

Communication on Progress



STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER

December 7, 2022

To our stakeholders;

I am pleased to confirm that Biotage reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

A handwritten signature in blue ink, appearing to read "T. Blomquist", with a stylized flourish at the end.

Tomas Blomquist,

President & CEO

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2. DESCRIPTION OF ACTIONS

Human Rights

Biotage support and respect the protection of internationally proclaimed human rights as set forth in the International Bill of Human Rights and the core International Labor Organization (ILO) Conventions. We make sure we are not complicit in human rights abuses, and we have established policies and procedures on how to protect workers from workplace harassment including physical, verbal, sexual or psychological harassment, abuse or threats. We take measures to eliminate ingredients, designs, defects or side-effects that could harm or threaten human life and health during manufacturing, usage or disposal of products.

Implementation: A global Supplier Code of Conduct has been developed, in addition to our Code of Conduct, both addressing Human Rights violations and how to report on this or other concerns. An updated Global Work Environment Policy referring to policies related to health and safety in the workplace. Implementation of the Supplier Code of Conduct is starting in the end of 2022 and the annual refresh of our Code of Conduct is mandatory and takes place during December and January.

Measurement of Outcome: Biotage confirm that there have been no human rights violations reported during the period covered by this Communication on Progress.

Labour

Biotage is an Equal Opportunities Employer, and our policy is not to discriminate against any employee or applicant because of race, color, religion, gender, age, marital status or national origin. We support national Acts related to non-discrimination with respect to these areas. We ensure that the company does not participate in any form of forced or bonded labor. Biotage comply with minimum wage standards and work for equal pay between gender and to reduce any unreasonable pay gap. Employees at Biotage have the freedom to associate and we ensure that employment-related decisions are based on relevant and objective criteria.

Implementation: An updated Global Work Environment Policy has been communicated during the year pointing to underlying policies and/or personnel handbooks describing how we work with Diversity and Inclusion, Harassment and Employee Development. In the policies and/or handbooks HR describes what to do and where to turn in case of a violation of any of the policies or guidelines. During next year a more formal follow-up of non-physical abuse will be implemented in the work environment follow-up (safety rounds)

Measurement of Outcome: Biotage measure no of accidents, incidents and near misses and have managed to decrease the no of accidents with 20 % in our biggest site. We perform Equal Pay mapping in the countries where we have large representation and plan to implement this globally over the coming year. Demographics of management and employees are broken down by diversity factors (e.g., gender, ethnicity, age, etc.) and employee turnover is measured on a rolling 12-month period.

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Environment

Biotage continually review its operations and working environment to determine opportunities for improvement in working conditions, productivity and environmental impact. Workers are provided with safe, suitable and sanitary work facilities and Biotage continuously work to reduce risks. Biotage avoid environmental damage via regular maintenance of production processes and environmental protection system (air pollution control, waste, water treatment systems, etc.) We ensure emergency procedures to prevent and address accidents affecting the environment and human health are in place and active. Biotage supports the development and diffusion of environmentally friendly technologies and how we can improve our own footprint as well as our customers. We strive to transfer towards renewable energy sources and to minimize the use and ensure safe handling and storage of chemical and other dangerous substances.

Implementation: Actions to improve and reduce Biotage environmental impact includes:

- Installation of solar arrays on the roof of Biotage Cardiff facility, Solar arrays on Uppsala HQ facility.
- Converting Uppsala and Salem facility to high efficiency lighting.
- Reduction of solvent usage in our largest production facility in Cardiff, UK.
- Using recycled material for packaging.
- Percentage of recycled materials.

Measurement of Outcome: We are in the process of getting the baseline in place globally to be able to monitor progress and set goals to improve in the different areas, e.g. reduce energy consumption through non-renewable sources. We measure the rate of occupational diseases, injuries, and absenteeism.

Anti-Corruption

Biotage rejects all corruption in all of its forms including extortion and bribery. Biotage diligently follows all related federal, state and local laws.

Implementation: We take the following measures to fight corruption in relation to all stakeholders:

- Assess the risk of corruption when doing business
- Mention “anti-corruption” and/or “ethical behavior” in contracts with business partners
- Ensure that internal procedures support the company’s anti-corruption commitment
- Make sure our employees are aware of and trained in our Code of Conduct, Anti-Bribery & Corruption policy and Whistleblower policy.

Measurement of Outcome: All employees are trained in our Code of Conduct, Anti-Bribery & Corruption policy and Whistleblower policy as well as our Modern Slavery and Human Trafficking Statement on an annual basis. No incidents, legal cases, ruling fines etc have been imposed on Biotage during the period covered by this Communication of Progress.