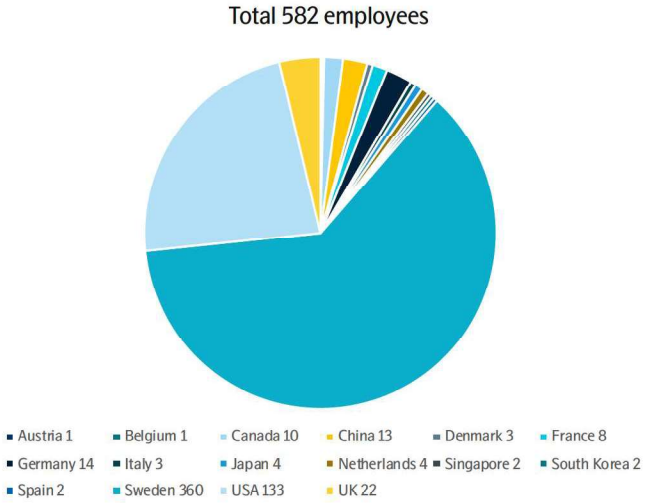
Diversity, talent, and employee development

Total employees by type of employment contract and employment type by gender

Employment contract and employment type	Total number	Female	Male	Other
Permanent employees	566	315	249	2
Temporary employees	16	10	6	0
Total*	**582**	**325**	**255**	**2**
Full time employees	529	287	240	2
Part time employees	53	38	15	0
Total*	**582**	**325**	**255**	**2**

*We furthermore have 67 workers who are not Olink employees. The majority of these work with our Analysis Services through a sub-contractor.

Total employees by region



Employee hires and turnover by gender, age group and region

	Number of new employee hires	Number of employee turnover	New employee hires %	Employee turnover %
Female	119	39	20%	7%
Male	111	25	19%	4%
<30 years	72	25	12%	4%
30-50 years	135	29	23%	5%
> 50 years	23	10	4%	2%
Austria	0	0	0%	0%
Belgium	0	0	0%	0%
Canada	6	0	1%	0%
China	6	2	1%	0.3%
Denmark	2	0	0.3%	0%
France	4	1	0.7%	0.2%
Germany	7	0	1%	0%
Italy	3	0	0.5%	0%
Japan	1	1	0.2%	0.2%
Netherlands	0	0	0%	0%
Singapore	1	0	0.2%	0%
South Korea	1	0	0.2%	0%
Spain	1	0	0.2%	0%
Sweden	121	36	20.8%	6.2%
UK	11	0	1.9%	0%
USA	66	24	11.3%	4.1%
Total	**230**	**64**	**40%**	**11%**

Diversity, talent, and employee development

Diversity makes us thrive

At Olink, we recognize that diversity strengthens our brand, employee satisfaction, and performance. We are proud to have a diverse workforce with regard to the women-to-men ratio, as well as over 25 nationalities represented. Our work with diversity also includes working towards a workplace free from any forms of harassment, discrimination, or disadvantageous treatment based on gender, national origin, ethnicity, age, religion, disability, sexual orientation, or transgender identity or expression. During 2022, there were zero (0) incidents of discrimination reported through our various channels.

We recognize that achieving diversity and inclusion is a continuous process. We strive to achieve a higher gender balance on our Management Team and Board of Directors, without compromising on know-how and competence. During 2022 we saw the gender diversity on the Board of Directors go from 25% to 22%.

Employee diversity by gender, age group and employee category

Employment type	Female	Male	Others	<30 years	30-50 years	>50 years
Board of Directors	22%	78%	0%	0%	11%	89%
Management group	50%	50%	0%	0%	56%	44%
Managers	58%	42%	0%	2%	73%	25%
Employees	55,4%	44,2%	0,4%	30%	58%	12%

Employee health and well-being

Seven (7) percent of our employees are covered by collective bargaining agreements, and all our employees are covered by national labour laws, and shall adhere to our Code of Conduct, which considers both physical, organizational, and social factors' impact on the work environment. In Sweden and the UK, occupational health and safety is governed by domestic occupational health and safety policies which are streamlined with each national legislation. During 2022, we had zero (0) incidents of work-related ill-health, and three (3) cases of recordable work-related injuries. Two (2) out of these occurred when employees commuted to/from work, and one (1) was a result of a contaminated lab surface caused by a sample leakage.

In the first half of the year, national lockdowns due to the COVID-19 pandemic eased, and more and more people returned to our offices. At the locations where we have offices our policy is to work on-site at least three (3) days a week. We continue to encourage virtual meetings whenever possible, and business travel must be motivated by a viable business case.

All employees are entitled to performance and career development sessions, and in 2022 almost all employees underwent them. 8% who were onboarded late in the year did not undergo performance and career development sessions.

Performance reviews

Employment type	Total
Management group	100%
Managers	86%
Employees	93%
Total	**92%**

We also followed up on our first engagement survey, which we see as an important means to receive input from our employees. Overall, the results revealed a good engagement score, with 90% of our employees expressing that they are proud to work at Olink, as compared with 93 % in 2021. During 2022, we streamlined our benefits program to better ensure equality throughout our global organization, at the same time as we factor in local variations in public benefits systems. In the coming year, we continue to aim at strengthening our organization, working actively with employee well-being and satisfaction. We will continue to grow during 2023 and we are looking forward to considerable recruitment and onboarding processes during the year. However, this will result in a continuous emphasis on our talent acquisition, as well as on our employer branding and succession planning. To make sustainability a top priority for all employees, we are also looking into how we should incorporate sustainability into our onboarding process.