



Sustainability Report

2025

uniogen

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Content and Scope of the Report

You are reading Uniogen’s fourth Sustainability Report, continuing the company’s ESG reporting on topics that are most material to its business and stakeholders. Uniogen closely monitors the ongoing development of the Corporate Sustainability Reporting Directive (CSRD), the Sustainability Omnibus proposal, and the application of these frameworks to the Voluntary Sustainability Reporting Standard for Small and Medium-Sized Enterprises (VSME). The importance of ESG-related themes is increasingly evident in Uniogen’s day-to-day operations, and the company is progressively aligning its reporting practices with the VSME standard through a step-by-step approach.

The content of the report is similar to that of the previous years. The first part provides a brief introduction to the company and its operations. The second part focuses on Uniogen sustainability program and how it is derived from company’s values, including our commitments and objectives. 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, 2025.
The report has not been verified.

The report has been published in English as PDF document (May 2026).
The sustainability report of 2026 will be published in the spring of 2027.

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Part 1



uniogen



CEO's Greetings

During 2025, Uniogen has continued to advance its mission of enabling earlier and more accurate cancer detection while maintaining our ESG commitments. Our strategic focus has become increasingly focused: advancing the ovarian cancer test toward commercialization and clinical use while further strengthening our role as a trusted partner to corporate and SME customers through our CDMO and OEM services. I am pleased to see the tangible results of this focus throughout the year.

We have made significant progress towards the registration process of the ovarian cancer test, bringing us closer to the moment when it could benefit patients in clinical settings. Importantly, data from studies using our test have been published, demonstrating excellent potential.

At the same time, we have strengthened our position as a trusted partner in contract manufacturing and technology innovations. Our long-term partnerships with biotechnology companies and research groups demonstrate the versatility of our technologies and reflect our commitment to quality, innovation and trusted collaboration across the life sciences sector.

The strong customer dedication of our teams is reflected in the company's outstanding recent Net Promoter Score of 80, a result made possible by both our valued customers and our highly skilled, committed employees. As we move forward, we continue to integrate responsible innovation, strong governance and sustainable operations into our business, ensuring that scientific progress, long-term value creation and ESG principles advance together. This enables us to build sustainable business success while contributing to a healthier future.

I invite you to explore the highlights of our 2025 sustainability efforts and progress.

Ilari Antila

UnioGen in Brief and Future Prospects



UnioGen is a pioneering Finnish *in vitro* diagnostics (IVD) company formed through the merger of three established Turku-based diagnostics businesses. Today, UnioGen is a comprehensive diagnostics player, **covering development, manufacturing, and commercialization** of diagnostic systems, tests, instruments, software and technologies. The company is recognized for its expertise in high-sensitivity immunoassays, antibody testing, detection technologies, laboratory instruments, and diagnostic readers, as well as its leadership in molecular testing and rapid PCR solutions.

Building on Finland's strong health technology ecosystem and long-term partnerships with leading IVD companies and research institutions, UnioGen has been a trusted development and manufacturing partner for life sciences and cancer diagnostics for over a decade. Looking ahead, UnioGen continues to invest strongly in innovation and global commercialization, guided by its mission to promote healthier lives through advanced diagnostics. By 2030, the company aims to become a recognized supplier and partner in cancer diagnostics, helping address unmet needs in early and effective cancer detection.

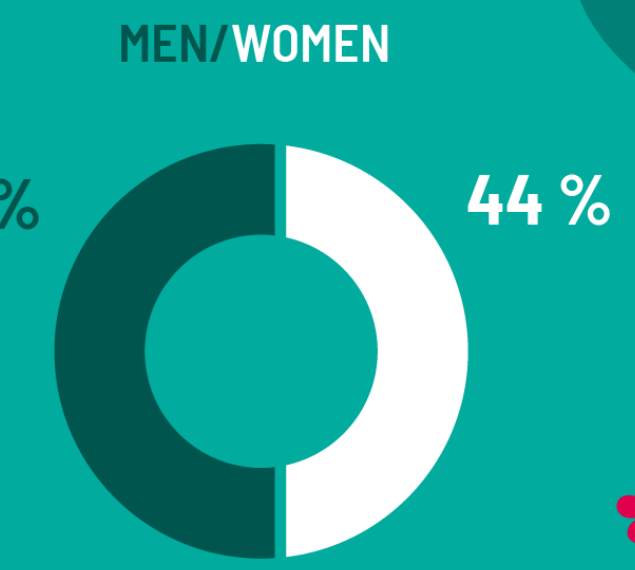
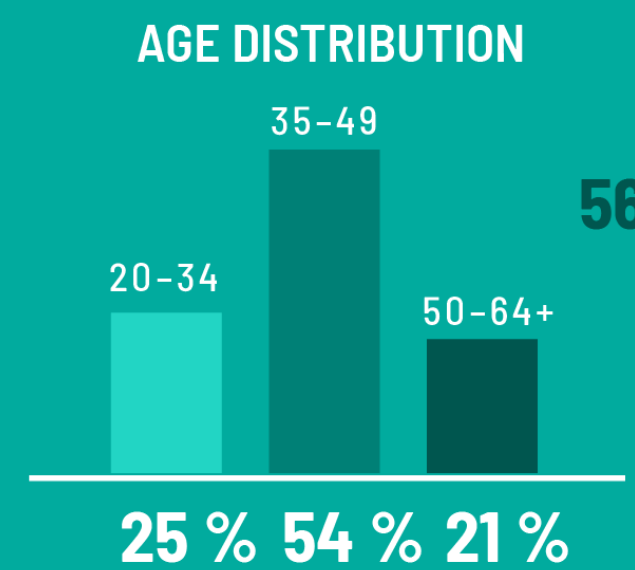
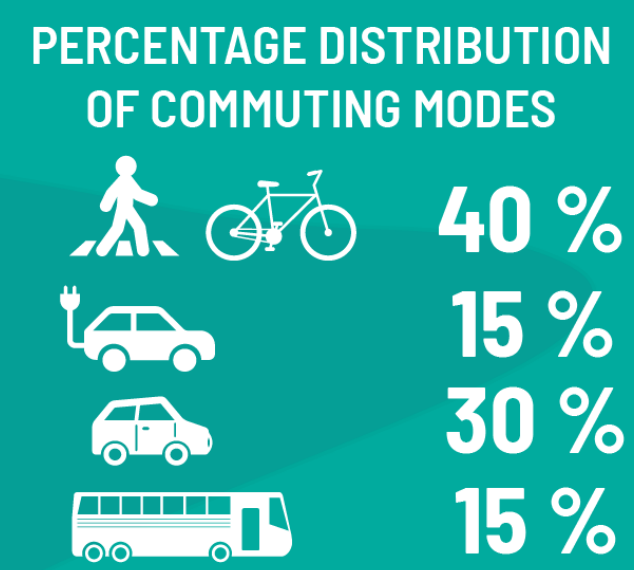
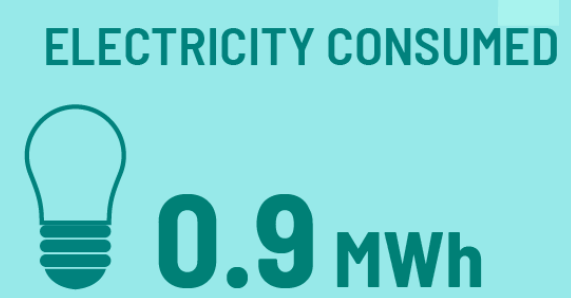
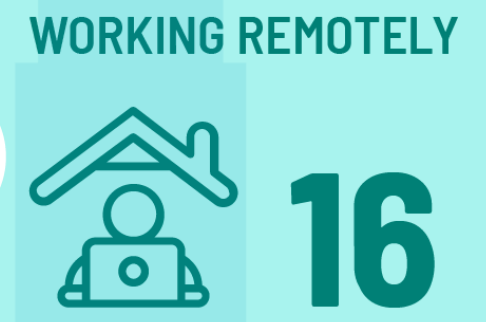
- UnioGen head office and all functions are located **in Turku, Finland**
- The company **employs around 75** diagnostics specialists and multidisciplinary health technology professionals
- UnioGen manufactures products which are **used worldwide**

Business Focus

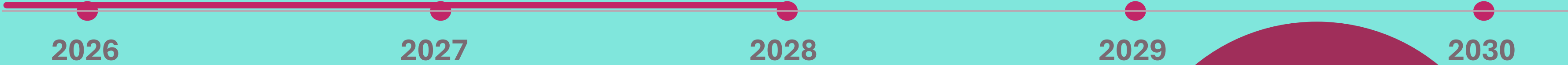
1. Product development for early cancer detection
2. Trusted CDMO partner of listed global corporations (NYSE, Nasdaq, Tokyo Stock Exchange, Euronext Paris)



A WORKDAY AT UNIOGEN



Strategic Objectives – Desired oncology partner & trusted CDMO* service provider



Scalable growth through investments

Investment in new products, customers and partnerships
2026-2027

Improving and renewing

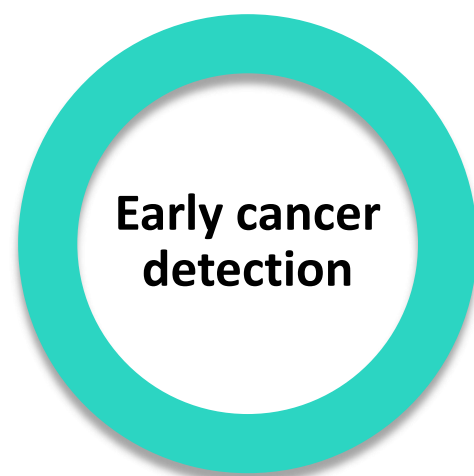
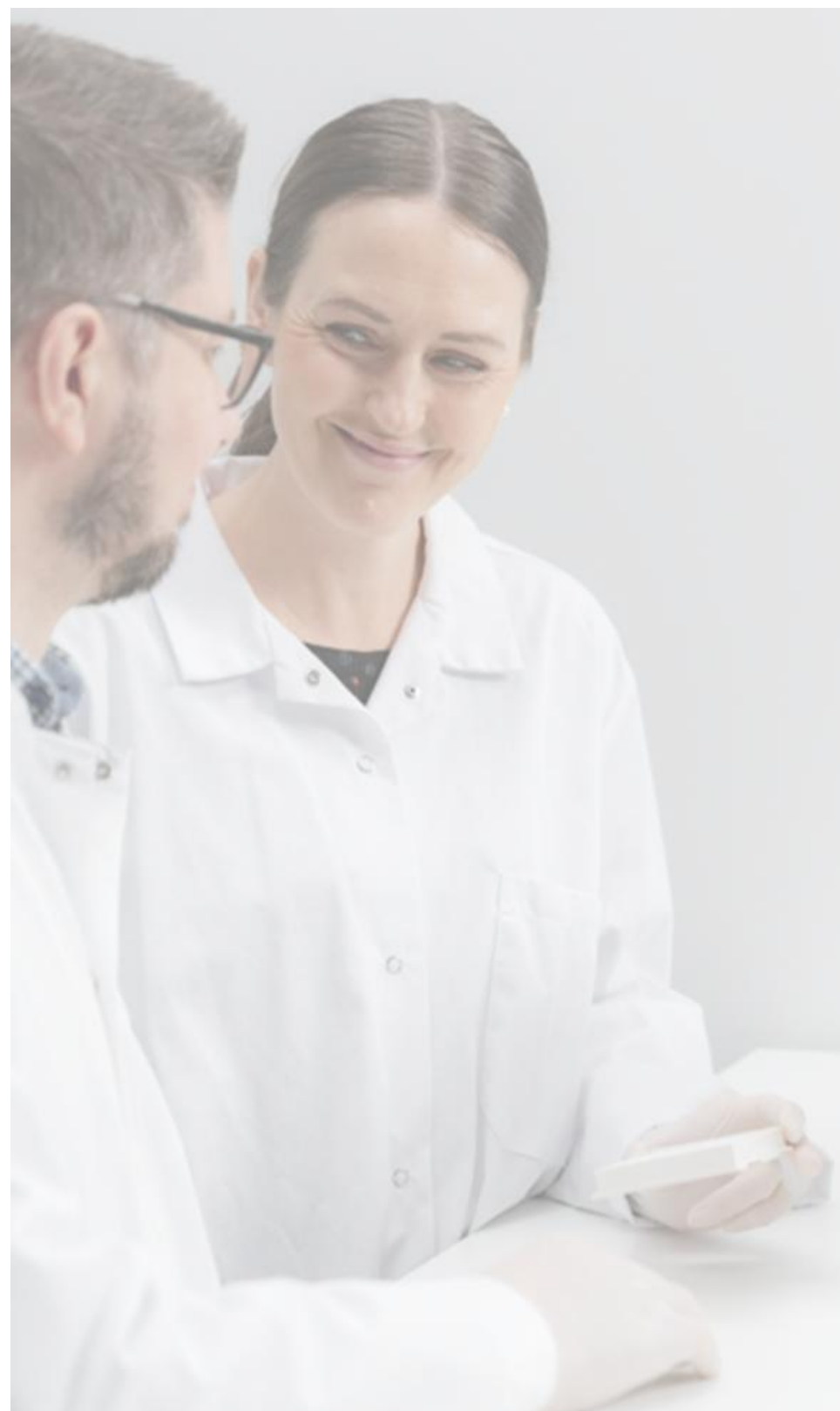
Oncology and CDMO growth through new partnerships and licensing
2028-2030

Registration, licensing and commercialization of Ovarian Cancer Assay
*Current and new strategic partnerships**

Competences, new capabilities, products and services as a basis for growth

*CDMO – Contract Development & Manufacturing Organization services

Products, Services and Partnerships



Early cancer detection

Proprietary glycovariant-based immunoassays under development for early and timely cancer diagnosis

Comprehensive early cancer detection portfolio in R&D
– GLYVAR Ovarian assays available for research use



Reagents and services

Unique combination of market-proven expertise in clinical diagnostics and life sciences

All components and services under the ISO 13485 standard.



CDMO services

Contract development and manufacturing services

Established long-term industrial IVD partnerships



Upcon® detection technology



Immunoassays



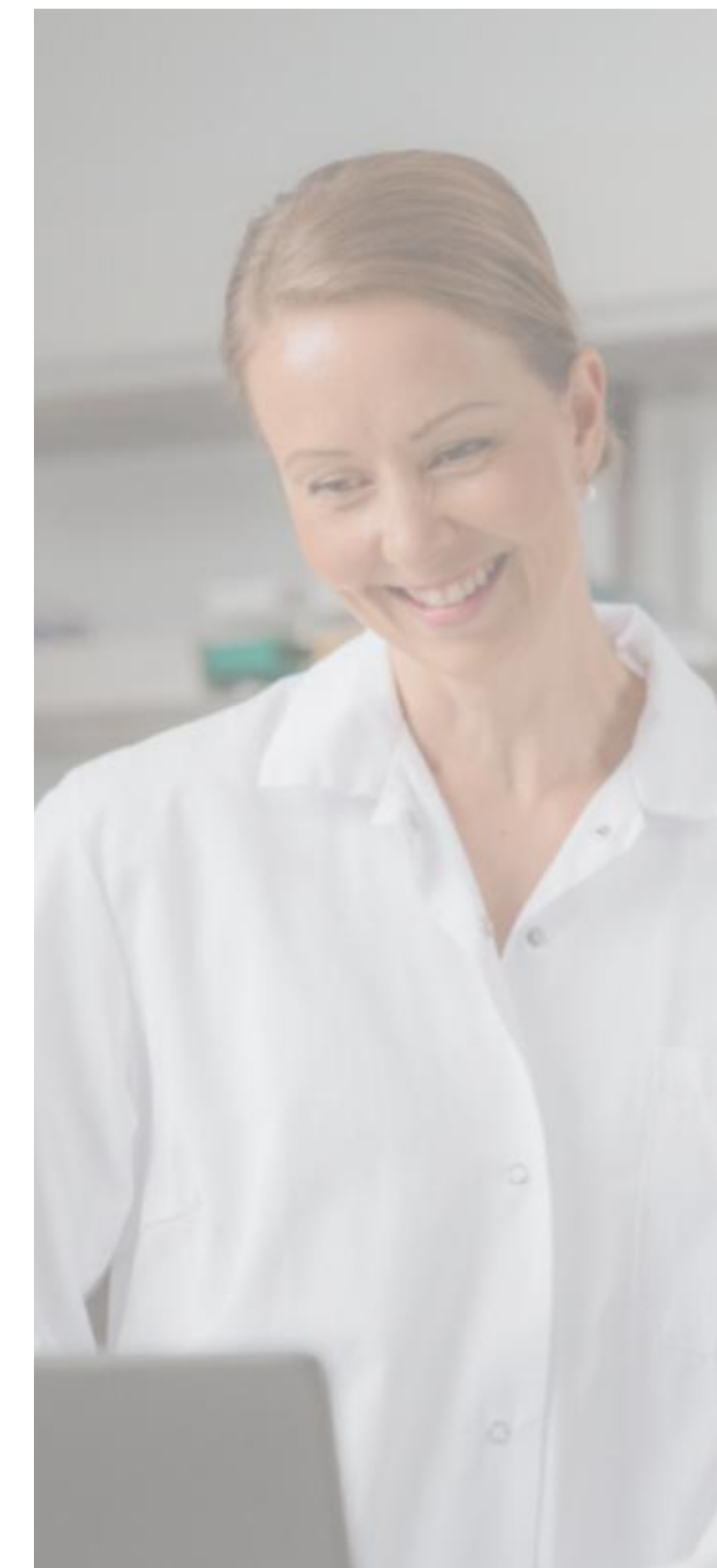
Life science instrumentation



Molecular testing



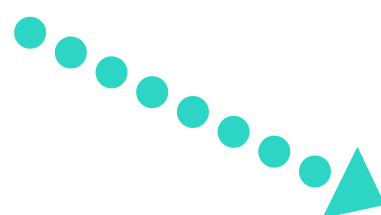
Technology licensing



Suppliers, Distributors, Sales Channels and End Users

Purchases 50%, services 41%,
procurement of product development 9%

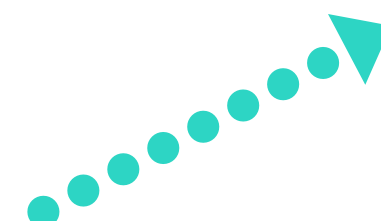
From Finland
EUR 2.9 million



From EU
EUR 0.7 million



Rest of the world
EUR 0.2 million



Total sales
EUR 4.6 million



Customers by region:

Finland	26%
EU	46%
Rest of the world	28%

Sales by region:

To Finland	EUR 0.5 million
To EU	EUR 0.6 million
To the rest of the world	EUR 3.5 million

Sales by customer group:

Distributors	EUR 0.2 million
Industrial partners	EUR 4.3 million
Others	EUR 0.1 million

Economic Impact

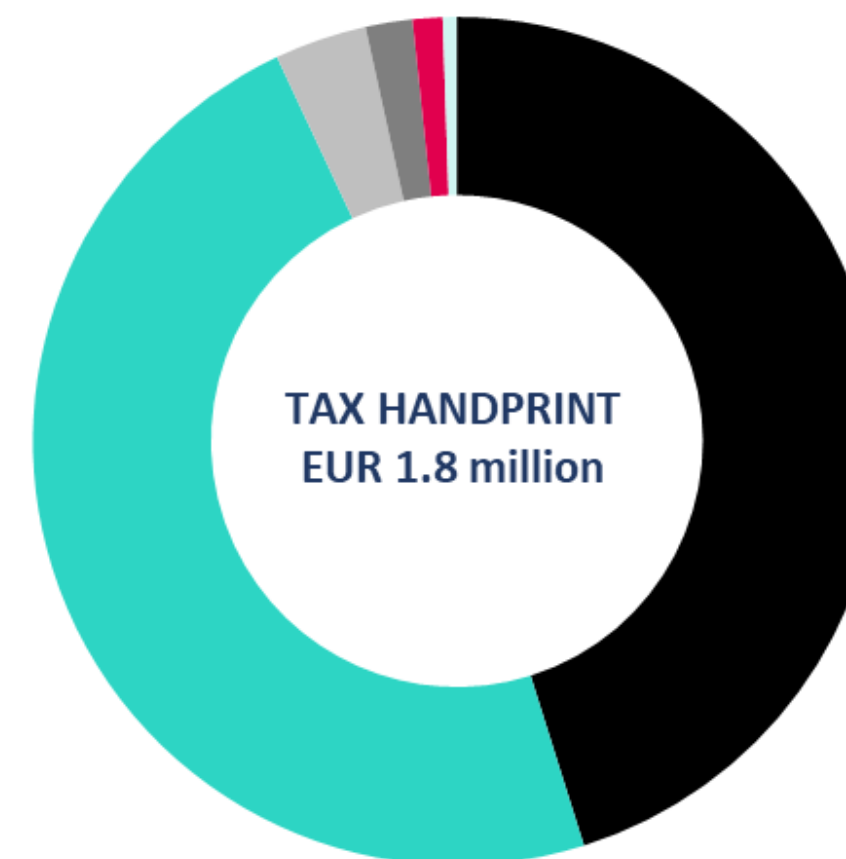
The revenue of Uniogen in 2025 was 4.6M€ (2024: 5.2M€). In 2025, the company recognized its first significant license income based on intangible rights. The company also signed one new major customer agreement during the financial year and another immediately after the year-end. However, these achievements only partially compensated for the decline in sales from discontinued infectious disease diagnostics, and for certain contract manufacturing customers' lower-than-normal orders in the fourth quarter.

In 2025, in accordance with the strategy, the company continued significant product development investments, with a flagship project focusing on the early diagnosis of ovarian cancer. Research and development expenses for the financial year totaled 2.7M€ (2024: 3.1M€). As a result of investments in product development, the 2025 EBITDA ended at the budgeted level of -2.0M€ (2024: loss of -3.6M€).

Tax Handprint

We support the development of society and services by paying taxes and providing jobs. In 2025, Uniogen had an average of 72 employees (FTEs), and personnel costs amounted to approximately EUR 4.0 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.



- Withholding tax on wages **EUR 0.80 million**
- Pension insurance contributions **EUR 0.84 million**
- Employer's health insurance contributions **EUR 0.06 million**
- Unemployment insurance contributions **EUR 0.03 million**
- Accident and group life insurance **EUR 0.02 million**
- Other taxes **EUR 0.01 million**

Board of Directors and Management Team

Management Team



Leena Kokko

Head of Oncology
Head of Sales &
Marketing



Salla Laine

Head of R&D



Riitta Talvenlahti

Head of
People and Culture



Pauli Salmelainen

CTO



Miro Marttila

CFO



Ilari Antila

CEO

Board of Directors



Yvonne Mårtensson

Board Member



Else Beth Trautner

Board Member



Johan Kronberg

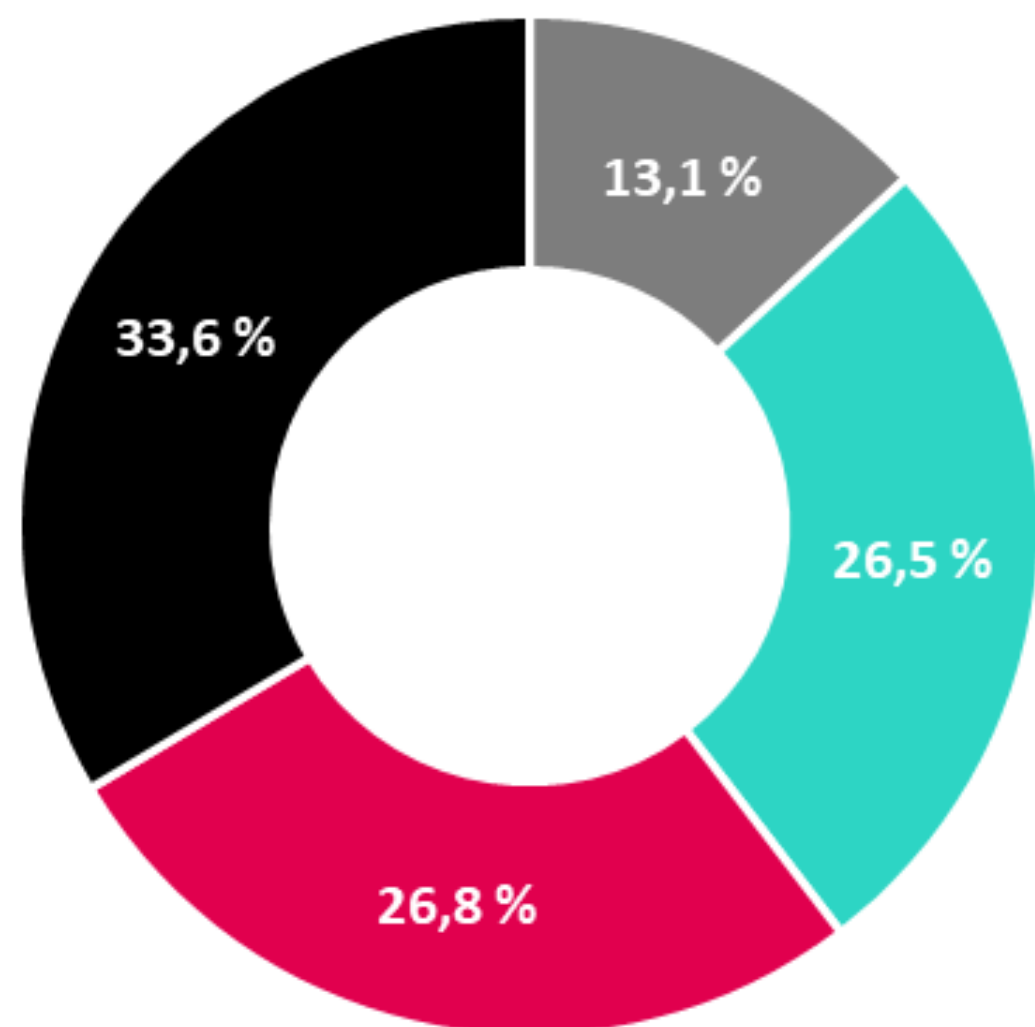
Board Member



Timo Lövgren

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, of which around 90% are allocated to management and personnel.
- 200 535 option rights are related to the financing round of March 2024.

Remuneration – some highlights in 2025

One of the key drivers of employee engagement is total compensation - both monetary and non-monetary - at Uniogen, aligned with our company values.

To support long-term commitment, Uniogen offers an employee-wide share option program and a personnel fund, strengthening employee ownership and connection to the company's success. Annual short-term incentive programs also cover all employees, with the option to allocate bonuses to the personnel fund.

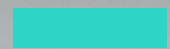
In 2025, we continued to provide comprehensive occupational health services and expanded them to include regular health check-ups for all employees. In addition, we offer a broad range of benefits, including lunch, exercise, culture, wellbeing, and bicycle benefits, as well as extensive leisure-time accident insurance.

Supporting work-life balance is a priority for us. Our flexible hybrid work model continued in 2025, with remote work arrangements agreed with managers where applicable. We also offer flexible working hours, a working time bank, and the option to exchange holiday bonuses for additional time off.

In 2025, we developed and implemented structured salary systems across all three employee groups. Union representatives and people managers also received training to support the rollout.

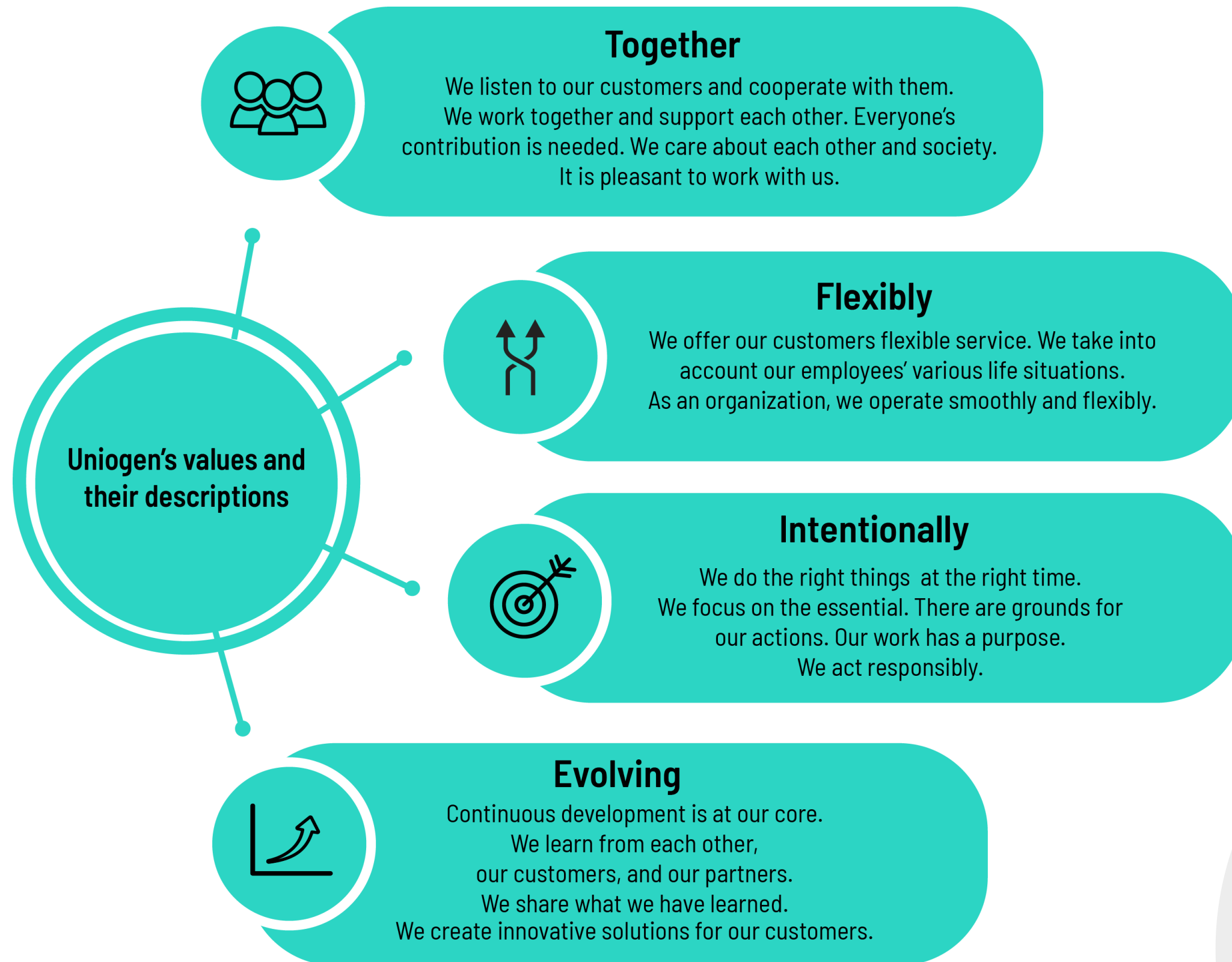
We introduced a company-wide pay policy to increase transparency, clearly outlining how salaries are determined and how employees can influence their own development. With comprehensive salary data across all employee groups, we are better equipped to make informed decisions around pay equity and competitiveness and are well prepared for the EU Pay Transparency Directive.

Part 2



uniogen

Values That Drive What Matters Most



Sustainability journey of Uniogen begins with a strong cultural foundation. Our values were co-created with our entire organization and guide how we work, collaborate, and create impact. These shared values form a continuous thread from everyday decision-making to long-term strategy.

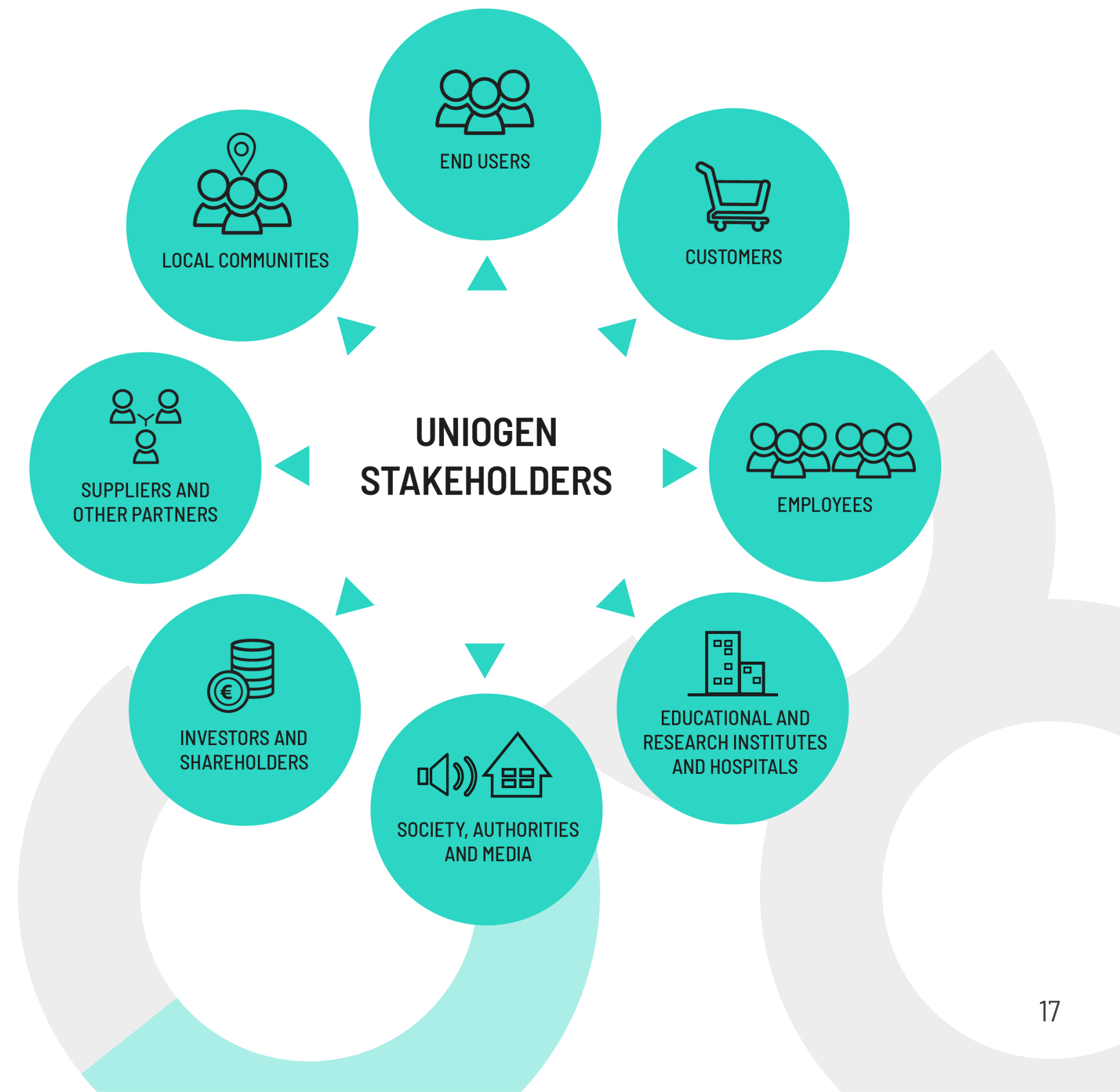
Building on this foundation, Uniogen conducted a comprehensive materiality analysis to define what truly matters for our business and society. By combining stakeholder expectations, value chain insights, and the principle of double materiality, we identified the sustainability topics where we can create the greatest positive impact—today and in the future.

Co-Creating Impact with Our Stakeholders

Sustainability at Uniogen is not managed in isolation—it is built through active collaboration with stakeholders across our value chain. Customers, end users, employees, owners, partners, and society all play a role in shaping our priorities.

We actively engage stakeholders through surveys and dialogue to understand expectations and align our sustainability work with the most relevant UN Sustainable Development Goals. Our ethical framework, anchored in the Uniogen Code of Conduct, guides responsible behavior across business operations, procurement, and partnerships, ensuring shared standards for social and environmental responsibility.


Sustainability governance is embedded throughout the organization, supported by ISO 13485 certified management systems, ESG-informed risk management, and Board-level oversight—ensuring transparency, accountability, and long-term resilience.



Sustainability Themes and Objectives

Uniogen’s most relevant sustainability themes and objectives are defined through a structured, value-chain-driven process aligned with the UN Sustainable Development Goals. Developed collaboratively with management, specialists, and the Board, these themes reflect both our business impact and stakeholder expectations.

Importantly, sustainability at Uniogen is a continuum. While we regularly review the relevance of our themes in a changing world, we are committed to long-term consistency and tracking progress year over year to enable meaningful development, learning, and measurable impact. By staying focused while evolving intentionally, Uniogen ensures that sustainability remains an integrated, strategic, and forward-looking part of how we grow our business responsibly.



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



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



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 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

Uniogen’s mission is to offer a better life with advanced diagnostics, and to do so more and more sustainably. In 2025, Uniogen divested its infectious diseases business following post-COVID market decline, sharpening its strategic focus on being the desired partner in oncology and trusted CDMO service provider.

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 maintains ISO 13485 certification, additionally FDA readiness and related regulatory requirements and potential implementation of ISO 27001 and ISO 14001 are continuously reviewed to determine the appropriate scope and timing of adoption.

Single QMS

The company has purposefully advanced the integration of its quality management systems, culminating in 2025 with the full consolidation of the three legacy systems into a unified QMS, including the harmonization of all standard operating procedures into company-wide documented procedures.

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 CDMO-customers – is reinvested in development projects.

Secondly, the company is actively seeking private funding to secure development investments and to enable broader R&D and sales promotion efforts. This includes €2.8M in equity raised in 2024 and a €0.9M convertible loan secured in 2025, serving as a bridge toward a planned larger funding round within the next three years.

Thirdly, Uniogen has received public funding for its development projects. In 2025 two grant-funded projects were finalized delivering the defined objectives. As a continuation, Business Finland granted the company a development loan aimed at obtaining regulatory approval and commercialization of the ovarian cancer test, as well as for expanding the oncology portfolio.

Product development

In 2025, in accordance with the strategy, the company continued significant product development investments, with a flagship project focusing on early diagnosis of ovarian cancer. Research and development expenses for the financial year totaled 2.7M€ (2024: 3.1M€).

In 2025, product development personnel costs accounted for 54% of all personnel costs (in 2024 the share was 49%). 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	2025 targets	2025 achievements and progress	2026 targets
<ul style="list-style-type: none"> To produce products and services that promote global health 	<ul style="list-style-type: none"> To be desired oncology partner & trusted CDMO service provider 	<ul style="list-style-type: none"> To drive sales growth by expanding the portfolio of new products, productized services, and the customer base. 	<ul style="list-style-type: none"> Long 	<ul style="list-style-type: none"> A sales target of 6 million euros for the current business. First revenues from new ovarian cancer assay kit for research use. Main development projects are progressing as planned and stakeholder interest is increasing. 	<ul style="list-style-type: none"> Sales reached 4.7M€ falling 1.3M€ below target. Positive contributions included new CDMO contracts and the first significant royalty income; however, these were insufficient to offset lower-than-expected sales from two significant customers. No revenues from ovarian cancer assay kit recorded in 2025. Market interest was evident, with quotations issued but initial sales are anticipated only in 2026. Oncology program in strategic focus, with a sharpened road-to-market plan. Stakeholder confidence strengthened, evidenced by the Business Finland development loan granted for the registration and commercialization. 	<ul style="list-style-type: none"> A sales target of 5M€ for the current business. First revenues from our new ovarian cancer assay kit for research use. Development project progressing as planned, focus especially on clinical performance and automation development milestones.
<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) 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. 	<ul style="list-style-type: none"> Excellent results from customer satisfaction survey: an NPS of 80 – the key quality objective of customer satisfaction was met. Total of 46 customer complaints were received, meeting the target and showing decreasing trend. Total of 13 new and updated SOPs in 2025 provided basis for the single QMS. 	<ul style="list-style-type: none"> NPS (Net Promoter Score) remains at a strong level, as it has been in previous years. Number of customer complaints remains below 50. QMS prepared for IVDR compliance.

CASE 1

Ovarian cancer – silent killer of women

Detecting ovarian cancer remains a major clinical challenge because the disease often develops without clear or specific early symptoms.

Many patients experience only vague signs—such as bloating or abdominal discomfort. Absence of clear symptoms together with suboptimal diagnostic tests leads to diagnosis at advanced stages of cancer when treatment outcomes are significantly poorer.

Globally over 300 000 women are diagnosed and over 200 000 women are dying from ovarian cancer every year.

Uniogen is addressing this gap with its GLYVAR® Ovarian test (RUO). Unlike conventional methods that measure only the amount of the CA-125 protein, GLYVAR analyzes cancer-specific glycan (sugar) structures attached to the protein, enabling more precise identification of malignant changes.

The goal is to enable earlier and more accurate detection of the most common and most dangerous subtype of ovarian cancer. GLYVAR aims to shift ovarian cancer diagnosis toward earlier stages, where treatment is more effective and survival rates are higher.

The test is currently available for research use only (RUO), and efforts are ongoing to obtain approval for clinical use.

Sustainable Development and Environmental Responsibility

Uniogen develops and manufactures sustainable and environmentally friendly diagnostic products and services. The systematic development of sustainable operating practices supports responsible business and strengthens the company’s competitiveness, as customers and stakeholders increasingly emphasize ESG-related themes.

Carbon Neutrality

Uniogen aims to achieve carbon neutrality for its own emissions by 2030 (Scope 1 and 2). A significant step toward this goal was taken in 2025, when the company transitioned to electricity generated from carbon dioxide-free energy sources. A significant reduction of over 65% in the district heating producer’s specific emissions directly supports the decrease in our heating-related emissions and advances the achievement of our climate targets.

As a result, emissions from purchased electricity were reduced, and the company’s Scope 2 emissions decreased almost by 50% compared to 2024.

During 2025, Uniogen continued to improve energy efficiency and systematically develop emission reduction measures to ensure emissions remain on a downward trajectory toward its carbon neutrality target. At the same time, the company has continuously sought to better understand and account for its overall environmental footprint, in 2025 expanded its emissions review to include for instance emissions arising from hotel stays.

Artificial intelligence is utilized in carbon footprint calculation, and its potential applications are continuously assessed as part of goal-driven development.



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



	Emission source	Emissions (t CO2e)		
		2023	2024	2025
Scope 1	Direct Emissions ¹	0	0	0
Scope 2	Purchased electricity	6.4	71.3	36,3
Scope 2	District heating	6.4	3.3	1,1
	Total	12.8	74.6	37,4
	Relative to turnover (t CO2e / M€)	1.8	14.4	8,2

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

Indicators and targets

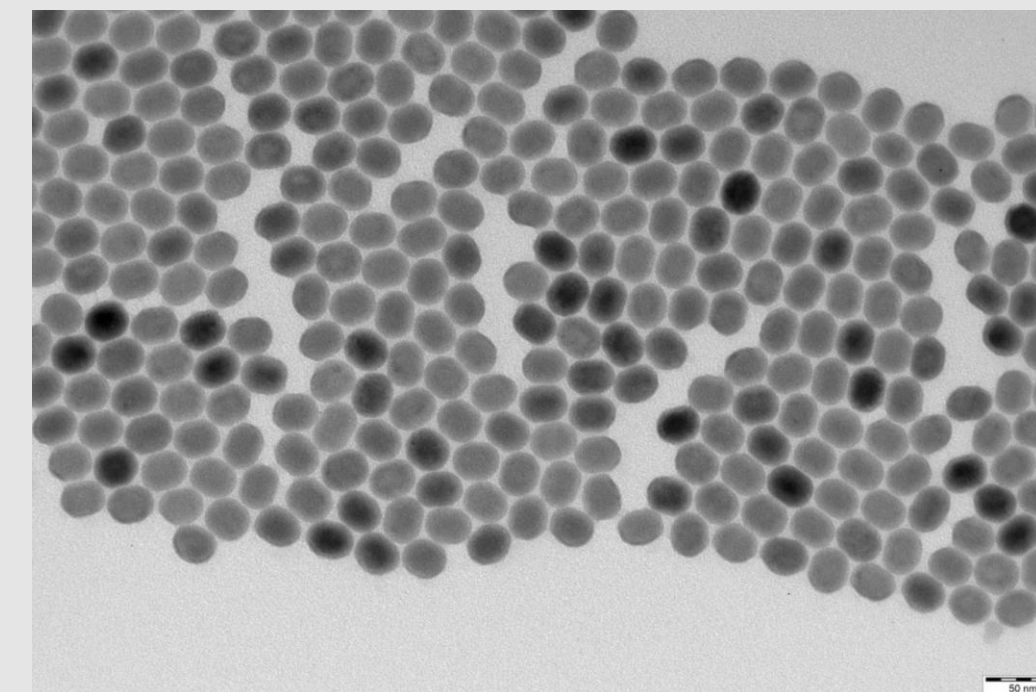
Promoted issue	Long-term objectives	Short-term objectives	Period	2025 targets	2025 achievements and progress	2026 targets
<ul style="list-style-type: none"> Carbon neutrality 	<ul style="list-style-type: none"> Carbon neutrality for own emissions (Scopes 1 & 2) Reduction of indirect emissions (Scope 3) 	<ul style="list-style-type: none"> Sustainable procurement Purchased electricity 100 % emission-free Calculate the carbon footprint of our top products 	<ul style="list-style-type: none"> Long 	<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"> Emissions decreased 50% driven by transition to 100% renewable energy Although KPIs were not determined, concrete actions continued to decrease emissions (e.g. avoidance of single-use materials, re-cycling of the waste, encouragement to environmentally friendly transportation e.g. with employer provided bicycles) 	<ul style="list-style-type: none"> Further decrease scope 1 & 2 emissions Utilizing more and more AI in analyzing and improving carbon footprint Preparing practices for measuring and better understanding scope 3 emissions, supported by AI
<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"> 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"> SOP updated for R&D project providing stronger basis for managed process and well-justified decisions from a full lifecycle perspective New cancer diagnostic tests and next generation life science instruments identified as main items to make the difference in sustainability 	<ul style="list-style-type: none"> Strengthen the mindset of understanding the sustainability for the whole life cycle of the product from the beginning of development project To have sustainability theme clearly documented in the decisions for our top products, e.g. new cancer diagnostic tests and next generation life science instruments
<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"> As recycling facilities are in place, focus on further enhancing employees' mindsets Workshop "Every sustainable action counts" to be arranged 	<ul style="list-style-type: none"> Continuous development of recycling in place in all sites. Discussions with landlords in place to further improve recycling options. 	<ul style="list-style-type: none"> Following the waste amounts and setting targets for minimizing them

CASE 2

Customer Case: Shared Commitment to Sustainable Diagnostics

UnioGen supplies luminescent labels that enable an ultra-sensitive technology used by our customer in a point-of-care application in the healthcare sector. This customer case highlights our shared commitment to sustainable and responsible healthcare. Together with our customer, we focus on improving diagnostic efficiency in a way that supports both patient outcomes and responsible resource use. By bringing the testing near to the patient and by streamlining diagnostic workflows on-site of testing, the solution helps minimize the transport of samples within the emergency care and hospital environment.

At the same time, faster and more reliable diagnostics contribute to earlier clinical decision-making, improving patient safety and reducing the burden on healthcare professionals. Our collaboration also supports more equitable access to high-quality diagnostics by enabling consistent performance across different care settings.



Transparent collaboration is a key element of our partnership, with open communication throughout development, validation, and implementation. Both parties are committed to full regulatory compliance, ensuring that all solutions meet applicable healthcare regulations and standards. Quality and compliance are embedded in every stage of the process, from design and validation to deployment and continuous improvement. This shared focus on high-quality, validated solutions supports trust, patient safety, and long-term reliability in clinical use.

Overall, this collaboration demonstrates how innovation in diagnostics can support environmental responsibility, social impact, and strong governance, creating long-term value for patients, healthcare providers, and society.

We Can also See
beyond Our Own
Community

Theme
3

UnioGen recognizes that its operations impact not only employees but also a broader group of stakeholders. Over the past years, the company has established a strong foundation for responsible and ethical conduct through key frameworks, including the Code of Conduct, Sustainability Policy, and Business Partner Code of Conduct, supported by a public whistleblowing channel introduced in December 2023.

In 2025, the integration of these policies into daily operations progressed further, with continuous development as part of UnioGen’s long-term commitment to responsible business practices. The company remains on track toward its objective of securing commitment from the majority of its business partners to the Business Partner Code of Conduct or equivalent standards in coming years. Implementation is being progressed pragmatically, while recognizing that larger counterparties often maintain their own codes of conduct. In parallel, adherence to the Business Partner Code of Conduct is systematically assessed in the onboarding of new partners, with particular emphasis on partnerships within the new oncology business.

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 companies and global CDMO customers to early-stage start-ups and academic institutions. With all customers, customer satisfaction remains a top priority. With a Net Promoter Score (NPS) of 80, we are proud of the trust and satisfaction expressed by our customers. Reliability of our deliveries also reflects this commitment: in 2025, 92% (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	2025 targets	2025 achievements and progress	2026 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"> 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"> First RUO product in cancer diagnostics portfolio available and most of the key suppliers identified; proceeding to have supply agreements in place as the volumes scale up Successful care in supply chain for divested infectious diseases business One supplier for key components faced challenges, showing the value of preparations for alternative vendors 	<ul style="list-style-type: none"> To proceed with further agreements with key suppliers in oncology business for scaling up volumes To strengthen the mindset to include purchase department even earlier in research projects for evaluating 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 e.g. by giving lectures and offering student topics for trainees 	<ul style="list-style-type: none"> A lecture was delivered in the Applications of Photonics course at the University of Eastern Finland. The course aims to provide MSc (Eng.) students with a practical understanding of various photonics applications. Doctoral researcher Risto Jokinen, whose research topic was provided by Uniogen and funded by InFlames Research Flagship, shared his initial results during BioCity Symposium 	<ul style="list-style-type: none"> Provide at least 3 thesis topics for students Actively support co-research and co-innovation initiatives with research institutions by participating in at least 2 collaborative programs and contributing in-kind funding, such as expertise, equipment, or facilities, to promote knowledge exchange and innovation.
<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"> 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 	<ul style="list-style-type: none"> Uniogen was one of the founding members of Women's Health Hub and present in opening event in November 2025 Active participation to HealthTech Finland organized regulation working committee events, which provided valuable information on e.g. medical device industry and networking opportunities across the sector 	<ul style="list-style-type: none"> Participate in Women's Health Hub and inFlames, e.g. providing lectures/speakers for at least two organized events Participate in Health321 program and advance Nordic collaboration Participate in different regulation working committee events organized by HealthTech Finland

CASE 3

Women's Health Hub Finland

The Women's Health Hub Finland is a national initiative launched in 2024 to strengthen innovation in women's health and position Finland, and especially Turku region, as a global leader in the field. Coordinated by Business Turku, it brings together companies, universities, researchers, and public actors to address gaps in healthcare research and develop solutions across women's life stages. Uniogen was proud to be one of the founding members of this globally important initiative and has actively taken part of the events organized through the year.

At its core, the hub responds to a major gap in healthcare: although women make up over half of the population, only a very small share of research and innovation focuses specifically on women's health needs. It also aims to improve health equality and develop solutions to unmet medical needs while tapping into a large and growing global market for women's health technologies.

The hub promotes collaboration by creating a shared ecosystem where industry and academia work closely together. Through joint research projects, networking, and a "single entry point" for partners, it helps translate academic discoveries into practical healthcare solutions more efficiently.

Turku region is Europe's most significant and attractive hub for innovation in women's health

The Turku region is a leading centre for Finnish pharmaceutical development, the diagnostics industry, and the bio sector. It is a hub for strong clinical connections, research collaboration, growth companies, and global players in the field.

Turku region is home to:

- 50 % of Finland's pharmaceutical and diagnostics industry.
- Over 100 companies in the life sciences sector.
- Numerous large companies in the pharmaceutical and diagnostics sectors, such as **Bayer, Revvity, Orion Pharma, Organon R&D Finland, and Uniogen.**



<https://businesssturku.fi/en/womens-health-hub-finland/>

Building a Great Workplace

Employee engagement is built on employee experience - how people perceive all aspects of their work and workplace throughout the entire employee lifecycle.

To ensure every voice is heard and to better understand our level of engagement, Uniogen conducted its first company-wide engagement survey in late 2025.

Engagement was measured through 48 questions covering strategy and vision, purpose, leadership, individual work, collaboration, and capabilities.

The response rate was excellent, with 96% of employees participating. On a scale of 1-5, the overall company score was 4.1, reflecting a strong result.

The results have been shared with all employees and discussed across teams. Based on these insights, each team has created its own development plan to build on strengths and address areas for improvement. Through both company-wide and team-specific actions, Uniogen aims to further develop as a great workplace where people can grow, make an impact, and thrive.

Learning and Development – Strategic Competencies

In 2025, we continued to strengthen our strategic competencies; the key capabilities needed to deliver our vision and strategy - through a company-wide workshop. These competencies are now being integrated into team-level practices and individual development plans.

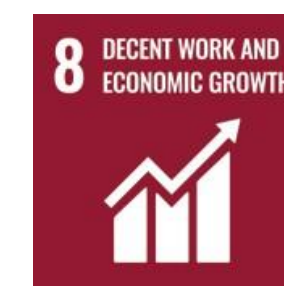
People managers continued to meet monthly to share knowledge and learn from each other.

Focus on our mission in early cancer detection

In March 2025 Uniogen marked World Cancer Day together with the entire staff for the first time. Our town hall included, for example, a presentation by an oncologist and discussions on how to support colleagues affected by cancer in the workplace.



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



Indicators and targets

Promoted issue	Long-term objectives	Short-term objectives	Period	2025 targets	2025 achievements and progress	2026 targets
<ul style="list-style-type: none"> Ethical business 	<ul style="list-style-type: none"> Activities in accordance with the sustainability commitment 	<ul style="list-style-type: none"> Implementation of ethical practices and employee engagement 	<ul style="list-style-type: none"> Continuous 	<ul style="list-style-type: none"> Review of Code of Conduct and respective practices 	<ul style="list-style-type: none"> Ethical business remains a built-in part in daily operations and issue is not anymore followed as separate theme 	
<ul style="list-style-type: none"> Equal workplace 	<ul style="list-style-type: none"> Ensure equality at the workplace Promote accessibility and inclusion 	<ul style="list-style-type: none"> Completion and development of the Personnel Manual Taking accessibility and inclusion into account in the design of new facilities 	<ul style="list-style-type: none"> Continuous 	<ul style="list-style-type: none"> DEI (Diversity, equity, and inclusion) plan update and training to whole staff 	<ul style="list-style-type: none"> DEI focus area 2025 was Pay equity. Uniogen implemented company wide pay policy and salary systems for all three employee groups, as well as organized salary system training to union representatives and people managers to ensure equal pay. 	<ul style="list-style-type: none"> Ensure readiness for and compliance with for EU Pay Transparency Directive
<ul style="list-style-type: none"> Satisfied and committed staff 	<ul style="list-style-type: none"> Preventive measures to ensure occupational health and safety Enabling meaningful work and career development 	<ul style="list-style-type: none"> Raising job satisfaction and helping people cope at work Clarifying policies and roles 	<ul style="list-style-type: none"> Continuous 	<ul style="list-style-type: none"> All health and safety targets achieved Turnover remains below 7% 	<ul style="list-style-type: none"> All health and safety targets were achieved LTIF (Lost Time Injury Frequency) accident frequency was 0 Voluntary turnover was 4,2% First employee engagement survey was conducted 	<ul style="list-style-type: none"> LTIF target = 0 Voluntary turnover remains below 7% To support employee wellbeing and success at work, Model for early care is updated and trained to whole staff
<ul style="list-style-type: none"> Competent staff now and in the future 	<ul style="list-style-type: none"> Creating equal opportunities for all 	<ul style="list-style-type: none"> Support and training of supervisors 	<ul style="list-style-type: none"> Continuous 	<ul style="list-style-type: none"> Strategic competences are defined and development plan is made 	<ul style="list-style-type: none"> Strategic competences were defined together with the whole staff 	<ul style="list-style-type: none"> All teams create and begin implementing their plans to develop their strategic competences

uniogen
Diagnostics. Together.

