

## Governance and Transparency Report

*December 2025*

## **Picterus Newborn Health**

We are a non-profit organization, improving newborn outcomes in Low Middle Income Countries (LMICs) through better access to jaundice management and care.

## **Our Mission**

To give every newborn, in every setting, the best start in life, through access to timely jaundice management and care.

## **Our Vision**

A world where no newborn needs to suffer unnecessarily from the consequences of undetected and untreated jaundice.



## Our Story

The idea behind Picterus was born in 2013, when our founder visited a rural village in Tanzania and witnessed the devastating impact of undetected and untreated jaundice in newborns. That experience became the heartbeat of Picterus, and a vision was born to develop an affordable, accurate, and versatile solution to support jaundice screening that can be deployed anywhere globally.

Years of research, development, and collaboration have brought that vision to life. Today, Picterus Jaundice Pro is a smartphone-based solution that makes early screening accessible and saves lives worldwide.

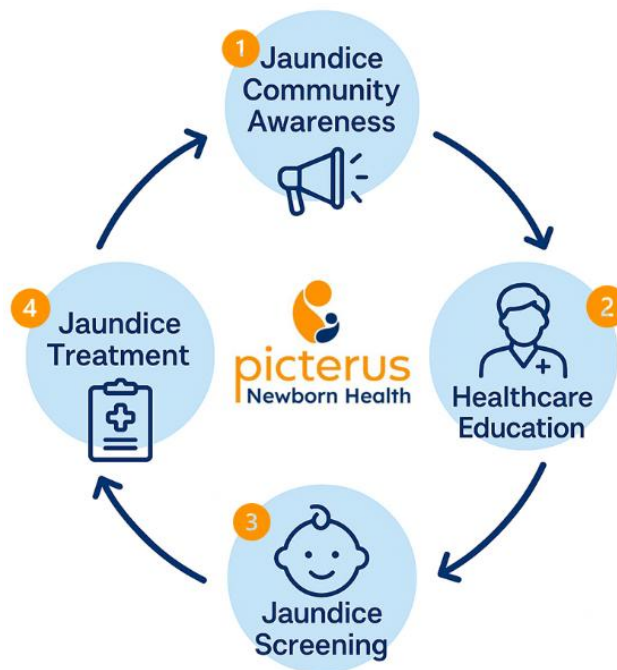
Picterus Newborn Health was established in early 2025 to fulfill Picterus' mission of giving every newborn in every setting the best start in life through access to timely, quality jaundice care.



## About Us

Managing jaundice in resource-limited settings remains a significant problem with a high prevalence of neurological complications. We are a non-profit organization that was founded in 2025, dedicated to reducing the number of newborns affected by the consequences of undiagnosed and untreated jaundice.

**Picterus Newborn Health** provides **complete** neonatal jaundice management projects, which encompasses parent and community awareness, healthcare professional education, screening and follow up treatment, empowering local health systems to build lasting care frameworks to support babies in their first precious days of life.



We collaborate with local Non-Government Organizations (NGO), government agencies, and other organizations and partners to ensure that our solutions reach the communities that need them most.



## Scope of Work

As a non-profit, all donations are allocated to our mission to expand our reach and support healthcare providers and families in LMICs with better access to neonatal jaundice management. **We do not pay dividends or distribute profits.** Every resource goes back into helping more newborns receive the care they deserve.

To support the operations of Picterus Newborn Health and to continue our activities, a maximum of 10% of donations are allocated to non-profit operational related expenses.

Picterus Newborn Health operates as a service provider and advocacy organization, not as a manufacturer, importer, or distributor of medical devices. Our role is to deliver health programs and capacity building, not to design or market regulated products.



## Ensuring Autonomy from Picterus AS

- Picterus Newborn Health is a fully owned subsidiary of Picterus AS.
- Picterus Newborn Health is registered with the Norwegian Business Register. Organization number 935183189.
- Picterus Newborn Health is fully funded by Picterus AS until it reaches a point where the non-profit can operate independently and cover its own operating costs.
- Picterus Newborn Health has established dedicated banking arrangements, including an operational account and a separate donation account exclusively allocated to authorized project activities.
- Picterus Newborn Health has an agreed transfer price of the Picterus technology set at a maximum of 50% of the given market commercial price, ensuring the lowest possible rate for non-profit use.



Picterus is a **for-profit** company developing and selling unique screening technology to healthcare systems globally.



Picterus Newborn Health is a **non-profit**, improving newborn outcomes in LMICS through better access to jaundice management and care.

## Our Guiding Principles

### 1 Separate Governance and Decision-Making

Picterus Newborn Health operates under its own **board and nonprofit governance structure**, ensuring that strategic decisions, priorities, and resource allocation are made independently of Picterus AS's commercial objectives.

### 2 Mission-Driven, Not Profit-Driven

All activities and funds within Picterus Newborn Health are **dedicated exclusively to nonprofit goals**, namely improving newborn health in underserved regions. No dividends or profit-sharing occur, and surplus funds are reinvested into mission-related programs.

### 3 Transparent Financial and Operational Boundaries

The nonprofit maintains **distinct financial accounts, compliance frameworks, and reporting systems** separate from Picterus AS. Any collaboration (e.g. technology licensing) is governed by formal agreements to ensure clarity and accountability.

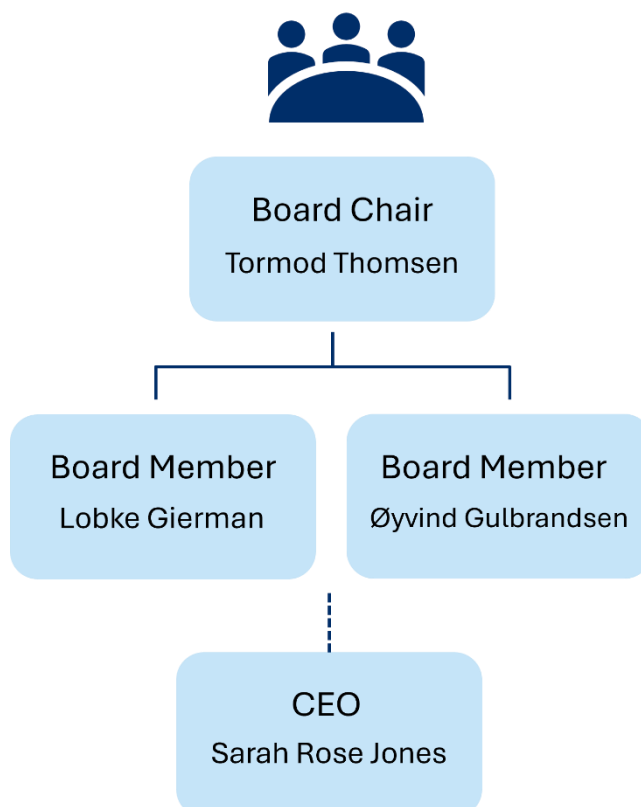


## Picterus Newborn Health Team

Picterus Newborn Health currently operates with its **first Board of Directors**, composed primarily of founding members and key advisors to guide the organization through its initial growth phase.

We have made a **strategic commitment to diversify the board over the next 2–3 years**, bringing in external members with expertise in healthcare, nonprofit management, finance, and global health. This approach will strengthen oversight, broaden perspectives, and ensure continuous improvement in our operations and impact.

## Board Composition





Picterus Newborn Health AS

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*Picterus Newborn Health AS is a subsidiary of Picterus AS*