

A woman in a white lab coat and safety glasses is using a pipette to transfer liquid into a multi-well plate. In the background, another person is working at a laptop. The scene is set in a laboratory with various equipment visible.

# Sustainability Report

2023

uniogen



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# Part 1

uniogen



# CEO's review

We started 2023 with Uniogen Oy's first customer delivery as early as January 2, 2023, after the three companies merged into the parent company on December 31, 2022. Instead of the previous four legal companies, all operations were transferred from three subsidiaries into one company. From the beginning of the year, the manufacture and sale of IVD-compliant products, i.e., the infection diagnostics system and tests, were transferred to the new manufacturing company Uniogen Oy.

Merging into one company has required a lot of behind-the-scenes work, particularly in our regulated industry. It has also required us to develop our competence, as well as to continuously learn and apply new things. Our staff has persistently carried out this work throughout the year. High-quality work will continue in all functions, guided by quality management. This was again demonstrated by our excellent customer satisfaction.

Understandably, the integration created new challenges to sustainability reporting, as information is fragmented and in various systems. Here, too, we have made significant developments compared to 2022. We continued our sustainability work around familiar themes. Employee benefits were developed—for example, Uniogen offered a bicycle benefit to staff. Many have taken advantage of the benefit: nearly one fourth of the entire personnel use it. Partly thanks to this, almost half the staff travelled to work mainly by bicycle or on foot.

Collaboration with institutes of higher education is important for Uniogen, and it continued comprehensively: we donated materials to the University of Turku and Turku University of Applied Sciences, and our company had several summer and thesis employees. In addition, we participated in the joint InFlames flagship project of Åbo Akademi University and the University of Turku, which receives funding from the Research Council of Finland.

The year 2023 was challenging in terms of financial results, as the decline in Covid-19 testing had a negative impact on Uniogen's turnover. At the same time, the key R&D projects in cancer and infectious disease diagnostics progressed as expected. In addition, Uniogen reached a significant milestone when the first product complying with the new IVD regulation was launched in 2023. The effects of the IVD regulation will presumably be even more visible in the industry in the coming years as the transition periods come to an end. However, the IVD Regulation is not the only legislative change taking place in the EU. The EU wants to be a global sustainability pioneer. In addition to incentives, new regulation is also coming, such as the Corporate Sustainability Reporting Directive CSRD. Although the directive's requirements do not yet bind Uniogen, we aim to utilize them in future reports.

Uniogen has already initiated significant product development investments during the integration phase. Our company invests in future growth development projects, the commercialization of innovations, as well as product and technology partnerships in all our customer groups – cancer diagnostics, life sciences and infectious disease rapid diagnostics.

We hope you enjoy the highlights of Uniogen's Sustainability Report 2023,

**Ilari Antila**



# Content and Scope of the Report

This is Uniogen's second Sustainability Report. The report refers to the Global Reporting Initiative (GRI) standard. In preparing the report, the guidelines of the EU Corporate Sustainability Reporting Directive (CSRD) are also taken into account. Uniogen is planning to start preparing its reports in accordance with the CSRD.

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 materiality analysis, as well as a description of Uniogen's sustainability program, with its commitments and objectives. The report also presents Uniogen's stakeholders, as well as the most relevant sustainability issues raised by the stakeholders. At the end of the report, we will address the themes in Uniogen's Sustainability Program, as well as their objectives and progress.

The report has not been verified.

The reporting period is January 1 – December 31, 2023. The report has been published in Finnish and English as PDF documents. The sustainability report of 2024 will be published in the spring of 2025.

## Contact persons in matters related to reporting:

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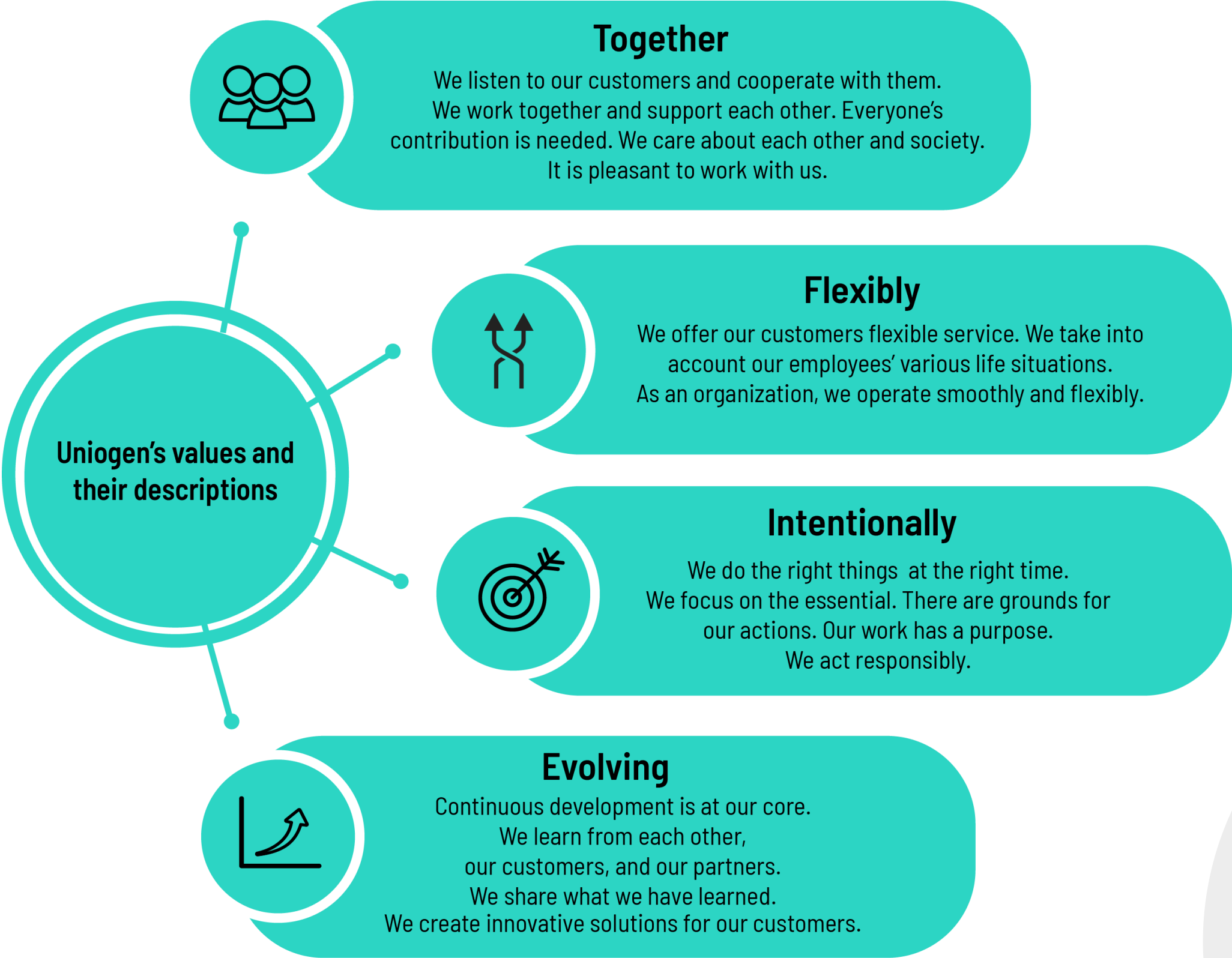
Uniogen Oy, founded in 2021, is a pioneering Finnish company in the field of *in vitro* diagnostics (IVD). Uniogen was formed by the merger of three long-standing Turku-based companies into a group on December 28, 2021, and by the subsidiary merger of these companies into a single legal entity on December 31, 2022. Thus, Uniogen became a comprehensive player in the development, manufacture and commercialization of assay technologies and the diagnostic tests and devices utilizing them.

- Uniogen's head office and all functions are located in Turku, Finland
- The company currently employs around 100 diagnostics specialists and multidisciplinary health technology professionals
- Uniogen manufactures products which are used worldwide

## The company's business consists of three areas:

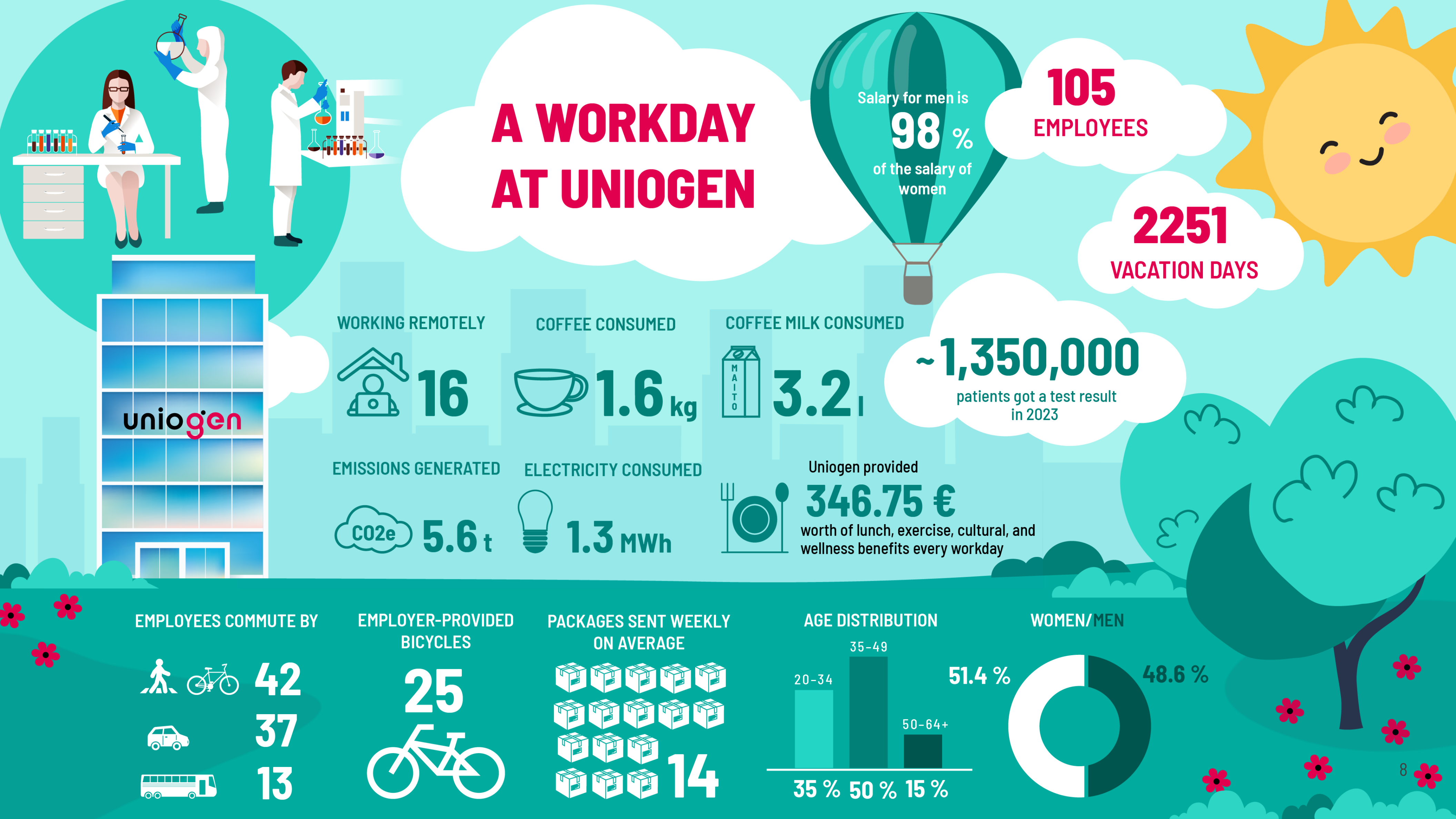
1. The established basic business for long-term contract customers
2. Product development aimed at early diagnosis of cancer
3. The development of a new point-of-care system for infectious disease diagnostics which in the future will be able to uniquely focus on PCR and rapid tests, as well as infectious disease serology diagnostics.





Corporate cultural values are a fundamental part of an organization's identity and way of working. They guide the daily work, commit the staff to a common goal and create a framework for a positive work environment. Our values also serve as a guideline for what we want to offer our customers and the kind of partnerships we want to build and maintain.







# Business Overview

*In vitro* diagnostics refers to tests performed on a patient's blood samples, other body fluids or tissues outside the body, which can be used to detect diseases or infections or to monitor general health. Some tests can also predict the patient's susceptibility to illness or disease, assess and monitor the patient's response to medicine, and monitor the patient's recovery or the progress of the disease. Finland, and particularly the City of Turku, has strong expertise in health technology and clinical diagnostics as a result of, among other things, the cutting-edge research conducted at the University of Turku and the industry's strong business network.

UnioGen's *in vitro* diagnostics businesses are supported by well-established long-term partnerships in the development and manufacturing of instruments and reagents for leading industrial actors and research institutions for life sciences research. For more than ten years, UnioGen has been a reliable partner for its life sciences and cancer diagnostics contract customers with the products it develops and manufactures. Now, UnioGen is investing heavily in the development of new products for the global *in vitro* diagnostic market.

## Growth Strategy

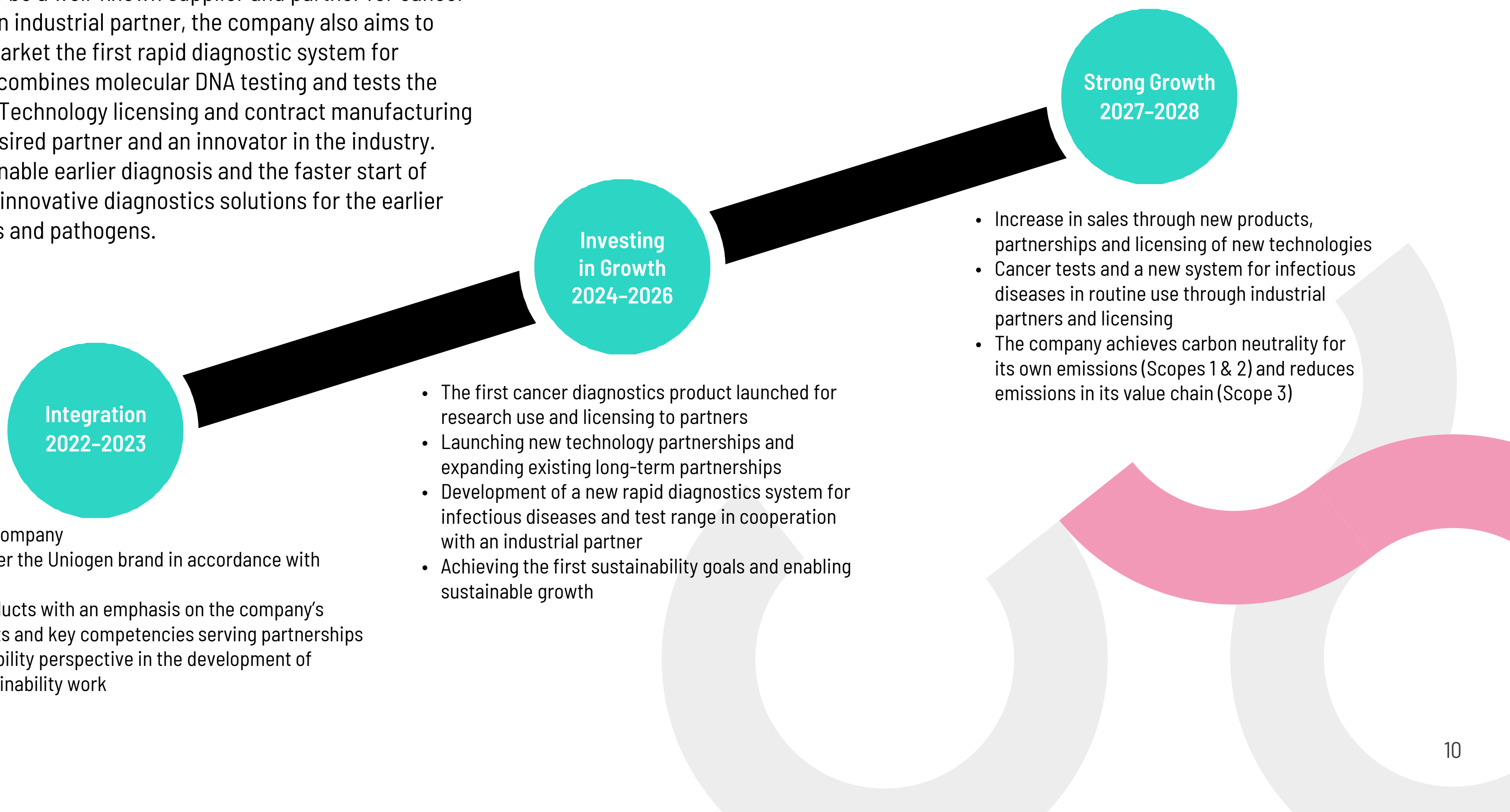
Global trends such as the aging population and global warming increase the need for advanced diagnostics. The aging population increases the likelihood of cancer, and older people are also more susceptible to serious infections. The global increase in the number of cancer cases also drives the growth and development of the cancer diagnostics market. As cancer treatment is more effective and less costly if treatment is started at an early stage, developing methods for early cancer diagnosis is a significant trend.

During the Covid-19 pandemic, UnioGen's molecular diagnostics products played a key role in diagnosing the coronavirus at numerous Finnish and European hospitals. Since the pandemic, the company has launched a new product development project for the rapid diagnosis of infectious diseases.



# Growth Strategy and Future Prospects

By 2030, Uniogen aims to be a well-known supplier and partner for cancer diagnostics tests. With an industrial partner, the company also aims to introduce to the global market the first rapid diagnostic system for infectious diseases that combines molecular DNA testing and tests the utilization of antibodies. Technology licensing and contract manufacturing makes the company a desired partner and an innovator in the industry. Uniogen's mission is to enable earlier diagnosis and the faster start of treatment by developing innovative diagnostics solutions for the earlier identification of diseases and pathogens.

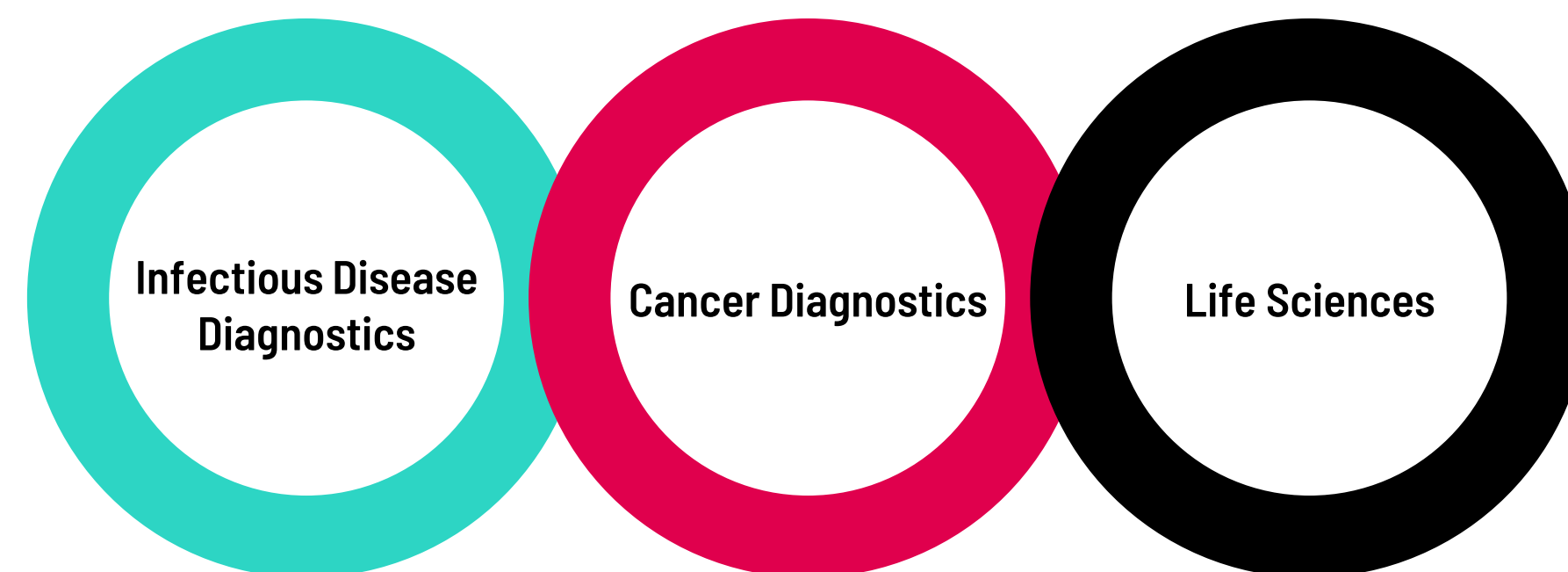




# Business Segments

Uniogen has an established core business, which is mainly based on manufacturing and selling products the company developed several years ago to contract manufacturing customers. To enable future growth, the company has two significant diagnostics product development projects underway:


- Novel products for early diagnosis of cancer bring new business to Uniogen; and
- Developing a new infectious disease diagnostics system which combines Uniogen's key areas of expertise.



Uniogen has three growth areas and supporting pillars that are based on customer groups. These Business segments secure Uniogen's future growth.



# UnioGen's Products and Future Growth Drivers




**Infectious Disease Diagnostics**

**Current Business:**  
UnioGen GenomEra® products (CE IVD)

**GenomEra® system and 11 tests**

- SARS-CoV-2 2.0
- SARS-CoV-2, Flu A/B + RSV 2.0
- HSV-1/2, VZV + EV
- SARS-CoV-2 2.0
- SARS-CoV-2, Flu A/B + RSV 2.0
- Norovirus
- GBS (Group B streptococcus)
- C. difficile
- S. pneumoniae
- MRSA/SA Multi Swab
- SA/MRSA AC

**Future Growth Driver**  
Development and commercialization of the new point-of-care testing system and tests with an industrial partner



**Cancer Diagnostics**

**Current Business:**

**Contract Manufacturing**

- Protein-coated microtiter plates
- Buffers for cancer diagnostics tests
- Labeled protein conjugates for cancer diagnostics
- Other reagents used in cancer diagnostics testing

**Future Growth Driver**

- Licensing
- Ovarian cancer test
- Other future cancer tests (e.g., colorectal, bladder)



**Life Sciences**

**Current Business:**

**Contract Manufacturing**

- Plate readers and other laboratory equipment
- Manufacture of diagnostics kits
- Protein-coated microplates and buffers for the IVD industry
- Upcon® Detection Technology: a complete solution (device and reagents) for the IVD industry

**UnioGen Brand Products**

- Protein-coated microplates and buffers for research
- Upcon® complete solution (instrument and reagents) for research use

**Future Growth Driver**

- Contract manufacturing
- Complete solutions for the IVD industry based on Upcon® detection technology



# Suppliers, Distributors, Sales Channels, and End Users

Purchases 44 %, services 48 %, and  
product development procurement 8 %

## Customers by region:

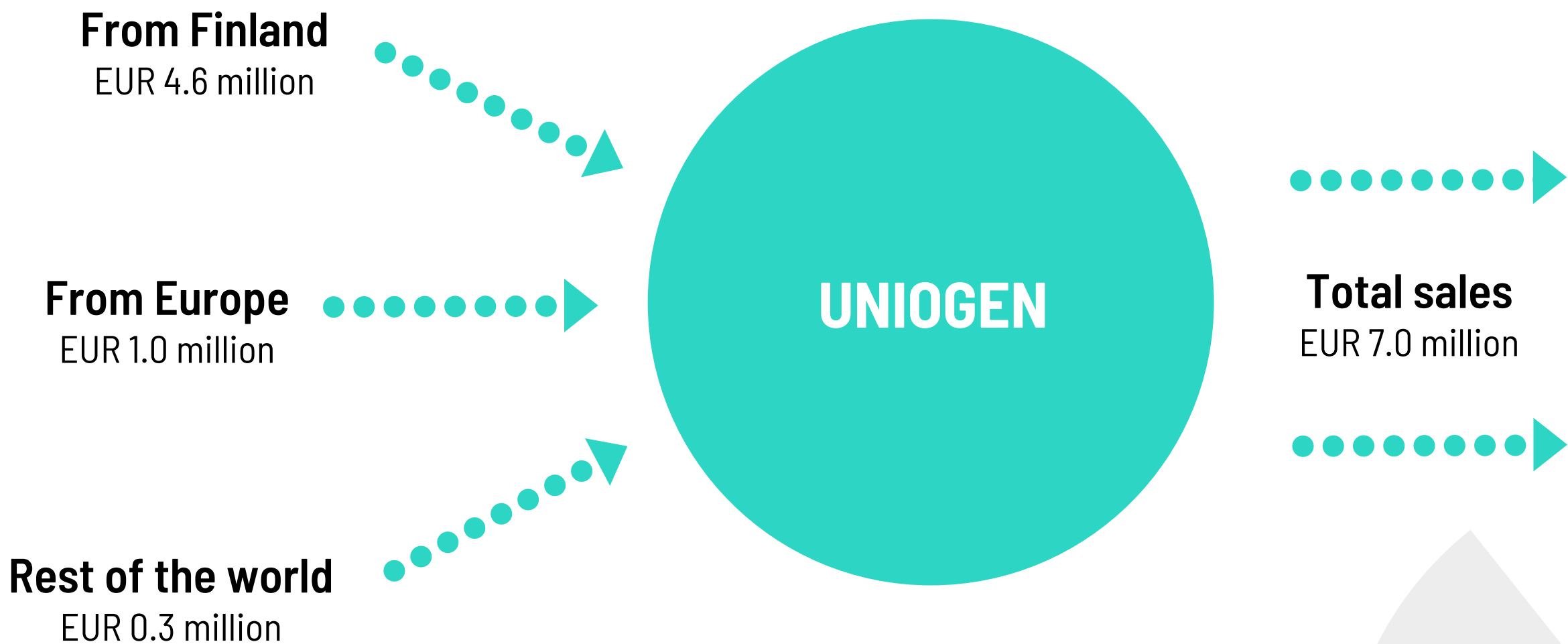
- 36 % Finland
- 38 % Rest of Europe
- 26 % Rest of the world

## Sales by region:

- To Finland EUR 1.0 million
- To Europe EUR 1.5 million
- To the rest of the world EUR 4.5 million

## Sales by customer group:

- Distributors EUR 1.2 million
- Industrial partners EUR 5.6 million
- Rest of the world EUR 0.2 million





# Economic Impact

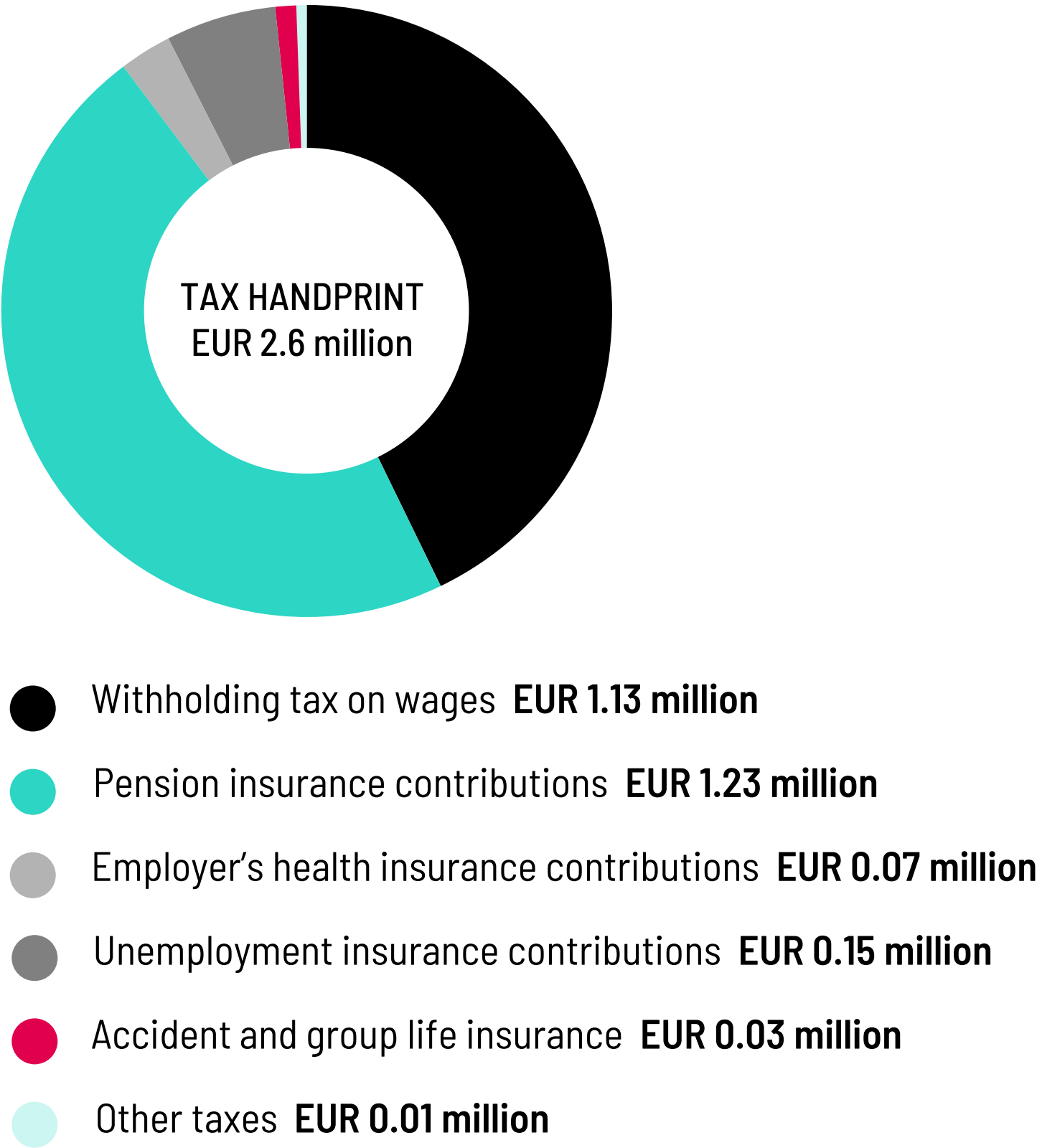
In 2023, Uniogen’s turnover was EUR 7.0 million, a decrease of 32 % from the previous year. The most significant reason for the decline was due to the drop of COVID-19 testing in Europe. Sales increased in moderation in the other product groups.

As a result of the weaker sales and product development investments, the operating profit in 2023 ended up at a loss of EUR 3.4 million, compared to a loss of EUR 0.5 million in the comparison period. In addition to product development investments, the company continued the necessary investments in the integration and information systems of the companies that merged on December 31, 2022.

## Tax Handprint

We support the development of society and services by paying taxes and providing jobs. In 2023, Uniogen had an average of 105 employees (person-years), and personnel costs amounted to approximately EUR 6.0 million.

In addition to taxes related to the employment relationship, the company also paid other taxes inherent in operational activities, such as taxes on electricity, fuel, vehicles and insurance premiums.





# Board of Directors and Management Team

## Management Team



**Ida Erling**  
Business Director  
Life Sciences



**Leena Kokko**  
Business Director  
Oncology



**Erno Sundberg**  
Business Director  
Infectious Diseases



**Miro Marttila**  
CFO



**Ilari Antila**  
CEO



**Pipsa Sivula**  
HR Director

## Board of Directors



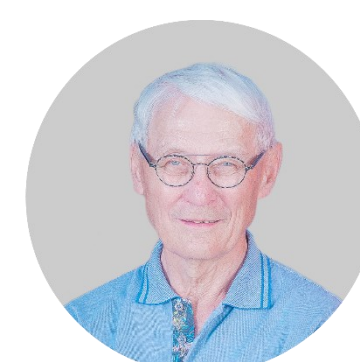
**Yvonne Mårtensson**  
Board Member



**Else Beth Trautner**  
Board Member



**Johan Kronberg**  
Board Member



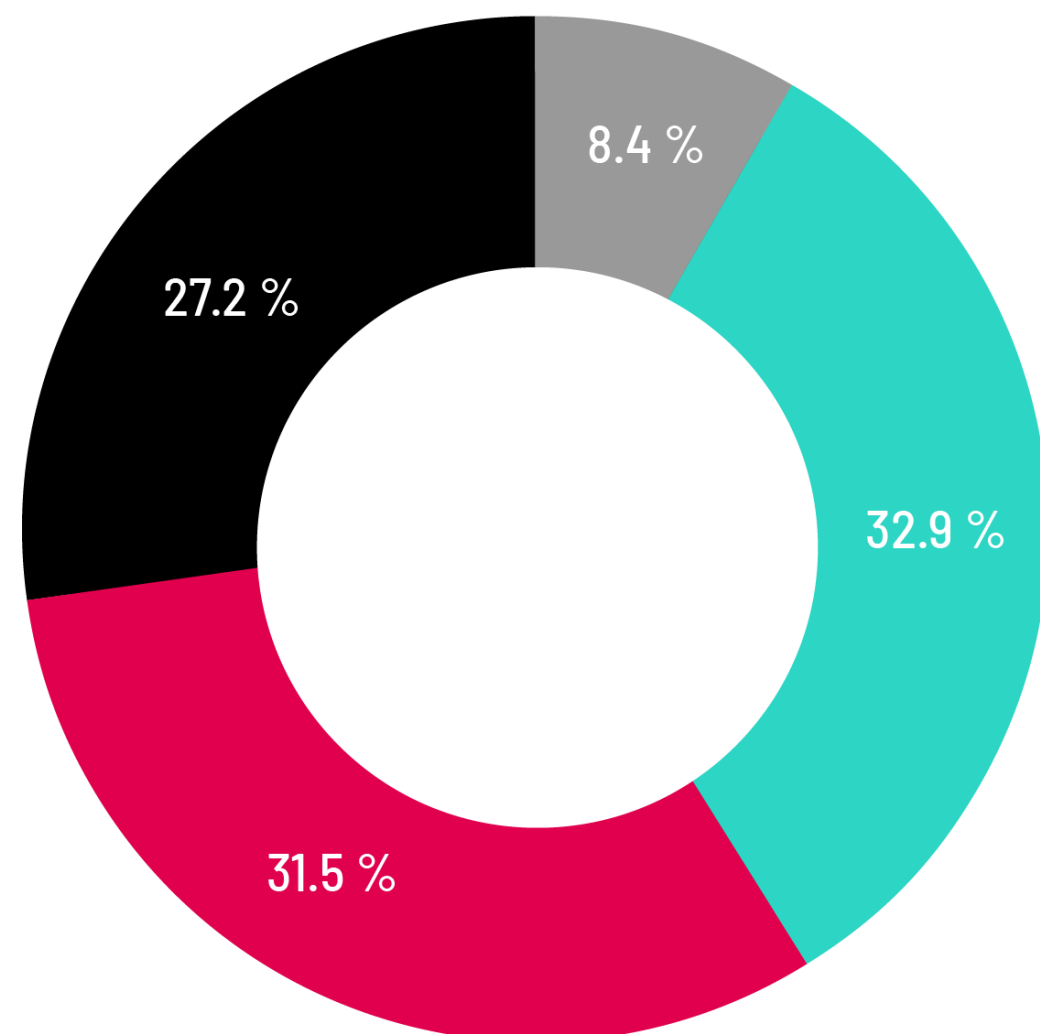
**Timo Lövgren**  
Board Member



**Tomi Numminen**  
Chairman



## Ownership



- Board of Directors and Management Team
- Other staff and founders
- Arctic Partners Oy
- Others

Situation on December 31, 2023.

During the financial year that has just ended, Uniogen decided to cancel the shares in its possession (1,488,445 shares) that were transferred from the merged companies during the subsidiary merger on December 31, 2022. The cancellation of the shares was registered in the Finnish Trade Register on January 20, 2024. Thus, the total number of shares in the company on February 1, 2024, was 28,647,185.

In connection with product development projects, Uniogen launched a funding round in August 2023 to strengthen its financial position. The funding round ended on March 21, 2024, and raised EUR 2,848,000 in capital.

# Employee Engagement and Remuneration

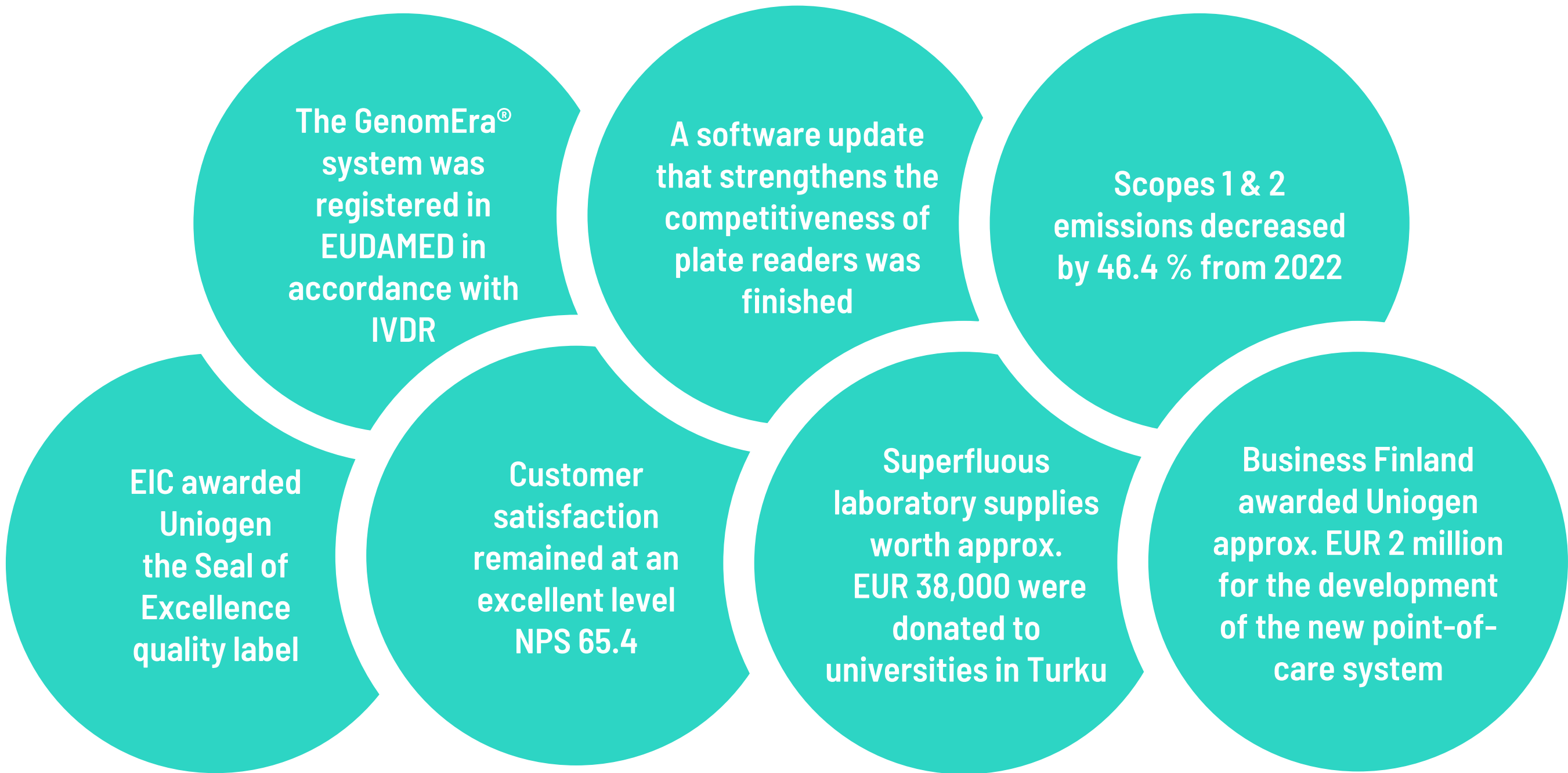
UnioGen's commitment and remuneration are based on the company's values. In addition to remuneration, Uniogen's comprehensive model takes into account the flexibility of working life, employee benefits, employee wellbeing and the significance of work.

As a means of long-term commitment, Uniogen uses an option program covering the entire personnel, as well as a personnel fund. Uniogen has strong personnel ownership, which contributes to long-term commitment. Short-term incentive programs cover the entire staff. The employees have the possibility to reserve the performance bonus distributed from the programs into a personnel fund. The objectives of the performance bonus scheme for 2023 take into account the progress of significant product development projects, the acquisition of financing, turnover and profitability.

A key part of employee engagement is flexibility in line with the company's values. In 2023, Uniogen utilized remote work, flexible working hours, a working time bank and the possibility to exchange holiday bonuses for days off. In addition, the staff was offered additional paid leave.

In 2023, we developed our employee benefits: all employees had the opportunity to acquire an employee benefit bicycle. As in previous years, we provided employees with comprehensive occupational health services. Lunch, exercise, culture and wellbeing benefits were also offered to the entire staff. In addition, the company has supplemented the insurance cover for employees with an extensive leisure time accident insurance policy.







## Part 2

uniogen



# Uniogen's Sustainability Themes and Objectives

Uniogen's Sustainability Program is based on the UN Sustainable Development Goals. We have identified the most relevant sustainability goals from the company's perspective as the basis of our company's 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. Sustainability themes were developed in cooperation with management, specialists and the Board of Directors based on dialog and a common understanding of issues relevant to our company and stakeholders' expectations of companies in our industry.

Read our Sustainability Program on  
our website at  
[uniogen.com/sustainability](https://uniogen.com/sustainability)






### Health and safety

- 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.

1



### Sustainable production and circular economy

- 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.

2



### We can also see beyond our own community

- 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.

3



### We are a responsible company and a great workplace

- 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.

4

# Materiality Analysis



In 2022, Uniogen selected the most important sustainability issues for our company by conducting a thorough materiality analysis. This analysis was based on three main factors: stakeholders; a value chain analysis; and the principle of double materiality.

We identified our stakeholders’ expectations and needs that may have a direct or indirect impact on our business. The value chain analysis helped us understand which phases of our operations had the greatest sustainability impact and where we could make a positive impact. In turn, the principle of double materiality refers to the economic and social factors related to sustainability that can affect our company’s operations and its stakeholders.

Based on these factors, we identified the sustainability themes that would guide our sustainability efforts in the coming years and identified key focus areas in our efforts to promote sustainability. We can thus ensure that our sustainability actions cover a wide range of perspectives and meet both our internal needs and external expectations.

- Personnel
- Customers
- Society

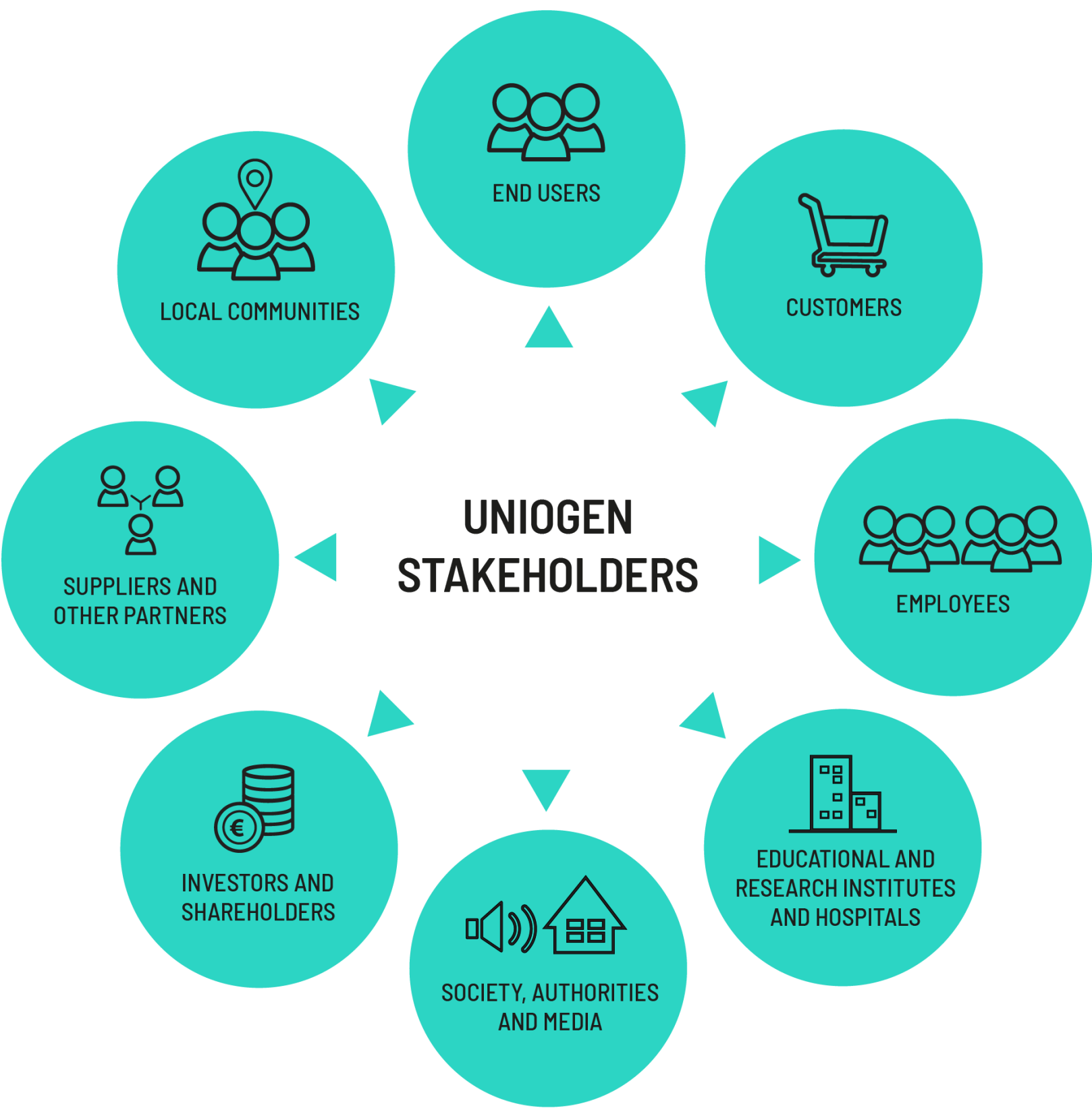
The icons describe the answers given by our stakeholders about the significance of the sustainability areas to Uniogen.



# Stakeholders and the Sustainable Development Goals

Unio<sup>g</sup>en’s key stakeholders include customers, end users, staff, board members, owners, society and partners. We conducted stakeholder surveys to identify which UN Sustainable Development Goals our personnel, owners and customers consider the most relevant for Unio<sup>g</sup>en’s sustainability work.

According to our stakeholders, the most relevant sustainability objectives are:



# Sustainability Management

Sustainability is an essential part of our business, and its management is one of our core missions. We strive to create sustainable processes that support society and the environment while ensuring long-term business success.

In 2023, we launched Uniogen's own Code of Conduct, which guides our ethical actions in both business and society. These guidelines and values guide our daily work and are based on international standards such as the OECD (The Organisation for Economic Co-operation and Development) Guidelines for Multinational Enterprises and the United Nations Guiding Principles on Business and Human Rights, as well as the ILO (International Labour Organization) Fundamental Principles and Rights at Work. Our Code of Conduct can be found on our website.

It is our priority that our company and employees commit to these ethical principles. We have implemented Code of Conduct training to ensure that all employees fully understand and embrace these principles. Our sustainability policy is linked to our procurement, and we aim to promote sustainable production and the circular economy in cooperation with our long-term partners. We also expect our service producers and suppliers to be socially and environmentally responsible, and our goal is to incorporate our ethical principles or similar codes of conduct into their operations.

Our management systems are based on the ISO 13485 and ISO 9001 certifications, and we plan to be certified with the ISO 14001 and ISO 27001 standards. Our risk management process includes an ESG risk perspective, and we will also pay more attention to climate risks in future.

Our personnel policy is based on the principles of responsible human resources management, and we strive to ensure the implementation of equality and non-discrimination in all areas of operation. Sustainability is managed throughout the organization, and we are establishing a sustainability steering group to ensure that sustainability is integrated into all our operations. The final decisions on sustainability measures are made by Uniogen's Board of Directors.



Uniogen's mission is to produce products and services that promote global health, and to do so more sustainably. To make safe and high-quality products sustainably, special attention must be paid to their design, production and raw materials. Uniogen has both ISO 13485 and ISO 9001 certifications. In addition, the implementation of ISO 27001 and ISO 14001 standards is being prepared.

## IVDR

In 2023, the GenomEra® CDX system was registered as a medical device under the EU IVD Regulation (IVDR) in the European Database on Medical Devices (EUDAMED). In addition, all Uniogen GenomEra® PCR tests were subject to IVDR-compliant post-market surveillance (PMS) reports, which include an assessment of the safety and performance of the products. Information after placing the product on the market is systematically monitored, and the need to update reports is assessed annually.

## Funding

Uniogen applied for and received a grant from Business Finland for the next development phase of the new point-of-care testing system. We received a grant of approximately EUR 2 million, which corresponds to half the estimated costs of the next development phase. Uniogen also received Business Finland's Into grant of EUR 220,000 to promote IPR issues. In addition, Uniogen applied for the EIC's (European Innovation Council) Accelerator funding for the development of the point-of-care testing system and reached the third and final phase of the application process. No funding was received, but Uniogen was awarded the *Seal of Excellence* quality label.

The label means that the Council considered our project worthy of funding, but due to the limited funding budget, it was ultimately no longer possible to grant it to Uniogen. The purpose of the label is to highlight the outcome of the Council's evaluation and to allow other donors to take advantage of the EIC's comprehensive evaluation process.

## Product development

In 2023, product development's personnel costs accounted for 47 % of all personnel costs. In 2022, the share was 45 %. This reflects Uniogen's long-term strategic focus on product development and its desire to remain competitive in the market by offering innovative solutions. A high percentage of personnel costs indicates that the company is strongly committed to product innovation and the development of new products. Products already placed on the market are also continuously developed, and Uniogen implements large development and improvement projects for its industrial partners if necessary. For example, a major software update was made for one device at the customer's request, which streamlines the workflow by integrating calculation functions directly into the user interface.



*Sustainable Development Goals (SDGs) related to our first sustainability theme*



## Indicators and targets

Promoted issue	Long-term objectives	Short-term objectives	Period	2023 targets	2023 achievements and progress	2024 targets
<ul style="list-style-type: none"> <li>Produce products and services that promote global health</li> </ul>	<ul style="list-style-type: none"> <li>Comprehensive range of cancer and infectious disease testing products for laboratory and point-of-care testing</li> </ul>	<ul style="list-style-type: none"> <li>Increase the number of new products and products sold</li> </ul>	<ul style="list-style-type: none"> <li>Long</li> </ul>	<ul style="list-style-type: none"> <li>Progress of research and product development projects</li> </ul>	<ul style="list-style-type: none"> <li>The development project of a new point-of-care testing system is on track</li> <li>Progress of cancer test development (read case 1)</li> </ul>	<ul style="list-style-type: none"> <li>Research projects are progressing on schedule, an industrial partner for the new point-of-care testing system is available, or alternatives are being explored</li> </ul>
<ul style="list-style-type: none"> <li>Compliance with product safety and fulfillment of quality requirements</li> </ul>	<ul style="list-style-type: none"> <li>High-quality and safe products</li> </ul>	<ul style="list-style-type: none"> <li>Customer satisfaction surveys and systematic analysis of customer feedback</li> </ul>	<ul style="list-style-type: none"> <li>Continuous</li> </ul>	<ul style="list-style-type: none"> <li>Preparation of ISO 27001 and 14001</li> </ul>	<ul style="list-style-type: none"> <li>GenomEra® CDX system was registered under the new IVDR<sup>1</sup> regulation</li> <li>PMS<sup>2</sup> reports and monitoring plans were created for all products under the IVDR</li> <li>Excellent results from the 2023 spring customer satisfaction survey and an NPS<sup>3</sup> of 65.4.</li> </ul>	<ul style="list-style-type: none"> <li>NPS<sup>3</sup> will remain above 50 points</li> <li>Less than 50 customer complaints</li> <li>Preparation of ISO 27001 and 14001 continues</li> </ul>

<sup>1</sup>In Vitro Diagnostic Regulation

<sup>2</sup>Post-market surveillance

<sup>3</sup>Net promoter score

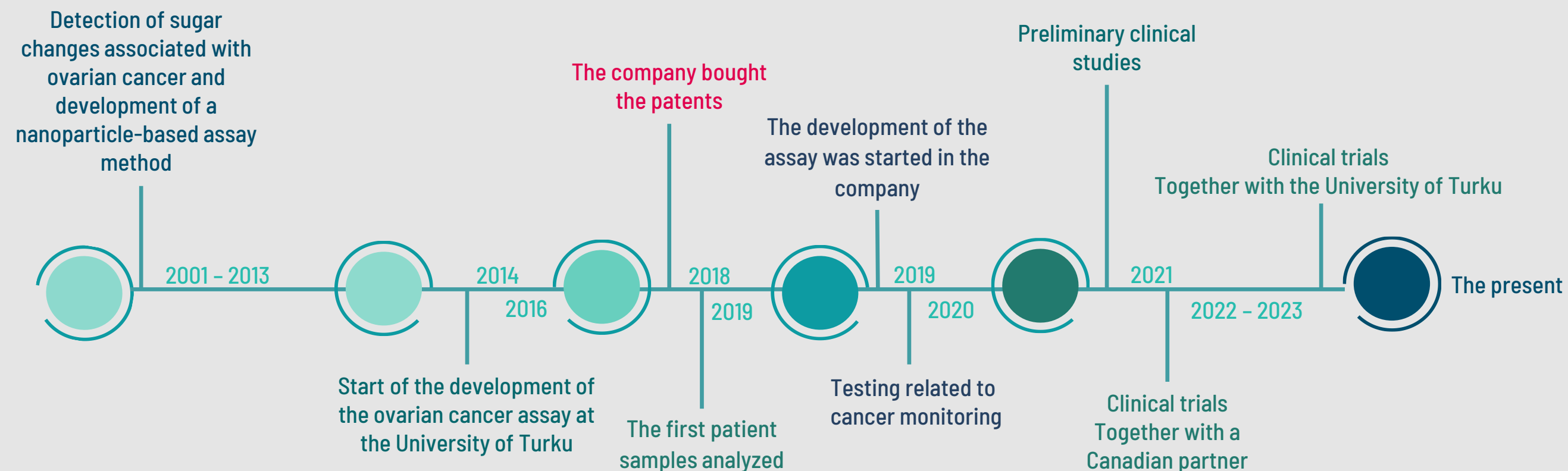


## CASE 1

# The Development Path of Ovarian Cancer Test

The challenge of traditional blood tests in cancer diagnostics has been the poor sensitivity and specificity of the tests. It may be impossible to reliably measure traditional markers at an early stage of cancer, or their concentration may also increase in other diseases. Changes in the altered sugar parts of proteins in cancer patients have been identified for almost 15 years, but Uniogen is the first to develop a commercial assay to detect them.

The development of ovarian cancer testing started at the University of Turku 10 years ago, and Uniogen was involved in the project as a research partner. Uniogen purchased the related patents from the university and started its own development work in 2018. Now, the company is gathering more clinical research data to demonstrate with more comprehensive patient data the benefits of assay analysis in cancer diagnostics compared to the current methods.



CASE 1

The Development Path of Ovarian Cancer Test

With the ovarian cancer test under development, Uniogen aims to detect cancer significantly earlier than currently, reducing treatment costs and increasing the likelihood of successful treatment. The ovarian cancer test is Uniogen’s first test based on the detection of cancer-specific glycovariants. In the coming years, Uniogen plans to expand the product family to testing other cancers such as colorectal and bladder cancers.

The aim is to commercialize Uniogen’s cancer diagnostics products first through licensing partners. Later, we want to bring cancer diagnostics tests to selected market segments under the Uniogen brand as well. In future, the company may also launch point-of-care cancer diagnostics tests based on lateral flow technology, utilizing technologies and point-of-care equipment under development in the company.





Uniogen wants to develop and manufacture sustainable and environmentally friendly diagnostics devices and services. Faster, more accurate and higher-quality products guarantee fast and correct treatment for the patient, which reduces both human suffering and costs for both patients and healthcare.

Carbon neutrality

Uniogen is aiming for carbon neutrality for its direct emissions by 2030, but we will probably achieve this sooner. The calculation standards of GHG Protocol was used for estimating Uniogen’s emissions. Uniogen’s Scope 1 and Scope 2 emissions decreased by 46.4 % from 2022 and by 23.4 % in relation to net sales. The main factor in the reduction of emissions was replacing remaining electricity contracts with completely emission-free energy. The remaining Purchased energy emissions are caused by the electricity coming through the lessor of the property, the origin of which we cannot directly influence.



Sustainable Development Goals  
(SDGs) related to our second  
sustainability theme



For Scope 3 emissions, i.e., indirect emissions, employees’ emissions from commuting increased by 12.8 %, while emissions per employee decreased by 5.4 %. The staff also traveled significantly longer commutes on bicycles. Business travel to work-related events or customer visits increased, so the resulting emissions also increased by 46.3 %. The principles and emission factors of emission calculation for transportation and procurement were updated, and the results are not considered comparable with last year’s data. More detailed information about the transportations was obtained directly from transportation companies, and the estimates used in last year’s calculation are not comparable to them.

	Emission source	Emissions (t CO2e)	
		2022	2023
Scope 1	Direct Emissions <sup>1</sup>	0	0
Scope 2	Purchased electricity	12.3	6.4
Scope 2	District heating	11.5	6.4
Scope 3	Procurement <sup>2</sup>	2546.7	1,142.4
Scope 3	Transportation <sup>2</sup>	830.8	182
Scope 3	Business travel	41.8	61.1
Scope 3	Commuting	18.7	21.2
Total		3461.7	1,419.4
Relative to turnover (t CO2e / M€)		346.2	202.8

1. Uniogen does not own buildings, vehicles or energy production.  
2. Procurement and transportation are not comparable between 2022 and 2023.

## Indicators and targets

Promoted issue	Long-term objectives	Short-term objectives	Period	2023 targets	2023 achievements and progress	2024 targets
<ul style="list-style-type: none"> <li>Carbon neutrality</li> </ul>	<ul style="list-style-type: none"> <li>Carbon neutrality for own emissions (Scopes 1 &amp; 2)</li> <li>Reduction of indirect emissions (Scope 3)</li> </ul>	<ul style="list-style-type: none"> <li>Sustainable procurement</li> <li>Purchased electricity 100 % emission-free</li> <li>Calculate the carbon footprint of at least one product</li> </ul>	<ul style="list-style-type: none"> <li>Long</li> </ul>	<ul style="list-style-type: none"> <li>Explore the possibility of introducing science-based targets (SBTi)</li> </ul>	<ul style="list-style-type: none"> <li>We carried out an SBTi survey and identified it as a potential next commitment for Uniogen</li> <li>Scopes 1 &amp; 2 emissions decreased by 23.4 % relative to net sales</li> </ul>	<ul style="list-style-type: none"> <li>A third party approves Uniogen's carbon footprint calculation</li> </ul>
<ul style="list-style-type: none"> <li>Long product life cycle</li> </ul>	<ul style="list-style-type: none"> <li>Environmentally friendly recovery, recycling and disposal of end-of-life equipment</li> </ul>	<ul style="list-style-type: none"> <li>Increasing the share of serviced and repaired equipment</li> <li>Performing life cycle assessments for equipment</li> <li>Completing EPD<sup>1</sup> for equipment</li> </ul>	<ul style="list-style-type: none"> <li>Medium</li> </ul>	<ul style="list-style-type: none"> <li>Setting targets for device life cycle</li> </ul>	<ul style="list-style-type: none"> <li>Uniogen's devices were almost always found to be serviceable and upgradeable. It is always possible to produce version updates for the devices, which means that the device does not become obsolete in terms of its characteristics, but can in practice always be modified to improve it and make it more efficient through product development innovations</li> </ul>	<ul style="list-style-type: none"> <li>Conducting a life cycle assessment for at least one device or another product</li> </ul>
<ul style="list-style-type: none"> <li>Supporting the circular economy</li> </ul>	<ul style="list-style-type: none"> <li>All our products come with a recycling guide by 2027</li> </ul>	<ul style="list-style-type: none"> <li>Halve the amount of combustible waste generated by our operations compared to the level in 2023</li> </ul>	<ul style="list-style-type: none"> <li>Medium</li> </ul>	<ul style="list-style-type: none"> <li>Promotion of recycling, drafting recycling instructions</li> </ul>	<ul style="list-style-type: none"> <li>Recycling points for missing waste fractions were added to the cafeterias and laboratories at the ElectroCity site</li> <li>Recycling at the Vajossuonkatu site is under development</li> </ul>	<ul style="list-style-type: none"> <li>Continue to develop recycling at the Vajossuonkatu site</li> </ul>

<sup>1</sup>Environmental Product Declaration



## CASE 2

# Employee Bicycle Benefit Reduces Emissions from Commuting

In 2023, the employee bicycle benefit was extended to all staff. Commuting by bicycle is good both for the employee and the environment when commuting is done by bicycle instead of driving, for example. We interviewed a new employee benefit bicycle owner, Laura Joki, about what she thought of the process of purchasing a bicycle.

*“For a long time, I thought about whether to buy an e-bike or a gravel bike. A gravel bike would have the advantage of more exercise, while I would probably use an e-bike more. In the end, I decided to get an e-bike. When I got to try an e-bike suitable for rough terrain, it was extremely easy to make the purchase decision.*

*I ended up with a Stevens off-road e-bike and nicknamed it Steve. The process of getting the bike was really easy and straightforward once I had found the best bike for me. The ability to use the bike outside of work, as well as for commuting, was the most important factor influencing the purchasing decision. The challenging weather conditions in winter 2023–2024 showed that the bike was a really good purchase, as I was able to bike to work in any weather. Without the wide studded tires and electric assistance, the bike would have remained in the garage many mornings, and I would have taken the bus to work.*

*I was against e-bikes for a long time, as I was afraid having one would reduce my daily physical activity. However, I have noticed that I get a good amount of exercise while commuting, but I am not completely exhausted, which helps get through the working day better than the sweaty bike rides I used to do in the mornings on a regular bike.*

*I haven’t gone off-road yet, but in the meantime, commuting is easy and safe with Steve. The bicycle benefit is definitely one of the best employee benefits for me.”*

Laura Joki’s  
employee benefit bicycle Steve



We Can also See  
beyond Our Own  
Community

Theme  
3

Uniogen's operations affect not only our own employees but also the lives of many other employees and people. Uniogen strives to ensure that in the long run, this effect is always as positive as possible. To reinforce and support this goal, we created the Uniogen Code of Conduct, the Sustainability Policy and the Business Partner Code of Conduct. These guidelines aim to ensure that we have common rules for all activities, the purpose of which is to protect the disadvantaged and prevent abuse. We also created a public Whistleblowing channel in December 2023.

Uniogen's goal is that most of our key partners will have committed to Uniogen's Business Partner Code of Conduct or other similar ethical guidelines by 2026.

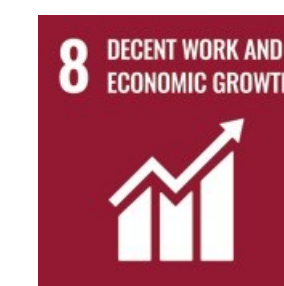
### Uniogen as a customer and manufacturer

In 2023, Uniogen audited one supplier, and an audit of 2-3 suppliers is planned for 2024. During 2023, 91 % of orders were shipped by the agreed shipment date at the latest. In addition, Uniogen handles its invoices on time, which means that suppliers receive their payments on time. In 2023, Uniogen did not incur any late payment interest charges.

### Internships at Uniogen

Uniogen works closely with local educational and research institutions. In 2023, Uniogen offered a total of 10 summer jobs, employed one person through a recruiting training program and offered an internship or thesis job to six students at different levels of education.

**3** Sustainable Development Goals  
(SDGs) related to our third  
sustainability theme





## Indicators and targets

Promoted issue	Long-term objectives	Short-term objectives	Period	2023 targets	2023 achievements and progress	2024 targets
<ul style="list-style-type: none"> <li>Responsibility in the value chain</li> </ul>	<ul style="list-style-type: none"> <li>Most of our suppliers are committed to the Business Partner Code of Conduct or a similar set of guidelines by the end of 2026</li> </ul>	<ul style="list-style-type: none"> <li>We will create and deploy a Business Partner Code of Conduct</li> <li>Suppliers are identified/risk analysis is carried out based on responsibility</li> </ul>	<ul style="list-style-type: none"> <li>Medium</li> </ul>	<ul style="list-style-type: none"> <li>Drafting the Business Partner Code of Conduct</li> </ul>	<ul style="list-style-type: none"> <li>The Business Partner Code of Conduct is ready and approved for use</li> </ul>	<ul style="list-style-type: none"> <li>The first suppliers and distributors commit to Uniogen's Business Partner Code of Conduct or similar policies</li> <li>First reviews of supplier sustainability</li> </ul>
<ul style="list-style-type: none"> <li>Training cooperation</li> </ul>	<ul style="list-style-type: none"> <li>Developing and maintaining established cooperation models</li> </ul>	<ul style="list-style-type: none"> <li>Providing internships and standardizing employment relationships</li> </ul>	<ul style="list-style-type: none"> <li>Medium</li> </ul>	<ul style="list-style-type: none"> <li>Employing people through recruiting training programs</li> </ul>	<ul style="list-style-type: none"> <li>We offered summer jobs for 10 people</li> <li>Six students studying at different levels worked on or completed an internship or thesis work at Uniogen</li> <li>Uniogen had one employee through a recruiting training program</li> </ul>	<ul style="list-style-type: none"> <li>Continue working closely with local educational and research institutions</li> </ul>
<ul style="list-style-type: none"> <li>Local agency and social responsibility</li> </ul>	<ul style="list-style-type: none"> <li>Creating long-term relationships</li> </ul>	<ul style="list-style-type: none"> <li>Collaboration with a non-profit organization</li> </ul>	<ul style="list-style-type: none"> <li>Medium</li> </ul>	<ul style="list-style-type: none"> <li>Partner plan</li> </ul>	<ul style="list-style-type: none"> <li>Approximately EUR 38,000 worth of superfluous protective suits, plates, tubes and other laboratory supplies were donated to universities in Turku for study and research purposes.</li> </ul>	<ul style="list-style-type: none"> <li>Continue planning the development of collaborative partnerships</li> </ul>

## CASE 3

## Collaboration with Educational Institutions

Cooperation with educational and research institutions is essential for innovation and development. These partnerships can be used to share knowledge, resources and expertise, contributing to the creation of new ideas and the advancement of research. In addition, collaboration enables a faster transition of practical applications and research results into use, benefiting both society and business.

In 2023, Uniogen continued its long-standing cooperation with education institutions in the Turku region. In 2023, Uniogen employed a total of 16 people for summer jobs, internships or thesis jobs. Uniogen's representatives visited students of different disciplines at the University of Turku to discuss their work at a few events organized by students during 2023. In addition, Uniogen donated approximately 240,000 units of laboratory supplies, microplates, bottles and tubes, as well as 850 protective overalls to the University of Turku and Turku University of Applied Sciences.



In the photo, Miso Immonen from the Department of Biomedical Sciences is picking up protective overalls for students.



Uniogen is committed to the conduct of responsible business. This means that Uniogen takes environmental, social and ethical considerations into account in its decision making and operations. Uniogen invests in the health, safety and satisfaction of its employees by providing extensive employee benefits and occupational health services, as well as by investing in the employees' opportunities to develop, advance and succeed in their careers. Uniogen strives for transparency and fairness in its operations with its partners and wants to ensure the responsible operation of its value chain to the best of its ability. At Uniogen, we think that responsible business aims to balance economic success with long-term sustainability and societal good.

### Training

Uniogen wants to offer its employees the opportunity to develop and participate in training that promotes employees' skills. In 2023, Uniogen organized a total of 8.5 hours of information sessions and briefings for all personnel.

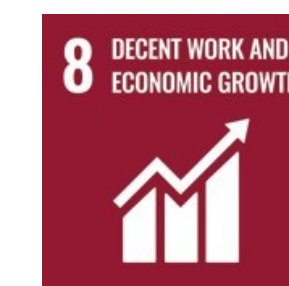
On average, women participated in internal training sessions for 4 hours 51 minutes, and men for 5 hours 17 minutes. On average, women participated in internal training sessions for 5 hours 24 minutes, and men for 1 hour 39 minutes. In terms of participation in external training, the difference between the sexes is significant. Uniogen is exploring the underlying causes and aims to bridge the gender gap.

### Employee benefits

Uniogen's employee benefits include ePassi, through which Uniogen distributed cultural, sports and wellbeing benefits worth EUR 53,448.86 to the staff and paid EUR 23,183.13 worth of the employer's share of the lunch benefit. In addition, the employee bicycle benefit was extended to all employees, and 15 new employee benefit bicycles were acquired in 2023. At the end of the year, Uniogen employees had a total of 25 employee benefit bicycles. Read more about how one employee acquired and uses their bicycle on page 30!



*Sustainable Development Goals (SDGs) related to our fourth sustainability theme*



## Indicators and targets

Promoted issue	Long-term objectives	Short-term objectives	Period	2023 targets	2023 achievements and progress	2024 targets
• Ethical business	• Activities in accordance with the sustainability commitment	• Implementation of ethical practices and employee engagement	• Continuous	• Completion of the Code of Conduct and training of personnel • Implementing a Whistleblowing channel	• The sustainability policy and the Code of Conduct were completed, and employees were trained in their content • A Whistleblowing channel was introduced in December 2023	• Clear and understandable subpages will be created on Uniogen's website to transparently share Uniogen's sustainability work
• Equal workplace	• Ensure equality at the workplace • Promote accessibility and inclusion	• Completion and development of the Personnel Manual • Taking accessibility and inclusion into account in the design of new facilities	• Continuous	• Visiting workspaces • Improving equality and non-discrimination through employee presentations • Creating common operating methods and a common corporate culture	• Visiting workspaces introduced in May were used for 875 working hours during 2023 • Staff presentation completed	• The new HR management system will be implemented for all personnel • Promoting equality in training
• Satisfied and committed staff	• Preventive measures to ensure occupational health and safety • Enabling meaningful work and career development	• Raising job satisfaction and helping people cope at work • Clarifying policies and roles	• Continuous	• Implementation of a personnel survey • Employee bicycle benefit available for everyone	• Employee survey moved to 2024 • Employee bicycle benefit extended to all staff • The LTIF <sup>1</sup> accident frequency was 6.3 • Turnover was 5.4 %	• The employee survey results in an eNPS <sup>2</sup> of at least 50 • The LTIF <sup>1</sup> accident frequency is 0 • Turnover remains below 7 %
• Competent staff now and in the future	• Creating equal opportunities for all	• Support and training of supervisors	• Continuous	• A tool for monitoring the number of training sessions	• The number and quality of training sessions has been monitored • 8.5 hours of information sessions were held for the entire staff	• Development discussions will be held with everyone during 2024 • A new training monitoring system will be implemented

<sup>1</sup>LTIF = Occupational accident frequency based on lost working time

<sup>2</sup>eNPS = Employee Net Promoter Score, employee satisfaction rate



## CASE 4

# Employee Sustainability Training

Training personnel in sustainability is invaluable for many reasons. First, it shapes an organizational culture in which ethics and sustainability play a central role. As employees understand and embrace the company's sustainability goals, they are more likely to be committed to complying with them.

Second, sustainability training increases employees' awareness of environmental and social responsibility, which in turn improves decision making and operations. As employees become aware of how their activities impact the environment and society, they are more prepared to make sustainable choices, both in their work and in their everyday life.

Third, sustainability training helps minimize risks such as breaking the law or reputational loss. When employees understand and comply with the company's sustainability policies, the organization can avoid many potential problems and conflicts.

Last but not least, sustainability training can improve the work atmosphere and employee commitment. When employees feel that their organization cares about social and environmental issues, they are more inclined to feel valued and motivated. This can continue to have a positive impact on employee performance and the organization's reputation.

In 2023, three separate "Sustainability Coffee Hour" briefings on various sustainability topics were held for the staff. In addition, the current state of our sustainability work was reported regularly in internal information events. All staff also took the Code of Conduct training, in which the Uniogen ethical values and operating instructions were discussed. It was possible to leave questions and comments, and some changes were made to the guidelines in accordance with the employees' suggestions.

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 – Uniogen in Brief
	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	<i>No data to correct</i>
	2-5 External assurance	5 – Content and Scope of the Report
	2-6 Activities, value chain and other business relationships	11 – Business Segments 12 – Uniogen’s Products and Future Growth Drivers 13 – Suppliers, Distributors, Sales Channels, and End Users
	2-7 Employees	14 – Economic Impact 17 – Employee Engagement and Remuneration 34 – <i>Theme 4: We Are a Responsible Company and a Great Workplace</i>
	2-8 Workers who are not employees	<i>Data unavailable / Not reported</i>
	2-9 Governance structure and composition	15 – Board of Directors and Management Team
	2-10 Nomination and selection of the highest governance body	<a href="https://uniogen.com/sustainability/governance/">https://uniogen.com/sustainability/governance/</a>
	2-11 Chair of the highest governance body	15 – Board of Directors and Management Team
	2-12 Role of the highest governance body in overseeing the management of impacts	23 – Sustainability Management
	2-13 Delegation of responsibility for managing impacts	23 – Sustainability Management
	2-14 Role of the highest governance body in sustainability reporting	23 – Sustainability Management
	2-15 Conflicts of interest	<a href="https://uniogen.com/sustainability/governance/">https://uniogen.com/sustainability/governance/</a>



GRI STANDARD	DISCLOSURE	LOCATION / ADDITIONAL INFORMATION
<b>GRI 2: General Disclosures 2021</b>	2-16 Communication of critical concerns	<a href="https://uniogen.com/whistleblowing-channel/">https://uniogen.com/whistleblowing-channel/</a>
	2-17 Collective knowledge of the highest governance body	<a href="https://uniogen.com/sustainability/governance/">https://uniogen.com/sustainability/governance/</a>
	2-18 Evaluation of the performance of the highest governance body	<i>Data unavailable / Not reported</i>
	2-19 Remuneration policies	<i>Data unavailable / Not reported</i>
	2-20 Process to determine remuneration	<i>Data unavailable / Not reported</i>
	2-21 Annual total compensation ratio	<i>Data unavailable / Not reported</i>
	2-22 Statement on sustainable development strategy	4 – CEO’s review
	2-23 Policy commitments	20 – Uniogen’s Sustainability Themes and Objectives <a href="https://uniogen.com/sustainability/">https://uniogen.com/sustainability/</a>
	2-24 Embedding policy commitments	25 – <i>Theme 1: Health and Safety</i> – Indicators and targets 29 – <i>Theme 2: Sustainable Production and the Circular Economy</i> – Indicators and targets 32 – <i>Theme 3: We Can also See beyond Our Own Community</i> – Indicators and targets 35 – <i>Theme 4: We Are a Responsible Company and a Great Workplace</i> – Indicators and targets
	2-25 Processes to remediate negative impacts	35 – <i>Theme 4: We Are a Responsible Company and a Great Workplace</i> – Indicators and targets
	2-26 Mechanisms for seeking advice and raising concerns	<a href="https://uniogen.com/whistleblowing-channel/">https://uniogen.com/whistleblowing-channel/</a>
	2-27 Compliance with laws and regulations	<i>No instances of non-compliance with laws and regulations</i>
	2-28 Membership associations	<a href="https://uniogen.com/sustainability/governance/">https://uniogen.com/sustainability/governance/</a>
	2-29 Approach to stakeholder engagement	22 – Stakeholders and the Sustainable Development Goals 31 – <i>Theme 3: We Can also See beyond Our Own Community</i>
	2-30 Collective bargaining agreements	<i>Uniogen belongs to the Employer Association of Finnish Technology Industries and adheres to the collective agreements of the technology industry in employment relationships</i>

GRI STANDARD	DISCLOSURE	LOCATION / ADDITIONAL INFORMATION
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	21 – Materiality Analysis 22 – Stakeholders and the Sustainable Development Goals
	3-2 List of material topics	21 – Materiality Analysis 22 – Stakeholders and the Sustainable Development Goals
	3-3 Management of material topics	25 – <i>Theme 1: Health and Safety</i> – Indicators and targets 29 – <i>Theme 2: Sustainable Production and the Circular Economy</i> – Indicators and targets 32 – <i>Theme 3: We Can also See beyond Our Own Community</i> – Indicators and targets 35 – <i>Theme 4: We Are a Responsible Company and a Great Workplace</i> – Indicators and targets
<b>GRI 201: Economic Performance 2016</b>	201-1 Direct economic value generated and distributed	13 – Suppliers, Distributors, Sales Channels, and End Users 14 – Economic Impact
	201-2 Financial implications and other risks and opportunities due to climate change	21 – Materiality Analysis <i>A risk assessment based on climate risks has not yet been done</i>
<b>GRI 203: Indirect Economic Impacts 2016</b>	203-2 Significant indirect economic impacts	14 – Economic Impact
<b>GRI 204: Procurement Practices 2016</b>	204-1 Proportion of spending on local suppliers	13 – Suppliers, Distributors, Sales Channels, and End Users
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption	<i>Data unavailable / Not reported</i>
	205-2 Communication and training about anti-corruption policies and procedures	<a href="https://uniogen.com/sustainability/governance/">https://uniogen.com/sustainability/governance/</a>
	205-3 Confirmed incidents of corruption and actions taken	<i>No reported incidents of corruption</i>
<b>GRI 206: Anti-competitive Behavior 2016</b>	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<i>No legal actions for anti-competitive behavior, anti-trust, and monopoly practices</i>
<b>GRI 207: Tax 2019</b>	207-1 Approach to tax	14 – Economic Impact
	207-4 Country-by-country reporting	14 – Economic Impact



GRI STANDARD	DISCLOSURE	LOCATION / ADDITIONAL INFORMATION
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	28 – <i>Theme 2: Sustainable Production and the Circular Economy</i>
	302-2 Energy consumption outside of the organization	28 – <i>Theme 2: Sustainable Production and the Circular Economy</i>
	302-3 Energy intensity	65.2 MWh / M€
	302-4 Reduction of energy consumption	29 – <i>Theme 2: Sustainable Production and the Circular Economy – Indicators and targets</i>
	302-5 Reductions in energy requirements of products and services	<a href="https://uniogen.com/sustainability/environment/">https://uniogen.com/sustainability/environment/</a>
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	28 – <i>Theme 2: Sustainable Production and the Circular Economy</i>
	305-2 Energy indirect (Scope 2) GHG emissions	28 – <i>Theme 2: Sustainable Production and the Circular Economy</i>
	305-3 Other indirect (Scope 3) GHG emissions	28 – <i>Theme 2: Sustainable Production and the Circular Economy</i>
	305-4 GHG emissions intensity	28 – <i>Theme 2: Sustainable Production and the Circular Economy</i>
	305-5 Reduction of GHG emissions	29 – <i>Theme 2: Sustainable Production and the Circular Economy – Indicators and targets</i>
	305-6 Emissions of ozone-depleting substances (ODS)	<i>Uniogen does not use ozone-depleting substances</i>
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	28 – <i>Theme 2: Sustainable Production and the Circular Economy</i>
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1 New suppliers that were screened using environmental criteria	31 – <i>Theme 3: We Can also See beyond Our Own Community</i>
	308-2 Negative environmental impacts in the supply chain and actions taken	31 – <i>Theme 3: We Can also See beyond Our Own Community</i>
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	31 – <i>Theme 3: We Can also See beyond Our Own Community</i> 35 – <i>Theme 4: We Are a Responsible Company and a Great Workplace – Indicators and targets</i>
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	17 – Employee Engagement and Remuneration
	401-3 Parental leave	<a href="https://uniogen.com/sustainability/social/">https://uniogen.com/sustainability/social/</a>

GRI STANDARD	DISCLOSURE	LOCATION / ADDITIONAL INFORMATION
<b>GRI 402: Labor/Management Relations 2016</b>	402-1 Minimum notice periods regarding operational changes	<i>Unio gen follows the practices defined by Finnish legislation</i>
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	23 – Sustainability Management
	403-2 Hazard identification, risk assessment, and incident investigation	34 – <i>Theme 4: We Are a Responsible Company and a Great Workplace</i> <a href="https://unio gen.com/sustainability/social/">https://unio gen.com/sustainability/social/</a>
	403-3 Occupational health services	<a href="https://unio gen.com/sustainability/social/">https://unio gen.com/sustainability/social/</a>
	403-4 Worker participation, consultation, and communication on occupational health and safety	<a href="https://unio gen.com/sustainability/social/">https://unio gen.com/sustainability/social/</a>
	403-5 Worker training on occupational health and safety	34 – <i>Theme 4: We Are a Responsible Company and a Great Workplace</i>
	403-6 Promotion of worker health	35 – <i>Theme 4: We Are a Responsible Company and a Great Workplace – Indicators and targets</i> <a href="https://unio gen.com/sustainability/social/">https://unio gen.com/sustainability/social/</a>
	403-9 Work-related injuries	<a href="https://unio gen.com/sustainability/social/">https://unio gen.com/sustainability/social/</a>
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	34 – <i>Theme 4: We Are a Responsible Company and a Great Workplace</i>
	404-2 Programs for upgrading employee skills and transition assistance programs	34 – <i>Theme 4: We Are a Responsible Company and a Great Workplace</i>
	404-3 Percentage of employees receiving regular performance and career development reviews	35 – <i>Theme 4: We Are a Responsible Company and a Great Workplace – Indicators and targets</i>
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	8 – A Workday at Unio gen 15 – Board of Directors and Management Team
	405-2 Ratio of basic salary and remuneration of women to men	8 – A Workday at Unio gen
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	<i>No reported incidents of discrimination</i>



GRI STANDARD	DISCLOSURE	LOCATION / ADDITIONAL INFORMATION
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	31 – <i>Theme 3: We Can also See beyond Our Own Community</i>
<b>GRI 408: Child Labor 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labor	31 – <i>Theme 3: We Can also See beyond Our Own Community</i>
<b>GRI 409: Forced or Compulsory Labor 2016</b>	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	31 – <i>Theme 3: We Can also See beyond Our Own Community</i>
<b>GRI 413: Local Communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs	31 – <i>Theme 3: We Can also See beyond Our Own Community</i>
<b>GRI 414: Supplier Social Assessment 2016</b>	414-1 New suppliers that were screened using social criteria	31 – <i>Theme 3: We Can also See beyond Our Own Community</i>
	414-2 Negative social impacts in the supply chain and actions taken	31 – <i>Theme 3: We Can also See beyond Our Own Community</i>
<b>GRI 415: Public Policy 2016</b>	415-1 Political contributions	<i>No cases of political contributions</i>
<b>GRI 416: Customer Health and Safety 2016</b>	416-1 Assessment of the health and safety impacts of product and service categories	24 – <i>Theme 1: Health and Safety</i>
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	<i>No reported incidents</i>
<b>GRI 417: Marketing and Labeling 2016</b>	417-1 Requirements for product and service information and labeling	24 – <i>Theme 1: Health and Safety</i>
	417-2 Incidents of non-compliance concerning product and service information and labeling	<i>No incidents of non-compliance</i>
	417-3 Incidents of non-compliance concerning marketing communications	<i>No incidents of non-compliance</i>
<b>GRI 418: Customer Privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	<i>No reported complaints</i>