



Fimlab

Responsibility Programme 2025-2030

Fimlab's strategy and responsibility

Strategic promises form the foundation of Fimlab's Responsibility Programme 2025 – 2030

- In line with our environmental promise, we develop our operations to maintain the carrying capacity of nature and mitigate climate change. A thriving nature forms the foundation for human health.
- In line with our employee promise, we are a responsible and evolving community of experts who value each other. We develop occupational well-being and leadership. With us, one can delve into one's work, make a difference and flourish.
- In line with our customer promise, we provide answers to treat disease and promote health. We are a leading laboratory at an international level.

In addition to our strategic promises, we are developing our operations in accordance with the due diligence concerning our supply chain, to identify and assess the environmental and human rights impacts of our supply chain, prevent, reduce and eliminate adverse impacts and increase transparency.

Responsibility programme focus areas 2025 – 2030

ENVIRONMENTAL RESPONSIBILITY

- Climate Action
- Chemicals management
- Sustainable sourcing and use of materials

SOCIAL RESPONSIBILITY

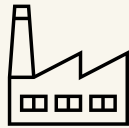
- Own personnel
- Customers
- Due diligence concerning the supply chain

Environmental responsibility

Climate action, chemical management and sustainable sourcing and use of materials

ACTION

SUPPLY CHAIN



Climate and nature impacts during the manufacturing of supplies

PROCUREMENT



Procurements and use of materials

PRODUCTION



Energy consumption including premises, production and transport



Chemical management in production and substances of very high concern in use

OBJECTIVES

- We will reduce the direct and indirect greenhouse gas emissions from our operations.
- We will consider environmental and climate impact in our procurements.
- We will increase material efficiency in production.
- We will reduce the dependence of our operations on substances of very high concern.

Climate Action

Objectives

- We will reduce greenhouse gas emissions from our operations in line with the Paris Agreement. By 2030, we will reduce emissions from the baseline year 2024 by
 - 50 % for Scope 1 emissions
 - 25 % for Scope 2 emissions
 - 14 % for Scope 3 emissions

Metrics

- Greenhouse gas emissions by emission category and change from the previous year

Chemicals management

Objectives

- Reducing the dependence of our operations on substances of very high concern

Metrics

- Number of product names containing SVHC substances in use

Sustainable sourcing and use of materials

Objectives

- We will consider relevant environmental and climate impacts in our procurements
- We will increase the material efficiency of service production

Metrics

- Criterion for environmental or climate impact included in our competitive tenders (%)
- Target metric: number of consumables and reagent materials relative to turnover

Social responsibility

Own personnel, customers and due diligence for the supply chain

ACTION

SUPPLY CHAIN



Supply chain due diligence

DIAGNOSTICS AND CUSTOMER SERVICE



Impact on own personnel



Impact on consumer and professional customers

OBJECTIVES

- Our contract partners commit to acting in accordance with our Code of Ethics
- We will develop occupational well-being and leadership
- We will build a diverse work community
- We will maintain and promote national expertise and competence in the field
- We will deliver effective and equal services
- We will continue to be one of the most trusted and reputable operators in healthcare

Own personnel

Objectives

- We will develop occupational well-being and leadership
- We will build a diverse work community
- We will maintain and promote national expertise and competence in the field

Metrics

- Sickness absence rate, health rate and retirement age
- Educational Index
- Number of days of practical training for students at vocational institutes and universities of applied sciences, number of doctors in specialist training and natural sciences academics in training
- A diversity theme year supporting personnel diversity implemented during the year

Customers

Objectives

- We will deliver effective and equal services
- We will continue to be one of the most trusted and reputable healthcare providers in Finland

Metrics

- Customer satisfaction for consumer and purchasing customers: NPS score and average
- On-call throughput time
- Results of the Trust and Reputation survey

Due diligence concerning the supply chain

Objectives

- Our contract partners commit to acting in accordance with our Code of Ethics.

Metrics

- Percentage of contract partners committed to the Supplier Code of Conduct in their own procurement during the reporting period
- Percentage of Social Responsibility audit reports delivered to the company that include production in risk countries for own procurements