



ESG Report

2022

uniogen

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Part 1



uniogen

CEO's review

This is Uniogen's first Environmental, Social and Governance (ESG) report. In 2022, we are still seeking the established forms and practices of ESG reporting, just like everyone else. There is no single correct way to do sustainability work and reporting. At Uniogen, we have applied the commonly used GRI framework. The EU Corporate Sustainability Reporting Directive (CSRD), currently in preparation, and its implementation guidelines (ESRS standards) will provide a clearer and more coherent reporting framework, which Uniogen will also apply.

Uniogen's first year of operations, 2022, was defined by two significant themes: first, the integration of a group consisting of one parent company and three subsidiaries, established on 28 December 2021, into one company, and the creation of Uniogen as a single legal entity through subsidiary mergers on 31 December 2022. The second one defining the past year was the change from a Covid-19 pandemic to an endemic, a "more normal viral infection epidemic." We saw this in two ways: the removal of restrictions that everyone experienced, a return to a normal society and transition to the so-called new normal. Secondly, the Covid-19 pandemic was economically significant for our company, as we managed to develop new products for Covid-19 testing early and rapidly. In the first quarter of 2022, Covid-19 test sales were still over EUR 2 million, after which the testing volumes in the company's main markets (Europe and Finland) faded as a result of updated regulatory guidelines, among other things. For Uniogen, this socially positive aspect meant a decrease in revenues.

As is typical of our industry, sustainability has always been at the core of our personnel's operations and in line with the values. Abacus Diagnostica, which merged with Uniogen, started sustainability reporting in 2021, which provided a good stepping stone for Uniogen's sustainability work. Yet promoting ESG issues, and in particular the reporting, may feel unfamiliar to many Uniogen employees. In addition, many abbreviations are related to responsibility and sustainability issues. Environmental issues are the most familiar part of ESG, and many may perceive ESG mainly as a means of reducing carbon emissions. The staff may be less familiar with the Social and Governance aspects. Once we get to the actual doing, the issues will feel more familiar. For example, matters related to the Social aspect have been much promoted in all former subsidiaries, but the reason for doing so was not ESG and reporting, but the desire to be a good workplace.

In 2022, Uniogen's employees defined their shared values and the desired corporate culture. When determining the values, it was clear that all businesses have shared the same value base. The prerequisites for a unified new Uniogen are therefore good. Of course, we still need time and effort to form shared operations.

Although the sustainability-related requirements and opportunities are new to many, it has been great to see that ESG is seen as an important issue among both the personnel and the Board of Directors. With the entire organization's support, we can respond to the requirements of responsible and sustainable operations while striving to develop our operations and making sustainability a competitive advantage.

Ilari Antila

Content and scope of the report

This is Uniogen’s first sustainability report. The report refers to the Global Reporting Initiative (GRI) standard, and we have also identified the need to prepare for future reporting in accordance with the EU Corporate Sustainability Reporting Directive (CSRD) by mapping the content of the future ESRS reporting standard. During its first year of operation, 2022, Uniogen acted as a newly formed group of four limited companies with three operative companies, so uniform reporting data were not available in all respects.

The report begins with a brief presentation of Uniogen as a company and outlines Uniogen’s values, products and services, as well as the state of the business and future prospects. In addition, it includes a description of Uniogen’s value creation, as well as a description of Uniogen’s sustainability program, with its commitments and objectives. The report also sets out the main stakeholders Uniogen has identified, as well as the main issues and concerns raised by the stakeholders. At the end of the report, we describe Uniogen’s selected sustainability themes and targets, as well as their progress.

The report has not been verified.

The reporting period is January 1 – December 31, 2022. The report has been published in Finnish and English as PDF documents. In the event of conflict between the two versions, the Finnish version will prevail. The 2023 report will be published in the spring of 2024.

Contact persons in matters related to reporting:

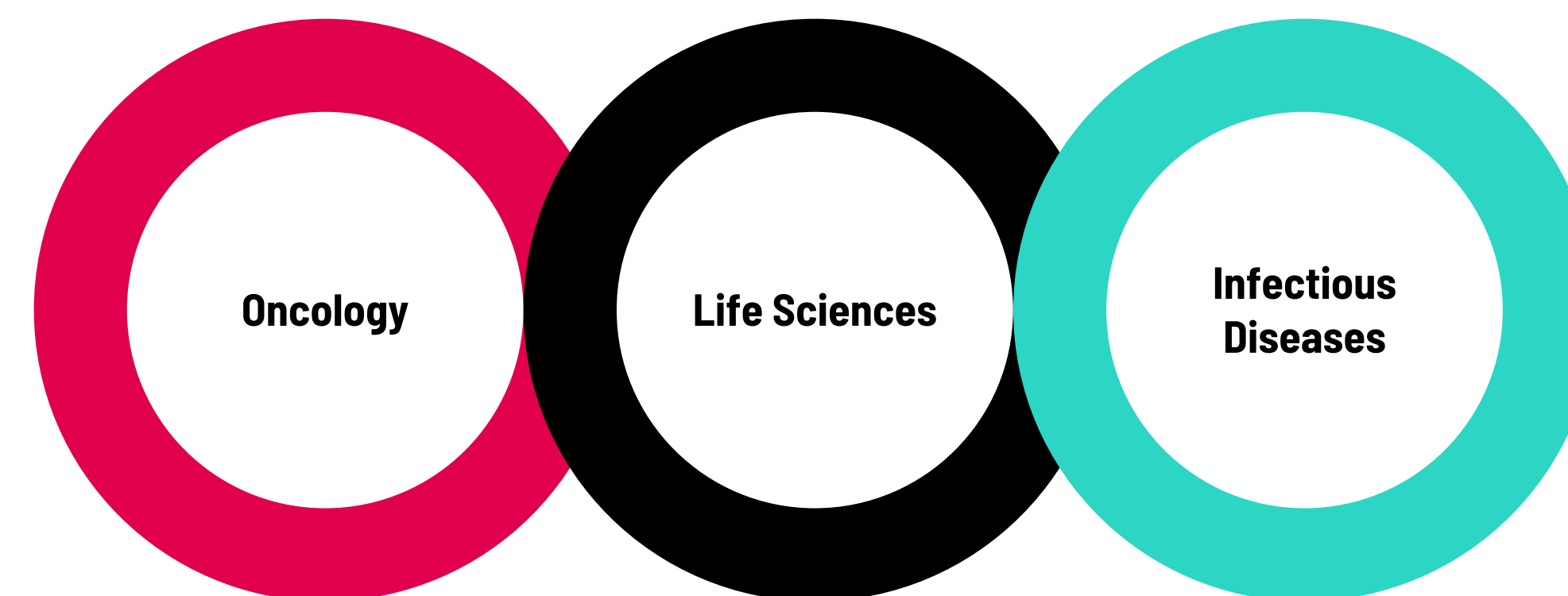
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Briefly about Uniogen

Founded in 2021, Uniogen Oy is a global pioneer in the field of biotechnology, born from the merger of Abacus Diagnostica, a pioneer in rapid PCR tests, Kaivogen, a specialist in cancer diagnostics, and Labrox, a company focusing on the development and manufacturing of laboratory instruments. Our mission is to enable rapid diagnosis and correct care during the first meeting and prevent the spread of diseases. Our offices are located at two addresses in Turku. At the end of 2022, we employed more than 100 professionals. Uniogen's products are sold internationally in almost 100 countries, and our turnover reached EUR 10 million at the end of 2022.

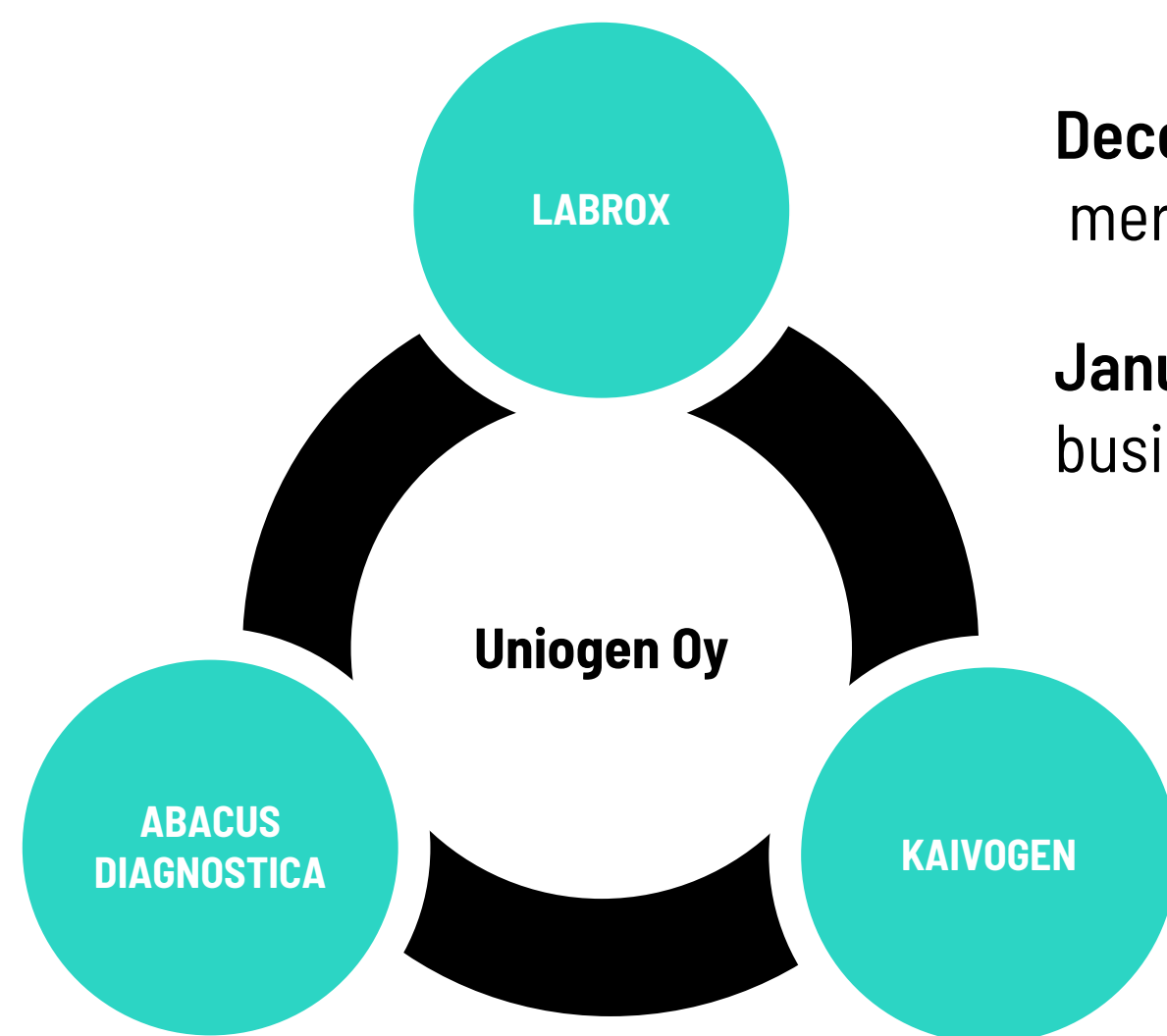
Three business areas:



- Turnover 2022: EUR 10 million
- Turku Science Park office of 1,820 m2 and Vajossuonkatu office of 840 m2
- 105 professionals: 40+ in product development, 10+ with a doctoral background
- 425 shareholders

"Together, we have unlimited opportunities to develop new products and expand our customer base. Uniogen's point-of-care assay solution, currently under development, opens up great growth opportunities for us in the global diagnostics market."

CEO Ilari Antila

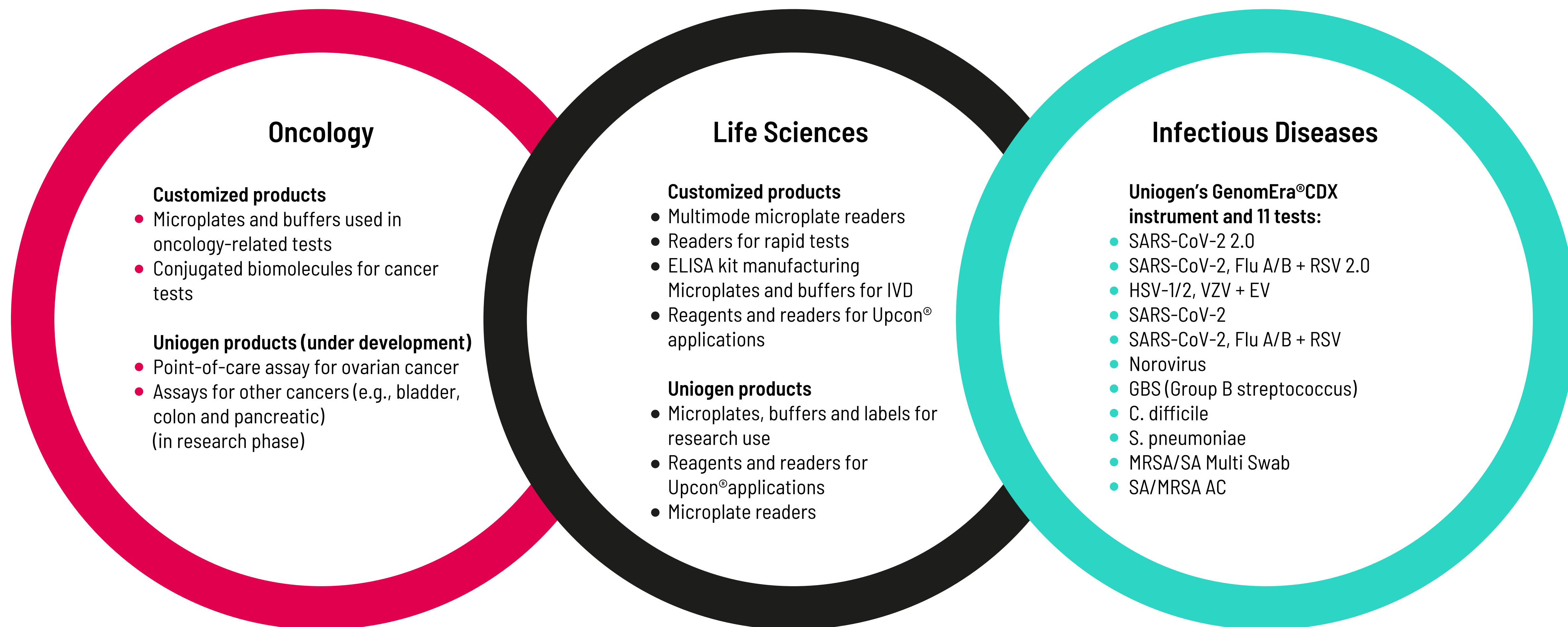


December 2022: Three subsidiaries merge with the parent company

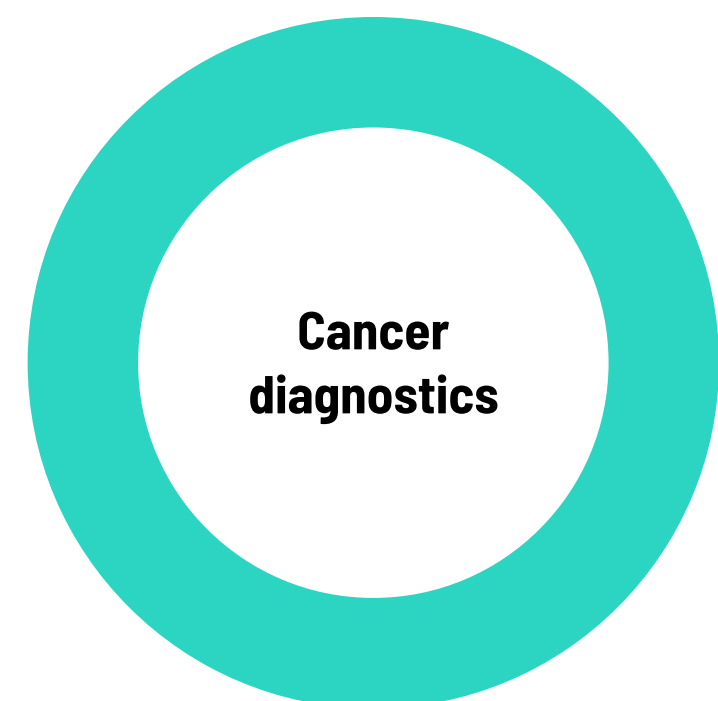
January 2023: One company and three business areas

Business areas

Uniogen is divided into three business areas: **Oncology, Life Sciences, and Infectious Diseases.**



Products and services



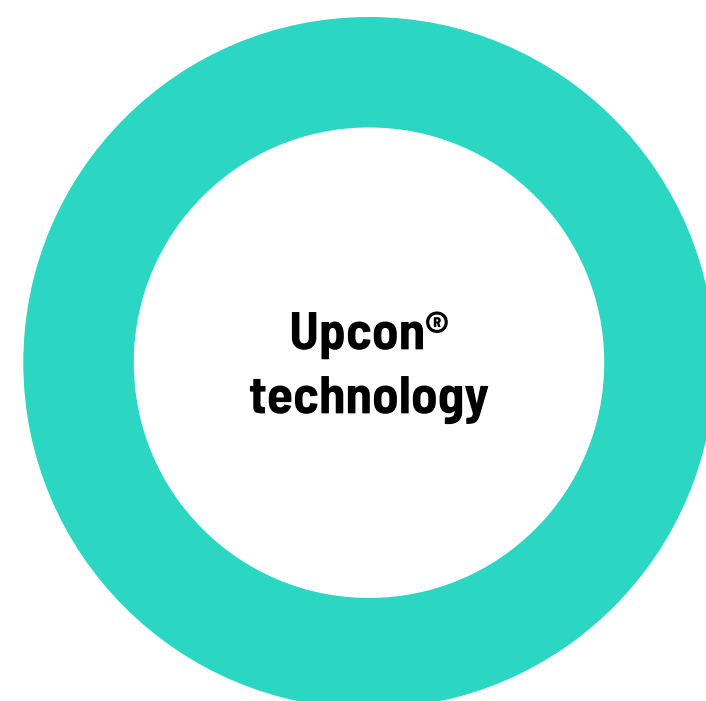
Cancer diagnostics

Unique glycovariant-based immunoassays for early and timely cancer diagnosis. Our assay technology is based on nanoparticles coated with binding molecules. Our technology improves the sensitivity and specificity of the assays.



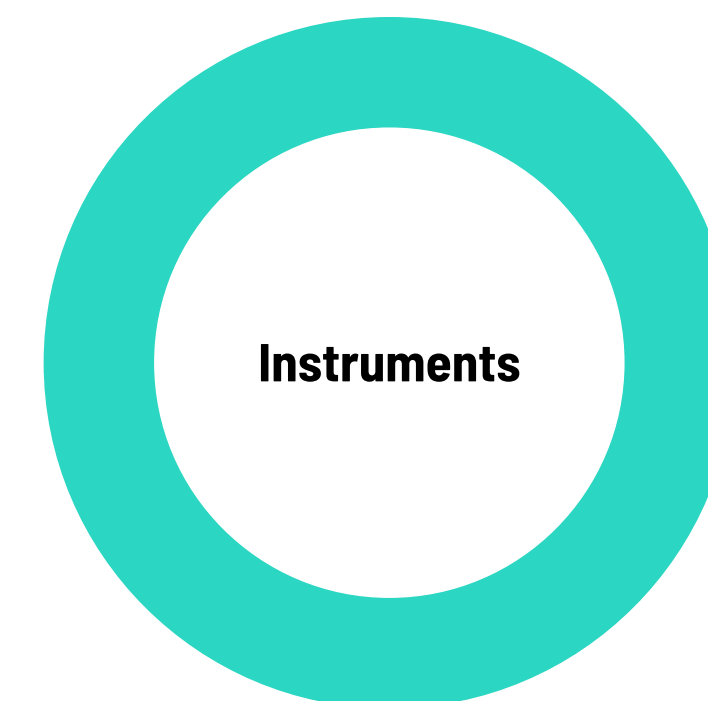
Reagents and services

We offer a comprehensive range of ready-to-use reagents and components, as well as development services for immunoassays and antibody testing. All immunoassay components and services can be produced according to the ISO 13485 standard.



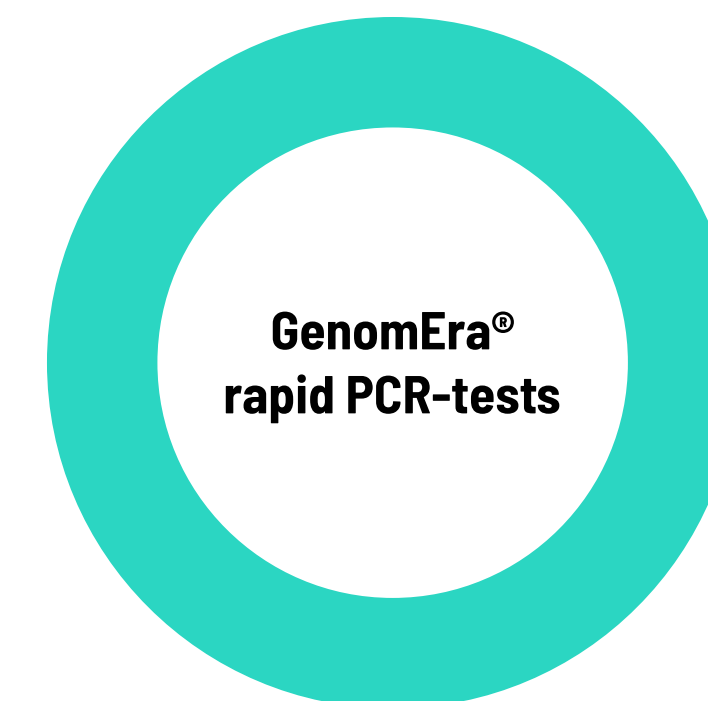
Upcon® technology

The Upcon technology offers a unique concept that enables high sensitivity and excellent performance for various life science applications such as imaging and rapid tests. For rapid tests, we offer a reader, as well as Upcon particles. We can also undertake configuration development according to the customer's needs.



Instruments

We manufacture and develop modular multimode readers for various customer needs. Available measurement techniques include upconversion (Upcon), time-resolved fluorescence (TRF), fluorescence, luminescence, and absorbance.



GenomEra® rapid PCR-tests

CE IVD-marked GenomEra® rapid PCR tests are used for rapid diagnosis of infectious diseases such as Covid-19, influenza and gastrointestinal infections. The automated test system consists of test chips, the GenomEra instrument and software to interpret the test results.

All Uniogen products are manufactured in Turku, Finland. In 2022, the GenomEra® CDX system and its tests received the Key Flag Symbol as a symbol of Finnish work and quality.



Suppliers, sales channels, and end-users

We regularly evaluate suppliers of key raw materials and key components, as well as key service providers, either with so-called desktop supplier assessments or by visiting the supplier's premises. In doing so, we strive for controlled cooperation with suppliers and guarantee high-quality operations.

End-users of Uniogen's products are the life sciences industry, including the diagnostic and pharmaceutical industries, research institutes, hospitals, and other healthcare units.

Sales channels

Oncology:

- Contract manufacturing for industrial partners, licensing and in the future, Uniogen's own products

Life Sciences:

- Contract manufacturing and licensing for industrial partners and direct sales to end-users

Infectious Diseases:

- Approximately 15 distributors in approximately 30 countries, mainly in Europe (photo beside)

GenomEra® CDX instrument and test chips are sold through distributors in Europe, Middle-East, and Hong Kong.

GenomEra® CDX

Hong Kong, Macau, Egypt, Israel, Jordan, Lebanon, Oman, UAE

Uniogen's values and their descriptions

Our values tell us what is important, and how we act. They guide our daily operations and lay the foundation for our corporate culture. Read more about the creation of our common values on page 40!

Together

We listen to our customers and cooperate with them.
 We work together and support each other.
 Everyone's contribution is needed. We care about each other and society.
 It is pleasant to work with us.

Intentionally

We do the right things at the right time.
 We focus on the essential.
 There are grounds for our actions.
 Our work has a purpose.
 We act responsibly.

Evolving

Continuous development is at our core.
 We learn from each other, our customers, and our partners.
 We share what we have learned.
 We create innovative solutions for our customers.

Flexibly

We offer our customers flexible service.
 We take into account our employees' various life situations.
 As an organization, we operate smoothly and flexibly.

Economic impact

In 2022, Uniogen's turnover was EUR 10.2 million, a decrease of 32 % from the previous year. The most significant reason for the decline was a decrease of EUR 4.0 million in the sales of the Infectious Diseases business area, mainly due to the strong Covid-19 sales in the comparison period. Sales increased by EUR 0.6 million in the Oncology business area and decreased by EUR 1.4 million in the Life Sciences business area.

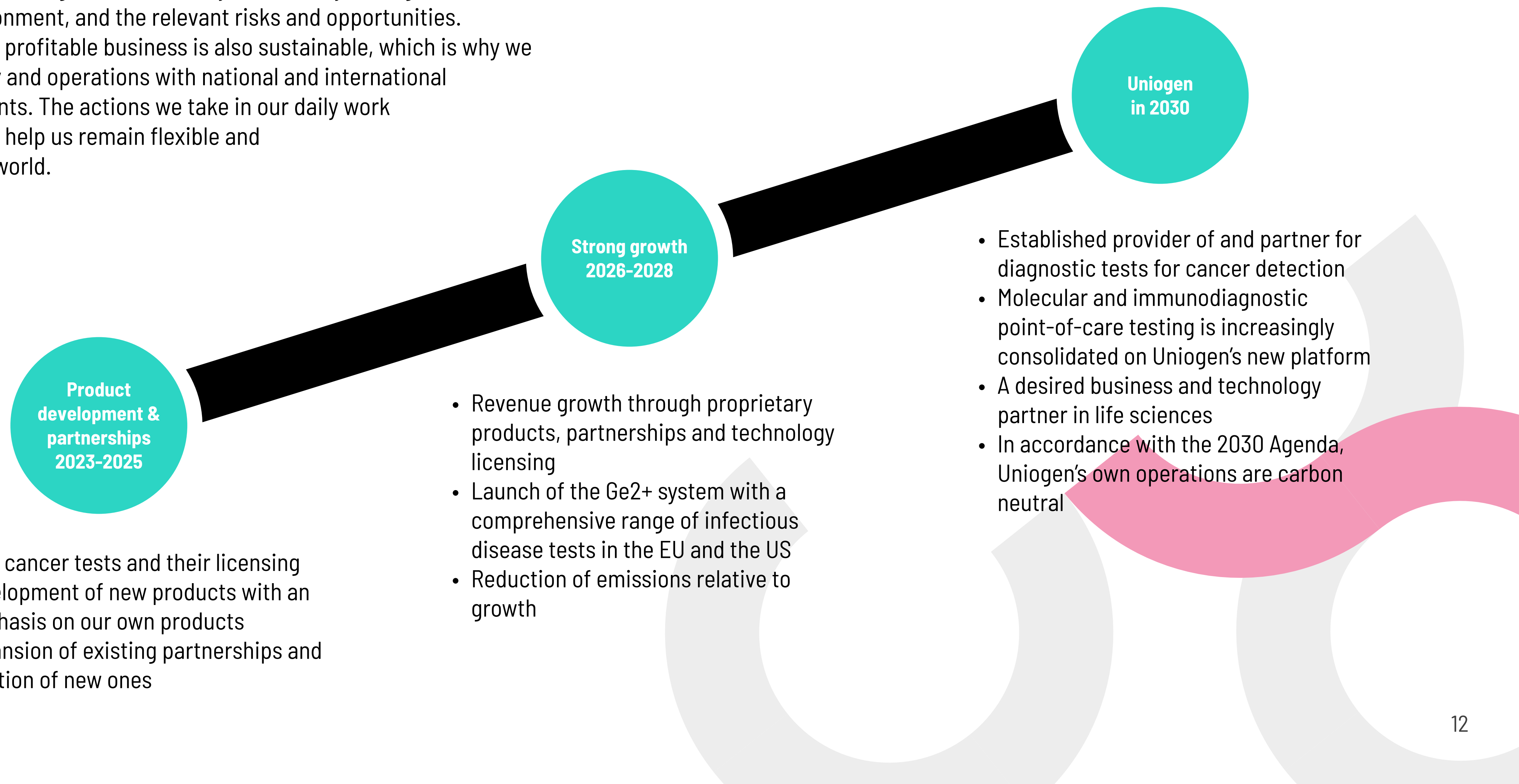
The company's operating profit in 2022 was a loss of EUR 1.2 million, compared to a profit of EUR 3.4 million in the comparison period. This was due to decreased sales and integration costs, and on the other hand, increased operating costs, as we have invested in product development and other aspects of the organization to enable future growth.

On October 19, 2022, the company approved the merger plan for the merger of the subsidiaries Labrox Oy, Kaivogen Oy and Abacus Diagnostica Oy into Uniogen Oy on December 31, 2022. The reason for the merger was to simplify administration. The assets and liabilities of the merging companies were transferred to the acquiring company at book value. The merger was registered on December 31, 2022.

We support the development of society and services by paying taxes and providing jobs. In 2022, the company had an average of 88 employees (FTE, Full-Time Equivalent), and personnel costs were approximately EUR 5 million.

Business overview and growth strategy

We have set both strategic and sustainability targets that are essential for our business, and we are now taking them forward systematically, taking into account the changing business environment, and the relevant risks and opportunities. We believe that good and profitable business is also sustainable, which is why we have aligned our strategy and operations with national and international sustainability commitments. The actions we take in our daily work to promote sustainability help us remain flexible and adaptable in a changing world.



The management team and Board of Directors

Management



Ida Erling

Business Director -
Life Sciences



Leena Kokko

Business Director -
Oncology



Erno Sundberg

Business Director -
Infectious Diseases



Tapani Elovirta

Commercial Director



Elina Tuomola

Quality & Regulatory
Director



Miro Marttila

CFO



Ilari Antila

CEO

Board



Yvonne Mårtensson

Board Member



Else Beth Trautner

Board Member



Johan Kronberg

Board Member



Timo Lövgren

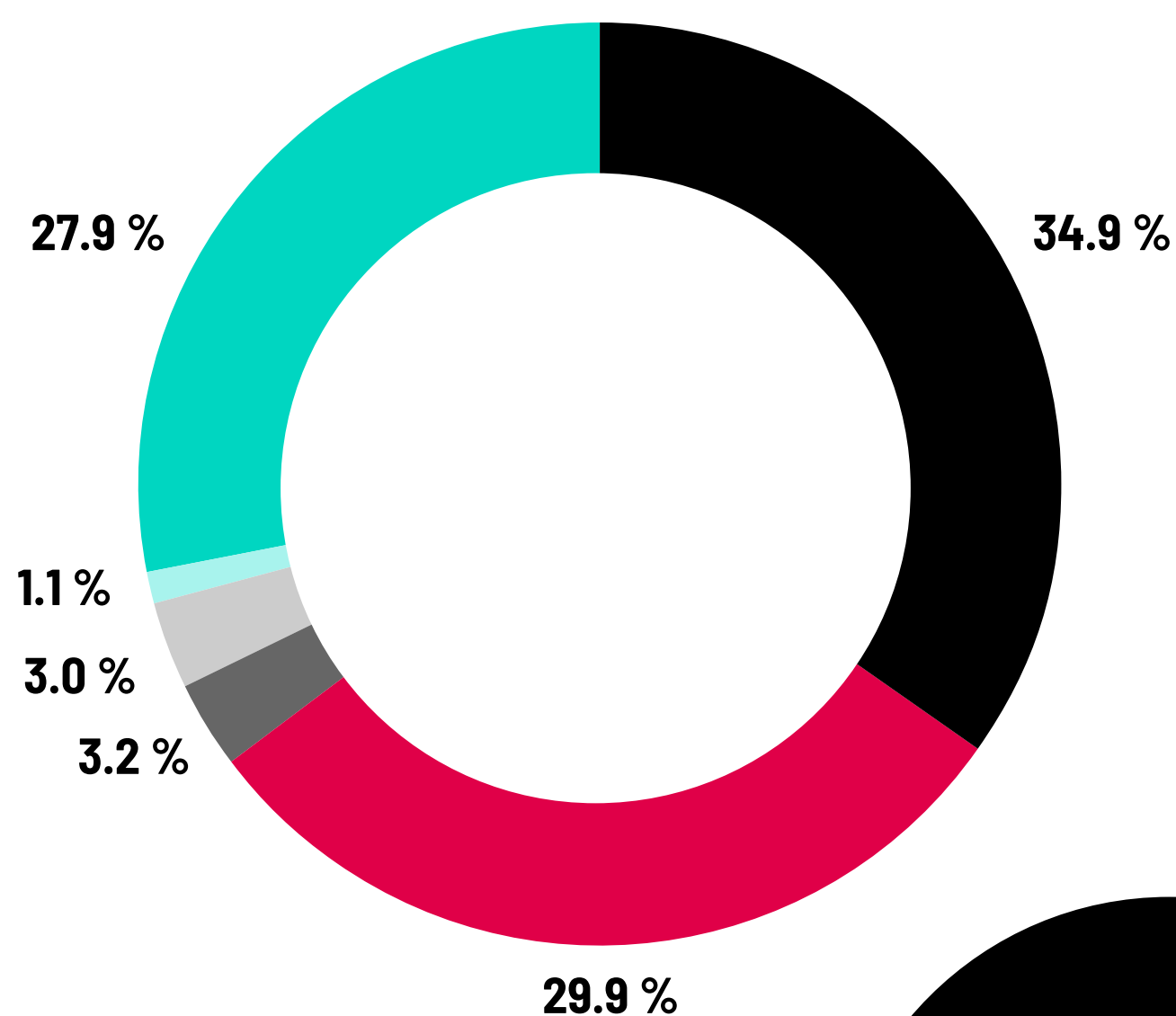
Board Member



Tomi Numminen

Chairman

Ownership

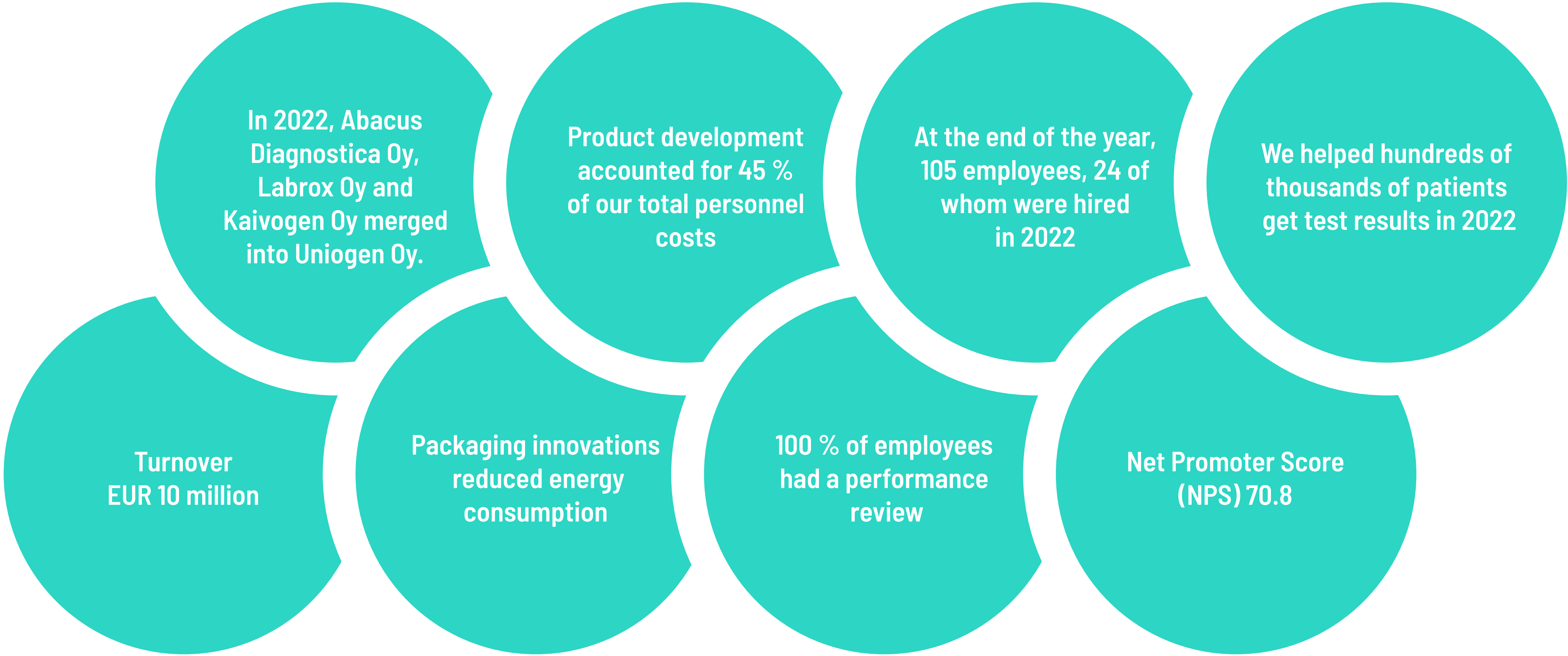


- Personnel and founders (22 owners)¹
- Arctic Partners Oy
- Innovestor Kasvurahasto I Ky
- Board members
- Biocontrol Systems Inc (Merck KgaA, Darmstadt)
- Other

The company has 529,920 personnel options, which represent ~1.8 % of current share amount

Note: 1) Founder personnel own 30.5 % and other personnel 4.3 %, together the 34.9 % | General note: The company has 1,488,445 treasury shares (4.9 % of the share count), the Company plans to cancel these shares.

Business highlights



UnioGen's sustainability program, themes, and commitments

UnioGen's first official sustainability program is anchored in the UN Sustainable Development Goals. In 2015, the UN member states made a historic agreement on sustainable development goals and a long-term action plan for the whole world. The 2030 Agenda includes 17 global goals and 169 targets to turn the development of the world into a sustainable direction for humanity, the environment, and the economy by 2030.

We have identified the most relevant sustainability targets from a business perspective as the basis of our corporate sustainability work and programs. The definition work was done by examining the most significant impacts of our business from the perspective of our value chain. The sustainability themes have been developed in cooperation with the management, specialists, and the Board of Directors based on a mutual discussion and common understanding of the issues relevant to our company and our stakeholders' expectations of the companies in our industry.



Uniogen's sustainability program, themes, and commitments

- Uniogen's primary purpose is to produce products and services that promote global health and to take into account the well-being of its personnel, the surrounding society, and nature.
- Uniogen's products are safe to use and meet safety and quality requirements.



- Our operations also affect the lives of many others. To the best of our ability, we ensure that our business partners and suppliers respect human rights and operate legally.
- We make a positive impact on the surrounding society by cooperating with local companies, educational institutions, and nonprofit organizations, among others.



- Uniogen is committed to operating responsibly, being open and transparent in its sustainability communications, and creating and achieving long-term goals.
- Employee well-being and development opportunities are at the heart of Uniogen. Meaningful work and flexibility are an integral part of the Uniogen culture.



- The products we manufacture and the services we offer, are decreasing in emissions. We aim to use renewable energy sources and to reduce all waste.
- Our products have a long life cycle, and devices are serviced and repaired for reuse. We pay attention to the recycling and disposal of packaging and products and provide instructions on these issues.



Part 2

uniogen

Unio gen's value creation chart

	Investments	Unio gen's activities and outputs	Impact
Social	<ul style="list-style-type: none"> • Offering internships and summer jobs to 10 people • Cooperation with suppliers is based on the assumption of good practices and the development of operations, as well as learning through cooperation and supplier audits 	<ul style="list-style-type: none"> • Investing in work culture and developing values, the creation of a Personnel manual • Creation of a Code of Conduct • New recruitments in 2022: 24 • Occupational health and safety – LTIF* accident frequency was 0 	<ul style="list-style-type: none"> • Healthy and committed staff • Ethical conduct and common values and rules • Rapid diagnostics enables correct diagnoses and correct care • Safety
Environment	<ul style="list-style-type: none"> • Minimizing transportation emissions due to mainly domestic manufacturers and many European suppliers • Producer responsibility for packaging material 	<ul style="list-style-type: none"> • The implemented circular economy – repairing and refurbishing instruments to extend the life cycles • Product development in packaging, reduction of packaging material • Appropriate hazardous waste management • Increasing the share of recycled waste 	<ul style="list-style-type: none"> • Promoting the circular economy and resource efficiency • Reliable deliveries and supplier networks
Financial	<ul style="list-style-type: none"> • Product development accounted for 45 % of total personnel costs 	<ul style="list-style-type: none"> • Customer satisfaction, monitored with surveys for distributors and end-customers • Turnover EUR 10 million 	<ul style="list-style-type: none"> • Tax revenues for society • Reliable products and deliveries to the customer

Uniogen's main stakeholders and commitments

Uniogen's key stakeholders include customers, end-users, personnel, the Board of Directors, owners, society, and communities. We have identified the most important issues and concerns raised by various stakeholders, based on which we aim to meet their expectations and set targets for promoting the sustainability themes raised by the stakeholders. For example, the expectations of customers and employees are assessed through surveys, among other things. Uniogen supports the United Nations (UN) 2030 Agenda for Sustainable Development, and we have identified the sustainable development goals that are essential for Uniogen in terms of our sustainability themes and various stakeholders.

The most relevant goals for customers and end-users that Uniogen selected for its sustainability program are

- 3 Good health and well-being,**
- 9 Industry, innovation and infrastructure,**
- 12 Responsible consumption and production, and**
- 13 Climate action.**



From the perspective of personnel, owners, financiers and the Board of Directors, the most relevant objectives are

- 4 Quality education,**
- 5 Gender equality, and**
- 8 Decent work and economic growth.**



From the perspective of society and communities, we feel that our sustainability program and sustainable development goals best reflect goals

- 8 Decent work and economic growth, and**
- 17 Partnerships for the goals.**



Stakeholders – Customers and end-users

Our customers include distributors in diagnostics and life sciences, large international companies, research institutes, universities, and small and medium-sized enterprises. End-users include the life sciences industry, including the diagnostic and pharmaceutical industries, universities and other research institutes, hospitals, and other health care units.

Our customers expect us to offer innovative, safe, and reliable products as well as durable and serviceable equipment. In addition, Uniogen is expected to comply with legislation and responsible business practices. As a Finnish company, we are expected to produce high-quality products and to operate in a secure and reliable manner.

The end-users of our products pay more and more attention to carbon neutrality and expect us to meet their needs by guaranteeing the availability of our products now and in the future. The serviceability and long life cycle of the equipment help our customers reduce costs and consume responsibly.

We take into account the expectations of both our customers and end-users in our operations. Our customers' satisfaction with us, our products and our services describes the success of our company and the impact of our work in the world. The satisfaction of our distributors also reflects the end-users' satisfaction with the usability and safety of our products, as well as the environmental friendliness in which we have increasingly tried to invest as we develop new products. In production, we invest in responsible sourcing, efficient resource use, and reduction of waste.

Main issues and concerns raised by customers and end-users

- Product quality, safety, and usability
- Sustainable consumption and serviceability
- Conformity with law
- Product development and availability



Stakeholders – Staff

At the end of 2022, we had a total of 105 employees, of whom 44 % worked in product development, 32 % in production, 9 % in general management, 9 % in marketing and sales, and 6 % in quality and regulatory matters. More than ten of our employees have a doctoral education.

Our employees expect us to operate equally and in accordance with the law, to provide opportunities for development and advancement in working life, and to provide orientation and training in new work skills. Our employees expect us to carry out occupational safety and health measures to guarantee safe and healthy working conditions and provide ways to maintain working capacity through occupational health services and good occupational ergonomics, for example. Our staff also expects us to offer ways to balance work with leisure.

We take into account the expectations of our employees in our operations. Our employees have access to extensive occupational health services, the core value of which is preventive work to ensure the well-being of our employees. We offer our employees benefits that support their well-being, and our work tools enable good work ergonomics. We support the possibility to balance work and free time by offering flexible working arrangements in terms of working hours and remote work. We also support family leave, irrespective of gender. We familiarize employees with the general practices of the organization, occupational safety, the quality management system, as well as the specific tasks in their job description. Every year, each of our employees has a performance review with their supervisor to survey the current state and development needs of the employee's well-being at work and job description. We encourage the professional development of our employees and support their training.

As the number of our staff increases, uniform operating methods throughout the organization are of paramount importance, and we invest in the creation of a Personnel Manual and open internal communication. As the organization grows, we can offer our employees even more diverse career paths. Employee well-being and development opportunities are at the heart of Uniogen. Meaningful work and flexibility are an integral part of the Uniogen culture.

Main issues and concerns raised by staff

- Conformity with law
- Equality
- Training and development
- Work-life balance
- Occupational safety
- Occupational health



Stakeholders – Owners, financiers, and the Board of Directors

Our largest shareholders include our personnel, founders of the previous subsidiaries, Arctic Partners Oy, and Innovestor Kasvurahasto I ky.

The owners, financiers, and the Board of Directors expect us to grow and manage risks, act in accordance with the law, have an equal operating culture, and invest in training and development.

We meet the expectations of our owners, financiers, and the Board of Directors with the aim of operating reliably and growing. For us, this means equality in the workplace, productivity at work, taking care of occupational health, as well as having meaningful work tasks and development opportunities. By doing the right thing now, we guarantee the well-being of our employees in the future. We also want to promote sustainability in our value chain, create well-being and carry our social responsibility.

From the perspective of the owners, financiers, and the Board of Directors, ethical business is important to us, and we operate fairly in compliance with competition legislation and regulations. We strive to develop new ways of working and share information both locally and internationally in cooperation with our value chain. An ISO-certified quality management system guides our management system and makes our operations more transparent through processes and audits. We take care of data security and act in accordance with the GDPR. As part of our risk and reputation management, we have created our own Code of Conduct to promote our anti-corruption and anti-bribery activities. We have also started to prepare for ESRS-compliant sustainability reporting, which will help us develop and better identify our impact, risks and opportunities.

Main issues and concerns raised by owners, financiers, and the Board of Directors

- Conformity with law
- Equality
- Training and development
- Profitable growth
- Risk management
- Reporting



Stakeholders – Society and communities

Our stakeholders also include society and communities. We think that our operations impact society and the community, creating value locally, nationally and internationally for various societal actors.

Society and communities expect us to do business in accordance with laws and good practices, and to be reliable. Our operations are guided by the regulations of the IVD industry, and electronic and chemical regulations. We are expected to monitor regulatory changes such as licensing and possible bans and to acknowledge these changes in our operations. As part of Finland’s carbon-neutrality target, we are also expected to act in accordance with the Paris Agreement and transfer toward lower-carbon activities. We are also expected to promote social well-being by employing and cooperating with schools, educational institutions and organizations, for example.

We meet expectations by acting ethically and in compliance with legislation and other regulations. Anticipation is important, especially from the perspective of changing legislation, so that we can ensure that our products and labeling comply with legislative requirements. Identifying and selecting science-based or well-known sustainability commitments in the future will support the development of our sustainability work. For example, in product development, we aim to take into account the circular economy and a low-carbon approach. We cooperate with educational institutions and offer summer jobs and thesis jobs.

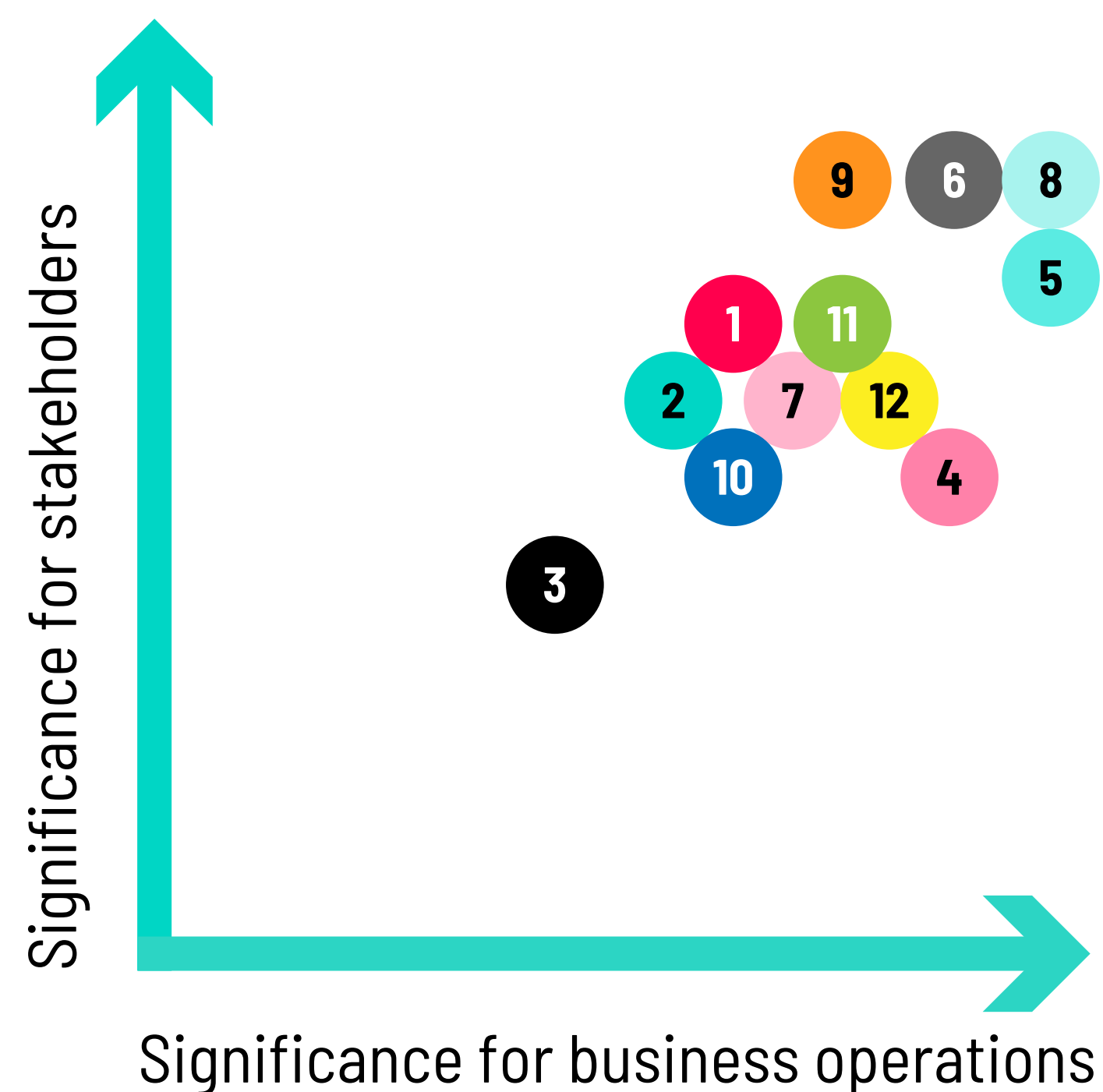
Key expectations of society and communities towards our company

- Conformity with law
- Ethicality
- Community and cooperation networks
- Carbon neutrality



Materiality analysis and double materiality

Significance for stakeholders and business operations



- 1 Energy consumption
- 2 Energy efficiency
- 3 Water consumption
- 4 Raw material use
- 5 Employee well-being
- 6 Employee development
- 7 Diversity and inclusion
- 8 Product safety and quality
- 9 Privacy and data protection GDPR
- 10 Guidelines for diversity and equal opportunities
- 11 Governance: policies and tools, such as Code of Conduct, Whistleblowing
- 12 Sustainable procurement

In 2022, we selected the key sustainability issues with the aid of a materiality analysis. The materiality analysis was carried out based on stakeholders, value chain analysis, and the principle of double materiality. We defined our sustainability themes on this basis, which clarified our most important focus areas for the coming years. The most relevant themes include employee well-being and development, product safety and quality, and privacy and information security.

Good governance – Sustainability management

By creating and implementing processes that support sustainability and by committing everyone to the same principles, we also ensure the progress of our essential sustainability themes in practice. Ethical behavior in both our business and society is important to us. In 2022, we started creating Uniogen Oy's Code of Conduct. Our Code of Conduct and values guide all our work and our operations. Our Code of Conduct and Sustainability Policy are aligned with the OECD (Organisation for Economic Co-operation and Development) Guidelines for Multinational Enterprises, and the UN Guiding Principles on Business and Human Rights. We want our personnel to be 100 % committed to the principles, which is why we will start systematic training next year and monitor the implementation of the training annually.

Our Sustainability Policy for procurement is linked to the theme "Sustainable production and circular economy" defined in our sustainability program. We mainly work with long-term partners. To support our cooperation, we are defining social and environmental responsibility obligations for our service providers and suppliers, in which we require them to comply with the national labor legislation and ILO (International Labour Organization) conventions. We will incorporate compliance with laws, regulations and Uniogen's or similar parties' code of conduct, and we will also seek to develop our supplier selection and monitoring models. Our goal is to continue to engage our partners in ethical activities. Our goal is to commit our suppliers to Uniogen Oy's Supplier Code of Conduct or similar ethical guidelines in the future.

Our work is guided by management systems based on ISO certifications, and we are already planning to implement ISO 14001 and ISO 27001 standards in addition to the ISO 13485 and ISO 9001 standards we already follow.

Our risk management process consists of risk identification, assessment, management, and reporting. We assess risks annually and update our risk assessment if necessary. In the future, we will pay more attention to ESG risks, i.e., environmental, social and governance factors. We have not yet carried out a risk assessment based on the two climate scenarios of the Task Force on Climate-related Financial Disclosures (TCFD).

Our HR Policy has been developed in accordance with the principles of responsible HR management. Our common operating methods will be described in our Personnel Manual. The implementation of the Equality and non-discrimination plan's measures and achieving the objectives in accordance with the indicators will be monitored by meetings of the occupational safety and health committee and in a dialog between the employer and the employees' representatives twice a year. The aim is to report on the situation to the entire personnel and the company's management team twice a year. The human resources manager is responsible for compiling and reporting the data.

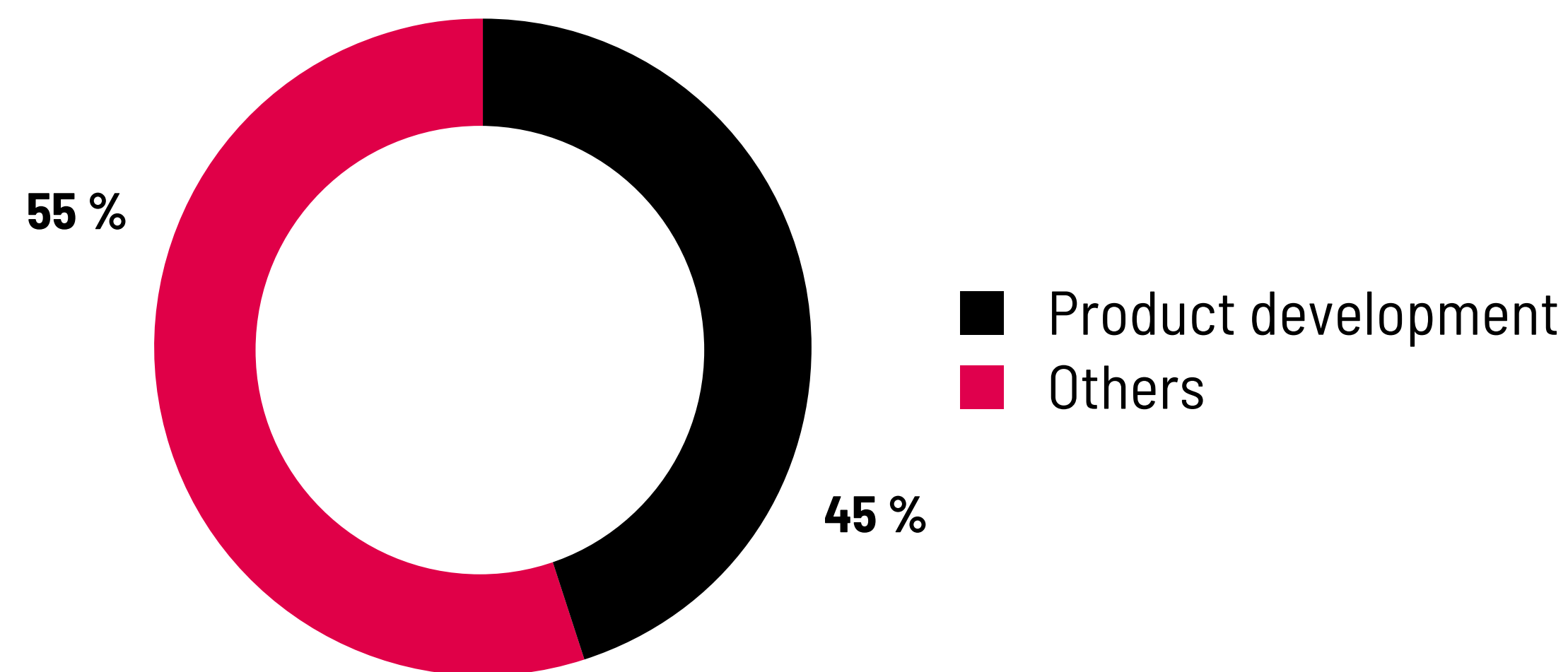
Sustainability is managed at Uniogen as part of the work carried out in the departments, and we have identified the need to create a sustainability steering group. Currently, the Board of Directors approves the principles set out in our Sustainability Program, and the management team makes other proposals to the Board of Directors concerning sustainability if necessary.

Our goal is to produce products and services that promote global health. The excellent quality of our products and meeting the needs of our customers is at the core of our Quality Policy. By investing in product development, we develop new products and update the products we already have on the market. In 2022, product development's personnel costs accounted for 45 % of all personnel costs. By expanding our selection, our products serve an ever-widening user base and enable the correct treatment for an ever-increasing number of patients. We helped hundreds of thousands of patients get test results in 2022.

In the future, we want to ensure that our products are also available and usable in countries with lower-than-average income levels. We collaborate with FIND, an organization that aims to enable high-quality diagnostics in developing countries. Currently, there is a research project in Uganda that studies GenomEra's usability in the local conditions.

Uniogen products are safe to use and meet all safety and quality requirements. We promote quality and product safety with our third-party certified quality management system. Our operations have ISO 13485 and ISO 9001 certificates. At the end of 2022, we started planning to comply with ISO 27001 information security standard. In addition, in 2023, we will start planning and preparing to comply with the environmental management standard series ISO 14001.

Product development's share of personnel costs 2022



- Uniogen's primary purpose is to produce products and services that promote global health and to take into account the well-being of its personnel, the surrounding society, and nature.
- Uniogen products are safe to use and meet safety and quality requirements.



Indicators and targets

Promoted issue	Long-term objectives	Short-term objectives	Period	2022 achievements and progress	2023 targets
<ul style="list-style-type: none"> Produce products and services that promote global health 	<ul style="list-style-type: none"> Comprehensive range of cancer and infectious disease testing products for laboratory and point-of-care testing 	<ul style="list-style-type: none"> Increase the number of new products and products sold 	<ul style="list-style-type: none"> Long 	<ul style="list-style-type: none"> We collaborate with FIND, an organization that aims to enable high-quality diagnostics in developing countries. Currently, there is a research project in Uganda that studies GenomEra’s usability in the the local conditions 	<ul style="list-style-type: none"> Progress of research and product development projects
<ul style="list-style-type: none"> Compliance with product safety and fulfillment of quality requirements 	<ul style="list-style-type: none"> High-quality and safe products 	<ul style="list-style-type: none"> Customer satisfaction surveys and systematic analysis of customer feedback 	<ul style="list-style-type: none"> Continuous 	<ul style="list-style-type: none"> Uniogen’s quality management system audit and certification in accordance with ISO 13485 and ISO 9001 	<ul style="list-style-type: none"> Preparing for ISO 27001 and ISO 14001 certification



CASE

The GenomEra[®] CDX system was awarded the Finnish Engineering Award

Abacus Diagnostica's GenomEra[®] CDX system was awarded the Finnish Engineering Award SITP in 2022. Abacus Diagnostica is part of Uniogen. SITP is an annual recognition of a significant technical or architectural achievement.

The prize is awarded by TEK (Tekniikan akateemiset, the organization for academic engineers and architects) and TFiF (Tekniska Föreningen i Finland, the association for Swedish-speaking MSc-s in engineering or architecture).

The GenomEra[®] CDX system, developed by Abacus Diagnostica, consists of disposable test chips, an analyzer and the software that controls it. Abacus manufactures the test chips in the environmentally controlled conditions: first, the chip strips are loaded with PCR reagents, which identify and amplify a certain part of the target analyte, such as the Covid-19 genome. After loading and drying the reagents, the manufacturing line seals the chips with foil and adds bar codes. Next, the chips are checked and packed.

"GenomEra is a good example of how the bioindustry requires long-term work, funding and faith before the commercial success," says Abacus Diagnostica's CEO Erno Sundberg. "The biggest motivator at work is our top team! The social impact of our work is also motivating. This was emphasized during the early days of the Covid-19 pandemic, as we were one of the few companies able to deliver Covid-19 tests for healthcare," Sundberg continues.

Abacus Diagnostica Oy donated EUR 20,000 of the EUR 30,000 prize to the Department of Biotechnology at the University of Turku, which is the alma mater of the company's founders and most of its employees. The remaining EUR 10,000 was donated to three student organizations at the University of Turku. Collaboration with the University of Turku has been consistent since the beginning. "The faster and less expensive PCR method is a significant innovation that has promoted technical expertise in Finland. The company's growth is impressive, and the Covid-19 pandemic demonstrated the technology's societal benefits and importance," says CEO Annika Nylander from TFiF.

Aiming for carbon neutrality

Because of climate change, companies will need to be flexible in the future and prepared for the various risks and opportunities it poses. We study and create guidelines for the recycling and final disposal of the various components of our products. We also reduce the waste created by the raw materials used to manufacture our products and make their use more efficient. We want to be among the first Finnish SMEs to be carbon neutral and contribute to the implementation of the 2030 Agenda in Finland, Europe and the world. We will reduce our emissions and strive for carbon neutrality in our operations. In accordance with the Paris Agreement, our goal is to contribute to limiting the increase in the world's average temperature to 1.5 degrees Celsius. We support actions that mitigate climate change and enable adaptation to the change.



Producer responsibility
Uniogen takes part in Rinki Oy's packaging recycling and takes care of its obligations regarding the producer responsibility of its product packaging.

Sustainable procurement and the circular economy

As a health technology company, Uniogen procures, manufactures, and delivers a wide range of single-use plastic materials and products. Because of the potential contamination risk, it is challenging to recycle and reuse them after use. They often have to be disposed of as infectious waste, which is however commonly utilized in energy production in Finland, for example. Uniogen aims to take into account the environmental impact of its purchases by favoring responsible suppliers and logistics companies and by paying attention to the origin of the raw materials.

Our devices are designed, manufactured, and assembled with an emphasis on longevity, efficiency, and serviceability. The majority of the first GenomEra® CDX devices, as well as the plate readers manufactured by Uniogen, are still in use today, even though they were manufactured more than 10 years ago.

- The products we manufacture and the services we offer, are decreasing in emissions. We aim to use renewable energy sources and to reduce all waste.
- Our products have a long life cycle, and devices are serviced and repaired for reuse. We pay attention to recycling and disposal of packaging and products and instruct on these issues.



Carbon footprint

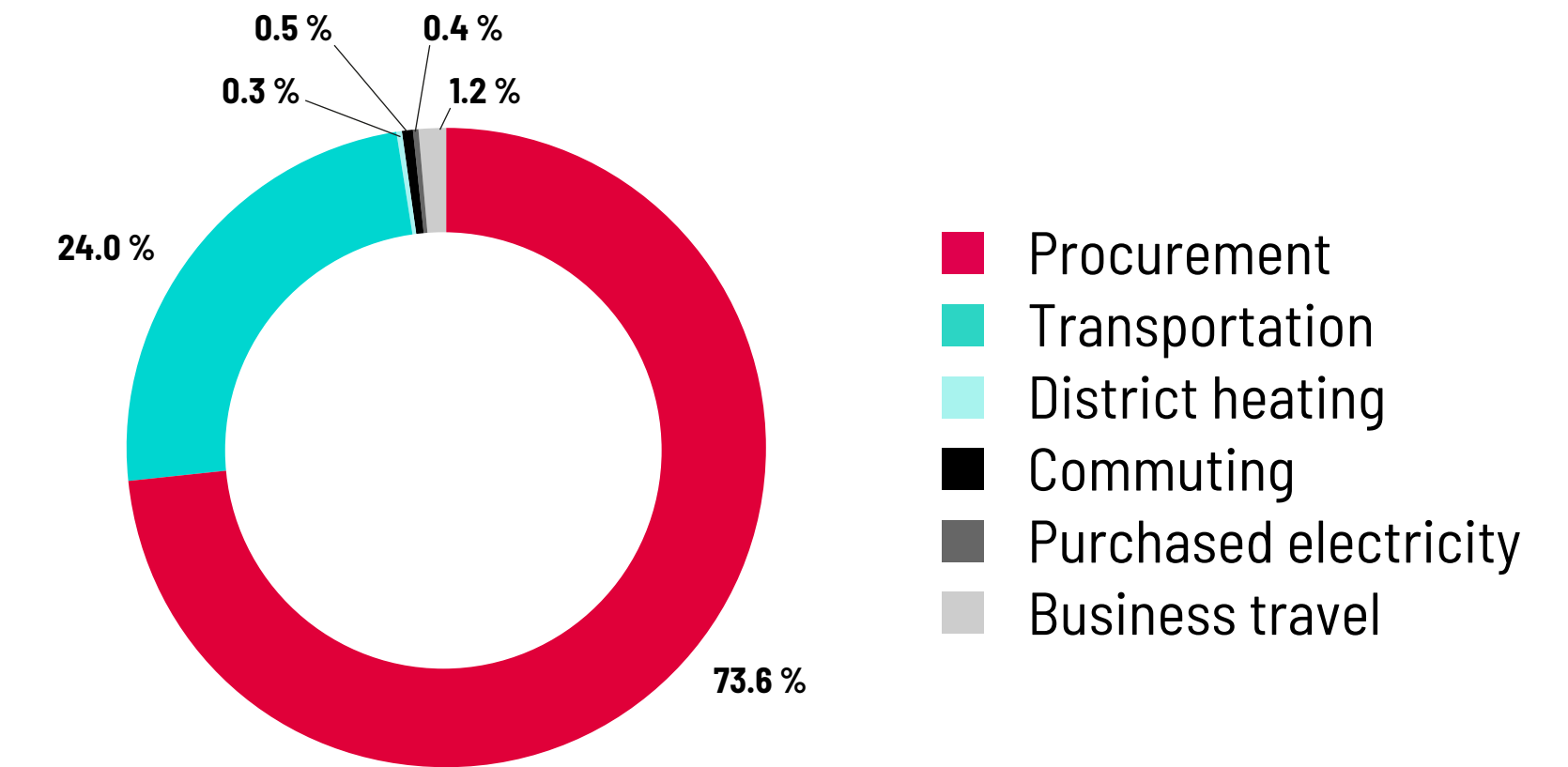
Our carbon footprint calculation follows the guidelines of the GHG Protocol Corporate Accounting and Reporting Standard, which is the most widely used standard for calculating greenhouse gas emissions in organizations. The carbon footprint included Scopes 1 and 2, as well as transportation, procurement, commuting and business travel from Scope 3. Waste, purchased services, and emissions caused by the use and disposal of sold products were also excluded from the essential emission sources this year.

Emission factors obtained either directly from suppliers or from the literature were used for the calculation of emissions.

	Emission source	Emissions (t CO ₂ e)
Scope 1	Direct emissions ¹	0
Scope 2	Purchased electricity ²	12.3
Scope 2	District heating ³	11.5
Scope 3	Procurement ⁴	2,546.7
Scope 3	Transportation	830.8
Scope 3	Business travel	41.8
Scope 3	Commuting	18.7
Total		3,461.7

1. Uniogen has not had its own buildings, vehicles or energy production.
 2. The emission factors for purchased electricity were obtained either directly from electricity companies or rental properties.
 3. The district heat emissions of the Vajossuonkatu office were estimated based on the average emissions data of Finland.
 4. Procurement included production materials, electronics, equipment, packaging materials, and production supplies. Office supplies, kitchen procurements, services, and other occasional purchases were omitted.

Distribution of emission sources



Commuting

We collected data from our employees' commutes in 2022. The survey examined which vehicles they used, and how often they traveled to the workplace during the year. The survey results showed that up to 25 % of all employees traveled to the workplace either by walking or cycling every day, which means their commute was completely emission-free. In 2023, the employee cycle benefit will be extended to all employees.

Indicators and targets

Promoted issue	Long-term objectives	Short-term objectives	Period	2022 achievements and progress	2023 targets
<ul style="list-style-type: none"> Carbon neutrality 	<ul style="list-style-type: none"> Carbon neutrality in our own emissions (Scopes 1 & 2) in accordance with the 2030 Agenda Reduction of indirect emissions (Scope 3) 	<ul style="list-style-type: none"> Sustainable procurement Purchased electricity 100 % emission-free Calculate the carbon footprint of at least one product 	<ul style="list-style-type: none"> Long 	<ul style="list-style-type: none"> According to the commute survey, approximately 25 % of employees get to the workplace emission-free 	<ul style="list-style-type: none"> Explore the possibility of introducing science-based targets (SBTi)
<ul style="list-style-type: none"> Long product life cycle 	<ul style="list-style-type: none"> Environmentally friendly recovery, recycling and disposal of end-of-life equipment 	<ul style="list-style-type: none"> Increasing the share of serviced and repaired equipment Performing life cycle assessments for equipment Completing EPD* for equipment 	<ul style="list-style-type: none"> Medium 	<ul style="list-style-type: none"> We released two modifications to the GenomEra® CDX system to increase the reliability of the device and reduce malfunctions 	<ul style="list-style-type: none"> We set targets for device life cycles in 2023
<ul style="list-style-type: none"> Supporting the circular economy 	<ul style="list-style-type: none"> All our products come with a recycling guide (by 2027) Reduction of waste 	<ul style="list-style-type: none"> Halve the amount of combustible waste generated by our operations, compared to 2023 levels 	<ul style="list-style-type: none"> Medium 	<ul style="list-style-type: none"> We surveyed the current state of waste recycling and development possibilities 	<ul style="list-style-type: none"> Promotion of recycling, drafting recycling instructions

CASE

Product development helps extend the life cycle and reduce the need for space

A good product is never finished; it is updated every year

As CTO of the Instruments team, Pauli Salmelainen is responsible for Uniogen's life sciences instrument portfolio. This means he needs to see the demands and opportunities of the future, because ground-breaking technology needs time to develop. However, according to his own words, most of his working hours are devoted to solving problems of different types and sizes. A problem solved is a challenge completed. Since graduating from Helsinki University of Technology in 2003, Pauli has gained a lot of R&D experience as an optical designer. He has worked on many laboratory instruments and other development projects. However, he wants to make one thing clear. Challenges cannot be overcome alone. Problem-solving is always a team effort, and as the company grows, Pauli is happy to rely on the team's remarkable ability to solve problems, as he is responsible for larger-scale issues.

Developability, durability, longevity

As a CTO, Pauli is a patient man who is not only interested in the latest technology but wants to understand the entire life cycle of an instrument before it is launched. His philosophy for Uniogen's products is based on the continuous updating and development of products already on the market. This means that new products must stand the test of time and have the ability to grow over the years, not the other way around. "We want our customers to have confidence in the product's longevity," Pauli says. There is no simple trick to it. The most important thing is to make sure that updates and customer support are available in the coming years. This means that the instrument can improve over time instead of expiring. A good example is the Uniogen multimode plate reader, which was launched ten years ago but gets significant updates every year. "I can see that a good product is never finished, but it gets better all the time," Pauli explains.





CASE

Product development helps extend the life cycle and reduce the need for space

From Lego bricks to world-class diagnostic instruments

Ida Erling, R&D Manager at Uniogen’s Life Sciences instruments, and her team have a long track record in making laboratory equipment more compact and efficient. The secret is their “Lego-block” approach, which means practical thinking when designing and building multimode plate readers that are durable, easy to configure to meet the customer’s specific needs and easy to maintain when necessary.

Getting to the position where the instrument R&D team of about 20 people is right now has required more than a decade of work and study. Ida is proud of her team. No matter what the customer needs, there will always be someone on the team who has worked on a similar project in the past, and who has the solution in their hands. Experience is simply something you do not gain overnight.

In laboratories, size does matter

Multimode readers are currently Uniogen’s instrument team’s bestselling product. It is the smallest multimode reader on the market, which is very important for end-users looking for small devices. For those who do not know, laboratories tend to be quite full of equipment, so size really does matter. “We compressed a 30-kilogram reader to 13 kilograms, halved the space requirement, and reduced the number of parts from 600 to 200 without compromising on performance,” Ida describes.

Ida clarifies the importance of multimode readers: “Although microscopes can be found in every lab in the world, multimode readers are not far behind. More than 20 percent of the world’s laboratories have one.” Multimode readers manufactured by Uniogen can be found in more than 100 countries on five continents.

We can also see beyond our own community

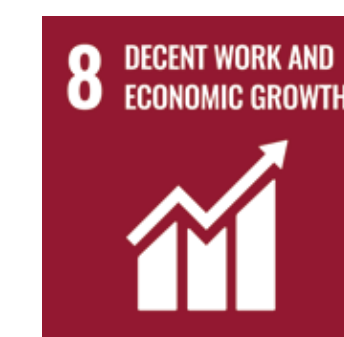
Theme
3

To the best of our ability, we ensure that our business partners and suppliers respect human rights and operate legally. The European Union’s new Whistleblowing Directive entered into force in 2021, and we will also introduce an anonymous reporting channel before the end of the transition period at the end of 2023. The system allows our employees and external stakeholders to report any suspicions of non-compliance with our Code of Conduct or legislation.

In 2023, we are mapping out possible science-based or well-known sustainability commitments to support the development of our sustainability work. In addition, we aim to prepare our own Code of Conduct for our suppliers, which will help our suppliers commit to the Supplier Code of Conduct or a similar code of conduct.

We collaborate with external research partners and educational institutions. An integral part of product development is the performance evaluation of the developed IVD test, which is carried out in cooperation with independent partners. We carried out educational cooperation with the help of theses, internships, and recruiting training programs and supported the employment of individuals. We also feel our role is significant locally. In 2022, we donated EUR 20,000 to the University of Turku and EUR 10,000 to student organizations in Turku.

- Our operations also affect the lives of many others. To the best of our ability, we ensure that our business partners and suppliers respect human rights and operate legally.
- We make a positive impact on the surrounding society by cooperating with local companies, educational institutions, and nonprofit organizations, among others.



Indicators and targets

Promoted issue	Long-term objectives	Short-term objectives	Period	2022 achievements and progress	2023 targets
<ul style="list-style-type: none"> Sustainability in the value chain 	<ul style="list-style-type: none"> Most of our suppliers are committed to the Supplier Code of Conduct or a similar set of guidelines by the end of 2026 	<ul style="list-style-type: none"> We will create and deploy a Supplier Code of Conduct Suppliers are identified/risk analysis is carried out based on sustainability 	<ul style="list-style-type: none"> Medium 	<ul style="list-style-type: none"> We regularly evaluate suppliers of key raw materials and components, as well as key service providers, either by means of a so-called desktop supplier assessment or by visiting the supplier's premises 	<ul style="list-style-type: none"> Preparing a Supplier Code of Conduct
<ul style="list-style-type: none"> Educational cooperation 	<ul style="list-style-type: none"> Developing and maintaining established cooperation models 	<ul style="list-style-type: none"> Providing internships leading to permanent employment 	<ul style="list-style-type: none"> Medium 	<ul style="list-style-type: none"> We offered an internship or a summer job to 10 people. Longer thesis work is carried out in an employment relationship 	<ul style="list-style-type: none"> Employing people through recruiting training programs
<ul style="list-style-type: none"> Local operations and social responsibility 	<ul style="list-style-type: none"> Creating long-term relationships 	<ul style="list-style-type: none"> Collaboration with a non-profit organization 	<ul style="list-style-type: none"> Medium 	<ul style="list-style-type: none"> EUR 20,000 donated to the University of Turku and EUR 10,000 to student organizations 	<ul style="list-style-type: none"> Partner plan

CASE

Educational cooperation as the basis for attracting future experts

Uniogen's goal is to establish and develop cooperation models with schools and educational institutions. Close cooperation and the provision of internships are key in this respect. We want to have the best employees, and we are also building our employer image to ensure successful recruitments in the future as well.

Employment with us can take place through summer jobs or recruiting training.

It is also possible to find work at Uniogen through a thesis position, for example.

In the spring of 2022, a bachelor's degree supervisor advised our employee Petri to apply for jobs in his own field at Uniogen. Initially, Petri joined Uniogen for summer work in May 2022, and the summer job continued until the end of August.

At the beginning of the summer, Petri already felt that the workplace was right for him, and the atmosphere at work was good.

Petri hoped that he could continue after the summer, so the employment relationship was changed to permanent employment. Petri is currently programming embedded systems, in addition to which he also works with electronics and mechanics.

It is a versatile position, not just writing code. Petri is motivated by doing work that really matters, and it is also important for him that the work has a purpose.

The work is both interesting and challenging enough, and he always gets new energy from his colleagues. Remote work is also possible, and although embedded software development often requires proximity to the devices, it is nicer to go to work when you enjoy the work community, coffee breaks are always taken, and you can be involved in the social side of work: "Uniogen has a low hierarchy, and it is easy to present your own ideas."

We are a responsible company and a great workplace

Theme
4

We have defined a Sustainability Policy to guide Uniogen's operations. Uniogen complies with all applicable laws and regulations concerning its own operations.

Where applicable, we also comply with the OECD Guidelines for Multinational Enterprises, i.e., we take into account, prevent and reduce the adverse impacts of our own operations and supply chains in terms of human rights, labor rights, the environment and corruption.

We ensure that our operations comply with legislation and are also fair and ethically sustainable. In 2022, we prepared our own Code of Conduct to guide and clarify how we operate. We comply with the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work, which respects the human rights of working people and guarantees ethical working conditions and contracts.

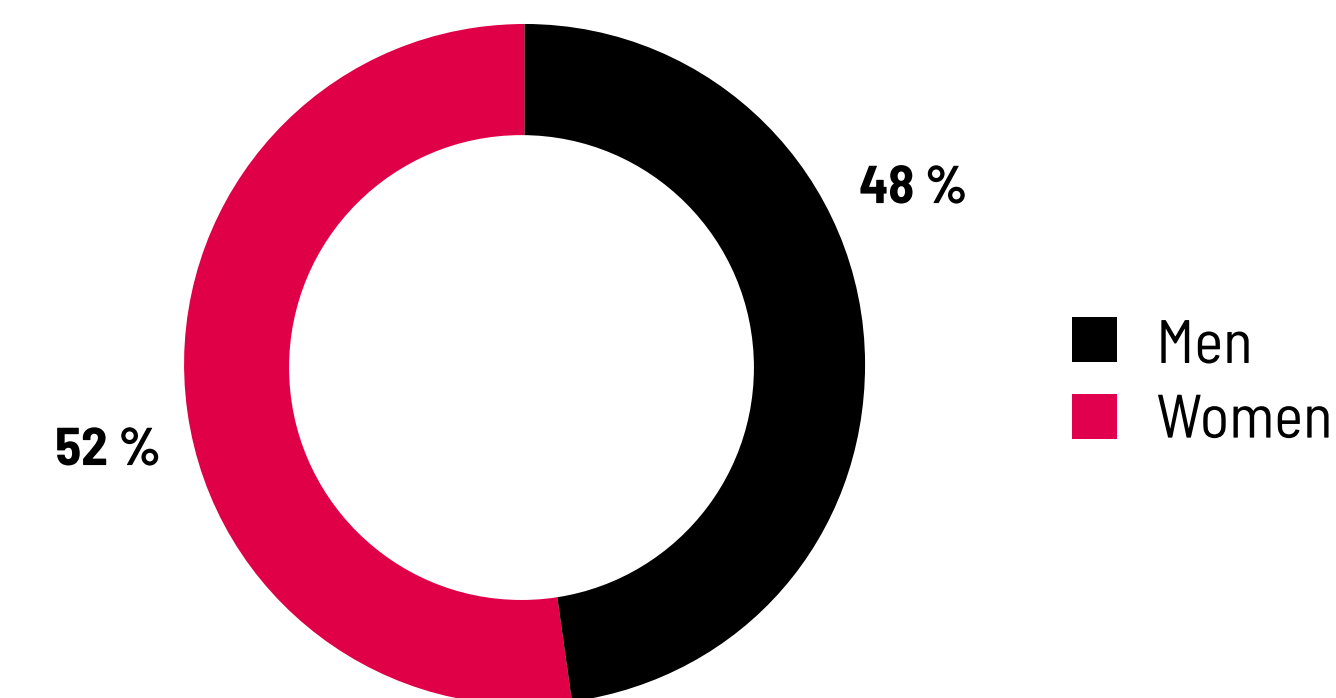
Our goal is equality in our company. We want to be an equal workplace. Satisfied and committed staff and enabling continuous development for our employees are also part of our concept of a great workplace.

We have set many goals and started to take systematic action to achieve our goals. In 2022, we worked on our Personnel Manual, which we want to use to create clarity for operating methods and roles. In a salary survey conducted in April 2022, we compared the salary differences between men and women working in the company by personnel groups. In terms of monthly salaries, Uniogen's median salaries for women and men were at a very similar level, with the median salary for women slightly higher. The median salary for men was 98 % of the median salary for women.

In February 2022, we conducted a cultural survey. The survey resulted in Uniogen defining and identifying joint values with all three subsidiaries. In addition, the survey provided us with valuable information about issues that our employees found relevant in the workplace.

In 2022, each Uniogen subsidiary had its own occupational health and safety committee and occupational health and safety personnel: one head of occupational health and safety, at least one occupational health and safety representative, and at least one deputy occupational health and safety representative. Each occupational health and safety committee met regularly, and we began planning for joint and unified occupational health and safety activities at Uniogen.

Gender distribution 2022



- Uniogen is committed to operating responsibly, being open and transparent in its sustainability communications, and creating and achieving long-term goals.
- Employee well-being and development opportunities are at the heart of Uniogen. Meaningful work and flexibility are an integral part of the Uniogen culture.



Indicators and targets

Promoted issue	Long-term objectives	Short-term objectives	Period	2022 achievements and progress	2023 targets
<ul style="list-style-type: none"> Ethical business 	<ul style="list-style-type: none"> Activities in accordance with the sustainability commitment 	<ul style="list-style-type: none"> Implementation of ethical practices and employee engagement 	<ul style="list-style-type: none"> Continuous 	<ul style="list-style-type: none"> Working on the draft Code of Conduct and Sustainability Policy 	<ul style="list-style-type: none"> Completion of the Code of Conduct and training of personnel Introduction of the Whistleblowing channel Creation of a Sustainability Policy
<ul style="list-style-type: none"> Equal workplace 	<ul style="list-style-type: none"> Ensure equality at the workplace Promote accessibility and inclusion 	<ul style="list-style-type: none"> Completion and development of the Personnel Manual Taking accessibility and inclusion into account in the design of new facilities 	<ul style="list-style-type: none"> Continuous 	<ul style="list-style-type: none"> Completed the non-discrimination and equality plan, as well as the salary survey 	<ul style="list-style-type: none"> Visiting workspaces Improving equality and non-discrimination through employee presentations Creating common operating methods and a common corporate culture
<ul style="list-style-type: none"> Satisfied and committed staff 	<ul style="list-style-type: none"> Preventive measures to ensure occupational health and safety Enabling meaningful work and career development 	<ul style="list-style-type: none"> Increasing job satisfaction and improving coping at work Clarification of procedures and roles 	<ul style="list-style-type: none"> Continuous 	<ul style="list-style-type: none"> Flexible remote work practices to improve coping at work No accidents resulting in absence from work; the LTIF* accident frequency was 0 	<ul style="list-style-type: none"> Implementation of a personnel survey Employee bicycle benefit available for everyone
<ul style="list-style-type: none"> Competent staff now and in the future 	<ul style="list-style-type: none"> Creating equal development opportunities for all 	<ul style="list-style-type: none"> Support and training of supervisors 	<ul style="list-style-type: none"> Continuous 	<ul style="list-style-type: none"> Performance reviews were held with all employees 	<ul style="list-style-type: none"> A tool for monitoring the number of training courses



CASE

Definition of values as part of the development of the company culture

In connection with preparing for the merger, we decided to promote the cohesion of the merging companies and clarify the shared values of the personnel. To determine the corporate culture values, we carried out a cultural survey with all employees in February 2022. The response rate was 91 % (76 people), with an average of 3.5 of all responses on a scale of 1 to 4, which is an excellent result. 24 % of the respondents were members of the management team and/or supervisors.

Cultural workshops worked on and processed important issues arising from the survey, which resulted in the following issues: 62.3 % felt it was very important to have a good atmosphere in the workplace, to receive help and support when needed; 32.5 % felt it was important to have open and effective communication in the workplace; and 31.2 % felt it was important to have flexible working hours and the possibility to work remotely.

The following were also considered to be important characteristics of the workplace:

- I am trusted and allowed to take responsibility.
- I have the possibility to develop myself and my skills.
- My job description is clear, and my tasks are meaningful.

As a result, Uniogen has jointly defined and identified values with its three subsidiaries.

Our new values are visible in our daily lives

All of us **together** and individually can have an impact on how everyone's work day is going through our own actions. Everyone's contribution is needed because we care about each other and society. We keep the working environment equally comfortable and safe, and we help each other and celebrate successes. We want to work together, listen to the customer and support each other.

We work **intentionally**. We do the right things at the right time and focus on the essential. We have clear roles and responsibilities and follow a quality management system. Schedules and activities are prioritized, and we are also able to delegate.

At Uniogen, continuous **evolvement** can be seen in continuous training, learning from others and sharing experiences, for example. We learn from each other, our customers and our partners and share what we have learned with each other.

Uniogen operates **flexibly**, taking into account employees' life situations and offering customers flexible service by listening. We are open to new ideas and ready to adapt to change.

Our employees are committed to our values and receive energy and enthusiasm from them. Tangible examples lead to value-based behavior.

Statement of use	Uniogen Oy has reported the information cited in this GRI content index for the period 1.1.2022-31.12.2022 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION/ ADDITIONAL INFORMATION
GRI 2: General Disclosures 2021	2-1 Organizational details	6 - Briefly about Uniogen.
	2-2 Entities included in the organization's sustainability reporting	5 - Content and scope of the report.
	2-3 Reporting period, frequency and contact point	5 - Content and scope of the report.
	2-4 Restatements of information	No data to correct.
	2-5 External assurance	5 - Content and scope of the report. The report has not been externally assured.
	2-6 Activities, value chain and other business relationships	7 - Business segments. 8 - Products and services. 9 - Suppliers, sales channels, and end-users.
	2-7 Employees	11 - Economic impact. 22 - Stakeholders - Staff. 38 - Fourth theme: We are a responsible company and a great workplace.
	2-8 Workers who are not employees	Data unavailable. / Not reported.
	2-9 Governance structure and composition	13 - The management team and Board of Directors.
	2-10 Nomination and selection of the highest governance body	Data unavailable. / Not reported.
	2-11 Chair of the highest governance body	13 - The management team and Board of Directors.
	2-12 Role of the highest governance body in overseeing the management of impacts	26 - Good governance - sustainability management.

GRI STANDARD	DISCLOSURE	LOCATION/ ADDITIONAL INFORMATION
GRI 2: General Disclosures 2021	2-13 Delegation of responsibility for managing impacts	26 - Good governance - sustainability management.
	2-14 Role of the highest governance body in sustainability reporting	26 - Good governance - sustainability management.
	2-15 Conflicts of interest	23 - Stakeholders - Owners, financiers, and Board of Directors.
	2-16 Communication of critical concerns	35 - Third theme: We can also see beyond our own community
	2-17 Collective knowledge of the highest governance body	26 - Good governance - sustainability management.
	2-18 Evaluation of the performance of the highest governance body	Data unavailable. / Not reported.
	2-19 Remuneration policies	Data unavailable. / Not reported.
	2-20 Process to determine remuneration	Data unavailable. / Not reported.
	2-21 Annual total compensation ratio	Data unavailable. / Not reported.
	2-22 Statement on sustainable development strategy	4 - CEO's review.
	2-23 Policy commitments	17 - Uniogen's sustainability program, themes, and commitments. 20 - Uniogen's main stakeholders and commitments. 26 - Good governance - sustainability management.
	2-24 Embedding policy commitments	28 - First theme: Health and safety - Indicators and targets. 32 - Second theme: Sustainable production and circular economy - Indicators and targets. 36 - Third theme: We can also see beyond our own community - Indicators and targets. 39 - Fourth theme: We are a responsible company and a great workplace - Indicators and targets.
	2-25 Processes to remediate negative impacts	38 - Fourth theme: We are a responsible company and a great workplace.
	2-26 Mechanisms for seeking advice and raising concerns	35 - Third theme: We can also see beyond our own community.
2-27 Compliance with laws and regulations	No instances of non-compliance with laws and regulations.	

GRI STANDARD	DISCLOSURE	LOCATION/ ADDITIONAL INFORMATION
GRI 2: General Disclosures 2021	2-28 Membership associations	13 - The management team and Board of Directors.
	2-29 Approach to stakeholder engagement	20 - Uniogen's main stakeholders and commitments. 21 - Stakeholders - Customers and end-users. 22 - Stakeholders - Staff. 23 - Stakeholders - Owners, financiers and Board of Directors. 24 - Stakeholders - Society and communities.
	2-30 Collective bargaining agreements	100% of the personnel are covered by a collectively negotiated collective agreement.
GRI 3: Material Topics 2021	3-1 Process to determine material topics	20 - Uniogen's main stakeholders and commitments. 25 - Materiality analysis and double materiality.
	3-2 List of material topics	20 - Uniogen's main stakeholders and commitments. 25 - Materiality analysis and double materiality.
	3-3 Management of material topics	19 - Uniogen's value creation chart. 28 - First theme: Health and safety - Indicators and targets. 32 - Second theme: Sustainable production and circular economy - Indicators and targets. 36 - Third theme: We can also see beyond our own community - Indicators and targets. 39 - Fourth theme: We are a responsible company and a great workplace - Indicators and targets.
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	11 - Economic impact.
	201-2 Financial implications and other risks and opportunities due to climate change	26 - Good governance - sustainability management. A risk assessment based on climate risks has not yet been done.

GRI STANDARD	DISCLOSURE	LOCATION/ ADDITIONAL INFORMATION
GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	11 - Economic impact. The economic value of the test results has not been determined.
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Data unavailable. / Not reported. Mainly domestic manufacturers in Finland and several suppliers are located in Europe.
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Not conducted.
	205-2 Communication and training about anti-corruption policies and procedures	Not conducted. Code of Conduct is in preparation.
	205-3 Confirmed incidents of corruption and actions taken	No reported incidents of corruption.
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No legal actions for anti-competitive behavior, anti-trust, and monopoly practices.
GRI 302: Energy 2016	302-1 Energy consumption within the organization	31 - Second theme: Sustainable production and circular economy.
	302-2 Energy consumption outside of the organization	31 - Second theme: Sustainable production and circular economy.
	302-3 Energy intensity	Data unavailable. / Not reported.
	302-4 Reduction of energy consumption	Data unavailable. / Not reported.
	302-5 Reductions in energy requirements of products and services	Data unavailable. / Not reported.
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	31 - Second theme: Sustainable production and circular economy.
	305-2 Energy indirect (Scope 2) GHG emissions	31 - Second theme: Sustainable production and circular economy.
	305-3 Other indirect (Scope 3) GHG emissions	31 - Second theme: Sustainable production and circular economy.
	305-4 GHG emissions intensity	Data unavailable. / Not reported.
	305-5 Reduction of GHG emissions	32 - Second theme: Sustainable production and circular economy - Indicators and targets.
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Not assessed.
	308-2 Negative environmental impacts in the supply chain and actions taken	19 - Uniogen's value creation chart. Mainly domestic manufacturers in Finland and several suppliers are located in Europe.

GRI STANDARD	DISCLOSURE	LOCATION/ ADDITIONAL INFORMATION
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	15 - Business highlights. 19 - Uniogen's value creation chart.
	401-3 Parental leave	22 - Stakeholders - Staff.
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	23 - Stakeholders - Owners, financiers, and Board of Directors. 38 - Fourth theme: We are a responsible company and a great workplace.
	403-2 Hazard identification, risk assessment, and incident investigation	26 - Good governance - sustainability management.
	403-3 Occupational health services	22 - Stakeholders - Staff.
	403-4 Worker participation, consultation, and communication on occupational health and safety	26 - Good governance - sustainability management.
	403-5 Worker training on occupational health and safety	22 - Stakeholders - Staff.
	403-6 Promotion of worker health	22 - Stakeholders - Staff. 39 - Fourth theme: We are a responsible company and a great workplace - Indicators and targets.
	403-9 Work-related injuries	19 - Uniogen's value creation chart. 39 - Fourth theme: We are a responsible company and a great workplace - Indicators and targets.
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Data unavailable. / Not reported.
	404-2 Programs for upgrading employee skills and transition assistance programs	39 - Fourth theme: We are a responsible company and a great workplace - Indicators and targets.
	404-3 Percentage of employees receiving regular performance and career development reviews	15 - Business highlights. 39 - Fourth theme: We are a responsible company and a great workplace - Indicators and targets.

GRI STANDARD	DISCLOSURE	LOCATION/ ADDITIONAL INFORMATION
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	38 - Fourth theme: We are a responsible company and a great workplace.
	405-2 Ratio of basic salary and remuneration of women to men	38 - Fourth theme: We are a responsible company and a great workplace.
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	No reported incidents of discrimination.
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	26 - Good governance - sustainability management.
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	26 - Good governance - sustainability management.
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	26 - Good governance - sustainability management.
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	35 - Third theme: We can also see beyond our own community.
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	9 - Suppliers, sales channels, and end-users. 35-36 - Third theme: We can also see beyond our own community. 38 - Fourth theme: We are a responsible company and a great workplace.
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	27-28 - First theme: Health and safety.
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	32 - Second theme: Sustainable production and circular economy - Indicators and targets.
	417-2 Incidents of non-compliance concerning product and service information and labeling	Data unavailable. / Not reported.
	417-3 Incidents of non-compliance concerning marketing communications	Data unavailable. / Not reported.
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	No reported complaints.