



Sustainability Report

2024

unigen

Contents

PART 1

CEO’s Greetings	
Content and Scope of the Report	
Uniogen in Brief	
Values	
A Workday at Uniogen	
Business Overview and Future Prospects	
Products, Services and Partnerships	
Suppliers, Distributors, Sales Channels, and End Users	
Economic Impact	
Board of Directors and Management Team	
Ownership	
Employee Engagement and Remuneration	

PART 2

4	Sustainability Themes and Objectives	17
5	Materiality Analysis	18
6	Stakeholders and the Sustainable Development Goals	19
7	Sustainability Management	20
8	<i>Theme 1: Health and Safety</i>	21
9	<i>CASE 1: New and improved single mode plate reader family</i>	23
10	<i>Theme 2: Sustainable Production and the Circular Economy</i>	24
11	<i>CASE 2: Spotlight on carbon footprint for microplate reader</i>	26
12	<i>Theme 3: We Can also See beyond Our Own Community</i>	27
13	<i>CASE 3: Collaboration with Educational Institutions</i>	29
14	<i>Theme 4: We Are a Responsible Company and a Great Workplace</i>	30
15		

Part 1

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CEO's Greetings

Over the past year, Uniogen has continued to make meaningful progress in our Environmental, Social, and Governance (ESG) journey – deepening our commitment to transforming lives by providing tools to early, accurate, and accessible cancer detection.

As a pioneer in the in vitro diagnostics industry, our mission extends beyond scientific innovation; it is rooted in the ethical responsibility to serve patients, healthcare providers, and communities with trust and transparency.

We have made a strategic decision to focus our new development program on early cancer detection. Early cancer detection has the power to save lives, reduce the burden on healthcare systems, and bring peace of mind to millions. Guided by this purpose, we have advanced our technology platforms. In 2024 we achieved a critical milestone by starting to offer our Ovarian cancer test innovation for research use. To further validate the performance of our assay, we initiated interesting new collaboration possibilities, e.g. by participating in AMPlify program coordinated by Business Finland and Mayo Clinic. In the coming years we will complete the registration process for the ovarian cancer test to be utilized in clinical setting – to the benefit of the patients.

Throughout the year, we have deepened our focus on sustainability, strengthened our governance practices, and continued to foster a respectful and safe workplace for our most important resource; capable and committed employees. We have continued to provide comprehensive CDMO services with focus on enhancing the quality, efficiency and transparency guided by a clear purpose: to serve and delight our customers with dedication, innovation, and care. Our passion to offer the best possible service to our customers is demonstrated by once again excellent Net Promoter Score, improving to 71 in 2024. For this I would like to express my gratitude both to our customers and to our employees.

Looking forward, we continue to lead with science-based innovations, act with integrity, and innovate responsibly. By aligning our sustainability efforts with business strategy, we are not only building a stronger company – we are creating a healthier future.

We at Uniogen hope you enjoy exploring the highlights of the 2024 Sustainability Report.

Ilari Antila

Content and Scope of the Report

This is Uniogen’s third Sustainability Report, which continues the company’s ESG reporting around themes that are significant to the company. In December 2024, European Union published the VSME (voluntary sustainability reporting standards for small and medium-sized enterprises). Uniogen is in the process to align its reporting practices with the VSME standard, with the goal of fully adopting the standard for ESG reporting in the coming years.

The content of the report is similar to that of the previous years. The first part provides a brief introduction to the company, to its values and operations, and to the future prospects. The second part focuses on Uniogen sustainability program, including its commitments and objectives, along with the description of materiality analysis. This is followed by a more detailed presentation of the selected sustainability themes, outlining their objectives and the progress.

The reporting period is January 1 – December 31, 2024.
The report has not been verified.

The report has been published in English as PDF document (May 2025).

The sustainability report of 2025 will be published in the spring of 2026.

Contact persons in matters related to reporting:

Miro Marttila
miro.marttila@uniogen.com

Maria Lahti
maria.lahti@uniogen.com



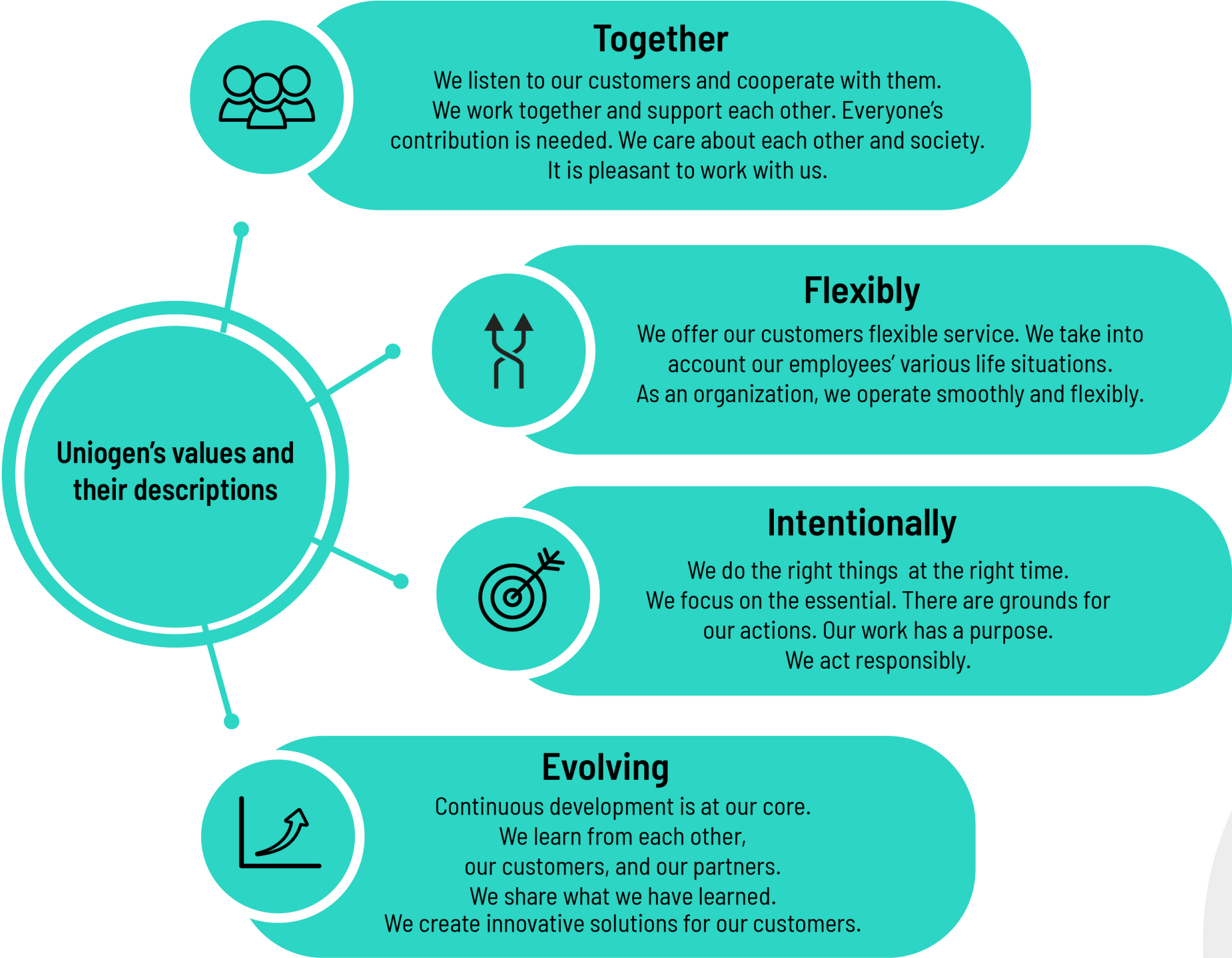
Uniogen Oy is a pioneering Finnish company in the field of *in vitro* diagnostics (IVD). The company was formed by the merger of three long-standing Turku-based companies. Thus, Uniogen became a comprehensive diagnostics player in development, manufacturing and commercialization of diagnostic systems, tests, instruments and technologies:

- Specialist and innovator in high sensitivity immunoassays and antibody testing, detection technologies, laboratory instruments and diagnostic readers
- Frontrunner in molecular testing and rapid PCR tests

- Uniogen head office and all functions are located in Turku, Finland
- The company employs around 80 diagnostics specialists and multidisciplinary health technology professionals
- Uniogen manufactures products which are used worldwide

Business Focus

1. Established CDMO and OEM partnerships with long-term US and European corporate customers in instruments and cancer diagnostics
2. Product development for early detection of cancer
3. Product development for next generation systems



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.

A WORKDAY AT UNIOGEN

Salary of women is
99 %
of the salary of men

79
EMPLOYEES

2400
VACATION DAYS

71
NPS

WORKING REMOTELY



15

COFFEE CONSUMED



0.8 kg

COFFEE MILK CONSUMED



3.8 l

EMISSIONS GENERATED:
Commuting and business travel



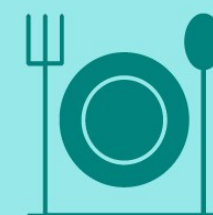
0.3 t

ELECTRICITY CONSUMED



1.1 MWh

Uniogen provided



218 €

worth of lunch, exercise, cultural, and wellness benefits every workday

EMPLOYEES COMMUTE BY



36



21



10

EMPLOYER-PROVIDED
BICYCLES

20

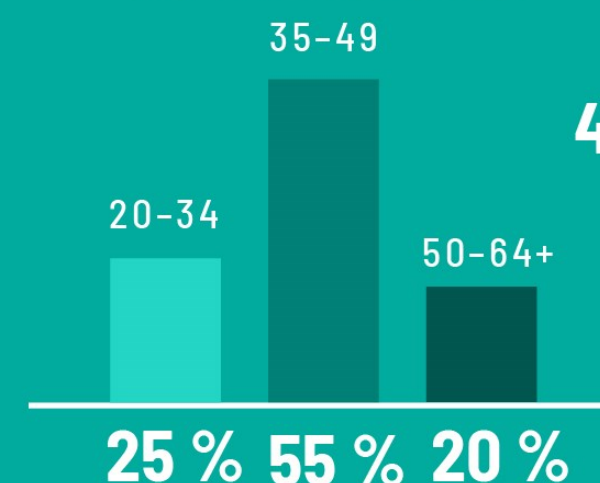


SHIPMENTS SENT WEEKLY



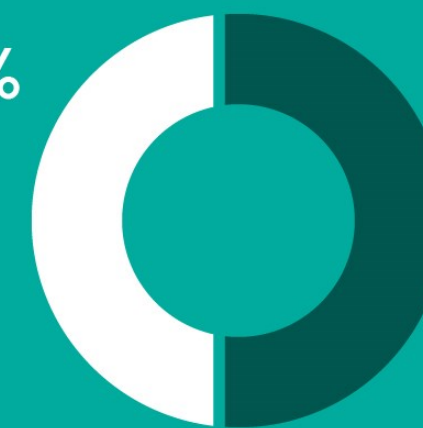
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AGE DISTRIBUTION



44 %

WOMEN/MEN



56 %

Business Overview and Future Prospects

In vitro diagnostics (IVD) 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. 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 business is supported by well-established long-term partnerships in development and manufacturing of life science instruments and reagents for leading IVD corporations and research institutions. For more than ten years, Uniogen has been a reliable partner for its life sciences and cancer diagnostics contract customers with the products company has developed and continues to manufacture. Now, Uniogen is investing heavily in development and commercialization of new innovations and products to the global *in vitro* diagnostic market.

Our mission is to offer a better life with advanced diagnostics

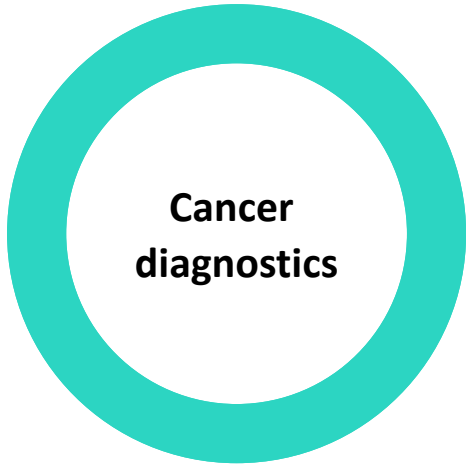
By 2030, Uniogen aims to be a well-known supplier and partner for cancer diagnostics. The aging population increases the likelihood of cancer, and older people are also more susceptible to serious infections. Increase in the number of cancer cases also drives the growth and development of cancer diagnostics 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.

Investment
in Growth &
Partnerships
2024-2026

- Ovarian cancer assay available for research use intended for Early Cancer Detection
- Investment in new products and systems based on existing and new intellectual property rights and key competencies adding value to business partners
- Achieving the sustainability goals and enabling sustainable growth

Growth through
new products,
partnerships
and licensing
2027-2028

- Early Ovarian Cancer Detection in clinical use
- A larger portfolio of early cancer detection assays under development
- New IVD, technology licensing and OEM partnerships
- Extended existing long-term partnerships
- Initiatives launched to advance carbon neutrality



Unique immunoassays for early and timely cancer detection, available for research use.

Patented technology improves the sensitivity and specificity for earlier detection of cancer.

Nanoparticle labels utilized on Uniogen tests provide superior sensitivity – Ovarian cancer assay available for research use.

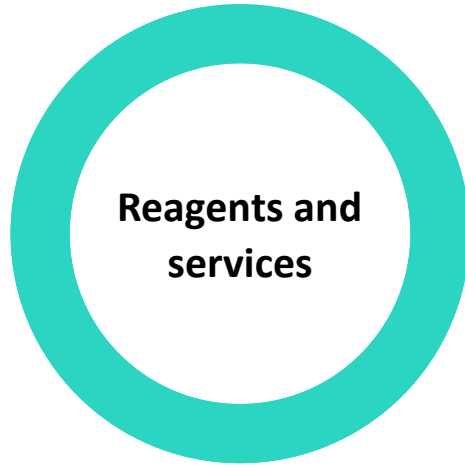
Cancer test reagents to corporate customers.



Upcon technology uniquely enables high sensitivity and superior performance for immunoassays, point-of-care, and various other life science applications such as microscopy, imaging and microfluidics.

Total solution for rapid tests with Upcon™ particles and test reader.

Easy-to-use, robust software and instruments, stable and brightly luminescent reagents, and technical support.

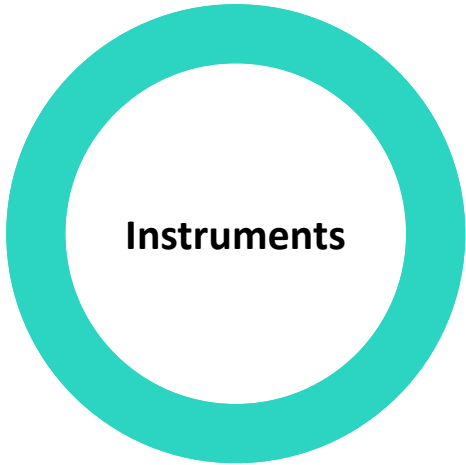


Comprehensive range of ready-to-use reagents and components, as well as development services for immunoassays and molecular diagnostics.

All components and services produced under the ISO 13485 standard, according to customer needs.

Comprehensive CDMO services – from innovation and R&D to manufacturing.

Technology licensing.



Cost efficient development and manufacturing of modular readers to corporate customers.

Available measurement techniques include upconversion (Upcon™), time-resolved fluorescence (TRF), fluorescence, luminescence, and absorbance.

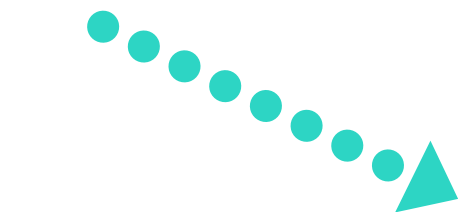
Comprehensive OEM services – from innovation and R&D to manufacturing.

Technology licensing.

Suppliers, Distributors, Sales Channels and End Users

Purchases 45%, services 48%, and procurement of product development 7%

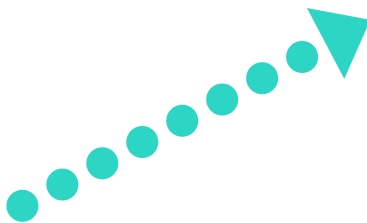
From Finland
EUR 3.6 million



From EU
EUR 0.6 million



Rest of the world
EUR 0.2 million



Total sales
EUR 5.2 million



Customers by region:

Finland	33%
EU	37%
Rest of the world	30%

Sales by region:

To Finland	EUR 0.8 million
To EU	EUR 0.8 million
To the rest of the world	EUR 3.7 million

Sales by customer group:

Distributors	EUR 0.6 million
Industrial partners	EUR 4.5 million
Others	EUR 0.1 million

Economic Impact

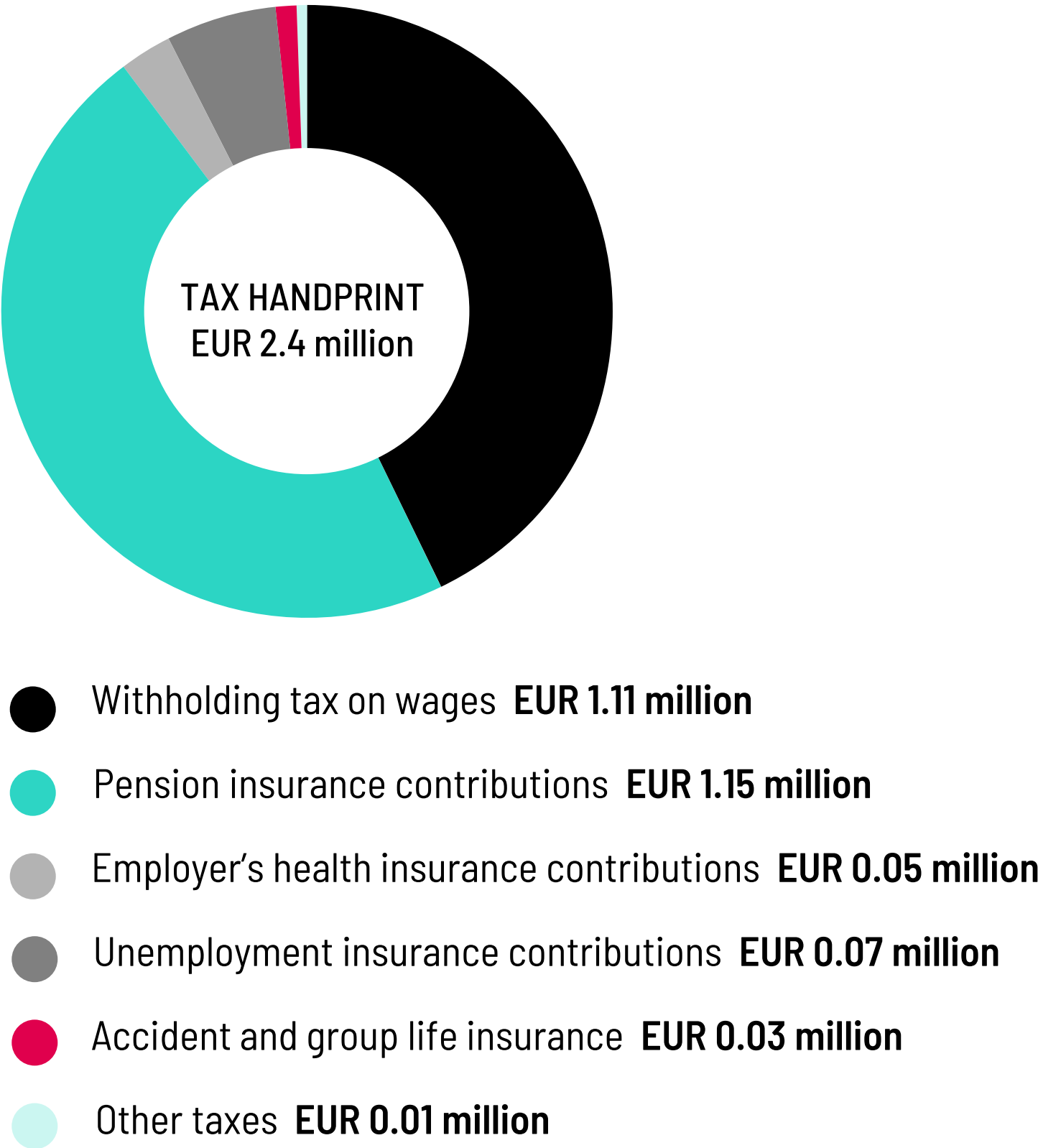
The revenue of Uniogen in 2024 was EUR 5.2 million. The company targeted to maintain the revenue on previous year’s level. Driven by the challenging market situation of the contract manufacturing customers and by further dropping COVID-19 testing volumes in infectious diseases, the revenue decreased 26% compared to the previous year.

In accordance with the strategy, the company continued significant investments in product development, especially in development aiming at early cancer detection and in development of a novel point-of-care testing platform. As a result of investments in product development, EBITDA for 2024 recorded an expected loss of EUR 3.6 million (2023 EBITDA loss of EUR 3.4 million), as the lower-than-expected sales were compensated with cost adjustments.

Tax Handprint

We support the development of society and services by paying taxes and providing jobs. In 2024, Uniogen had an average of 89 employees (person-years), and personnel costs amounted to approximately EUR 5.4 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



Ida Erling

Head of Production



Leena Kokko

Head of Oncology
Head of Sales & Marketing



Salla Laine

Head of Product Development – Chemistry



Riitta Talvenlahti

Head of People and Culture



Pauli Salmelainen

Head of Product Development – Instruments



Miro Marttila

CFO



Ilari Antila

CEO

Board of Directors



Yvonne Mårtensson

Board Member



Else Beth Trautner

Board Member



Johan Kronberg

Board Member



Timo Lövgren

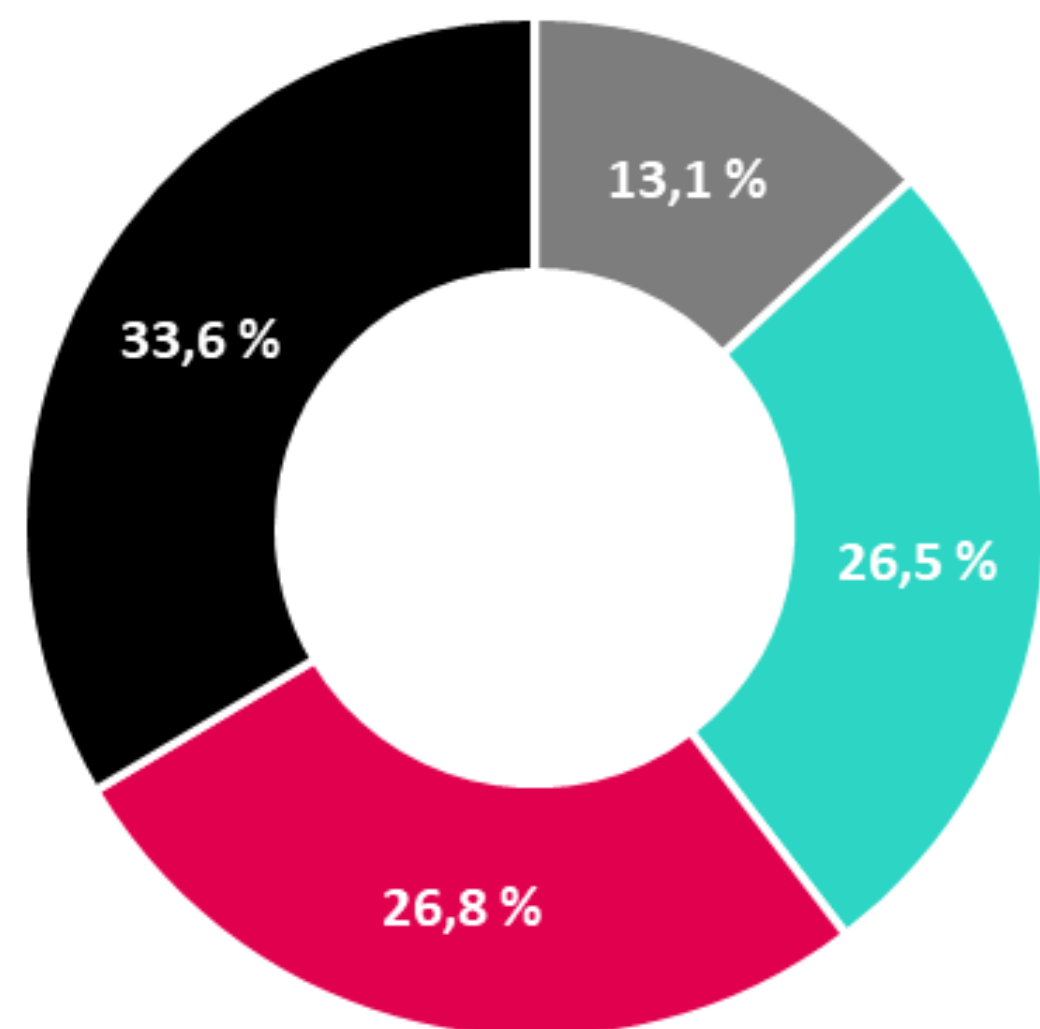
Vice Chair



Tomi Numminen

Chair

Ownership



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

At the end of the fiscal year, the total number of shares in the company was 35 100 650. Additionally, based on the option rights, maximum of 2 575 373 new shares can be issued to be subscribed:

- 2 375 202 option rights are part of the company's share-based incentive scheme and of which around 90% are allocated to management and personnel.
- 200 535 option rights are related to the financing round of March 2024.

Employee Engagement and Remuneration

A key element in ensuring employee engagement is remuneration; both monetary and non-monetary. At Uniogen, they are based on company values.

As a means of long-term commitment, Uniogen has an option program covering the entire personnel, as well as a personnel fund. Uniogen has strong personnel ownership, which contributes to long-term commitment and company values.

Yearly defined short-term incentive programs cover the entire staff. Employees have the possibility to reserve the performance bonus distributed from the programs into a personnel fund.

As in previous years, in 2024 we provided employees with comprehensive occupational health services. Bicycle, 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.

Our employees' work-life balance; having proper possibilities to focus on personal life as much as on work, is important for us as a company. In 2024, our flexible hybrid work set up continued. In teams and roles where remote work is possible, remote working arrangements can be agreed on a weekly basis directly with own people manager. We also have flexible working hours, working hours bank and a possibility to exchange holiday bonuses for days off. In addition, the staff was offered additional paid leave for Christmas holidays.

Part 2

uniogen

Sustainability Themes and Objectives

Uniogen 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 dialogue 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






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



Uniogen has 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 have 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.

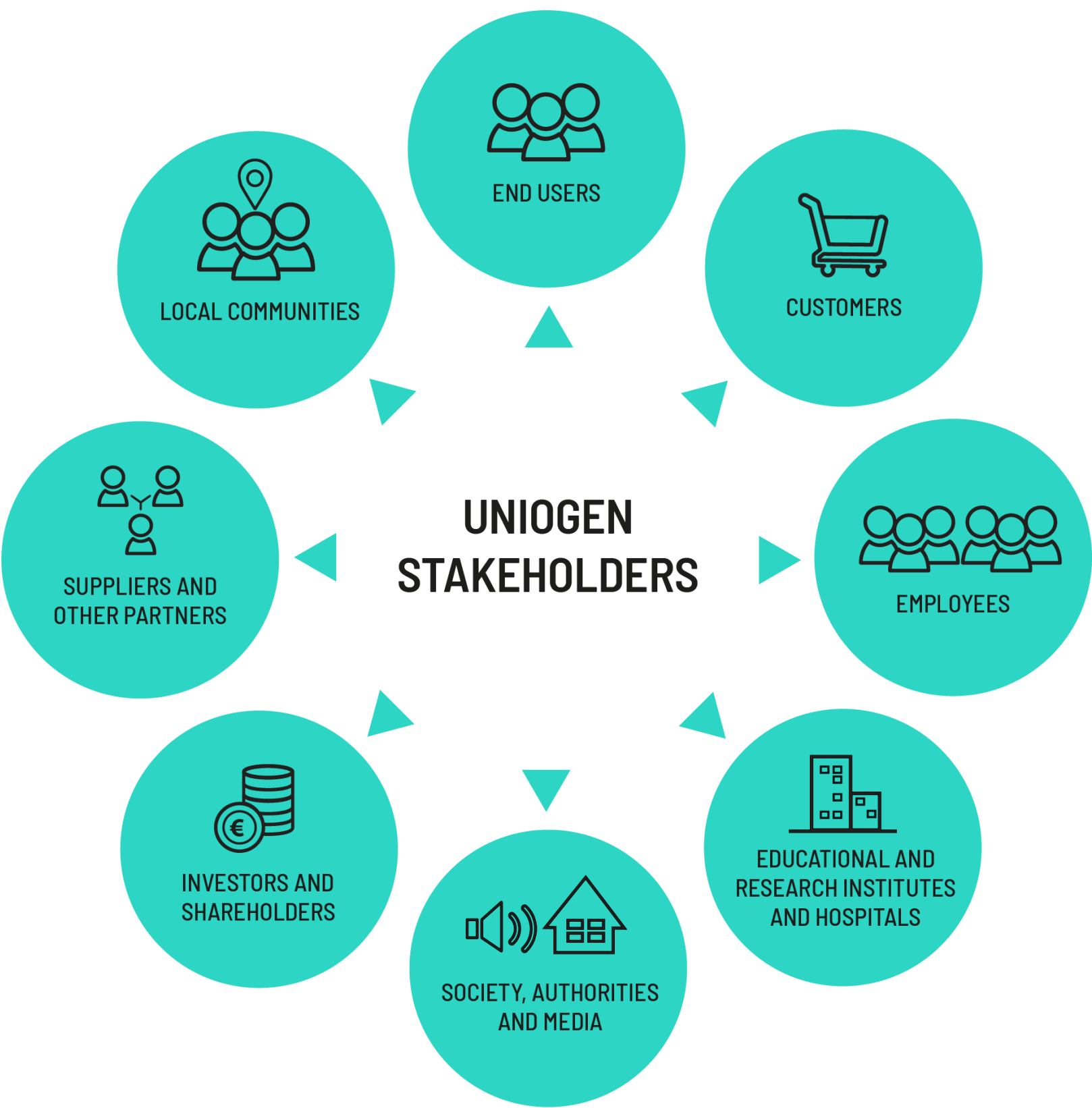
- Personnel
- Customers
- Society

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

Stakeholders and the Sustainable Development Goals

UnioGen’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 UnioGen’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 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. Uniogen Code of Conduct can be found on our website.

It is our priority that the 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 certification. 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. The final decisions on sustainability measures are made by Uniogen's Board of Directors.

Uniogen's mission is to offer a better life with advanced diagnostics, and to do so more and more sustainably. To make safe and high-quality products sustainably, special attention must be paid to their design, production and materials through the products' whole life-cycle. Uniogen has an ISO 13485 certificate, and the implementation of ISO 27001 and ISO 14001 standards is being planned.

Single QMS

The company has been working purposefully to integrate the quality management systems of the three previous companies. During the year 2024, the integration of the quality management systems made a significant leap when the company's main processes were documented at the company-wide level.

Funding

Company enables its research and development activities with funding from three main sources. Firstly, company has solid base business inherited from the legacy companies, and the cash flow from current business – especially from large corporate OEM-customers – is reinvested in development projects.

Secondly, in the spring 2024 company prepared a financing round to secure its capabilities to proceed with the development projects and on the other hand to optimize its working capital. Total of EUR 2.8 million of funds were raised in the share issue.

Thirdly, Uniogen has received public grants for its development projects. In 2024 grants accounted EUR 1.2 million in total, driven by two grant projects which were initiated already in 2023: project for the new point-of-care testing system and Into project to progress IPR initiatives.

Product development

In 2024, in accordance with the strategy, the company continued significant investments in product development, especially in development aiming at early cancer detection and in development of a novel point-of-care testing platform. Total R&D spend for the fiscal year was EUR 3.1 million (2023 R&D spend EUR 3.3 million).

In 2024, product development personnel costs accounted for 49% of all personnel costs (in 2022 the share was 47%). This reflects Uniogen's long-term strategic focus on product development and the desire to remain competitive in the market by offering innovative solutions also in the future. The development of new products is driven on one hand on company's target to commercialize new proprietary products and on the other hand to expand the co-operation with current and new CDMO customers.



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



Indicators and targets

Promoted issue	Long-term objectives	Short-term objectives	Period	2024 targets	2024 achievements and progress	2025 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"> Research projects are progressing on schedule, an industrial partner for the new point-of-care testing system is available, or alternatives are being explored 	<ul style="list-style-type: none"> OvCa test ready for RUO (research-use-only) use and solution is widely acknowledged by potential partners and customers The research project of a new point-of-care testing system is proceeding; valuable feedback received from potential partners and other stakeholders to update the plan for development phase. 	<ul style="list-style-type: none"> A sales target of 6 million euros for the current business. First revenues from our new ovarian cancer kit. Main development projects are progressing as planned and stakeholder interest is increasing.
<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"> NPS (Net promoter score) will remain above 50 points Less than 50 customer complaints Preparation of ISO 27001 and 14001 continues 	<ul style="list-style-type: none"> Excellent results from customer satisfaction survey: an NPS of 71 – the key quality objective of customer satisfaction was met Total of 56 customer complaints were received, slightly missing the target but amount decreasing compared to previous year 	<ul style="list-style-type: none"> NPS (Net Promoter Score) remains above 50 points. Number of customer complaints remains below 50. Continuous improvement of the quality management system with a total of 10 new or updated SOPs.

CASE 1

New single mode plate reader family

Uniogen is currently developing new and improved single mode plate reader family. With that, Uniogen aims to offer customers high quality plate readers with affordable price. The single mode plate reader family will be available for fluorescence, absorbance, luminescence, time-resolved fluorescence and Upcon technologies. A single mode plate reader is a cost-efficient choice for all users who do not need several different detection technologies in their reader.



Uniogen single mode plate readers are designed for early stage diagnostic tests with RUO (research-use-only) status, and for life science research. Single mode plate readers can also be made available for IVD customers in the future.

The single mode plate reader family is available to all customers, no matter if they need a single instrument or multiple OEM readers in their own brand colors.

Uniogen wants to develop and manufacture sustainable and environmentally friendly diagnostics devices and services. By enhancing sustainable ways of working, company is not only acting responsibly but is also gaining competitive advantage as customers are putting more and more value on ESG themes.

Carbon neutrality

Uniogen is aiming to be carbon neutral for its own emissions by 2030 (scope 1 and 2). A step towards the target was taken as the emissions from district heating decreased to half in 2024. However, in total the company’s Scope 2 emissions increased from 2023 due to purchased electricity, which was not carbon neutral. During 2025 Uniogen will focus on this with the electricity supplier to get back to decreasing trend towards to completely emission-free energy.



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



As a result of preparing to report aligned with new VSME standards, company is not calculating KPI for total Scope 3 emissions but is rather focused on initiating concrete actions to decrease emissions. In 2024, the focus on scope 3 emissions was on employee’s commuting and business travel. Emissions from commuting decreased by 30%, and the relative emission from commuting was decreased by 17%. With the same trend, also emissions from business travel decreased by 21%.

	Emission source	Emissions (t CO2e)	
		2023	2024
Scope 1	Direct Emissions ¹	0	0
Scope 2	Purchased electricity	6.4	71.3
Scope 2	District heating	6.4	3.3
Total		12.8	74.6
Relative to turnover (t CO2e / M€)		1.8	14.4

¹ Uniogen does not own buildings, vehicles or energy production.

Indicators and targets

Promoted issue	Long-term objectives	Short-term objectives	Period	2024 targets	2024 achievements and progress	2025 targets
<ul style="list-style-type: none"> Carbon neutrality 	<ul style="list-style-type: none"> Carbon neutrality for own emissions (Scopes 1 & 2) 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"> A third party approves Uniogen's carbon footprint calculation 	<ul style="list-style-type: none"> In accordance with preparing to implement reporting aligned with new VSME standards, KPIs were adjusted from calculations to more concrete actions 	<ul style="list-style-type: none"> To decrease scope 1 & 2 emissions compared to previous year Initiate the KPI for number of concrete actions to decrease emissions
<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 (Environmental Product Declaration) for equipment 	<ul style="list-style-type: none"> Medium 	<ul style="list-style-type: none"> Conducting a life-cycle assessment for at least one device or another product 	<ul style="list-style-type: none"> First version of "Life cycle assessment" calculation prepared and utilized to calculate carbon footprint for microplate reader (see case 3) 	<ul style="list-style-type: none"> Continue developing and defining the basis for life-cycle assessment Target first to get values for main items and then to decrease the value year over year
<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 	<ul style="list-style-type: none"> Halve the amount of combustible waste generated by our operations compared to the level in 2023 	<ul style="list-style-type: none"> Medium 	<ul style="list-style-type: none"> Continue to develop recycling at the Vajossuonkatu site 	<ul style="list-style-type: none"> Continuous development of recycling in place in all sites. Discussions with landlord in place to find solution to wider questions. 	<ul style="list-style-type: none"> As recycling facilities are in place, focus on enhancing further employee's mindset Workshop "Every sustainable action counts" to be arranged

CASE 2

Spotlight on carbon footprint for microplate reader – in co-operation with our OEM customer

Customers are more and more actively asking about the carbon footprint of the products they are purchasing. Customers not only expect transparency, but the smaller environmental footprint is actually affecting their purchase decisions. Demonstrating a lower carbon footprint can therefore be a meaningful competitive advantage and a sign of environmental responsibility.

For 2024 we had a target to conduct a life cycle assessment for at least one product. For the full life cycle assessment there are for sure still steps to take, but we started the process by calculating the carbon footprint for our microplate reader.

We calculated the carbon footprint for production of the instrument. In practice we analyzed the materials needed for the product and utilized the generally accepted CO₂ factors per category. In addition, we took into account the production facility related carbon footprint.



*picture generated by AI

The goal of carbon footprint is not just to produce numbers, but to drive smart design. In development and design of our products, we focus on reducing total weight, minimizing the number of components, using recyclable materials, and on choosing metals and plastics with lower embedded carbon. These efforts go hand-in-hand with sustainability and cost-efficiency.

We Can also See
beyond Our Own
Community

Theme
3

UnioGen operations affect not only our own employees but also the lives of many other people. In earlier years, UnioGen laid the foundation for responsible and ethical operations by introducing key internal policies and tools, including the UnioGen Code of Conduct, the Sustainability Policy, and the Business Partner Code of Conduct. These were designed to promote shared principles across all activities, support and protect those in need, and prevent misconduct. A public whistleblowing channel has been established in Dec 2023.

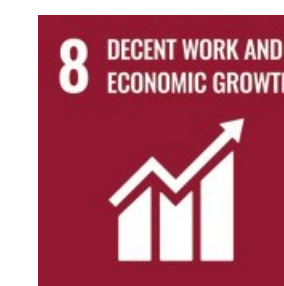
In 2024, company continued to integrate these policies into daily operations. Their development continues as part of our long-term commitment to responsible business practices. UnioGen aims to have majority of the company's business partners committed to the Business Partner Code of Conduct—or equivalent ethical standards—by 2026.

UnioGen as a customer and a manufacturer

UnioGen collaborates with a broad and diverse network of suppliers in Finland, across Europe and globally. These include suppliers delivering components worth of hundreds of thousands annually, as well as smaller partners providing for instance niche components for R&D purposes. We actively work to ensure alternative sources for all critical supply chains, perform supplier audits and are committed to understanding the ESG performance of our suppliers. UnioGen also maintains timely processing of supplier invoices as part of our responsible business practices.

Similarly, our customer base ranges from publicly listed OEM customers and global distributors to early-stage start-ups, and academic institutions. With all customers, customer satisfaction remains a top priority. With a Net Promoter Score (NPS) of 71, we are proud of the trust and satisfaction expressed by our customers. Reliability of our deliveries also reflects this commitment: in 2024, 96% of orders were shipped on or before the agreed delivery date.

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



Indicators and targets

Promoted issue	Long-term objectives	Short-term objectives	Period	2024 targets	2024 achievements and progress	2025 targets
<ul style="list-style-type: none"> Responsibility in the value chain 	<ul style="list-style-type: none"> Most of our suppliers are committed to the Business Partner Code of Conduct or a similar set of guidelines by the end of 2026 	<ul style="list-style-type: none"> We will deploy a Business Partner Code of Conduct Suppliers are identified/risk analysis is carried out based on responsibility 	<ul style="list-style-type: none"> Medium 	<ul style="list-style-type: none"> The first suppliers and distributors commit to Uniogen’s Business Partner Code of Conduct or similar policies First reviews of supplier sustainability 	<ul style="list-style-type: none"> Due to changes in business environment, in 2024 focus was on reviewing and realigning the supply chain to support future strategic objectives 	<ul style="list-style-type: none"> Key suppliers for cancer diagnostics portfolio defined, and process started to have mutual commitment to responsible practices To have alternative vendors for all the key components to secure responsible supply chain
<ul style="list-style-type: none"> Training cooperation 	<ul style="list-style-type: none"> Developing and maintaining established cooperation models 	<ul style="list-style-type: none"> Providing internships and standardizing employment relationships 	<ul style="list-style-type: none"> Medium 	<ul style="list-style-type: none"> Continue working closely with local educational and research institutions 	<ul style="list-style-type: none"> Uniogen proposed research topic related to Upcon technology in detection of Alzheimer’s disease and it was selected to be one of the topics in National Doctoral Education Pilot ImmunoDocs. Uniogen committed to provide reagents and scientific support to doctoral student. 	<ul style="list-style-type: none"> Continue working closely with local educational and research institutions e.g. by giving lectures and offering student topics for trainees
<ul style="list-style-type: none"> Local agency 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"> Continue planning the development of collaborative partnerships 	<ul style="list-style-type: none"> Close collaboration continued, especially with University of Turku; e.g. through reciprocal provision of products and services and having open scientific discussions. 	<ul style="list-style-type: none"> Participate in the activities of Women’s Health Hub Finland coordinated by Business Turku, which addresses current women’s health issues and provides innovative solution for women’s well-being

CASE 3

Collaboration with Educational Institutions

Uniogen team was part of the enthusiastic audience watching the dissertation ceremony of MSc Shruti Jain, when she successfully defended her PhD thesis "Novel Circulatory Biomarkers for Ovarian Cancer Diagnosis" against professor Steven J Skates, Associate Investigator, Biostatistics, in Massachusetts General Hospital and Associate Professor of Medicine in Harvard Medical School.

In his closing remarks, professor Skates stated: "There is a need for new, better, circulating cancer biomarkers, which are crucial for improving monitoring of therapy, differential diagnosis, early detection of recurrence, and the detection of minimal residual disease."

Uniogen has long collaboration with researchers and students from the University of Turku to develop cancer diagnostics. Uniogen has, for example, participated in the PoDoCo and inFlames projects and donated reagents for cancer detection research. Our goal is to commercialize diagnostic assays based on university research for early cancer detection, with ovarian cancer diagnostics being our flagship project.



Professor Steven J Skates, associate professor Janne Leivo and MSc Shruti Jain.

We Are a
Responsible
Company and a
Great Workplace



Building a Great Workplace

Working together as one team. Living up to our values every day. Empowering our people and leaders. Taking care of each other and everybody’s wellbeing. Focusing on our customers and the difference we make in the world. These are the main building blocks for Uniogen as a great place to work!

Together, as individuals

During 2024 we implemented regular 1:1’s with all employees and their people managers, enabling everyone the possibility to reflect, discuss, give and receive individual feedback.

Training

Uniogen offers the employees opportunities to develop and grow as professionals. In 2024, our staff participated in total of approximately 2400 hours of training, internal and external. During 2024, people managers started to have regular monthly meetings to learn and share together.

Collaboration

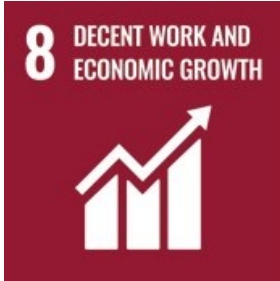
During 2024, we increased both the frequency and the variety of topics to discuss in our employee council and even created a new policy for managing workplace well-being together.

Digitalizing the ways we work

To enable smoother people processes and data management, we implemented the HR system at Uniogen.



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



Indicators and targets

Promoted issue	Long-term objectives	Short-term objectives	Period	2024 targets	2024 achievements and progress	2025 targets
• Ethical business	• Activities in accordance with the sustainability commitment	• Implementation of ethical practices and employee engagement	• Continuous	• Clear and understandable subpages will be created on Uniogen's website to transparently share Uniogen's sustainability work	• Web pages were created	• Review of Code of Conduct and respective practises
• 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	• New HR management system will be implemented for all personnel • Promoting equality in training	• HR system was implemented and trained to whole staff	• DEI (Diversity, equity, and inclusion) plan update and training to whole staff
• 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	• The employee survey results in an eNPS ² (Employee Net Promoter Score) of at least 50 • The LTIF (Lost Time Injury Frequency) accident frequency is 0 • Turnover remains below 7%	• Employee survey was postponed to 2025 • LTIF (Lost Time Injury Frequency) accident frequency was 0 • Voluntary turnover was 3.4%	• All health and safety targets achieved • Turnover remains below 7%
• Competent staff now and in the future	• Creating equal opportunities for all	• Support and training of supervisors	• Continuous	• Development discussions will be held with everyone during 2024 • A new training monitoring system will be implemented	• Development discussions were held with everyone and regular 1:1's were started • New training monitoring system was implemented	• Strategic competences are defined and development plan is made

uniogen
Diagnostics. **Together.**

