QuidelOrtho™

OneERP 2025

January 2025

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Our OneERP Program: Transformation the Future for All of QuidelOrtho

FALSE — *OneERP*... is just an IT project.

TRUE — *OneERP*...is a business project that is enabled by IT.

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What Is Our OneERP Program?

OneERP Program is a global initiative to implement cutting-edge solutions, including ARIBA, Advanced Planning Optimization (APO), Global Trade Services (GTS), and SAP S/4HANA. This powerful new platform will replace our current tools—LN, JDE, SAP FIT, and SAP Mars—ushering in a new era of efficiency and innovation.

This transformation offers a unique opportunity to:

- standardize and elevate our business processes
- optimize data structures
- enable smarter, more informed decision-making across the organization.

OneERP delivers enterprise-wide value by streamlining the integration of new acquisitions into a unified global platform for processes and technology, supporting seamless scalability and growth.

Why Our OneERP Program Matters…

QuidelOrtho's independent ERP systems slow decisions and limits innovation. OneERP aims to **streamline five systems** into one SAP S/4HANA platform, providing **real-time data**, **simplified processes** and **advanced tools**. With OneERP, we will operate as a **unified** and **future-ready** organization, equipped to deliver value to patients and clinicians worldwide.

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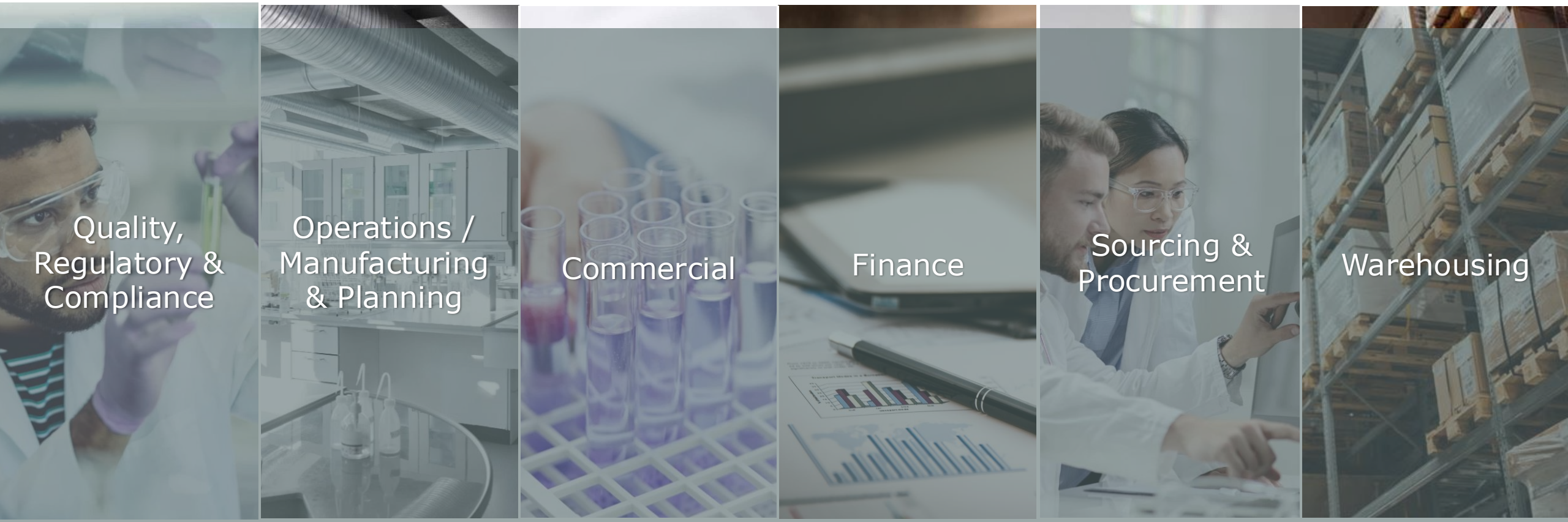
ERP System Integration Groups – Who Is Impacted by OneERP?



OneERP

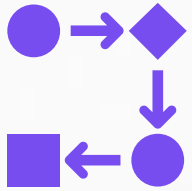
One System, One Process, One Team: The OneERP Edge

7000+

Employees Impacted Across the Globe

1000+

Project Contributors including GPOs, CCN, Super Users, Testers and Trainers



200+

Business Processes

80+

System Roles

What are the Strategic Goals of OneERP?

Enhancing employee experience for faster learning and processing times for tasks

Standardizing quality management and assurance to **better serve customers**

Reducing ERP systems & tools to **improve business operations**

Improved decision making using **real-time data and a centralized system**

Streamlining internal operations allowing stakeholders to **work together seamlessly**

OneERP

Streamline our technologies and processes to better serve customers and continue advancing diagnostics to transform lives

Q2

2025 | GO-LIVE

7000+

EMPLOYEES IMPACTED

PROGRAM BENEFITS

HARMONIZED GLOBAL PROCESSES

ENHANCED ORDER MANAGEMENT

CENTRALIZED DATA & ANALYTICS

ADVANCED DIGITAL MARKETPLACE

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Benefits by Business Area

OneERP

One System, One Process, One Team: The One ERP Edge

Quality, Regulatory & Compliance

- ✓ **Simplified Systems:** Consolidating 5 ERPs into OneERP
- ✓ **Standardized Business Processes:** Streamlined global operations and internal controls
- ✓ **Accelerated Productivity:** user-friendly interface, reduced training & faster onboarding
- ✓ **Visibility to KPIs**

Commercial

- ✓ **Streamlined Orders:** Single source for all order processes
- ✓ **Efficiency:** automation of holds & blocks
- ✓ **Improved Customer Visibility:** Quantum integration for personalized insights and enhanced notifications
- ✓ **Harmonized global processes** leveraging standard ERP capabilities
- ✓ **Scalability** of solution for future upgrades

Sourcing & Procurement

- ✓ **Common Purchasing Processes:** Improved compliance, spend visibility
- ✓ **Improved end-to-end order management** for communication and collaboration with suppliers
- ✓ **Reduction of manual activities**
- ✓ **Increased spend visibility** for future sourcing

Finance

- ✓ **Automated financial activities:** streamlined operations, invoice processing, and reporting
- ✓ **Improved visibility:** Business insights at product level through enhanced reporting & analytics
- ✓ **Tax Savings:** Centralization of sales entities

Operations / Manufacturing & Planning

- ✓ **Improved Planning Processes:** ROP planning for Spares, Shelf-Life Planning, Capacity Planning
- ✓ **Leveraging Manufacturing Capabilities:** Quality Inspections, Manufacture at-risk
- ✓ **Single source of truth** for master and transaction data
- ✓ **Reduction of manual scheduling and planning processes**

Warehousing

- ✓ **Integration Distribution & Warehousing:** Eliminating SO/PO complexities by leveraging STOs, Global Inventory management in common system
- ✓ **Additional integrations** with 3PL warehouses
- ✓ **Single source of truth** for inbound and outbound processes
- ✓ **Standardized labelling processes**
- ✓ **Visibility into site analytics**

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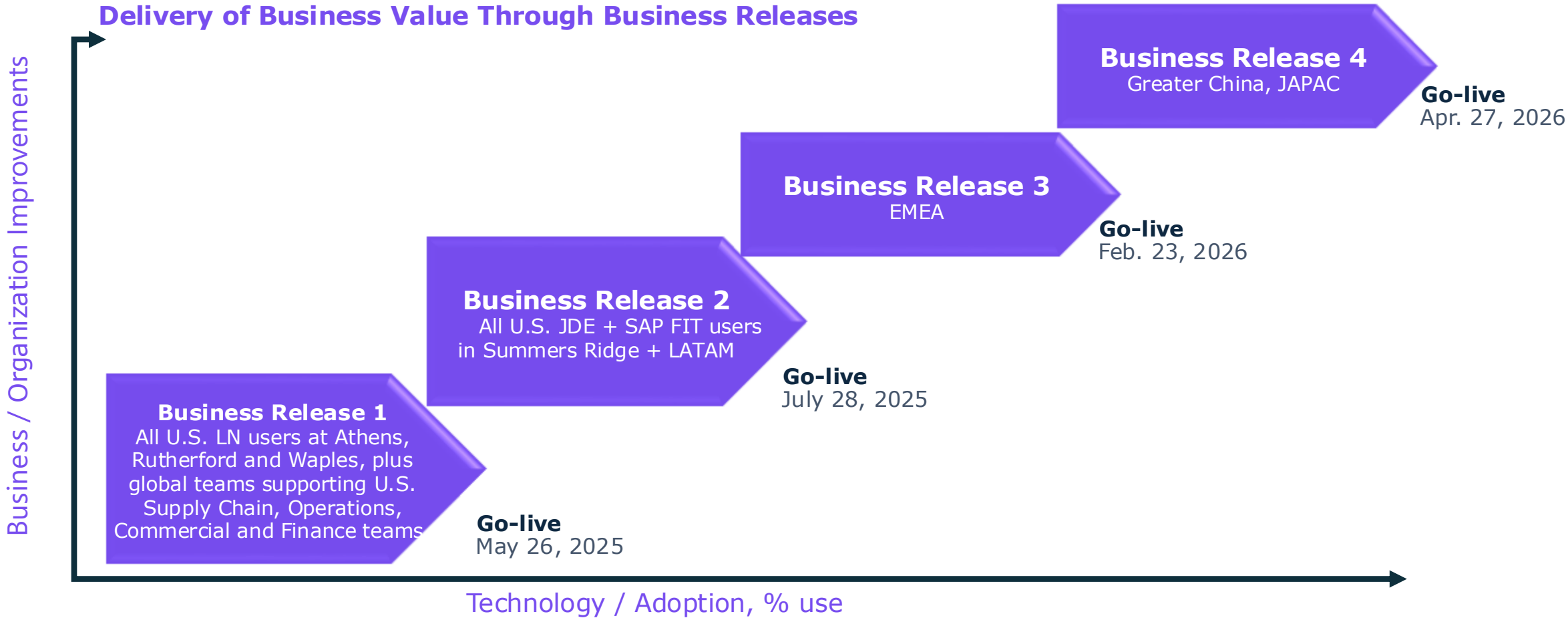
What Are Business Releases?

A business release is a set of focused, integrated actions and changes that allow the system to be get up and running as rapidly as possible so the business and employees can start using the system. We are rolling out four Business Releases:



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How We Support You Through The Change

QuidelOrtho is investing in not only the new business process and tools, but we also want to **make sure our team members are supported throughout this journey**. We've incorporated Organizational Change Management (OCM) into the program, to help support understanding of what this change means, provide training and communications to both our impacted QuidelOrtho employees and our external partners.

OCM Objectives

1. **Proactively manage** the speed, adoption, and sustainment of business transformation
2. Create **visibility, transparency and clear messaging** around the transformation
3. Engage the **right people at the right time to champion and reinforce** the change
4. Minimize business disruption to **maintain productivity and customer service**

OCM Approach

1 Holistic Approach: Customized messaging based on variations in stakeholder groups /geographies

2 Strategic Alignment: Management buy-in and top-down communication

3 End-User Focus: Increased emphasis on the 'WIIFM' message to promote adoption and sustainment of change

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How is Change Management Successful?

Change Management is proven to increase the likelihood of successful business solutions and new capability implementations.

Assess

Understand and verify the need for change.

Plan

Sequence activities into change management plan

Execute

Engage organization into executing the change management plan

Sustain

Reinforce outcomes, build resiliency and maintain a change culture

Key activities for each phase may include:

- *Align on goals and define success*
- *Align on Organizational Change Management Strategy*
- *Stakeholder Interview & Assessment*
- *Determine external vendor needs*

- *Change Management Plan*
- *Change Impact Assessment*
- *Change Readiness Survey*
- *Training Needs Assessment*

- *Business Readiness checklists*
- *Develop Training Curriculum*
- *Go-Live comms*
- *End User Training*

- *Go-Live comms*
- *Hypercare / Ongoing support*
- *Adoption metrics*

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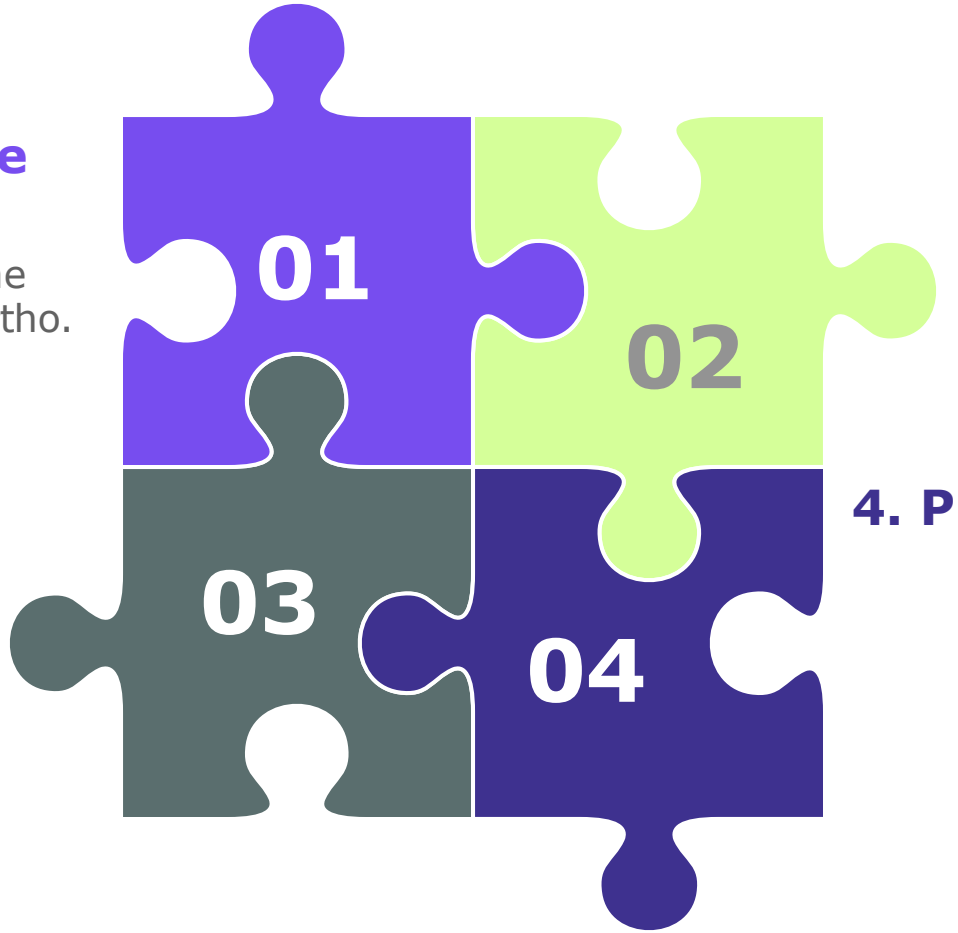
We All Have A Role In Making Change Successful

For this program's success, we are all 'ONE Team' and have a role in making this change successful

1. We Are All Change Advocates

Promoting the change and the value it will have to QuidelOrtho.



2. Approach Interactions with Positive Intent

Assuming positive intent fosters trust.

3. You're Part of the Extended Team

It's important to be positive about the program, highlight the benefits and if you hear concerns, bring them up to the team, we are here to help!

4. Provide Constructive Feedback

Transparent feedback helps everyone grow and succeed together.

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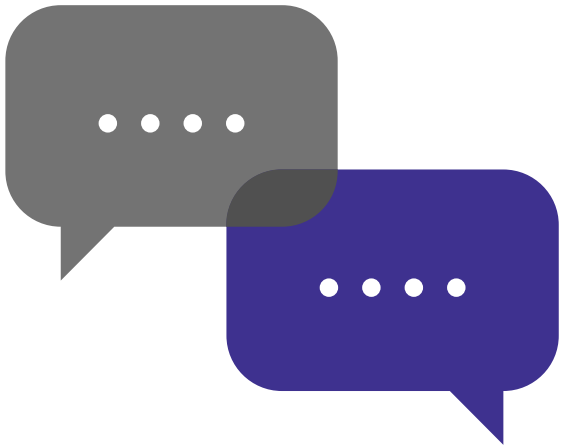
Re-Introducing OneERP: “New Year, New Era of Work” Campaign

In 2025, we're relaunching OneERP with a renewed focus through the "New Year, New Era of Work" communications campaign.

Effective Communications to Employees is Essential for:

- **Boosting Employee Engagement**: Drive awareness and understanding, ensuring everyone is informed and aligned.
- **Facilitating a Smooth Transition**: Highlight the goals and benefits of OneERP, helping QuidelOrtho adopt a future-focused approach.
- **Reinforcing Business Transformation**: Emphasize OneERP's role in driving growth and supporting our ongoing transformation.



If you have questions about communications, please email ocm@quidelortho.com.

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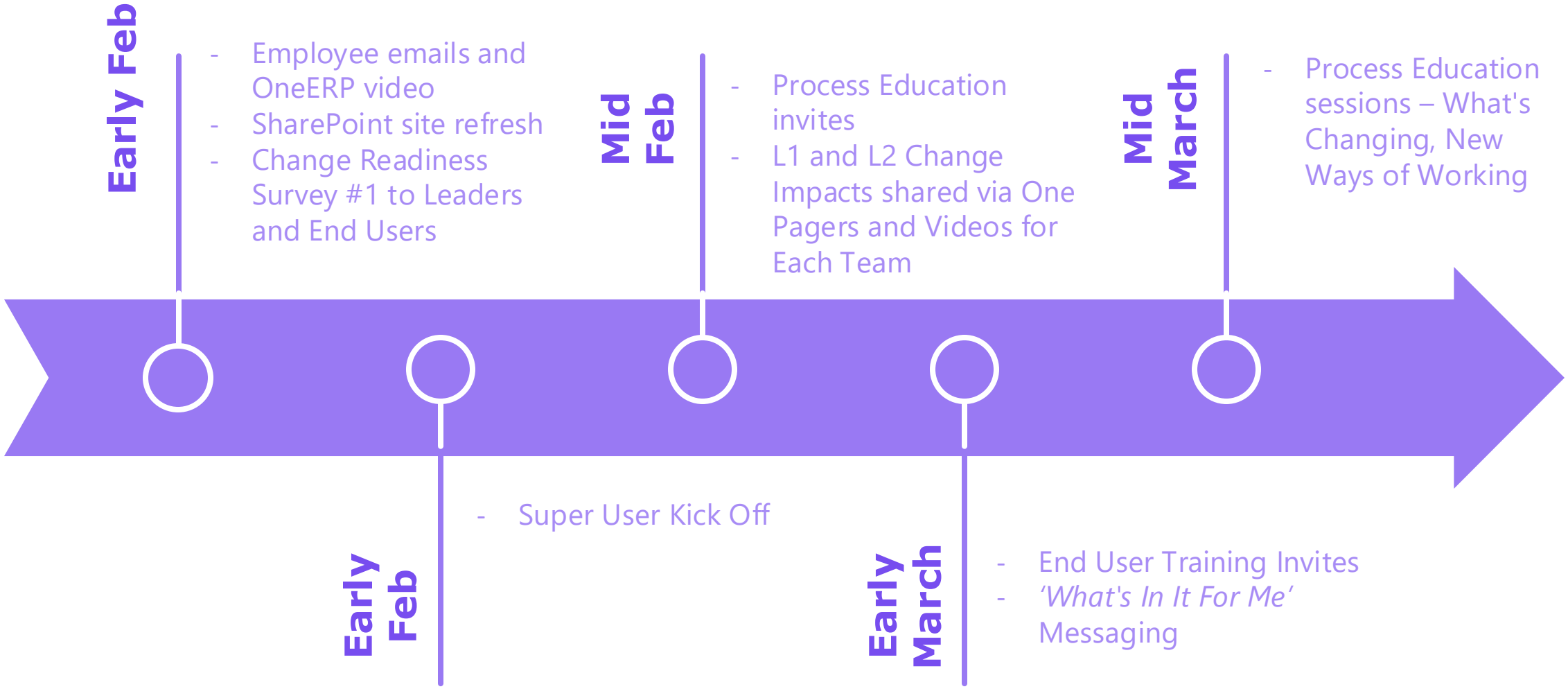
Communications Overview – Next 60 Days

Impacted employees will start receiving awareness messages regarding OneERP starting in late January/ early February.



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OneERP 2025 Campaign

New Year, New Era of Work

Refresh Communications Look & Feel | *Build Knowledge of the Program and Benefits* | *Increase Message Consistency & Transparency*

OneERP Program Overview Video with Flyers and Monitor Messaging

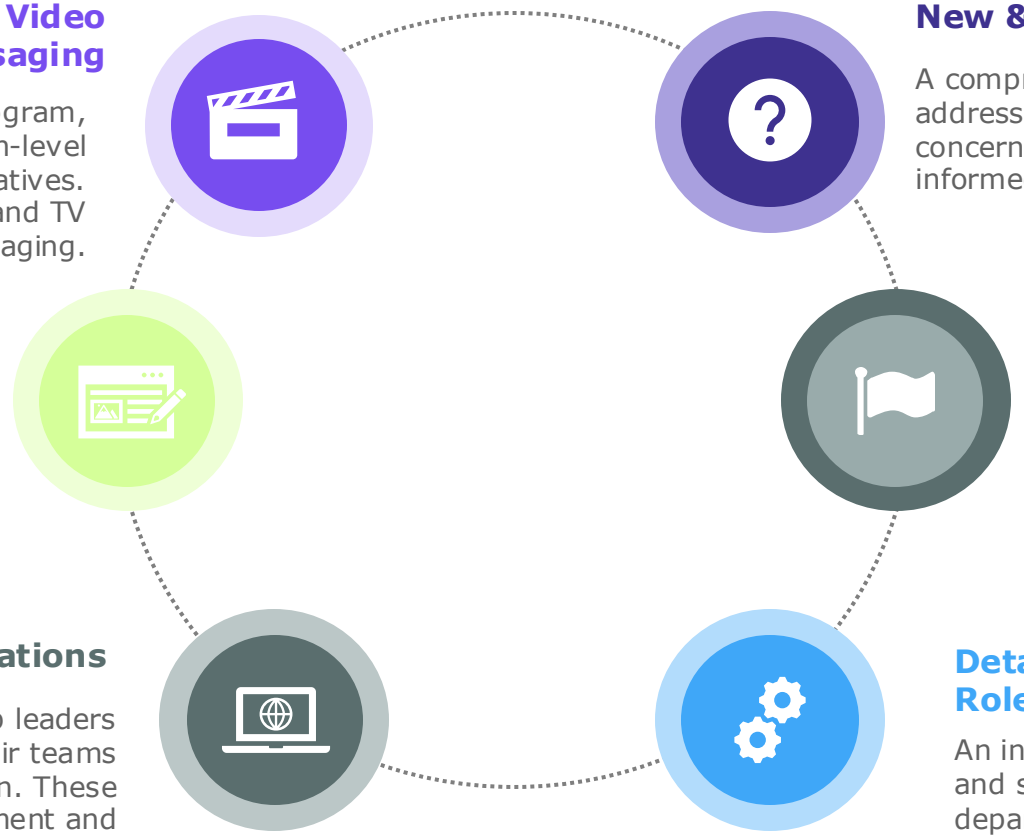
Overview video of the OneERP program, how it impacts QO and the high-level details of the program initiatives. Awareness messaging via posters and TV monitor messaging.

OneERP Program SharePoint Refresh

An updated OneERP SharePoint sites for both employees and project team with streamlined navigation, new resources and a modern design to enhance user experience and access to key OneERP information.

Leadership & People Leader Communications

Targeted updates and guidance designed to equip leaders with the information they need to support their teams through the OneERP transformation. These communications ensure alignment and readiness across all leadership levels.



New & Refreshed FAQs

A comprehensive and updated FAQ section addressing common questions and concerns about OneERP to keep employees informed and engaged.

High-Level Change Impacts (Org Level)

A summary of the key organizational changes introduced by the OneERP program, focusing on overarching impacts and benefits for employees and the business.

Detailed Change Impacts (Process & Role Level)

An in-depth breakdown of specific process and system changes, tailored by department, to prepare teams for a smooth transition.

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Example of the "New Year, New Era of Work" Initial Communications

OneERP
New Year, New Era of Work

NEW YEAR, NEW ERA OF WORK

What is OneERP?

Happy New Year!

As we step into a new year, we also welcome an exciting new era of work – one powered by enhanced processes, greater collaboration and streamlined operations through the OneERP Program.

OneERP will streamline our five systems into one platform, SAP S/4HANA, providing real-time data, simplified processes and advanced tools so that we're better equipped to deliver value to patients and clinicians worldwide. This initiative will impact many teams across QuidelOrtho, paving the way for future growth and success. All employees affected by changes in process and technology will receive comprehensive training and communications prior to their site's go-live date, ensuring a successful transition.

I encourage you to take a few minutes to watch the video below to better understand the vision and benefits of this transformation.

I hope you share my excitement as we launch a new era of work in 2025 with OneERP, our SAP S/4HANA platform. I'm looking forward to our collective success, enabling us to grow and strengthen our incredible company.

You can expect more communications in the coming weeks with how OneERP impacts you specifically in addition to the higher-level details about the changes in each business area.

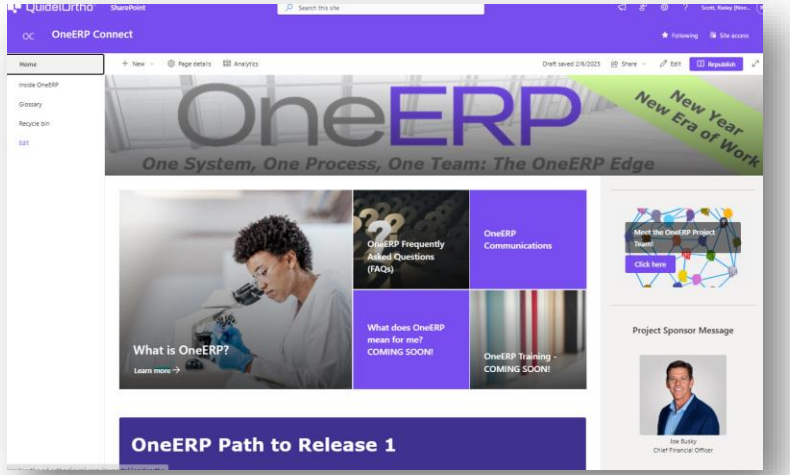
[signature]

Have Questions?

OCM@quidelortho.com

Emails to employees in Warehouse/Mfg, Commercial, and Finance with link to video.

OneERP Connect is a SharePoint site designed for QuidelOrtho employees to access, offering valuable information about the program. It includes details on upcoming changes, organizational charts for the project team, FAQs and more!



Coming soon
- OneERP Video
- OneERP Article in QOCentral

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Open Discussion

How does the team feel about the upcoming change?

For those who have participated in workstream session, how do you feel?

What are you hearing?

Are there any immediate concerns?

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What’s Next?

(Testing)

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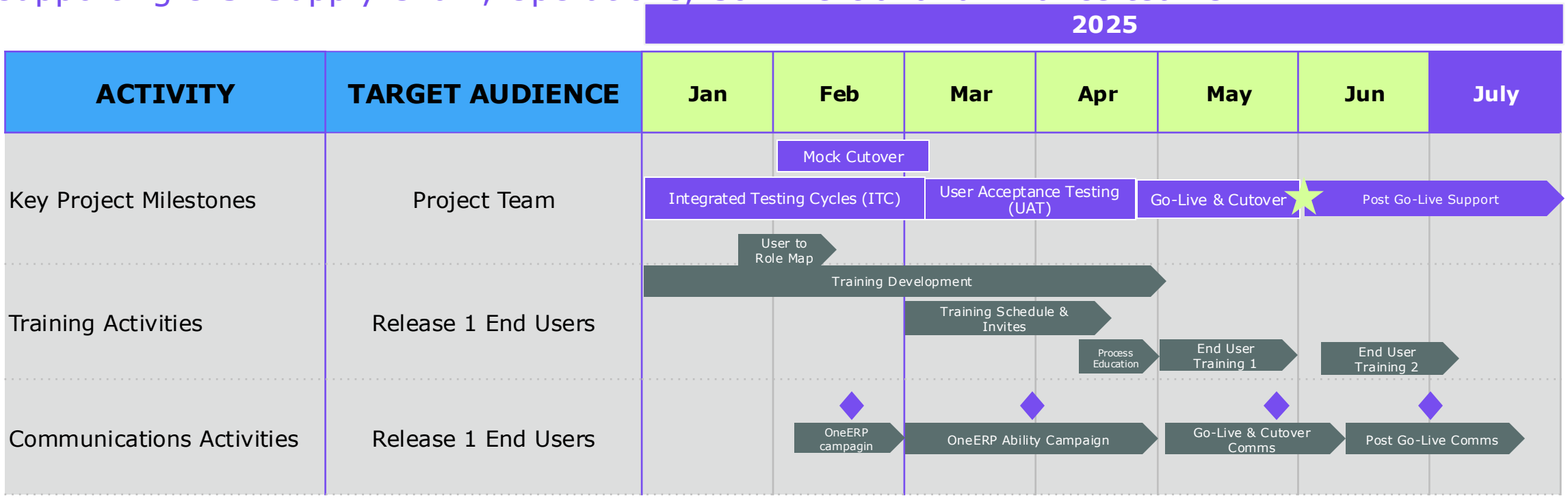
OneERP & Change Management High Level Timeline for Release 1

Release 1 impacts all U.S. LN users at Athens, Rutherford and Waples, **plus global teams** supporting U.S. Supply Chain, Operations, Commercial and Finance teams.



◆ Change Readiness Surveys – Multiple touchpoints throughout the program to track End User understanding and readiness prior to and post go-live

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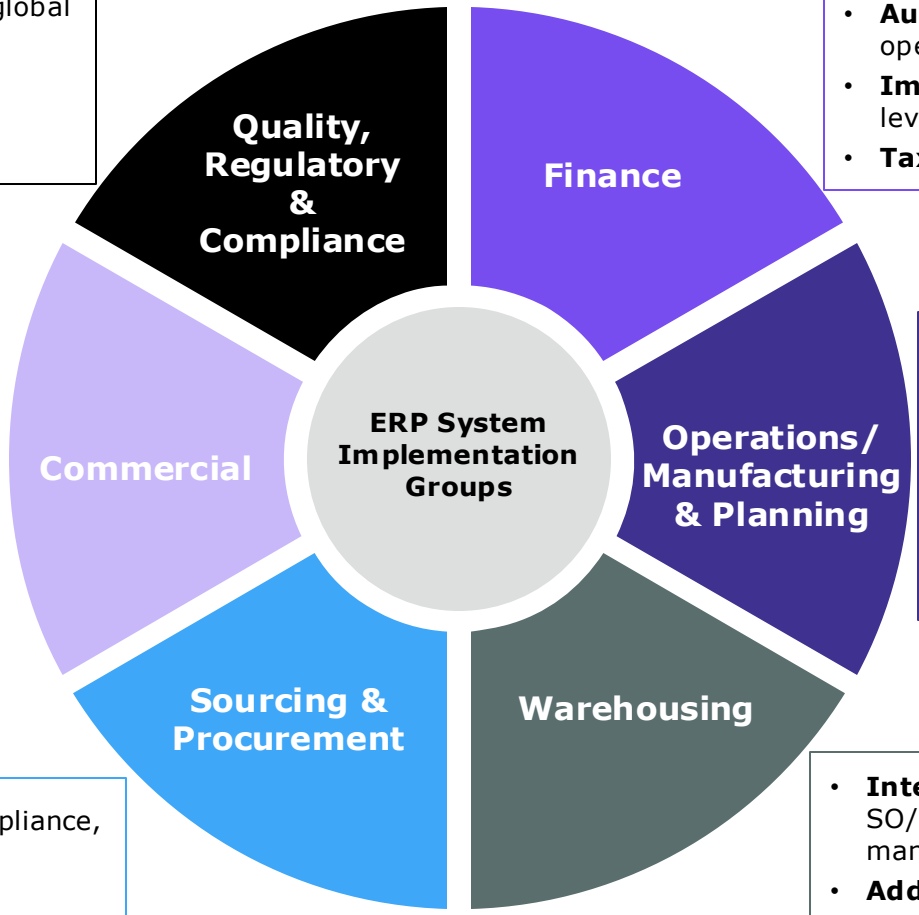
OneERP Case for Change

OneERP people, process, and technology changes will enhance our ways of working

- **Simplified Systems:** Consolidating 5 ERPs into OneERP
- **Standardized Business Processes:** Streamlined global operations and internal controls
- **Accelerated Productivity:** user-friendly interface, reduced training & faster onboarding
- **Visibility to KPIs**

- **Automated financial activities:** streamlined operations, invoice processing, and reporting
- **Improved visibility:** Business insights at product level through enhanced reporting & analytics
- **Tax Savings:** Centralization of sales entities



- **Streamlined Orders:** Single source for all order processes
- **Efficiency:** automation of holds & blocks
- **Improved Customer Visibility:** Quantum integration for personalized insights and enhanced notifications
- **Harmonized global processes** leveraging standard ERP capabilities
- **Scalability** of solution for future upgrades
- **More accurate reporting**

- **Improved Planning Processes:** ROP planning for Spares, Shelf-Life Planning, Capacity Planning
- **Leveraging Manufacturing Capabilities:** Quality Inspections, Manufacture at-risk
- **Single source of truth** for master and transaction data
- **Reduction of manual scheduling and planning processes**

- **Common Purchasing Processes:** Improved compliance, spend visibility
- **Improved end-to-end order management** for communication and collaboration with suppliers
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- **Integration Distribution & Warehousing:** Eliminating SO/PO complexities by leveraging STOs, Global Inventory management in common system
- **Additional integrations** with 3PL warehouses
- **Single source of truth** for inbound and outbound processes
- **Standardized labelling processes**
- **Visibility into site analytics**

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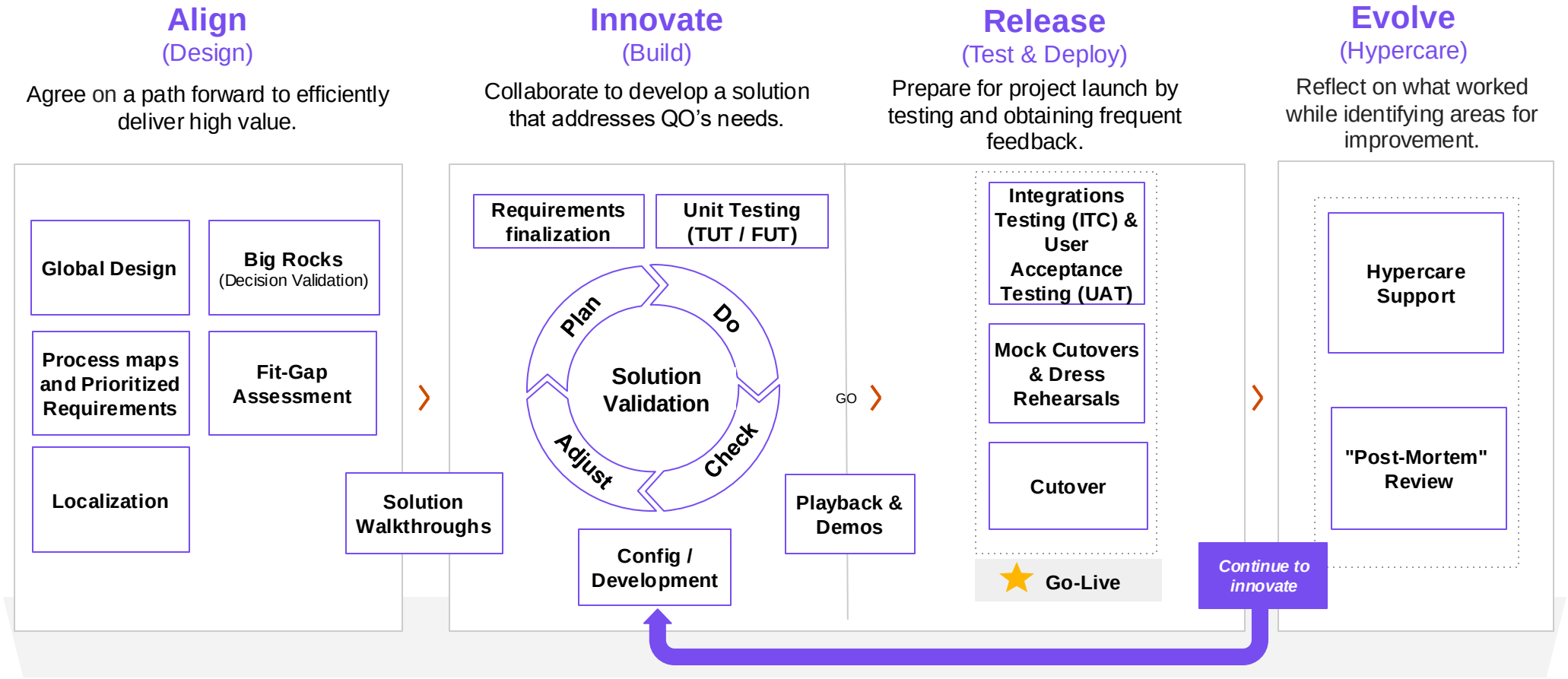
OneERP Project Methodology

The project methodology supports the way we work, think, and engage. We'll use this methodology in both Phase 2 and Phase 3 Design



Key Principles

Interactive sessions	Cross-Functional Working Teams	Integrated Organizational Change Management	Playback & Demos	Ideation & Iteration	Continuous Improvement