeholder engagement			
2-29	Approach to stakeholder engagement	Our stakeholders, 1398-140	
2-30	Collective bargaining agreements	Own workforce, 171 - 176	

GRI 3: Material topics 2021

GRI Standard	Disclosure	Specifications	Location	Comments/ Omission
Material topics				
	3-1	Process to determine material topics	The double materiality assessement, page 141-144	
	3-2	List of material topics	The double materiality assessement, page 141-144	
	3-3	Management of material topics	Sustainability statements, 145 onwards	
Economic standards				
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	Measures against corruption and bribery, 188	
	205-2	Communication and training about anti-corruption policies and procedures	Measures against corruption and bribery, 188	
	205-3	Confirmed incidents of corruption and actions taken	Measures against corruption and bribery, 188	
Environmental standards				
GRI 301: Materials 2016	301-1	Materials used by weight or volume	Resource inflows, 159	Information is currently partial and subject of ongoing update.
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Energy, 148	
	302-2	Energy consumption outside of the organization	GHG emissions, 149	Information is currently partial and subject of ongoing update.
	302-3	Energy intensity	Energy, 148	
GRI 303: Water and Effluents 2018	303-5	Water consumption	Water consumption, 156	
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	GHG emissions, 149-151	
	305-2	Energy indirect (Scope 2) GHG emissions	GHG emissions, 149-151	
	305-3	Other indirect (Scope 3) GHG emissions	GHG emissions, 149-151	
	305-4	GHG emissions intensity	GHG emissions, 151	
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Resource use and circular economy, 157-160	
	306-2	Management of significant waste-related impacts	Resource outflows, 158-160	
	306-3	Waste generated	Resource outflows, 158-160	
	306-4	Waste diverted from disposal	Resource outflows, 158-160	Information is currently partial and subject of ongoing update.
	306-5	Waste directed to disposal	Resource outflows, 158-160	Information is currently partial and subject of ongoing update.

GRI Standard	Disclosure	Specifications	Location	Comments/ Omission
Social standards				
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Employee turnover, 175	Information is currently partial and subject of ongoing update.
	401-3	Parental leave	Work-life balance, 177	Information is currently partial and subject of ongoing update.
GRI 403: Occupational Health and Safety 2018	403-3	Occupational health services	Health and safety metrics, 177	
	403-6	Promotion of worker health	Colleagues' health and wellbeing, 172	
	403-9	Work-related injuries	Health and safety metrics, 177	
GRI 404: Training and Education 2016	404-2	Programs for upgrading employee skills and transition assistance programs	Employee engagement and talent development, 172	Information is currently partial and subject of ongoing update.
	404-3	Percentage of employees receiving regular performance and career development reviews	Employee engagement and talent development, 172	Information is currently partial and subject of ongoing update.
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Diversity and equal opportunities, 173, 176	
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Incidents, complaints and severe human rights impact, 177	
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Own workforce, 170 Workers in value chain, 178	
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labour	Own workforce, 170 Workers in value chain, 178	
GRI 409: Forced or Compulsory Labor26	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Own workforce, 170 Workers in value chain, 178	
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	Workers in the value chain, performance: metrics and targets, 179	
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	Incidents, complaints and severe human rights impact, 177	Information is currently partial and subject of ongoing update.
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Quality and patient safety and well-being, 182-183	
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	Quality and patient safety and well-being, 182-183	Information is currently partial and subject of ongoing update.
	417-2	Incidents of non-compliance concerning product and service information and labeling	Quality and patient safety and well-being, 182-183	
	417-3	Incidents of non-compliance concerning marketing communications	Quality and patient safety and well-being, 182-183	

GRI Standard	Disclosure	Specifications	Location	Comments/ Omission
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Quality and patient safety and well-being,182-183	
Additional material topics				
	N/A	Clinical integrity and bioethics	Clinical integrity and bioethics, 184	
	N/A	Impactful innovation	Impactful innovation, 184	
	N/A	Customer satisfaction	Engagement and grievance mechanisms for customers and their patients, 184-185	
	N/A	Products and services accessibility	Products and services accessibility, 183	

The requirements for sustainability information based on the Swedish Annual Accounts Act, Chapter 6, Section 11 are reported below in this annual report.

Area	Information	Page reference
Business model	The Vitrolife Group business model, strategy and governance	11-46, 54-64
Sustainable growth and anti-corruption	The Vitrolife Group work on sustainable growth and measures to combat corruption	48-52
Environment and climate	The Vitrolife Group work to reduce its impact on the environment and climate	47-52, 145-168
Social conditions and staff	The Vitrolife Group work to secure social conditions and on staff-related issues such as gender equality and safe workplaces	170-177
Human rights	The Vitrolife Group acts to prevent human rights breaches in the value chain	178-179
Risks and risk management	The Vitrolife Group risk management process	68-69

The auditor's opinion regarding the statutory sustainability report

To the annual general meeting of Vitrolife AB (publ), corporate identity number 556354-3452

Engagement and responsibilities
It is the Board of Directors who is responsible for the statutory sustainability report for 2024 and that it has been prepared in accordance with the Annual Accounts Act in accordance with the older wording that applied before July 1, 2024. The company have defined the statutory sustainability report scope on page 195.

The scope of the audit
Our audit has been conducted in accordance with FAR's recommendation RevR 12 The auditor's opinion regarding the statutory sustainability report. This means that our examination of the sustainability report is different and substantially less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that the examination has provided us with a sufficient basis for our opinion

Opinion
A sustainability report has been prepared.

Gothenburg 27 March 2025

Deloitte AB

Signed on Swedish original

Harald Jagner
Authorised Public Accountant

Glossary

The following explanations are intended to help the reader to understand certain specific terms and expressions in the Vitrolife Group's reports:

Biopsy
Collection of one or several cells from living tissue for further analysis.

Clinical study/trial
An investigation performed in healthy or sick people in order to study the effect of a medicinal product or treatment method.

CGT
A genetic test to determine whether a couple carry genetic mutations that could be transmitted to their offspring.

Embryo
A fertilised egg that has become multicellular.

EmbryoScope®
An innovative incubator that incorporates time-lapse technology. EmbryoScope+ acquires images of all embryos in multiple focal planes while the embryos are safely in an undisturbed stable environment. The image sequence allows for comprehensive embryo evaluation e.g. by AI-based decision support tool, iDAScore.

Endometrium
Endometrium is the inner lining of the uterus. During the menstrual cycle it changes to provide an environment that may allow implantation and subsequent development of an embryo.

ERA
Genetic diagnostic test that determines each woman's unique personalised embryo transfer timing, therefore synchronising the embryo transfer with the individualised window of implantation.

eWitness
An error prevention system for the IVF treatment. Traceability is made possible by scanning, recording, and validating every action.

Genomic kit
Kit for labs assessing preimplantation embryo biopsy samples.

ICSI
Intracytoplasmic sperm injection is the method of injecting a single sperm into a mature oocyte to achieve fertilisation.

Incubator
Equipment for culturing embryos in a controlled environment.

IVF, In vitro fertilisation
The combination of the male and female reproductive cells and subsequent cultivation of embryos outside the body.

Media
Liquids used within the IVF laboratory to handle sperm, oocytes and/or grow embryos.

Medical device
Comprise devices used to make a diagnosis of a disease, treat a disease and as rehabilitation.

Oocyte pick-up/egg collection
The procedure to aspirate oocytes from the follicles within the ovary.

PGT-A
Preimplantation genetic testing for aneuploidy (PGT-A), also known as preimplantation genetic screening (PGS), tests for the number of chromosomes and can be used in IVF to help determine the chromosomal status of an embryo from a biopsy of one or more cells. The results of PGT-A aid in selecting embryos more likely to have a normal number of chromosomes (euploid) over those with an abnormal number (aneuploid), which may result in implantation failure or miscarriage.

PGT-M
Preimplantation Genetic Testing for Monogenic and single gene defects (PGT-M), also called Preimplantation Genetic Diagnosis (PGD), is a test to detect specific hereditary genetic diseases that are caused by a single gene defect. This test can be used to determine which embryo lacks the genetic disease to ensure that the baby will not be impacted.

Vitrification
Process for converting a material to a glasslike solid state, in this case the rapid cooling of eggs and embryos to cryopreserve them for future IVF cycles.

Shareholder information

Annual General Meeting 2025

The Annual General Meeting of Vitrolife AB (publ) will be held on 29 April 2025 at 16:00 CEST at the Elite Park Avenue Hotel, Kungsportsavenyn 36-38 in Gothenburg, Sweden. For more information, see www.vitrolifegroup.com.

Distribution of the Annual and Sustainability Report

Vitrolife Group's Annual and Sustainability Report is available in Swedish and English. Annual and sustainability reports can be downloaded at www.vitrolifegroup.com.

Investor relations

Helena Wennerström, acting CFO
Tel: +46 (0)70-822 80 86
Email: investors@vitrolife.com

Auditors

The company's auditor is Deloitte AB. The auditor in charge is Authorised Public Accountant Harald Jagner (1971). Harald Jagner has been engaged as Vitrolife AB's auditor since 2020.

Deloitte AB
Street address:
Kyrkogatan 48
401 20 Gothenburg
Tel: +46 (0)75-246 43 00

2025 Reporting Calendar

24 April 2025
Interim Report Q1, 2025

17 July 2025
Interim Report Q2, 2025

23 October 2025
Interim Report Q3, 2025

2026 Reporting Calendar

29 January 2026
Fourth quarter and full year report 2025

Annual and Sustainability Report 2024

VITROLIFE GROUP™

EXCELLENCE IN REPRODUCTIVE HEALTH

Vitrolife AB (publ)
P.O. Box 9080
SE-400 92 Gothenburg
Sweden

Phone +46 31 721 80 00
Fax +46 31 721 80 99

investors@vitrolife.com

www.vitrolifegroup.com

Vitrolife PART OF VITROLIFE GROUP

Igenomix® PART OF VITROLIFE GROUP

Design: Fusion Design & Communication.