



REVENIO

*We aspire to keep  
the wonderful world  
visible for all*

**Sustainability  
report 2025**

# Content



## Revenio 2025

CEO's forewords	4
Highlights of the year 2025	5
We aspire to keep the wonderful world visible for all	6

## Sustainability

Sustainability through the lens of our business	9
Our products	10
Value creation	11
Double materiality assessment	12
Our sustainability program	14
Stakeholder engagement	17
ESG leadership structure	18

## Environment

We nurture the environment	20
Energy consumption	21
GHG targets	22
Resource use, circular economy and waste management	24
Waste	25

## People

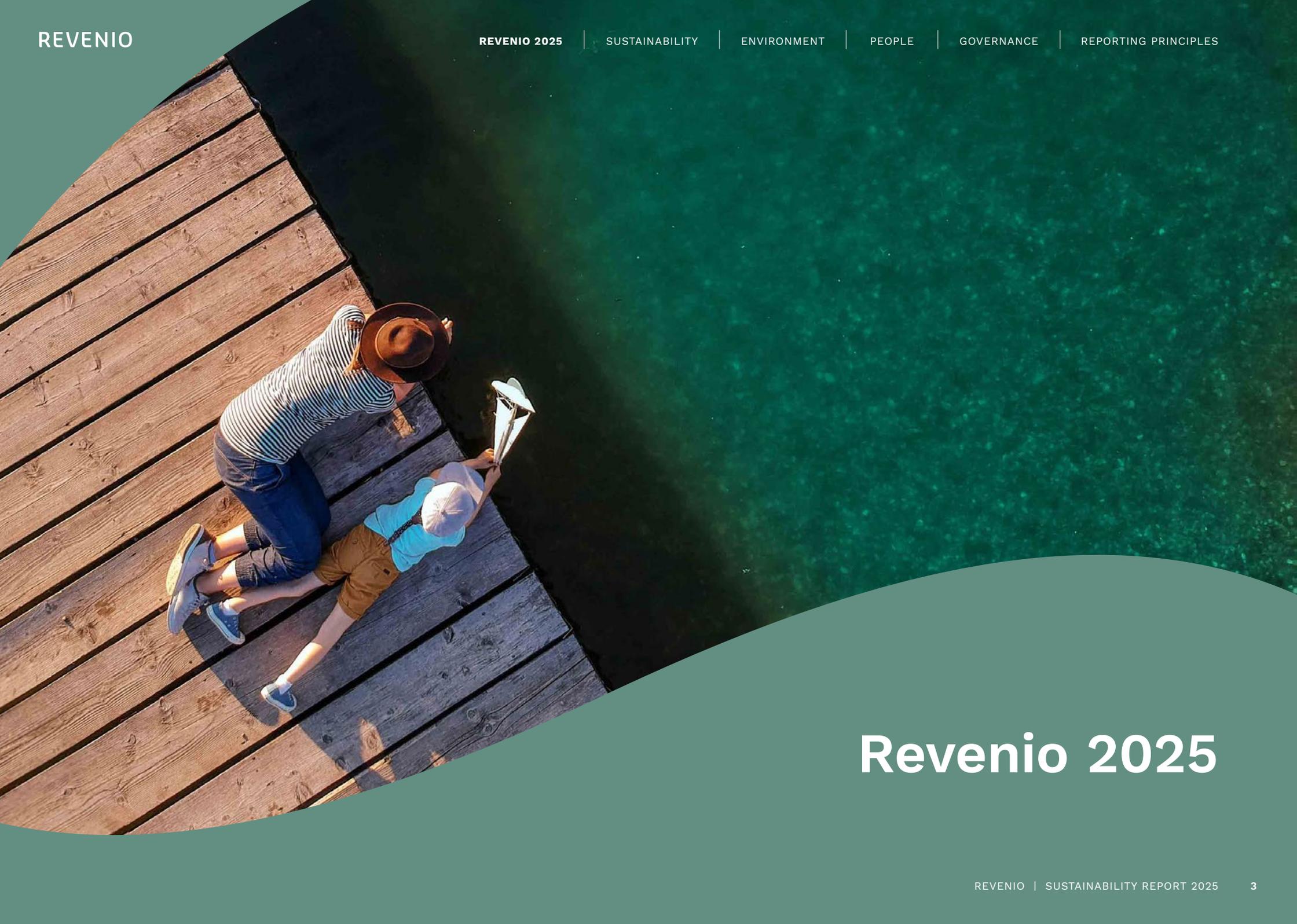
Growing and developing together	28
We maintain a safe and healthy working environment	29
Training and individual development	29
Revenio employee metrics 2025	30
Equality and well-being at work	33
Human rights policies and processes	35
Code of Conduct	35
Whistleblowing	36
We improve the quality of life	37
End-user privacy	39

## Governance

We operate responsibly and transparently	41
Supplier relationship	42

## Reporting principles

Reporting principles	44
Greenhouse gas calculation principles	45
GRI- and VSME content indexes	47



# Revenio 2025

## CEO's forewords

# Determined Progress Toward Accessible and Sustainable Eye Health

**THE CORE OF** Revenio's sustainability is built around our business and the advancement of eye health. The global population is aging and growing at an accelerating pace, and consequently, the need for the treatment of eye diseases continues to increase significantly. Our growth strategy is based on developing eye diagnostics through innovative solutions, such as advanced screening methods. Together with our partners and stakeholders, we are building integrated and predictive eye care solutions that streamline clinical care pathways and improve global access to eye health services. We support eye care professionals by providing solutions that enhance their work and bring high-quality care closer to people.

We have systematically developed our sustainability efforts to integrate them more closely into our business processes and to increase the impact of our operations. During 2025, we further developed our sustainability program based on the double materiality assessment conducted the previous year. In advancing sustainability, we aim for clear objectives and concrete progress, steps toward which were taken during 2025.

In 2025, we strengthened the consideration of sustainability aspects in our supplier relationships. To support our long-term partnerships, we have deepened the human rights and environmental assessments in our supplier audits. In our environmental work, we expand-

ed our emissions calculations to cover emissions across our value chain and integrated the EcoDesign standard more closely into our processes. We aim to design all our products in accordance with the standard and to continuously develop our operations in compliance with these requirements. For example, in the Brazilian market, environmentally conscious design is already a key requirement.

We continued our systematic people development efforts through diverse training programs and leadership development initiatives. We introduced a product-led operating model to strengthen customer focus and agile collaboration. We received recognition for fostering diversity when Revenio's Italian operations were awarded a gender equality certification granted by DNV, reflecting our commitment to building a fair and inclusive work environment. We also ranked first in the Nordic Business Diversity Index 2025 comparison in the Finnish mid-cap listed companies' category.

Following the European Parliament's proposal concerning the CSRD, Revenio does not fall within the scope of the CSRD for 2025 reporting. However, we see sustainability as a central part of our strategy and the company's long-term value creation. We report on our sustainability voluntarily in accordance with the VSME and GRI frameworks and systematically develop the quality



of our reporting data and related practices. In this way, we strengthen our readiness to respond proactively and transparently to future regulatory requirements as well as to the expectations of our stakeholders.

Our purpose includes an objective that lies at the heart of our sustainability: we aim to improve eye health globally and, in line with our mission, to keep our wonderful world visible for all.

**Jouni Toijala** CEO, Revenio Group Corporation

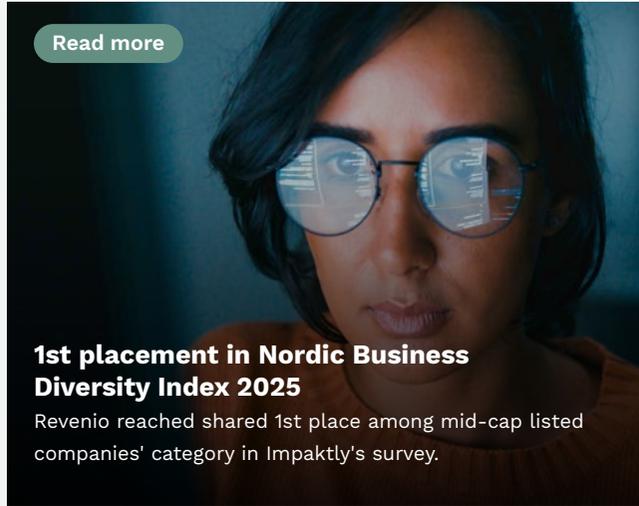
# Highlights of the year 2025



[Read more](#)

**Upright net impact**

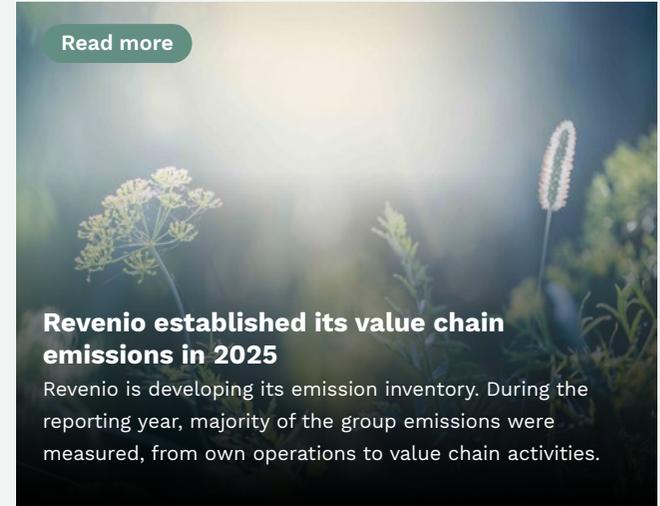
**+63%**



[Read more](#)

**1st placement in Nordic Business Diversity Index 2025**

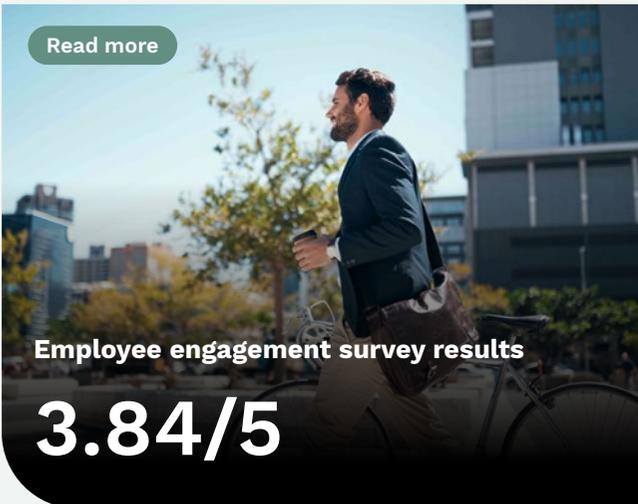
Revenio reached shared 1st place among mid-cap listed companies' category in Impakty's survey.



[Read more](#)

**Revenio established its value chain emissions in 2025**

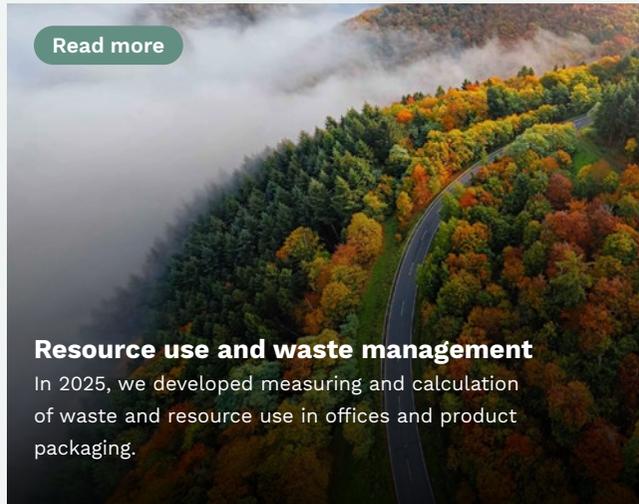
Revenio is developing its emission inventory. During the reporting year, majority of the group emissions were measured, from own operations to value chain activities.



[Read more](#)

**Employee engagement survey results**

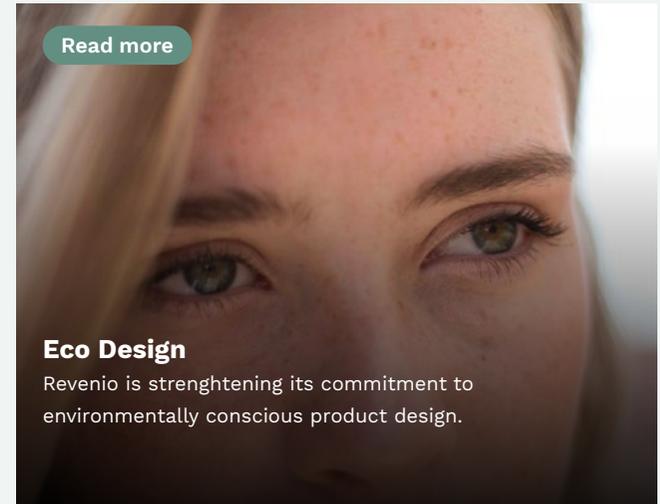
**3.84/5**



[Read more](#)

**Resource use and waste management**

In 2025, we developed measuring and calculation of waste and resource use in offices and product packaging.



[Read more](#)

**Eco Design**

Revenio is strengthening its commitment to environmentally conscious product design.

# We aspire to keep the wonderful world visible for all

Revenio Group is a provider of comprehensive eye care solutions operating in the international market and a global leader in ophthalmological devices and software solutions. We aim to increase the quality of clinical diagnostics through product innovation and streamline clinical care pathways with integrative and proactive eye care solutions. The Group offers fast, user-friendly, and reliable tools for diagnosing glaucoma, diabetic retinopathy, and macular degeneration. Our ophthalmic diagnostic solutions include intraocular pressure measurement devices (tonometers), fundus imaging devices, perimeters, and software solutions under the iCare brand.



Revenio Group Corporation is listed on Nasdaq Helsinki with the trading code REG1V. As of December 31, 2025, the Revenio Group comprises Revenio Group Corporation, Icare Finland Oy, Icare USA Inc., Revenio Italy S.R.L, CenterVue SpA, Revenio Australia Pty Ltd, Icare World Australia Pty Ltd, as well as China iCare Medical Technology Co. Ltd and Thirona Retina B.V.

Revenio Group's head office is located in Vantaa, Finland.



**Legal form**  
Limited liability company



**Balance**  
150,6 M€



**Employee headcount**  
248



**Turnover**  
109,7 M€



**Operating countries, locations of significant assets and geolocation of sites owned**  
Finland, Italy, The Netherlands, USA, China and Australia



**NACE code**  
32.50 Manufacture of medical and dental instruments and supplies

SITES	ADDRESS	POSTAL CODE	CITY	COUNTRY
Revenio Group Corporation	Härkähaankuja 7	01730	Vantaa	Finland
Icare Finland Oy	Äyritie 22	01510	Vantaa	Finland
Icare USA Inc.	8601 Six Forks Road, Suite 310 15555 East 14th Street, Suite 415	27615 94578	Raleigh, NC San Leandro, CA	USA USA
Revenio Italy S.R.L, CenterVue SpA	Via San Marco	35129	Padua	Italy
Icare World Australia Pty Ltd	276 Flinders Street	3000	Melbourne, Victoria	Australia
China iCare Medical Technology Co. Ltd	690 Bibo Road	201203	Shanghai	China
Thirona Retina B.V	Toernooiveld 300	6525	Nijmegen	The Netherlands





# Sustainability

# Sustainability through the lens of our business

## Business model

**REVENIO** operates on an outsourced production model designed to flexibly accommodate fluctuations in demand. This approach enables us to accelerate delivery times when necessary, while maintaining our quality standards and avoiding significant capital investment in large-scale production facilities.

To ensure operational resilience, we adhere to a two-supplier principle for critical functions, which enhances delivery reliability and mitigates the risk of production interruptions. Furthermore, our business model provides the agility required to respond effectively to market changes and potential disruptions within global supply chains. While our supplier base is wide (approx. 150 suppliers), we utilize a smaller group of critical suppliers, which we monitor more closely and focus our supply chain management on.

## Products and markets

Our distribution strategy is designed to support scalability and facilitate expansion into international markets. In the United States, we sell products directly to end-users, while in other regions we operate through a network of distribution partners - currently totalling more than 300 globally.

This model enables us to reach a broad customer base without the need to establish extensive in-house sales organizations in every market. By leveraging distribution partnerships, we can concentrate on our core competencies.

Moreover, local partners provide valuable market-specific expertise, allowing us to adapt quickly to diverse regulatory environments, which is a critical capability in the globally regulated health technology sector.



# Our products



## Tonometers

- Innovative and easy-to-use devices for measuring intraocular pressure
- Used for glaucoma screening and monitoring
- Suitable for clinical, home, and veterinary use



## Fundus imaging devices

- Highly automated user-friendly devices
- Provides accurate high-quality images of ocular structures, such as the retina and optic nerve end
- Used to diagnose and monitor fundus diseases, such as glaucoma, age-related macular degeneration, and diabetic retinopathy



## Fundus perimeters

- Combines visual field examination, and exceptionally precise fundus imaging in one device
- Particularly used in the diagnosis and monitoring of glaucoma
- Allows the detection of visual field deficiencies and the evaluation of the effects of treatment



## Microperimeters

- Microperimeter combines retinal imaging and automatic visual field examination in one device
- Particularly used for the diagnosis and monitoring of macular degenerative diseases



## Screening solutions

- The iCare ILLUME screening solution combines TrueColor confocal fundus imaging with AI-powered analytics
- Uses artificial intelligence to help detect early signs of diabetic retinopathy, age-related macular degeneration and glaucoma



## Software solutions

- Supports eye health monitoring and diagnostics by providing tools for patient data management, imaging data analysis, and long-term change tracking
- Enables the integration and visualization of data collected from various devices

Value creation

# We aspire to keep the wonderful world visible for all

## Resources

### Financial

- Economic stability and growth
- Strong balance sheet

### Social

- Committed, knowledgeable and well-being employees

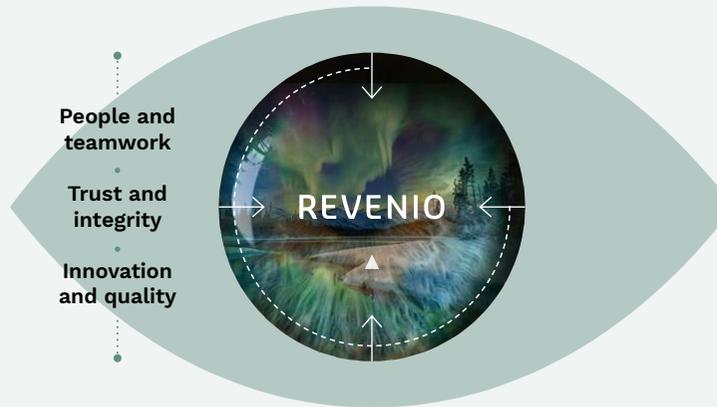
### Immaterial

- Innovative product development
- Certified and patented products
- Strong brand

### Supply chain and raw materials

- Cooperation with business partners, distributors and suppliers
- Use of materials and energy

## Business model



Tonometers



Fundus- and microperimeters



Fundus imaging devices



Software solutions

## Impacts

### Environment

- Emissions and waste
- Lifetime and recyclability of products

### Suppliers and partners

- Responsible supply chain management
- Long term partnerships

### Employees

- Employees well-being
- Competence development
- Inclusive corporate culture

### Society

- Local tax payment
- Good governance
- Promoting the accessibility of eye health

### Investors

- Payment of dividends
- Owner value

### End-users and customers

- Eye health promotion
- Quality and efficiency of care pathways

## Supply chain

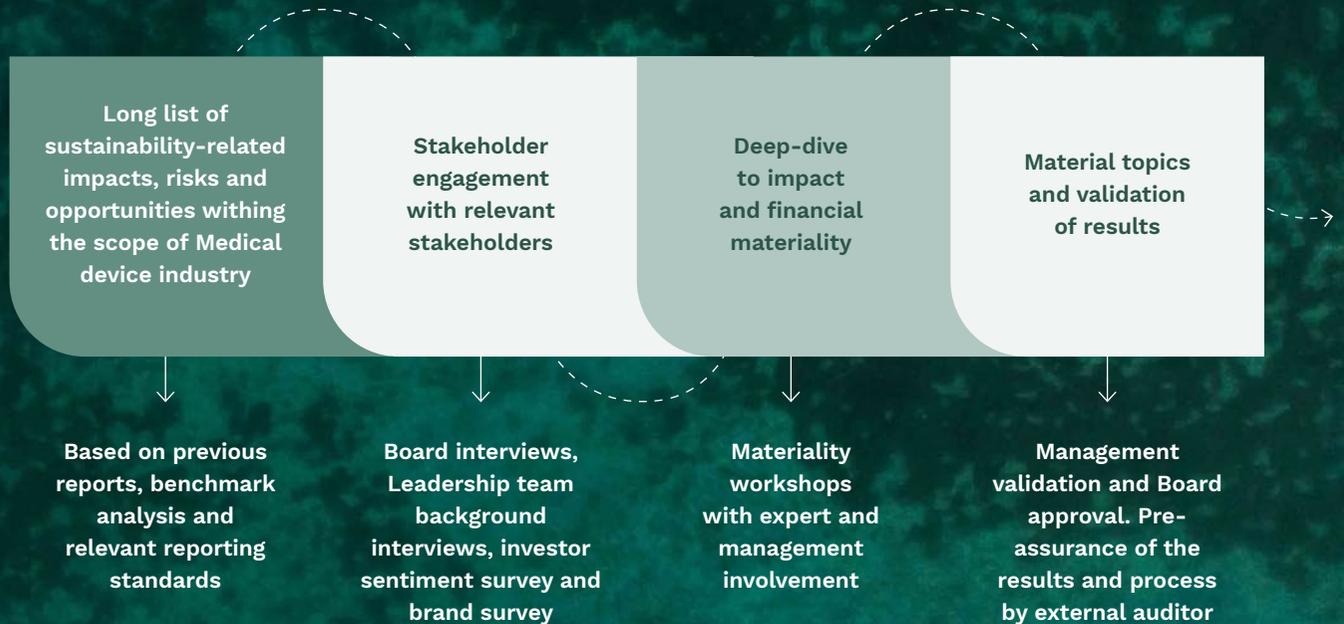


# Double materiality assessment

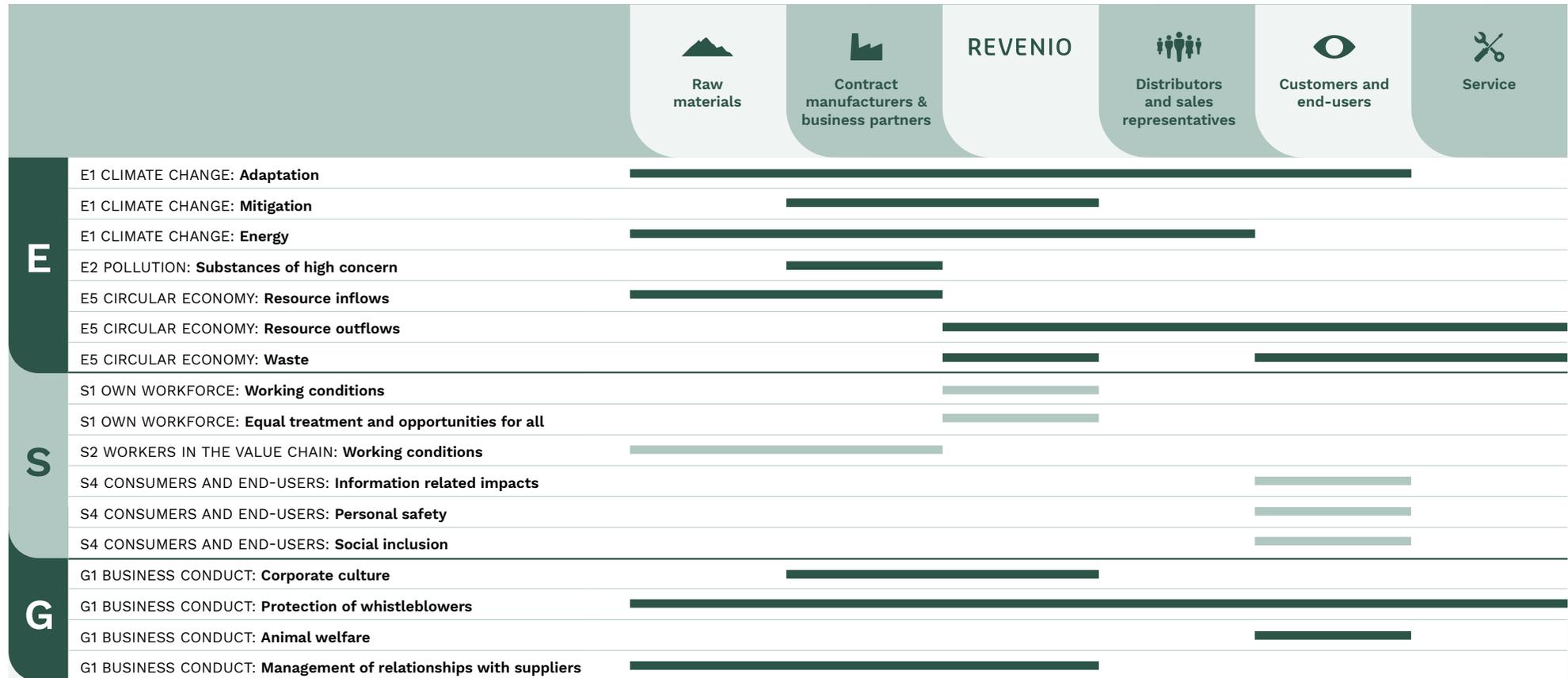
IN 2024, we prepared for reporting in accordance with the Corporate Sustainability Reporting Directive (CSRD) and conducted a double materiality assessment. A key part of the process was the implementation of sustainability topics and increasing awareness within the company, as well as engaging different functions.

The assessment was carried out in cooperation with an external partner. Relevant external and internal stakeholders, such as investors and our own personnel, were consulted during the process. Views on the assessment of financial risks, opportunities and impacts were sought extensively from different parts of the Group. The assessment was validated by the Leadership Team and the Board of Directors and pre-assurance for it was provided by Revenio’s auditors in 2024.

Identified relevant sustainability topics for Revenio Group, based on the double materiality assessment, are presented in a picture on the next page. The picture describes material impacts, risks and opportunities deriving from the sustainability topics. No actual current financial impact deriving from the overall impact, risks or opportunities were identified during the assessment.



Material sustainability impacts, risks and opportunities placed in our supply chain



Concise descriptions of material impacts, risks, and opportunities

- Actual
- ▲ Potential

POSITIVE IMPACT +

Own operations and downstream value chain:

- providing safe, equal and meaningful place to work ●
- accessible eyecare through our product innovations, both human and animal ●
- business conduct considering our suppliers and distributors ●

NEGATIVE IMPACT -

Upstream value chain

- emissions ●
- energy use ●
- waste ●
- pollution ●

From manufacturing and transportation of products

- human rights ▲
  - labor aspects ▲
- Regarding tier 3 suppliers and upwards (distant suppliers)

FINANCIAL RISKS !

Own operations:

- business misconduct ▲

Downstream value chain:

- end-consumer privacy through external data breaches or attacks ▲

FINANCIAL OPPORTUNITIES ↗

End-users:

- providing accessible and innovative eye-health solutions ●
- leveraging circular economy ideology in the manufacturing of ophthalmological devices and their packaging ▲

## Our sustainability program

**IN THE DOUBLE MATERIALITY ASSESSMENT**, our goal was to reveal the most significant impacts we have on our surroundings, and identify possible short-, medium- and long-term business risks and opportunities that sustainability themes could introduce to us.

In 2025, based on the double materiality assessment results, we simplified our sustainability program and aligned it with the outcomes of the assessment. Our sustainability program stays consistent with former themes; however, we are now proceeding to take the next step to concretely measure our sustainability actions and impacts. We will start establishing key performance indicators to guide our actions and openly demonstrate where we are with our targets. The calculations on which the goals are based, will be refined further during the next years, after which reliable targets can be set. The sustainability reporting will be guided by VSME-standard, which we voluntarily utilize to frame our report and deepen the information and data collection behind it.



# Sustainability program 2025

## SUPPLY CHAIN AND GOVERNANCE

**Compliance with the Code of Conduct: incl. Human and labor rights, business ethics, and integrity**

- Code of Conduct trainings
- Whistleblowing reports / corruption & bribery

**Responsible supply chain management**

- Supplier Code of Conduct trainings
- ESG audits for suppliers

**Promotion of sustainable and circular product design**

- IEC-60601-1-9 Environmentally conscious design implementation

**Reduction of our environmental impacts throughout our value chain**

- Systematically tracking waste streams and measuring consolidated emissions throughout our value chain to drive progress toward a sustainable business model

## ENVIRONMENT

## END-USERS

**Better eye health through prevention, diagnostics, and improved access**

- NPS

**Product development through innovations, digitalization and research collaboration**

- R&D costs and Innovation Ideas

**The superior safety and quality of products and digital services**

- Safety incidents and recalls

**Employee safety, wellbeing, diversity and inclusion**

- Whistleblowing reports / discrimination & harassment

**Competence development and learning**

- Development discussions

**Good leadership and a company culture that supports innovation and development**

- Employee engagement survey

## EMPLOYEES



In addition to the sustainability program, we have several policies to guide our group-level actions towards a more responsible way of working.

	Existing sustainability practices/policies/future initiatives that address any of the following sustainability issues	Are they publicly available?	Do the policies have any targets?	
<b>Climate change</b>	No	No	No	<ul style="list-style-type: none"> <li>Environmental policy sets the direction of our actions towards mitigating the climate change, through measuring emissions and reducing the use of energy</li> </ul>
<b>Pollution</b>	Yes	No	No	<ul style="list-style-type: none"> <li>We ensure RoHs compliance of our devices through our quality management system.</li> </ul>
<b>Water and marine resources</b> Not material defined by materiality analysis	N/A	N/A	N/A	
<b>Biodiversity and ecosystems</b> Not material defined by materiality analysis	N/A	N/A	N/A	
<b>Circular economy</b>	Yes	No	No	<ul style="list-style-type: none"> <li>We implement IEC 60601-1-9 (environmentally conscious design of medical electrical equipment) in our devices. Standard is implemented to our product design process.</li> </ul>
<b>Own Workforce</b>	Yes	Yes	No	<ul style="list-style-type: none"> <li>Code of Conduct HR policies (global and local)</li> </ul>
<b>Workers in the value chain</b>	Yes	Yes	No	<ul style="list-style-type: none"> <li>Supplier auditing and evaluation Supplier Code of Conduct</li> </ul>
<b>Affected communities</b> Not material defined by materiality analysis	N/A	N/A	N/A	
<b>Consumers and end users</b>	Yes	No	No	<ul style="list-style-type: none"> <li>Post market surveillance ensures interaction with stakeholders and end-users. The key objectives of the PMS process are safety and performance monitoring, continuous compliance, and product development. The process collects data on equipment use, enabling timely identification of risks and performance challenges.</li> </ul>
<b>Business conduct</b>	Yes	Yes	No	<ul style="list-style-type: none"> <li>Whistleblowing channel Code of Conduct Supplier policy</li> </ul>

# Stakeholder engagement

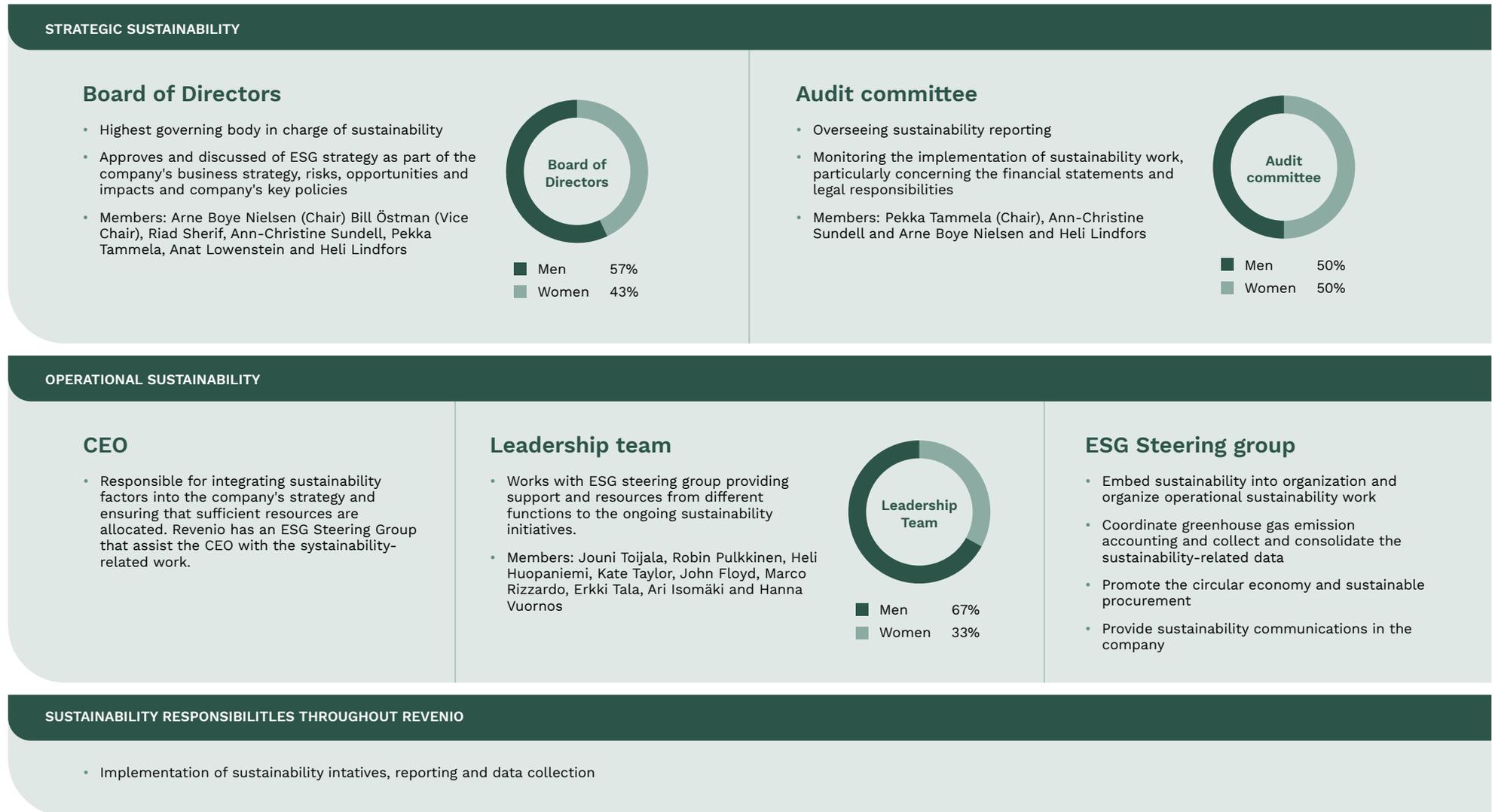
**WE HAVE MANY** stakeholders that we have an impact on – and who have impact on us. Revenio cooperates with many parties to enable business continuity and further our mission of providing accessible eye health for all. Through our stakeholder engagement, we also impact on our surroundings, the environment, the economy and

the realization of human rights. This is also a way for us to create a positive impact. Dialogue with our stakeholders is integrated into our business model and is an essential part of developing our operations. Our most important stakeholders, ways of interactions and key topics of each relationship are presented in the picture below.

Stakeholder group	Interaction	Key topics
PERSONNEL	Surveys, all-hands calls, manager and supervisor work, HR	<ul style="list-style-type: none"> <li>Well-being at work</li> <li>Occupational health</li> <li>Fair pay, equality and development</li> </ul>
HEALTH CARE PROFESSIONALS	Exhibitions and fairs, Interaction through distributors, surveys	<ul style="list-style-type: none"> <li>Product development</li> <li>Quality, functionality and services provided</li> </ul>
SHAREHOLDERS, ANALYSTS AND INVESTORS	AGM, quarterly releases, roadshows	<ul style="list-style-type: none"> <li>Outlook and foresight</li> <li>Risk management</li> <li>Financial sustainability</li> </ul>
DISTRIBUTORS, SUBCONTRACTORS AND SUPPLIERS	Close communication, Supplier Code of Conduct, subcontractor days	<ul style="list-style-type: none"> <li>Product manufacturing</li> <li>User feedback</li> <li>Collaboration with end-users</li> <li>Long term partnerships</li> </ul>
INDUSTRY ORGANIZATIONS, UNIVERSITIES AND RESEARCH COMMUNITY	Project-based collaboration within different operations	<ul style="list-style-type: none"> <li>Knowledge sharing</li> <li>Business and product development</li> <li>Sector sustainability</li> </ul>
AUTHORITIES	Communications related to authorizations and certifications	<ul style="list-style-type: none"> <li>Regulatory oversight</li> <li>Market authorizations</li> </ul>

# ESG leadership structure

## ESG Governance model in 2025





# Environment

# We nurture the environment

## Environmental responsibility

Material topics	Sub-topics	Management of the subject
<ul style="list-style-type: none"> <li>Climate change</li> </ul>	<ul style="list-style-type: none"> <li>Climate change adaptation</li> <li>Climate change mitigation</li> <li>Energy</li> </ul>	<ul style="list-style-type: none"> <li>Energy consumption</li> <li>Emission reporting</li> <li>Scenario analysis</li> <li>Target setting</li> <li>Environmental policy</li> </ul>
<ul style="list-style-type: none"> <li>Substances of high concern</li> </ul>	<ul style="list-style-type: none"> <li>Substances of concern and very high concern</li> </ul>	<ul style="list-style-type: none"> <li>REACH and RoHS compliance</li> </ul>
<ul style="list-style-type: none"> <li>Circular economy</li> </ul>	<ul style="list-style-type: none"> <li>Resource inflow</li> <li>Resource outflow</li> <li>Waste</li> </ul>	<ul style="list-style-type: none"> <li>Materials used in products</li> <li>Materials used in packaging</li> <li>Waste reporting</li> <li>IEC-60601-1-9 Environmentally conscious design</li> </ul>

**PROMOTING EYE HEALTH** is our most important task, and we are responsible for doing so by reducing our contribution to climate change and protecting the environment. Our direct environmental impacts come from the energy consumption of our offices and company cars. Most of our indirect environmental impact comes from business flights, transportation, device manufacturing and device end-of-life disposal.

In 2025, our sustainability efforts were primarily directed toward assessing the environmental impact of our value chain by developing a comprehensive greenhouse gas (GHG) inventory, including Scope 3

emissions. This initiative involved close collaboration with various stakeholders, such as suppliers and third-party partners, to identify and quantify emission sources. Additionally, we conducted a climate scenario analysis to construct a forward-looking outlook on climate-related physical and transition risks on our business and value chain, which serves as a valuable tool for strengthening our risk management practices. Collectively, these initiatives contribute to raising environmental awareness among employees and fostering ideas from operational levels, ensuring that sustainability considerations are embedded throughout the organization.



## Energy consumption

Office energy consumption includes both electricity and gas consumption. Two of our offices use gas for heating.

	RENEWABLE	NON-RENEWABLE	TOTAL
Electricity (as reflected in utility billings)	26,6	372,8	399,4
Fuels	-	347,0	347,0
<b>Total</b>	<b>26,6</b>	<b>719,8</b>	<b>746,4</b>

\*The tables in this page exclude electricity and gas consumption from the Netherlands office due to data availability challenges.

## Company emissions

### Scope 1, 2 and 3 explained

- Scope 1: Emissions from resources the company owns and operates directly
- Scope 2: Emissions that are indirectly caused by the energy purchased from utility providers
- Scope 3: Emissions that are indirectly caused by the company through their supply chain

Revenio group develops its emission calculations according to GHG Protocol's methodology, based on Protocol's scopes 1-3 and emissions across value chain.

Scope 1 and 2 cover Revenio Group's own operations. Scope 1 emissions consist of the company car fleet and Scope 2 includes electricity and gas consumption.

The majority of Revenio Group's GHG emissions come from Scope 3 emissions, meaning that most of our emissions derive from our supply chain. Our most significant emission sources arise from business travel, the purchase of goods and services, and

	2025 GHG EMISSIONS (tCo2e)	2024	2023
Scope 1	71,9	72	46
Scope 2	259,8**	167*	80
Scope 3	4224,1	-	-
<b>Total</b>	<b>4552</b>	<b>239</b>	<b>126</b>

\*Correction to the 2024 electricity consumption (before correction: 171 tCo2e)

\*\*In contrast to previous years, gas consumption is included to the Scope 2

the transportation of our products. To reduce the emissions, for example when making transportation purchases, we prefer logistics companies that are committed to reducing their CO<sub>2</sub> emissions. We monitor the emissions reporting of our logistics companies and will continue to refine our goals and partnerships related to low-emission logistics.

On a larger scale, our goal is to reduce our emissions throughout the value chain. However, the direct impact of our Scope 1 and Scope 2 emissions is easier to grasp. We have not set numerical targets for emission reductions, as we are developing our baseline calculations for the entire value chain. Group emission intensity is 4,15 tCO<sub>2</sub>e/M€ including all emissions (Scopes 1-3).

Revenio has identified its relevant Scope 3 categories based on the most significant emission sources, organizational boundaries, and operations.

CATEGORY		TOTAL AMOUNT OF tCo2e 2025
Category 1	Purchased goods and services	2002,6
Category 2	Capital goods	146,6
Category 5	Waste generated in operations	2,9
Category 6	Business travel	1040,4
Category 7	Employee commuting	11,3
Category 9	Downstream transportation and distribution	819,8
Category 12	End-of-life treatment of sold products	200,6
<b>Total</b>		<b>4224,1</b>

## GHG targets

High climate impact sectors are those listed in NACE Sections A to H and Section L of Annex I to Regulation (EC) No 1893/2006 of the European Parliament and of the Council. Revenio’s business operations are defined under the Manufacture of medical and dental instruments and supplies, which implies that we operate in a high climate impact sector.

Once the total emissions have been calculated and data is refined to provide robust calculations, the emission reduction targets will be set to cover the entire value chain where it makes the most sense. For this reason, Revenio Group does not have climate targets or a transition plan in place to present in this report. Transition plan and climate-related targets will be adopted after the baseline calculations have been finished.

## Climate scenario analysis

The assessment is based on two time horizons – short (5 years) and long term (>10 years) and includes our whole value chain. Climate risks were assessed across raw materials and components, suppliers, employees, distributors and transportation. The analysis was created utilizing EcoBio Manager software, and the methodology is customized from the Task Force on Climate-Related Financial Disclosures (TCFD).

The analysis included current state assessment and future scenario. RCP8.5 was utilized to project physical climate hazards and the Net Zero 2050 scenario was selected for transition risks. Based on Revenio’s flexible business model without significant ownership of property, diversified supplier base and locations that do not indicate climate hazards in the short term, climate scenario analysis was only conducted for “worst case scenario” with most ambitious technological changes and adverse climate risks to understand the impacts and geographical dependencies climate change can have to the value chain and our business.

Scenario analysis emphasized geographical locations in physical risks. Some of the analysis was conducted at a detailed level based on municipalities or cities. However, when the data was not reliable, country-level profiles were used instead. The climate scenarios used in the analysis are based on widely used sources, such as the IPCC report and the IEA for transition events and Climate Analytics (Impact Explorer), Climate-ADAPT, G20 Climate Risk Atlas, UNEP and Climate Transparency Report country profiles for physical risks.



CURRENT STATUS	Used for physical risks RCP8.5	Used for transition risks NET ZERO 2050
<ul style="list-style-type: none"> <li>Current weather events are identified for each geographical location of suppliers, distributors, raw material and component manufacturers and transportation to understand current risks and current level of preparedness.</li> </ul>	<ul style="list-style-type: none"> <li>Emissions continue to rise (estimated near 4°C global temp.)</li> <li>Energy generation stays the same</li> <li>Economy is disorganized and policies are fragmented</li> <li>Overconsumption continues</li> <li>Economic growth is preferred over environmental and climate values</li> <li>Adaptation for climate events is required</li> </ul>	<ul style="list-style-type: none"> <li>Expects the global energy sector to achieve net zero CO2 emissions by 2050</li> <li>Meets key Sustainable Development Goals (SDGs) related to energy</li> <li>Improvements in air quality</li> <li>Limiting the global temperature rise to 1.5°C in line with emissions reductions assessed in the Intergovernmental Panel on Climate Change (IPCC)’s Sixth Assessment Report</li> </ul>

Projecting "worst case" or the most ambitious scenario for the future

Relevant climate-related impacts, risks and opportunities through the whole value chain

	DESCRIPTION	TIME HORIZON	VALUE CHAIN
<b>Transition event</b>			
<b>Markets</b>	Energy transition requires scarce materials, limiting the amount of them in the market and increasing prices while demand grows.	Long term	Upstream
<b>Policies and regulations</b>	Prices of components will increase e.g. due to carbon taxes Company level investments both in GHG inventory building and reduction resulting in costs.	Short and long term	Upstream and indirectly value chain
<b>Technology</b>	Unsuccessful investment in new sustainable technologies resulting in costs. Costs to transition to lower emissions technology. Seizing new technologies successfully first on the markets creates opportunity.	Long term	Core operations
<b>Reputation</b>	Increasing consumer and investor awareness on climate change and actions mitigating it can derive a reputational risk if further actions to reduce emissions are not taken. Opportunity to act as a trailblazer in health care sector and attracting investors.	Long term	Core operations
<b>Physical risk</b>			
<b>Heat stress</b>	Heat stress causes deaths and difficult conditions in manufacturing facilities and industrial workplaces. It results in illnesses at work and slower pace of working, influencing to supply of raw materials and components.	Long term	Upstream
<b>Drought/water stress</b>	In general, especially many raw material suppliers are located in regions where also water is a scarce resource. Combination of water heavy use in many manufacturing processes and drought is a risk for supply in the future.	Long term	Upstream
<b>Sea level rise and flooding</b>	Transportation sector suffers losses indirectly through damaged routes, ports and airports, and directly through damaged vehicles and property. Transportation sector suffers from delays.	Short and long term	Whole value chain

Our 2025 climate scenario analysis indicates that no material exposure to acute or chronic physical climate hazards over either the short term (approximately five years) or the long term (beyond ten years). Nevertheless, we acknowledge that transition risks and broader systemic trends may progressively shape our business environment.

### Strategic implications

While no immediate risks were deemed material, we will continue to monitor emerging regulatory frameworks, supplier climate resilience and geographic diversification, as well as market signals related to climate-related cost drivers. Climate scenario analysis strengthens our risk management practices and embeds ESG risks closer to the core risks management of our company.

### Main takeaways on climate risks

1. No direct climate hazards were identified as materially affecting our operations due to the absence of owned physical assets and supplier flexibility.
2. Raw material price volatility may increase under high-emissions scenarios due to agricultural yield disruptions and energy market instability. Price volatility is also influenced by general ambition level towards energy transition and climate change mitigation, as demand for rare earth minerals and other raw material increases due to green transition.
3. Supply chain disruptions could become more frequent in certain regions, particularly under scenarios involving increased extreme weather events.
4. Logistics costs may rise due to carbon pricing mechanisms and fuel price volatility in transition scenarios.

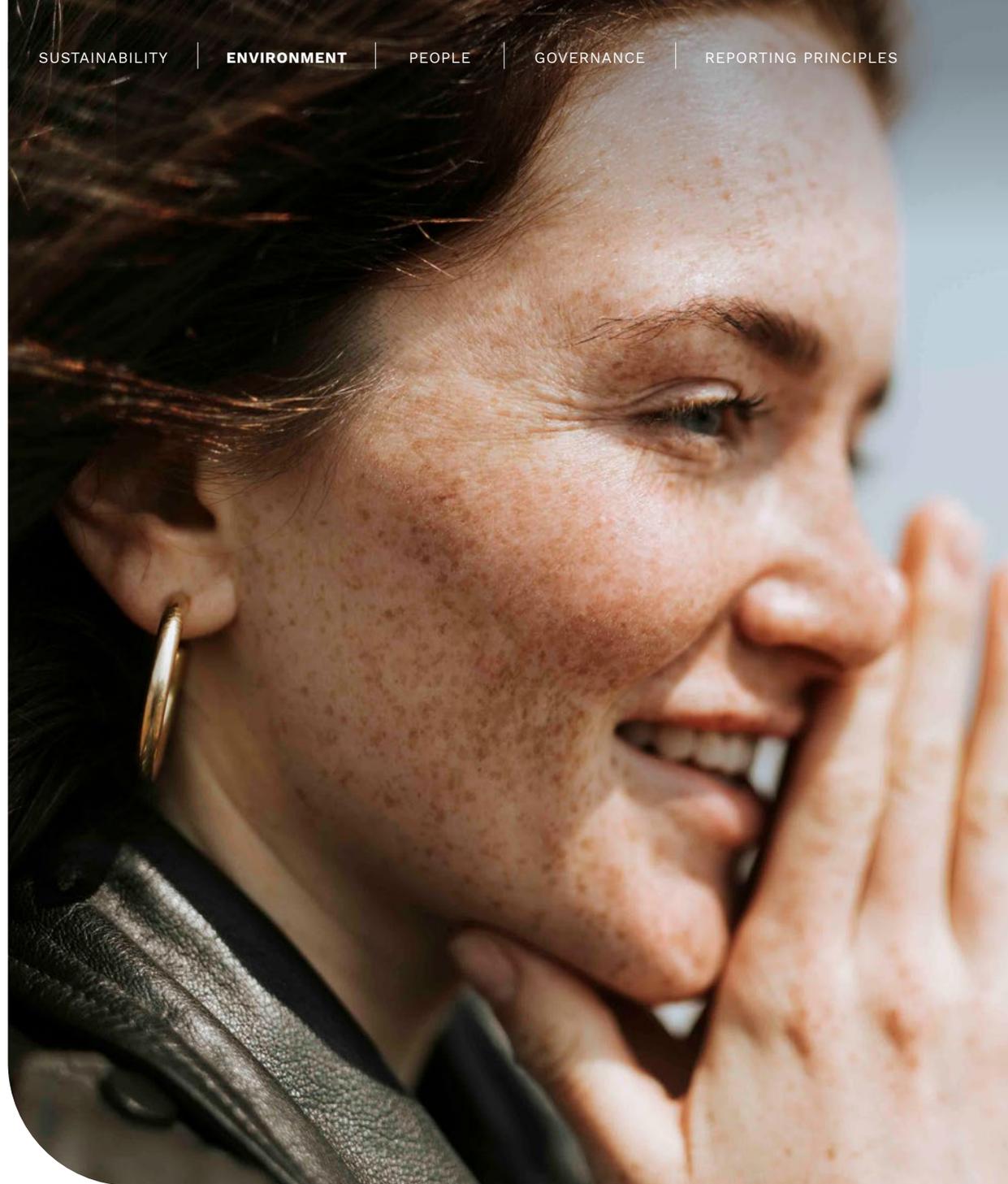
## Resource use, circular economy and waste management

In 2025, we focused on identifying and measuring waste produced on site and materials used in devices and their packaging. The work continues with seeking opportunities to decrease the material use in devices and packaging or make the processes more efficient.

Revenio Group's service operations are a core function to ensure the durability and recycling of the devices. Revenio has its own service centres and several authorized service outlets around the world to support equipment maintenance and feedback management. The device lifetimes are long by design, and the service function enables continued use. Tonometers have an expected lifetime of 5 years, and we see many tonometers in service that are over 15 years old that come to the service directly from use.

Revenio Group manages circular economy principles – eliminate waste and pollution, circulate products and materials, regenerate nature – through the standard of IEC 60601-1-9 Requirements for environmentally conscious design. Currently the standard is applied throughout the product lifecycle in most of the products, and further development for embedding the standard into the quality system started in 2025, continuing to 2026. In 2025, two of the products were certified by external body for IEC 60601-1-9 compliance.

The standard for environmentally conscious design comprises identification of environmental aspects of medical devices, prioritizing the aspects, gathering information from the supply chain, reducing environmental impacts of the device and providing information on packaging, usage and end-of-life treatment for the end-users. The principles in the standard guide us in the transition towards circular economy, mainly focusing on the elimination of waste and pollution and circulating materials through assessing device usability and durability, repairability and disassembly.



## Waste

In 2025, we developed methods for tracking the materials and amounts of them used in our manufacturing processes. As Revenio's business model is based on outsourced production to ensure supply chain flexibility, tracking raw materials from used components and waste generated in the manufacturing processes is work that requires close collaboration with our suppliers. We aim to develop our measurement systems regarding the packaging waste and its disposal methods during next years, to ensure in-depth view on our impact and design ways to decrease the waste.

Waste reporting in this section is focused on the waste we produce in our own operations. Revenio group produces typical office waste, e-waste as retired IT-equipment group-wide and e-scrap (WEEE) from service activities in Finland, Italy and our service centers, as well as packaging waste in a form of packaging materials used for shipping the device and their sales boxes.

Office waste measurement is based on estimation, a calculation using number of trash bins, their emptying cycle and size of the bins. Recycling rates are average of actual recycling information and country estimates.

Packaging waste reporting includes sales boxes of devices (primary packaging) and secondary packaging used in logistics to bundle the devices and secure them for the shipments. Logistics packaging waste information is based on actual ERP derived data, and sales box waste data is based on sold device and the weights of the packaging materials.

OFFICE WASTE	TOTAL WASTE TONNES
<b>Non-hazardous waste</b>	
Mixed waste	56.3
Paper	4.3
Cardboard	4.0
Biowaste	12.9
Plastic	2.8
<b>Hazardous waste</b>	
E-waste (WEEE)*	0.1
<b>Total</b>	<b>80.4</b>

\*Does not include WEEE waste from retired IT equipment for 2025.

PACKAGING WASTE	TOTAL WASTE TONNES
Cardboard	12.5
Wood	9.3
Plastic	6.1
<b>Total</b>	<b>27.9</b>



## ECO DESIGN

### ***Strengthening our approach to environmentally conscious design***

*Revenio is strengthening its commitment to environmentally conscious product development by embedding ecodesign principles across the product development process, from device design and packaging to regulatory preparedness. By applying current standards and staying ahead of evolving sustainability regulations, we aim to reduce our environmental impact while maintaining the highest standards of medical device safety.*

We apply the IEC 60601-1-9 Environmentally Conscious Design standard across our devices, ensuring that environmental considerations are integrated into the design, manufacture, and improvement of our medical technologies.

In 2025, Revenio intensified this work by further integrating ecodesign principles into the company's quality management system. This process is ongoing, and the systematic approach enables us to evaluate improvement opportunities throughout the entire product lifecycle, from component selection to end-of-life management. As part of this effort and the broader ongoing improvement of our processes, development work related to product packaging will continue.

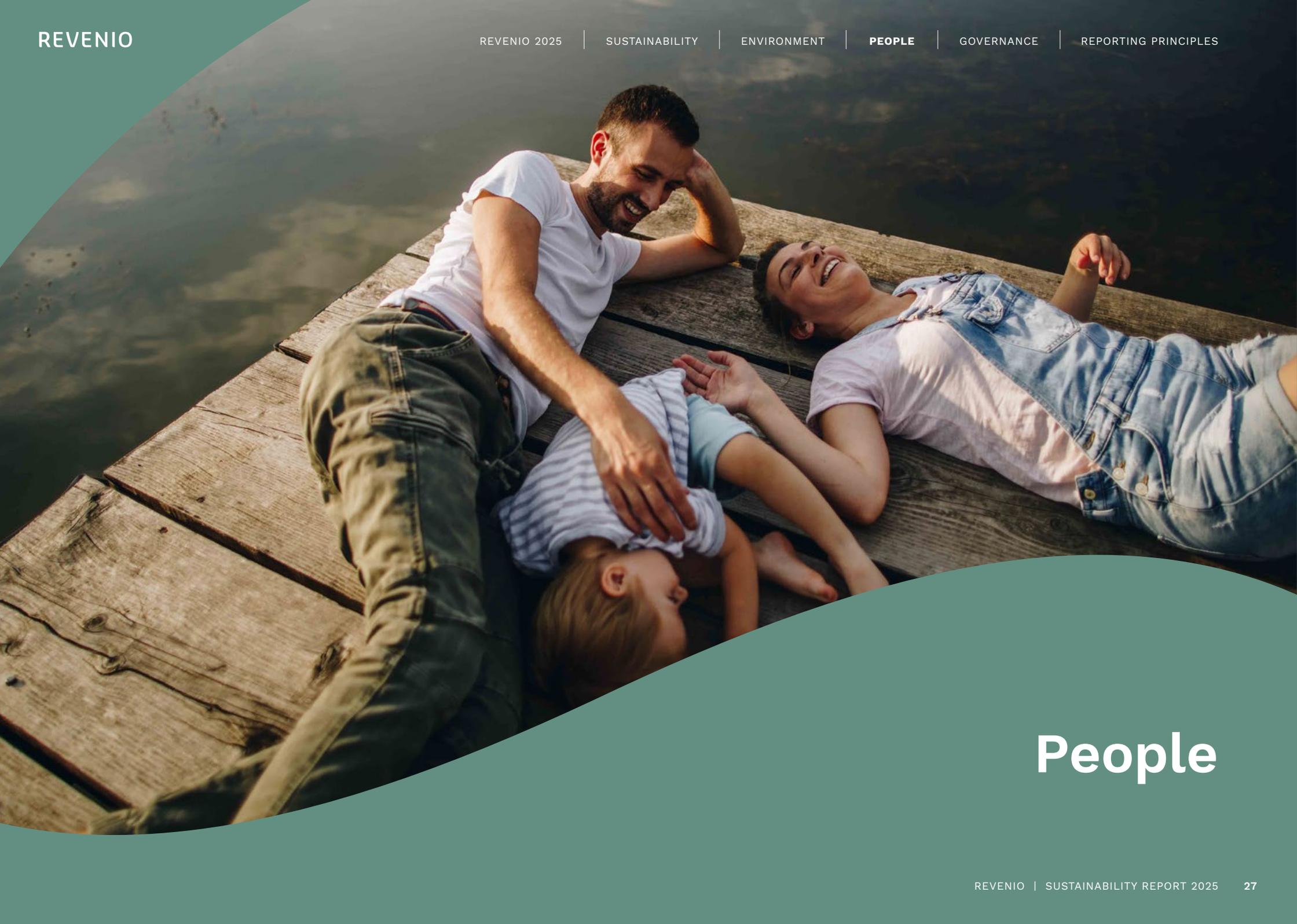
At the same time, we continue to follow other developments in sustainability regulations that influence our product requirements, such as the Packaging and Packaging Waste Regulation (PPWR) and the EU Batteries Regulation (EUBR). Some of these frameworks already impose con-

crete requirements on our products, while others are still taking shape. We closely monitor the regulatory landscape to ensure that our development processes remain aligned with future compliance expectations.

We view regulatory drivers as positive forces to accelerate responsible innovation. They challenge our industry to adopt more sustainable materials, improve energy efficiency, and design products with longer lifetimes and better circularity. Although medical device manufacturers operate under strict and non-negotiable safety and performance requirements, where patient safety is always paramount, we are committed to advancing our products in line with sustainability frameworks.

By proactively enhancing our ecodesign practices and preparing for future regulatory expectations, Revenio continues to push forward responsible innovation while upholding the superior safety standards required in medical technology.





# People

# Growing and developing together

## Social responsibility

Material topics	Sub-topics	Management of the subject
<ul style="list-style-type: none"> <li>• Own workforce</li> </ul>	<ul style="list-style-type: none"> <li>• Working conditions</li> <li>• Equal treatment and opportunities for all</li> </ul>	<ul style="list-style-type: none"> <li>• Labor practices and human rights policy</li> <li>• Code of Conduct, trainings and development discussions</li> </ul>
<ul style="list-style-type: none"> <li>• Workers in the value chain</li> </ul>	<ul style="list-style-type: none"> <li>• Working conditions</li> </ul>	<ul style="list-style-type: none"> <li>• Supplier Code of Conduct</li> <li>• Supplier logbook</li> <li>• Auditing scheme and ESG auditing</li> <li>• Long term suppliers</li> <li>• Supplier policy (purchasing policy)</li> </ul>
<ul style="list-style-type: none"> <li>• Consumers and end users</li> </ul>	<ul style="list-style-type: none"> <li>• Access to products and services</li> <li>• Health and safety</li> <li>• Privacy</li> </ul>	<ul style="list-style-type: none"> <li>• AI and accessibility, product design</li> <li>• End-user privacy</li> </ul>

**THE MOST IMPORTANT ASSET** of the Revenio Group is its thriving, committed, and competent employees. We employed 248 employees on average in 2025 (2024: 229), and the majority of the employees are full-time and permanent employees. The turnover rate of permanent employees in 2025 was 10,5 % (2024: 5.6%).



In 2025, we strengthened our commitment to diversity, equity, and inclusion through several key initiatives. We successfully conducted the Vision Shapers training program, which received positive feedback and reinforced our cultural transformation goals. Our Italian office achieved gender equality certification, reflecting our dedication to fair and inclusive practices across regions. Additionally, we advanced equal pay by implementing a structured work role architecture to ensure transparency and equity throughout the organization.

### We maintain a safe and healthy working environment

While the majority of our operations are office-based and present inherently low physical risk, we maintain a proactive and comprehensive approach to occupational health and safety across all work environments.

We recorded no work-related fatalities, serious injuries, or occupational illnesses during the reporting period. However, we remain committed to continuous improvement in our health and safety practices.

Our small-scale warehousing operations in Finland and Italy are managed with high safety standards, including designated occupational safety and health managers, regular safety training, and well-established protocols covering manual handling, equipment use, and emergency procedures. Although these working environments are relatively low risk, we regularly assess hazards, ensure compliance with safety regulations, and foster awareness among all employees through continuous discussion on safety aspects.

This approach reflects our belief that all employees deserve a safe and healthy workplace.

### Committed and Competent People at the Heart of Our Growth

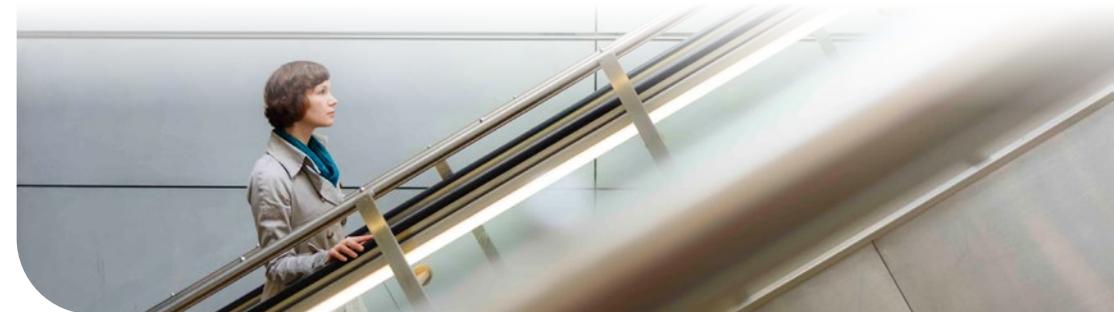
Our employees are the most important resource we have, and competence development is in the core of our business. There are several aspects in the competence development at Revenio Group, however overall function is based on three levels – organizational, team and individual competence. Human resources function takes one of the three as a focus point for development efforts every year.

### Training and individual development

#### There are various tools and paths for individual development and training:

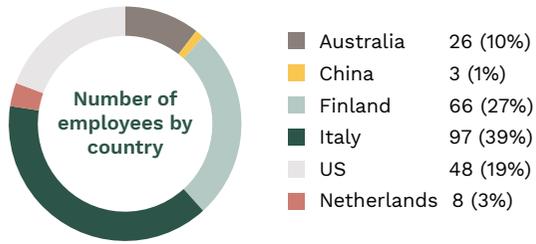
- Icare Quality Academy for enabling unified understanding on our quality systems
- Icare Academy for product-related training (also accessible for certain external stakeholders)
- Manager toolbox for developing leadership skills
- Personal training from external training facilitation based on individual needs and preferences
- Continuous pilots of external training schemes to provide group-wide training (e.g. professional development and IT skills in 2025)
- Work role-independent training aimed at all employees, the completion of which is monitored centrally (Including e.g. Code of Conduct and information security training)
- Individual target and development discussions covering all employees

Managers are responsible that their teams have the right competencies for their roles. Individuals are responsible for reflecting on their development needs and ambition level with their supervisors. Teams are free to dedicate time to provide training for individuals or larger groups based on the discussion and development needs.

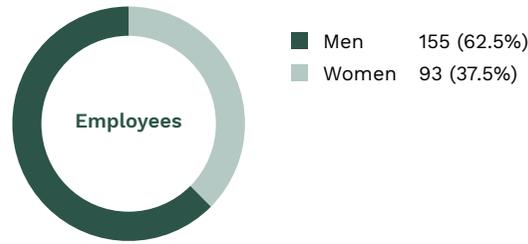


# Revenio employee metrics 2025

Employees by country



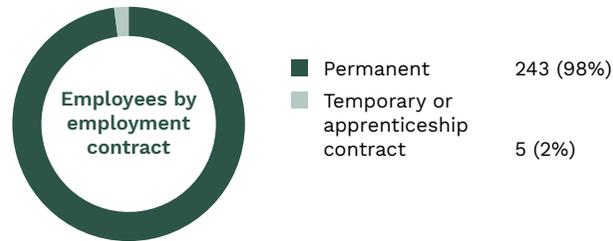
Employees by gender



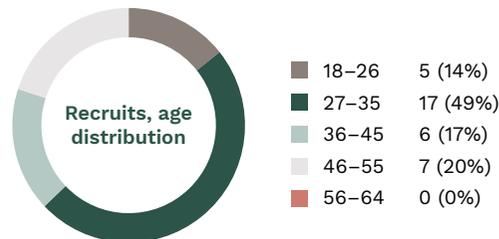
Employees by gender



Permanent and temporary employees



New employees by gender and age



Number of employees on average in 2025

248

Turnover of permanent employees in 2025

10.5%

2024: 5.6%



## ICARE VISION SHAPERS



### Building global leadership with Aalto University

In 2024, we launched a strategic partnership with Aalto University Executive Education and Professional Development (AE) to strengthen leadership capabilities across Revenio's global organisation. The advanced Vision Shapers training program brought together 20 experts from all of Revenio's markets, creating a unique platform for cross-border and cross-organisation collaboration and knowledge sharing.

The leadership program spanned over 2024-2025 and consisted of four

intensive in-person modules, each designed to deepen business acumen and foster innovative thinking. In these modules, the participants explored critical topics such as strategic foresight, customer-centric innovation, commercial excellence and personal leadership growth. The participants' thinking was challenged through simulations, workshops and coaching sessions, inspiring new perspectives on leadership.

“

*During the Vision Shapers training program, I had the opportunity to dive deep into key areas of modern leadership, such as strategic thinking, emotional intelligence, cross-cultural collaboration, psychological safety, and leading innovation. The program provided practical tools and new perspectives on my own leadership style – especially in how to create customer value and build a trust-based, sustainable company culture. It strengthened my understanding of the kind of leader I want to become in the future.*

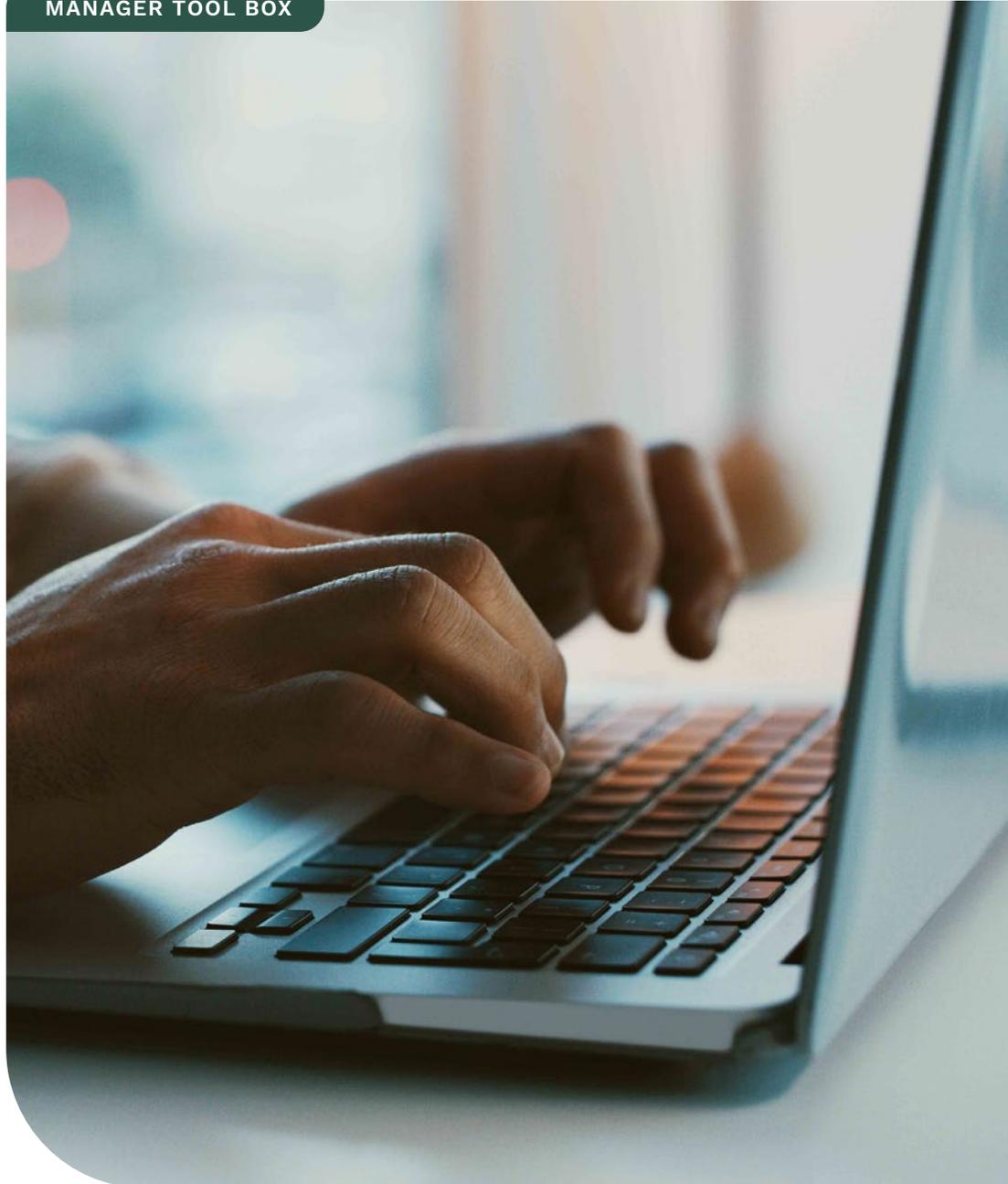
– Program participant

“

*The 4-module leadership program offered not only vital learnings from academic and business life experts but also a safe space for company senior management to collaborate and develop together as colleagues. I find it crucially important for company management to be aligned and supported to grow the company sustainably and systematically. The program truly offered time to reflect on our performance and ways of working while at the same time developing individual capabilities and inspiring at least me to grow as part of the great team.*

– Program participant

## MANAGER TOOL BOX

***Empowering leadership through modular training***

*In early 2024, Revenio introduced a comprehensive modular training program, Manager Tool Box, designed for all people managers across the organisation. The modular training program aims to provide diverse support for managerial work, including the harmonisation of practices, the sharing of competencies, and peer learning. At its core, the training emphasises the pivotal role managers play in driving our strategy forward. The program continued in 2025 with the participation of more of the company's managers.*

*The training program consisted of five distinct modules, covering a wide range of topics essential for effective leadership. In addition to strategy, the modules explored areas such as local legislation, well-being management, and collaborative practices, equipping managers with tools to lead confidently in a fast-paced and global environment. In 2025, topics included performance management, support for the use of the HR system Bob and company processes, as well as comprehensive training for new managers, which consisted of tasks to be completed during the introduction period.*

*The modular training program initiative reflects our commitment to strengthening leadership capabilities and aligning managerial practices with the company's strategic goals. The program is set to continue in 2026.*

## Equality and well-being at work

We see embracing diverse perspectives and cultures as a driving force to understand our global customers and strengthen our operations. A workforce rich in versatility and expertise enables us to grow sustainably and responsibly. Equity, diversity, and inclusion are at the heart of creating a healthy work environment, one that fosters collaboration, well-being, and sparks innovation. Concretely, this shows in our recruiting guide, which includes awareness of advancing innovation at the workplace by recruiting people with different skill sets and backgrounds, in relation to age, gender, nationality, experience, and education.

We think everyone is entitled to a safe environment, and we take themes such as gender equity and harassment prevention seriously. In 2025, the human resources team in Italy office was granted a certification on gender equality (UNI/PdR 125:2022) by an external auditor. We also perceive psychological safety as a strength in the workplace. The results of the employee survey also show that the company’s culture encourages ideas and interaction even when it comes to challenging issues.

In expert work, it is essential to monitor the mental workload. Geopolitical uncertainty and the occasional excessive workload resulting from the growth of the company and the global operating environment can

cause mental stress. We have continued the use of Auntie service to provide approachable support for both mental well-being challenges and self-management. The cooperation with Auntie service includes the opportunity for one-on-one discussions with a healthcare professional, information sessions related to mental well-being and training for supervisors on how to support their own and the team’s well-being.

Our values are concretely turned into actions by continuing use of the “We care awards”. The awards range from smaller awards that are decided by managers to larger awards approved by the Leadership Team. Awards can be given to employees who act in an exemplary way in accordance with our values.

### GENDER EQUALITY



### Advancing gender equality – new certificate for the Italy office

*In 2025, we achieved an important milestone in promoting diversity and inclusion. Revenio’s HR team in Italy has obtained UNI/PdR 125:2022 certification for gender equality, issued by the certifying body DNV.*

*This certification reflects Revenio’s ongoing commitment to creating a fair and inclusive work environment, attentive to the needs, well-being and professional growth of every team member. It also reinforces our core values of trust and integrity, people and teamwork, and innovation and quality.*

*The certification process required the implementation of structured guidelines and performance indicators across key areas such as culture and strategy, governance, HR processes, opportunities for growth, gender pay equity, and work-life balance. By meeting the standards, Revenio demonstrates its dedication to embedding gender equality into the company’s DNA and driving a sustainable future.*

*We will continue to develop our gender equality practices across all regions and the whole company, and are committed to continuous monitoring and reporting of gender-related KPIs to ensure lasting progress. In 2026, we will continue to expand certification efforts and integrate diversity KPIs into global HR processes.*

DIVERSITY INDEX



**Top 10 placement in Diversity Index**

*In 2025, Revenio was ranked among the top-performing companies in the Nordic Business Diversity Index, achieving a top 10 placement and ranking 4th in the top-performing large-cap category. We ranked fourth also in 2024. The recurring strong placement reflects our continued focus on building diverse leadership teams and strengthening inclusive governance practices.*

*The Nordic Business Diversity Index, produced by the strategy consultancy Impaktly, measures executive diversity based on four variables (gender, age, nationality, and education) and in relation to the size of boards and executive teams. The 2025 study focused on the companies listed on the main stock exchanges of Helsinki, Stockholm, Copenhagen, Oslo, and Iceland, totalling over 800 companies. The number of companies assessed makes this study one of the most comprehensive diversity surveys of top corporate management in the Nordic countries.*

**Equal pay**

Our human resources practices, including remuneration policies, are designed to promote equity. We do not tolerate unjustified gender-based disparities in compensation and are committed to achieving pay equality. For instance, this is monitored at the group level to ensure that salary increase percentages are free from gender bias. In 2025, we finalized job role architecture work, which included harmonization of pay in similar roles. External statistics were introduced to the basis of pay, in contrast to using only internal references, which increases the equality in pay philosophy. All of our employees in every country are paid above minimum wage.

**Possibilities to impact**

Continuous support from managers and interaction with employees is a key method of interaction in an expert organization. In Italy, there is a “Work Council”, a cooperation body made up of company and employee representatives. In Finland, cooperation with the employees takes place through the shop steward, and the cooperation group meets quarterly. In Australia, there is an Occupational Health and Safety team that deals with common employee matters.

Revenio conducts an annual global employee engagement survey each May on commitment and well-being. Cooperation between teams and departments as well as the smoothness of systems and processes continued as areas for development. The KPI describing employee commitment to Revenio, eNPS, was 21 (2024: 8). In addition to the employee survey, the effectiveness of development actions is monitored through pulse surveys conducted twice a year.

Employees have the freedom of association and the right to be members of a trade union of their choice. Revenio ensures that employee representatives are not discriminated against and that they can actively cooperate with other employees. Cooperation between management and employee representatives is based on local legislation and is country specific. Revenio is committed to complying with local labor laws in all its operating countries. In countries which enable the use of collective bargaining agreements, 100 percent of our employees are covered by collective bargaining agreements.

3.87/5

EMPLOYEE ENGAGEMENT SURVEY

2024: 3.84/5

21

eNPS

2024: 8

## Human rights policies and processes

Revenio's operations are governed by the Group's business principles and quality standards. Maintaining a consistent operating culture is essential for achieving our strategic objectives and fostering trust among employees, customers, partners, and other stakeholders. The Code of Conduct, approved by Revenio's Board of Directors, provides guidance for decision-making in a global context and ensures that our practices remain sustainable and responsible.

We select partners and collaborators who share our ethical, social, and environmental values and adhere to recognized standards and best practices concerning human rights, labor conditions, health and safety, and environmental protection.

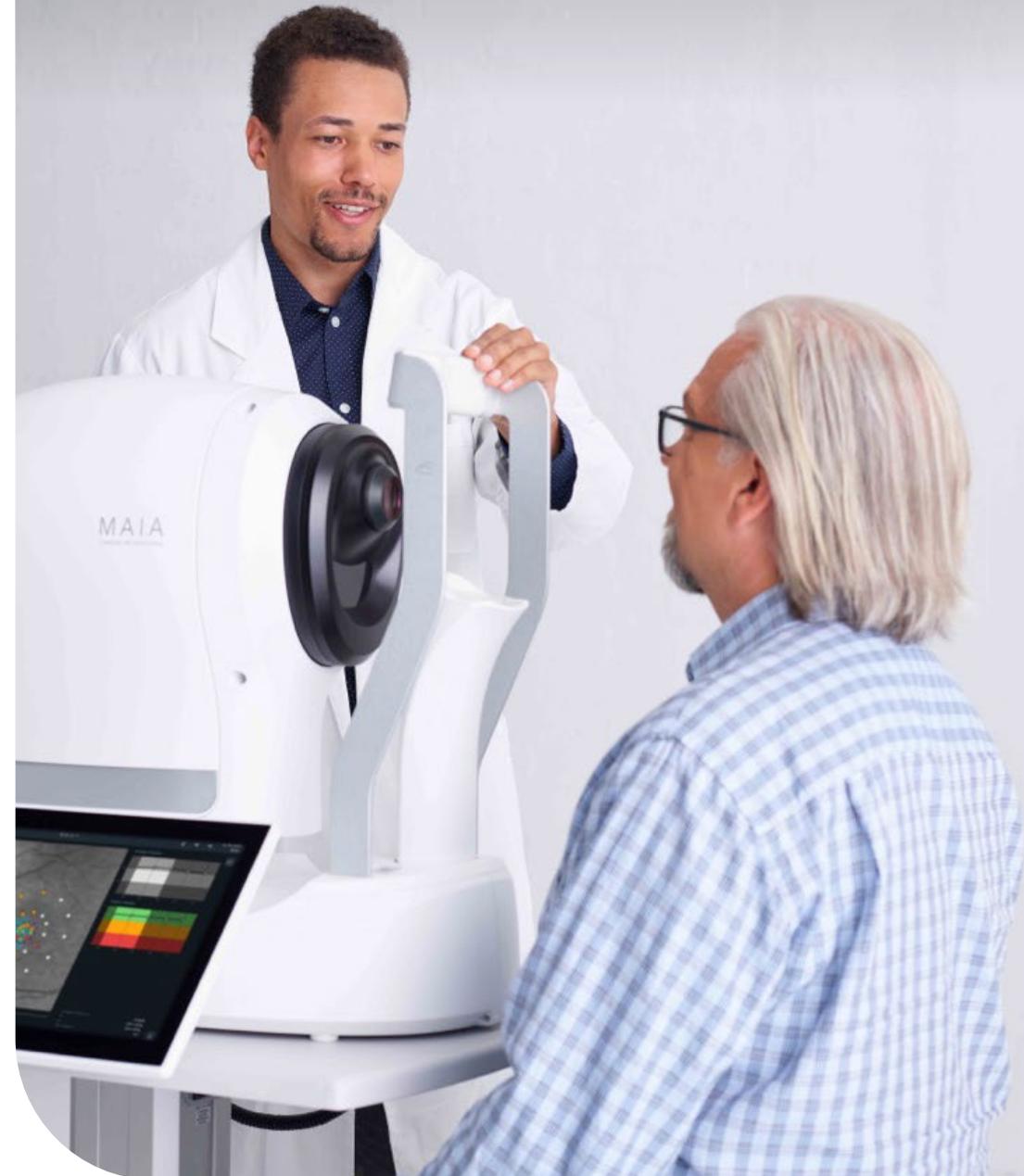
## Code of Conduct

Revenio Group's objective is to maintain an atmosphere of openness and ethical practices throughout our business. We value and respect all those involved in our business, and want our employees, customers, owners and other stakeholders to be able to trust us as a responsible, safe and transparent company.

Our Code of Conduct is included in the orientation process at the beginning of a career in Revenio Group – each employee is familiarized with the Code early on and every employee has signed it.

### The key principles of Revenio's Code of Conduct are:

- We comply with the law
- We respect human rights
- We do not use child or forced labor
- We respect the right to participate
- We promote equal opportunities, diversity, and non-discrimination
- We provide a safe and healthy working environment
- We do not tolerate harassment in any form



### Additional own workforce information – human rights policies and processes

<b>Code of Conduct in place</b>	Yes
<b>Child labour</b>	Yes, included in the Code of Conduct
<b>Forced labour</b>	Yes, included in the Code of Conduct
<b>Human trafficking</b>	No
<b>Discrimination</b>	Yes, included in the Code of Conduct
<b>Accident prevention</b>	Yes, included in the Code of Conduct
<b>Other</b>	Bribery, charity, donations, conflicts of interest, data privacy
<b>Whistleblowing in place</b>	Yes

Our Code of Conduct is available publicly on our website, together with the Supplier Code of Conduct and whistleblowing channel.



### Whistleblowing

Revenio utilizes an independent whistleblowing service to enable the reporting of any serious risks of misconduct that may adversely affect human rights, the organization, society, or the environment. Reports can be submitted through the WhistleB platform, which is accessible to both internal and external stakeholders.

All reports received via WhistleB are forwarded to an external party responsible for preparing a detailed summary of the case. This summary is then assigned to designated individuals within Revenio based on the nature of the issue. In accordance with legal requirements, the whistleblower must be informed of the progress and any measures taken within three months of submitting the report.

Revenio’s whistleblowing policy includes explicit provisions for the protection of whistleblowers. Submitting a report must not result in any harm to the whistleblower, and they are safeguarded against retaliation—even in cases where the report proves to be unfounded. The policy is aligned with the Whistleblower Protection Act. The Revenio Group whistleblowing channel is accessible to all stakeholders. In addition, a separate channel is maintained for operations in Italy. Reports submitted through either channel are duly considered and processed in accordance with the established whistleblowing procedures and included in this report.

In 2025, Revenio did not have incidents related to themes below.

INCIDENTS DURING 2025 RELATED TO HUMAN RIGHTS ASPECTS	
<b>Child labour</b>	No
<b>Forced labour</b>	No
<b>Human trafficking</b>	No
<b>Discrimination</b>	No

During 2025, we did not receive any reports related to harassment or discrimination. We monitor the incidents by whistleblowing channel reports and discussions with supervisors.

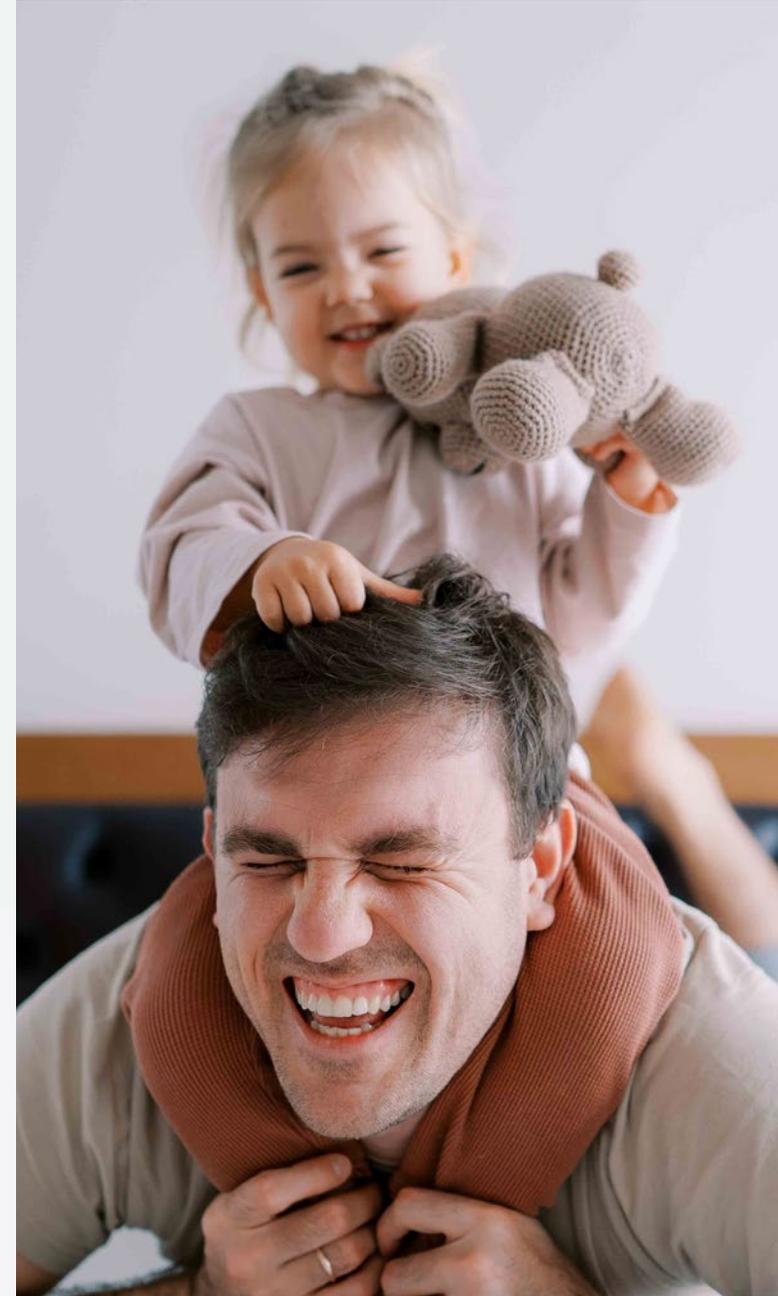
## We improve the quality of life

Revenio’s most significant and relevant positive impact from the perspective of sustainability is promoting eye health. We develop high-quality, safe, and user-friendly solutions for healthcare professionals and individuals with eye conditions. Our solutions connect patients, high-quality data and professionals, such as ophthalmologists and opticians, through hardware and software, including AI solutions. With our iCare solutions, we can improve access to eye care globally. Our product development work is based on a strong quality and safety mindset.

We control the device design and manufacturing with our quality systems, and use other means, such as Post Market Surveillance or PMS, to continuously monitor performance and safety of medical devices after they have been placed on the market. PMS is a systematic process under the EU Medical Device Regulation (MDR 2017/745) and works as stakeholder communication as well.

Safety and usability are fundamental objectives for our products. The purpose of the PMS process is to monitor safety and performance, ensure continuous regulatory compliance, and support product development. This process systematically collects data on equipment usage, enabling timely identification of potential risks and performance issues. Furthermore, PMS guarantees that all devices comply with the stringent requirements of the Medical Device Regulation (MDR) throughout their entire life cycle.

In 2025, no deviations or recalls related to equipment safety, product information and labeling, or marketing communications were reported. The PMS process, including comprehensive health and safety assessments, covers 100% of our medical device, both physical and software-based.



0

deviations or recalls related to equipment safety, product information and labeling, or marketing communications were reported.

29,1

Brand Net Promoter Score is used to measure the loyalty of a company or brand’s customer relationships. Survey is sent to eye-care professionals in EU and US area.

10.5%

R&D COSTS FROM NET SALES

2024: 10%

80

NUMBER OF INNOVATION IDEAS\*

2024: 69

\*Methodology for measuring innovation ideas refined in 2025

UPCOMING BLOG POSTS

# Holistic eye-health diagnostics with our products



*“Quality is not just a technical requirement, but an integral part of Revenio’s strategy, strengthening the global position of the iCare brand.*

*The quality requirements cover the entire supply chain. We work closely with our manufacturing partners to audit, train, and solve compliance challenges together. Long-term partnerships are valuable to us and also support the development of new products. Good care of suppliers also facilitates the design process and manufacturing of new products. Solving issues together has been very fruitful.”*

*“Today, there are already more than 590 million adults worldwide living with diabetes. A significant proportion—up to a quarter—will develop diabetic retinopathy, a vision-threatening condition, at some point in their lives. Diabetic retinopathy often progresses silently without noticeable symptoms, which makes it easy to go undiagnosed. However, if left untreated, it can lead to blindness—a major source of fear and concern among people with diabetes.*

*Fortunately, ophthalmic care and screening solutions for eye diseases are evolving rapidly. Early detection of eye diseases is critical to halting disease progression in time. AI-assisted screening enables accurate and rapid diagnostics for a broader population, while also making the care pathway more efficient and streamlined—saving both time and costs for healthcare providers and patients alike.”*



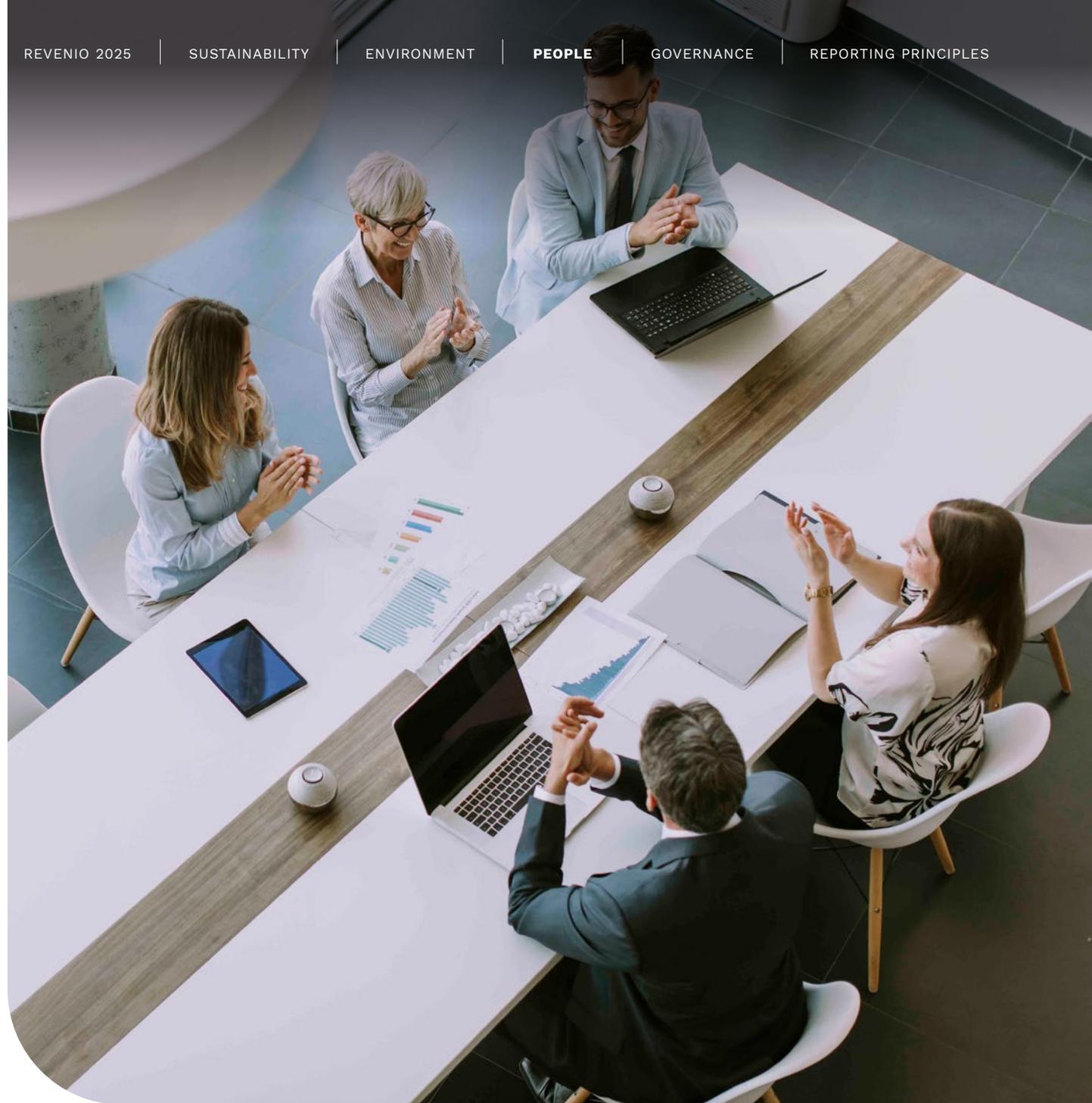
*“Early diagnosis is important because hereditary glaucoma blinds a dog in an average of about nine months. When the disease is detected early and medicated correctly, the dog’s vision can in the best-case scenario be preserved for the rest of the dog’s life.*

*We train vets and technicians to use tonometers. We also create how-to videos on YouTube to help our extensive distributor network and customer base get the most out of their devices. In fact, strong and long-term customer relationships are one of the best things in this work. Working with animals is close to the heart of every member of our team, and our work also has a positive impact on people’s everyday lives through the welfare of pets.”*

## End-user privacy

When it comes to the end-user perspective, our focus point is also privacy and information security. Regulations guide our processes and actions at a high level, and additionally, technical controls are executed in the software services we provide. We minimize data handling when possible and have built our systems to function without unnecessary details from users. In most cases, we are not register holders and in cases we are, we ensure with contracts that appropriate measures are taken to secure the information, unnecessary data is not collected and the storage of the data is minimized. We utilize built-in features in devices, such as wiping the data from the device automatically after a certain time period.

We continuously improve our risk management and control in this field. We have ISO 14971:2019 Medical devices in place, which is embedded as a part of our quality system, and it covers all our medical devices and solutions. In 2025, we have also advanced the ISO 27001 Information Security management implementation further into our operations.





# Governance

# We operate responsibly and transparently

## Responsible business

Material topics	Sub-topics	Management of the subject
<ul style="list-style-type: none"> <li>Business conduct</li> </ul>	<ul style="list-style-type: none"> <li>Corporate culture</li> <li>Protection of whistleblowers animal welfare</li> <li>Management of supplier relationships</li> </ul>	<ul style="list-style-type: none"> <li>Policies</li> <li>Whistleblowing channel and process</li> <li>Supplier management</li> </ul>

**CORPORATE RESPONSIBILITY** is essentially doing the right thing in every aspect of business. We adhere to local and international laws, regulations, the rules of Nasdaq Helsinki, the Finnish Corporate Governance Code by the Securities Market Association and requirements set by the manufacturers of medical devices. In addition, we feel it is our duty to do more within the scope of our business. Our operations are regulated and guided by a number of policies, guidelines and codes of conduct, which are an important and essential part of our operating culture. Our Code of Conduct and Supplier Code of Conduct play a crucial part in ensuring business ethics throughout our operations.

Revenio Group has never been fined or convicted of corruption and bribery.

### Our key policies related to responsibility and sustainable development are:

- Code of Conduct
- Supplier Code of Conduct
- Certified quality management systems; ISO 13 485, MDSAP, MDR
- Innovation Policy
- Group Labor Practices and Human Rights Policy
- Employee Invention and Remuneration Policy
- Disclosure Policy
- Environmental Policy
- Remuneration Policy
- IEC 60601-1-9 standard on Environmentally Conscious Design
- Information Security Policy
- Information security ISO 27 001
- Supplier Policy
- Sales and Marketing Policy

## Supplier relationship

Our suppliers play a key role in our value chain and in promoting sustainable business. This is because our operating model does not include our own manufacturing or logistics. The most significant potential adverse impacts of our operations occur within the supply chain, particularly in manufacturing and logistics. Our supplier management focuses on the Supplier Code of Conduct and a structured evaluation and auditing process.

Our objective is that all new suppliers adhere to the Code, which applies to all significant entities providing products or services to Revenio Group, including their employees, consultants, and subcontractors. Suppliers must monitor compliance and promote adherence among their own partners.

Supplier relationships are subject to risk-based assessments and regular audits covering both quality and operational performance. Critical suppliers undergo scheduled audits, while others are reviewed based on risk. We prioritize long-term partnerships and expect suppliers to maintain high standards of quality and sustainability, supported by robust quality management systems. These relationships form the foundation for continuous improvement and the development of sustainable practices across our supply chain.



### NEW SUPPLIER AUDITING FORM



#### Concrete actions supporting responsible supplier management

*In 2024-2025, we revised our supplier auditing form to further strengthen sustainability and ethical practices across the company's supply chain. The updated form now includes more comprehensive criteria covering key environmental, social and governance (ESG) aspects, with particular focus on human rights and responsible business conduct.*

##### The revised form addresses, among others, the following areas:

- *Labour practices: pay equity, health, safety, human trafficking, child labour and forced labour*
- *Waste management and pollution control*
- *Fair business practices: anti-corruption and anti-bribery measures*

*At Revenio, supplier auditing is conducted on a risk-based and continuous basis, focusing especially on critical suppliers. Audits serve not only as a compliance mechanism but also as a practical tool for communicating Revenio's sustainability expectations and providing guidance on responsible operating practices. This approach supports alignment with our Supplier Code of Conduct and helps build long-term supplier partnerships based on transparency and trust.*

*The supplier auditing form was revised collaboratively by responsible representatives from the sustainability, quality and operational teams. The updated form has been fully implemented across all auditing processes.*



# Reporting principles

## Reporting principles

**IN THIS REPORT** we describe our sustainability actions.

Report covers January 1–December 31, 2025.

Revenio Group publishes its sustainability report for the first time in reference to the VSME reporting standard. A comprehensive module is selected to frame the reporting, and sustainability information is complemented by applying GRI standards where necessary to provide detailed information for the Group's stakeholders. Our goal is to develop our sustainability reporting to be compliant with the VSME structure.

The omission of certain information is due to insufficient data availability. We are continuously enhancing our data collection processes and aim to publish information supported by robust and reliable data. Omitted information regarding the VSME framework include: 41 (a) about recordable work-related accidents and 42 (b) and (d) about the gender pay gap and training hours per gender. Amount of significant material flows 38 (c) is omitted due to the confidentiality of the information.

The Revenio Group includes the parent company, Revenio Group Corporation and its subsidiaries, which have been defined in the 2025 consolidated financial statements, note 25. The report covers Revenio's entire operation. The reported and reference year data apply to the entire Revenio Group, unless otherwise stated. This report has not been externally verified. The report will be published on March 23, 2025. The previous report was published on March 12, 2024.

In addition, we provide a summary of sustainability considerations as part of our financial statements in the Board of Directors' Report.

For further information on Revenio's sustainability, please contact: ESG Manager Sara Idström, [sara.idstrom@icare-world.com](mailto:sara.idstrom@icare-world.com)

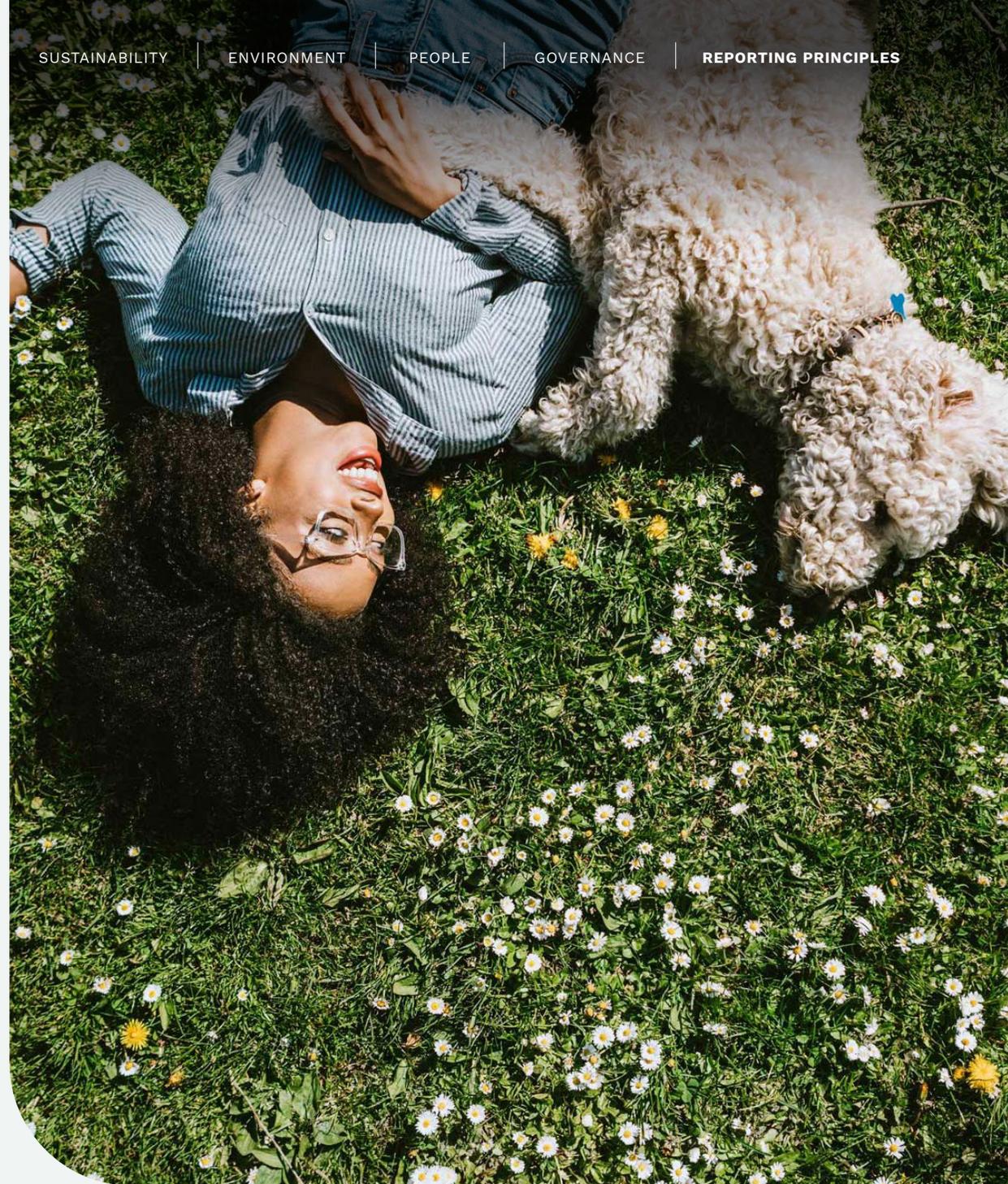


## Greenhouse gas calculation principles

**REVENIO GROUP'S** GHG calculations are conducted in accordance with GHG Protocol's standards and guidance, developed by the World Business Council for Sustainable Development (WBCSD) and World Resources Institute (WRI). Revenio Group has selected an operational control method for its GHG calculations. Emission factors used in calculations are from public well-established data-bases – DEFRA and Carbon Data Intelligence (CaDI). When accurate data is not possible to collect, estimates are used (e.g. in waste emissions). The reported emissions include all relevant greenhouse gases. Unit for emissions is tCO<sub>2</sub>e. Biogenic emissions are not reported.

**Scope 1** emissions include the company car fleet. Calculation is based on the distance travelled by the vehicle and the vehicle's fuel type. Distance is mainly based on measured kilometers, but some estimations are used for individual months if measuring did not cover the whole reporting year. Emission factors used in the calculation for Scope 1 are from DEFRA.

**Scope 2** calculations include electricity consumption and gas consumption. Electricity is calculated location based. Consumption data is received from electricity and gas bills and contracts, when possible. Some sites pay electricity and gas as part of their rent, and in these cases the consumption data is from landlord, who has allocated the consumption based on square meters of rented facility. Emission factors used in the calculations are from international electricity factors by Carbon Data Intelligence.





### Scope 3

#### Category 1:

Includes purchased goods and services during the year and components and materials used for product manufacturing. Purchased goods and services are calculated with US EPA Supply Chain Greenhouse Gas Emission Factors (for spend-based calculations). In addition, category 1 includes emissions from upstream transportation through emission factors used, hence emissions from upstream transportation is not included to the category 9: Downstream transportation and distribution.

#### Category 2:

Capital goods for Revenio Group are equipment and machinery that are used for research and development purposes or for operations department, enabling the device manufacturing and product development. Product design is excluded from capital goods calculation, as it includes software. Calculation is executed with spend-based emission factors from US EPA.

#### Category 3: Waste generated in operations

Waste generated in operations include office waste, packaging waste and e-waste. Emissions from office waste is an estimation based on the number of trash bins in each office and the frequency of cleaning services, including all sites. E-waste is measured as of Revenio owned IT equipment disposed during the year and WEEE scrap from service operations in Italy, US and Finland sites. Emission factors are from DEFRA.

#### Category 6: Business travel

Includes only business flights. Data is collected based on flight tickets inserted to expense systems. Emission factors from DEFRA are utilized in the calculations.

#### Category 7: Employee commuting

Emissions from employee commuting are calculated based on a survey conducted in 2025 for each site. Used emission factors are from DEFRA.

#### Category 9: Downstream transportation and distribution

Calculation uses data gathered from operations in Finland, Italy and US, from companies that provide Revenio Group transportation services. The companies provide amount of emissions (Co2e) directly based on services Revenio Group purchases from them. Yearly emissions are gathered from each company in each country and consolidated for the reporting.

#### Category 12: End-of-Life Treatment of Sold Products

The category includes emissions from waste disposal and treatment of products sold by Revenio Group at the end of their life. This category includes the total expected end-of-life emissions from all products and their sales boxes sold in the reporting year. Please note that due to long lifetimes of our medical device the amount of emissions is based on sold products during the year, not waste generated during the year.

# GRI content index

**Statement of use** Revenio Group Corporation has reported the information cited in this GRI content index for the period January 1 - December 31, 2025 with reference to the GRI Standards.

**GRI 1 used** GRI 1: Foundation 2021

CODE	GRI CONTENT	PAGE NUMBER	ADDITIONAL INFORMATION
<b>GRI 2: General Disclosures 2021</b>			
2-1	Organizational details	6	<a href="http://www.reveniogroup.fi">www.reveniogroup.fi</a>
2-2	Entities included in the organization's sustainability reporting	6	
2-3	Reporting period, frequency and contact point	44	
2-4	Restatements of information	21	Correction to the 2024 electricity consumption (171 tCo2e → 167tCo2e)
2-5	External assurance	44	No external assurance
2-6	Activities, value chain and other business relationships	11	
2-7	Employees	28	
2-9	Governance structure and composition	18	
2-10	Nomination and selection of the highest governance body	5	Corporate governance statement 2025
2-11	Chair of the highest governance body	18	
2-12	Role of the highest governance body in overseeing the management of impacts	18	
2-13	Delegation of responsibility for managing impacts	18	
2-14	Role of the highest governance body in sustainability reporting	18	
2-15	Conflicts of interest	5	Corporate governance statement 2025
2-16	Communication of critical concerns	18	

CODE	GRI CONTENT	PAGE NUMBER	ADDITIONAL INFORMATION
2-18	Evaluation of the performance of the highest governance body	8	Corporate governance statement 2025
2-19	Remuneration policies	5, 6	Remuneration report 2025
2-20	Process to determine remuneration	34	And remuneration report 2025
2-23	Policy commitments	41	
2-24	Embedding policy commitments	18, 35	
2-26	Mechanisms for seeking advice and raising concerns	36	
2-27	Compliance with laws and regulations	41	
2-29	Approach to stakeholder engagement	17	
2-30	Collective bargaining agreements	34	
<b>GRI 3: Material Topics 2021</b>			
3-1	Process to determine material topics	12	
3-2	List of material topics	13	
3-3	Management of material topics	14, 15	
<b>GRI 201: Economic Performance 2016</b>			
201-1	Direct economic value generated and distributed	6	
<b>GRI 205: Anti-corruption 2016</b>			
205-2	Communication and training about anti-corruption policies and procedures	41	
205-3	Confirmed incidents of corruption and actions taken	41	
<b>GRI 302: Energy 2016</b>			
302-1	Energy consumption within the organization	21	

CODE	GRI CONTENT	PAGE NUMBER	ADDITIONAL INFORMATION
<b>GRI 305: Emissions 2016</b>			
305-1	Direct (Scope 1) GHG emissions	21	
305-2	Energy indirect (Scope 2) GHG emissions	21	
305-3	Other indirect (Scope 3) GHG emissions	21	
305-4	GHG emissions intensity	21	
305-5	Reduction of GHG emissions	22	
<b>GRI 306: Waste 2020</b>			
306-3	Waste generated	24, 25	
<b>GRI 308: Supplier Environmental Assessment 2016</b>			
308-1	New suppliers that were screened using environmental criteria	22, 23, 42	
308-2	Negative environmental impacts in the supply chain and actions taken	42	
<b>GRI 401: Employment 2016</b>			
401-1	New employee hires and employee turnover	30	
<b>GRI 403: Occupational Health and Safety 2018</b>			
403-1	Occupational health and safety management system	29	
403-2	Hazard identification, risk assessment, and incident investigation	29	
403-3	Occupational health services	29	
403-4	Worker participation, consultation, and communication on occupational health and safety	29	
403-5	Worker training on occupational health and safety	29	
403-6	Promotion of worker health	29	
403-8	Workers covered by an occupational health and safety management system	29	

CODE	GRI CONTENT	PAGE NUMBER	ADDITIONAL INFORMATION
<b>GRI 404: Training and Education 2016</b>			
404-2	Programs for upgrading employee skills and transition assistance programs	29	
404-3	Percentage of employees receiving regular performance and career development reviews	29	
<b>GRI 405: Diversity and Equal Opportunity 2016</b>			
405-1	Diversity of governance bodies and employees	18, 30	
<b>GRI 406: Non-discrimination 2016</b>			
406-1	Incidents of discrimination and corrective actions taken	36	
<b>GRI 414: Supplier Social Assessment 2016</b>			
414-1	New suppliers that were screened using social criteria	42	
<b>GRI 416: Customer Health and Safety 2016</b>			
416-1	Assessment of the health and safety impacts of product and service categories	37	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	37	
<b>GRI 417: Marketing and Labeling 2016</b>			
417-2	Incidents of non-compliance concerning product and service information and labeling	37	
417-3	Incidents of non-compliance concerning marketing communications	37	

# VSME content index

CODE	DISCLOSURE REQUIREMENT	PAGE NUMBER
<b>General information</b>		
B1	Basis for preparation	6, 7, 44
B2	Practices, policies and future initiatives for transitioning towards a more sustainable economy	16
C1	Strategy: Business Model and Sustainability – Related Initiatives	6, 9, 10
C2	Description of practices, policies and future initiatives for transitioning towards a more sustainable economy	15, 16
<b>Environmental metrics</b>		
B3	Energy and greenhouse gas emissions	21
B7	Resource use, circular economy and waste management	24, 25
C3	GHG reduction targets and climate transition	22
C4	Climate risks	22, 23
<b>Social metrics</b>		
B8	Workforce – General characteristics	30
B10	Workforce – Remuneration, collective bargaining and training	34
C5	Additional (general) workforce characteristics	18
C6	Additional own workforce information - Human rights policies and processes	36
C7	Severe negative human rights incidents	29
<b>Social metrics</b>		
B11	Convictions and fines for corruption and bribery	41
C9	Gender diversity ratio in the governance body	18

**REVENIO GROUP CORPORATION**

Härkähaankuja 7 | 01730 Vantaa  
[www.reveniogroup.fi/en](http://www.reveniogroup.fi/en)



**REVENIO**