

Corporate Social Responsibility (CSR policy)

We consider corporate social responsibility (CSR) to be a natural part of the Roblon Group's business principles, and we acknowledge that we have a responsibility for our employees and the society which we are all part of. Roblon aims to be the preferred supplier to selected strategic customers. We have naturally integrated CSR into the Group's endeavours to execute our Strategy. We interact with our customers and other stakeholders to maintain a CSR policy and launch measures that contribute to sustainable value creation.

Our CSR system is split into four subsystems, each with their own policies:

- Environment and climate
- Social and employee relations
- Human rights
- Anti-corruption and bribery

Roblon realizes its policy by:

- Having established a formal CSR organization with a steering committee under the responsibility of the Executive Management.
- Having a clear CSR ambition.
- Promoting visibility and benchmarking across the Group by implementing common systems, reporting and best practice principles.
- Through co-operation with our partners continuously follow the development of new technologies.
- Continually seeking to establish new shared-value partnerships and other networks that are expected to contribute positively to our sustainable value creation. Through these partnerships and networks gaining access to trends, new knowledge and tools that help us meet the requirements and expectations of our stakeholders.
- Having a risk management system.
- Having an open CSR communication policy.

Approved by the Board of Directors December 2021