



Sustainability report 2023

Roxtec International AB



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The Roxtec International sustainability report

This is the fiscal year 2023 sustainability report of Roxtec International AB, a Swedish limited liability company with registration number 556370-8063. This is the company's sixth sustainability report.

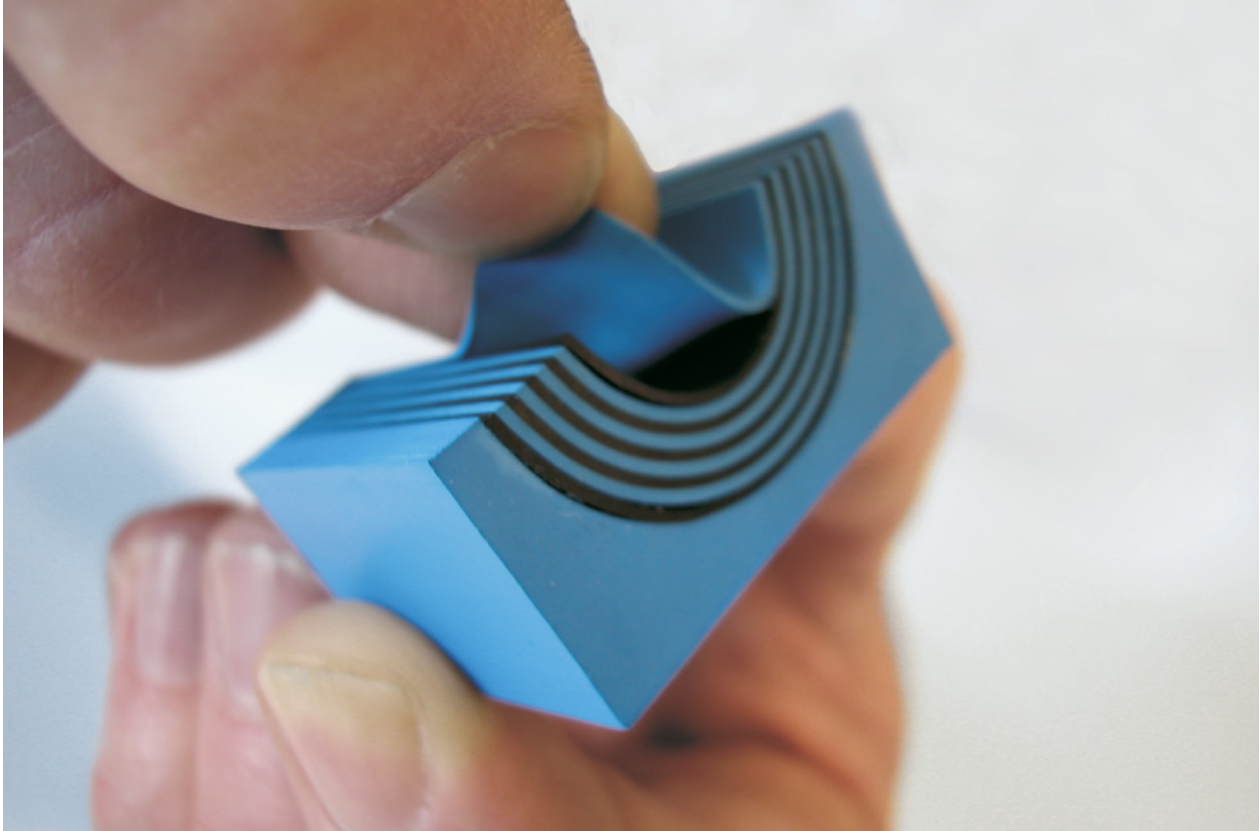
Roxtec International AB is the head office of a global group of companies, Roxtec Group. It is a subsidiary of the parent company Roxtec AB.

This report has been prepared in accordance with requirements for sustainability reporting in the Swedish Annual Accounts Act (ÅRL), chapter 6, 10 §.

For the calculation of greenhouse gas emissions, the principles of the GHG (Greenhouse Gas) Protocol have been applied.

In March 2024, the Board of Directors signed the annual accounts of Roxtec International AB and thereby also approved this sustainability report.

On the following pages, Roxtec International AB is referred to as "Roxtec" if nothing else is stated.



Roxtec – a growth company within sealing technology

Roxtec is the world leader in modular-based cable and pipe transits. Our flexible sealing system is used to protect life and assets in demanding industries and challenging projects all over the world. Roxtec has since the start in 1990 been a growth company and we continue to see great opportunities worldwide.

Sales growth, profitability and investments are the foundation of our development efforts and ensure a long-term and sustainable development. Our broad geographical and industrial spread enables us to have a reliable built-in structure for managing slowdowns in specific countries or industries.

A global company with a local presence

Roxtec International AB has 329 employees (912 in total in the Roxtec Group). There are 30 subsidiaries in the group, and we supply customers in more than 80 markets.

Our customers are mainly found in the following segments:

- Marine
- Oil and gas offshore
- Power
- Process industries
- Infrastructure
- Manufacturing industry

The Roxtec Group has its centralized production and distribution facilities at the Roxtec headquarters in Karlskrona, Sweden, but also offices, production facilities and distribution centers strategically located around the world (see map).

Most materials come from a limited number of long-term suppliers whom we continuously assess on different set parameters. Most procurements are done through suppliers manufacturing in northern Europe, mainly in Sweden. Our close cooperation

with the suppliers contributes to smarter and safer production processes. This has improved product quality, supply, and work environment, and reduced our environmental footprint and energy use.

Innovative solutions

Our goal is to make the world a safer place. Therefore, we offer a long-term partnership for safe operations. Owners, design engineers, and installers rely on us throughout the lifecycle of their investments.

We have extensive resources for research and development, such as material development, fire, and test laboratories, and work together with customers and suppliers to improve solutions. We often tailor seals for specific challenges. The close cooperation with customers creates excellent opportunities for continuous development – and for entering new industries and markets.



● Roxtec Group offices ● Roxtec Group production facilities.

Protecting against multiple hazards

Our cable and pipe penetration seals are used in various structures and equipment on land, at sea, and underground. They protect against fire, smoke, gas, water, dust, sand, pests, vibration, noise, electromagnetic interference, and the risk of explosion. They can also handle potentially explosive environments, corrosion and temperature changes and offer solutions for bonding and grounding. The seals are certified by many international authorities and tested to international and national standards.

Smart and efficient system

The base of the sealing system is simple and ingenious. The frame is attached to the structure, and then adaptable sealing modules are placed around the cables and pipes before the system is sealed with a compression unit.

The system simplifies planning, design, installation, and logistics. It provides built-in spare capacity for upgrades and contributes to competitiveness and sustainability also in the long run as the products have a very long lifetime. Besides this, we offer smart online tools and additional services.

Stable profitability and growth

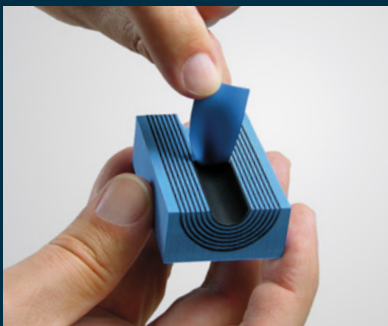
The sales of Roxtec developed well during 2023, reaching 2 056 MSEK (3 063 MSEK in total for the Roxtec Group). Our four regions (Americas, Asia, Northern Europe, and Southern Europe & Middle East/Africa) and our three business areas (Marine & Offshore, Infrastructure & Industry and Power & Process Industries) reported good sales growth (in total +26%) compared to the previous year. The group showed continued good profitability during the year.

Roxtec Core Values

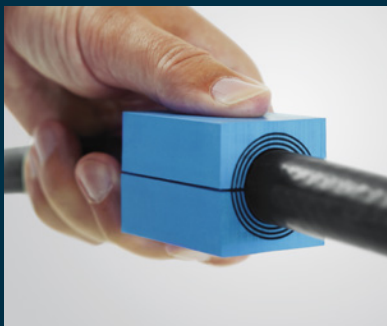
Set around 30 years ago, our core values are still the guideline for our business. They encourage us to focus on the customer experience and remind us about everyone's importance for the total picture:

1. **Market Creators.** Better to "own" a market than a factory.
2. **Satisfaction.** Make each customer feel special.
3. **Trust.** Face the customer openly.
4. **Globally local.** The world is our market.
5. **Flexible.** Fast and flexible.
6. **Profitable.** Save money for the customer.
7. **Simplicity.** Simplicity is our motto.

Roxtec Multidiameter™



Roxtec Multidiameter™ is an invention for flexibility based on removable layers.



It makes the mechanical system adaptable to cables and pipes of different sizes.



A few components provide a strong and reliable barrier ensuring operational performance.



Letter from the CEO

If Roxtec should be described with only one word, it would probably be "sustainable". What makes us write such a bold statement in a sustainability report? I would like to stress three things.

- **The Why:** The purpose of our products is truly to "protect life and assets". Our products are very often parts of complex customer systems, representing large values. There is a potential disaster if the system would malfunction. Typical examples of these applications are found within process industries or advanced laboratories. We are proud to be part of solutions that prevent explosions, leakage, or fire.
- **The Who:** The employees at Roxtec are engaged in their specific tasks and in the overall development and performance of the company. Sharing results with all employees has been a core principle in the company from the beginning. Informed employees will take responsibility also in unexpected situations. As the company was once created as the result of an ingenious invention, innovation is a way of working. To be innovative, you must be well informed and interested, and have a solution-oriented mindset.
- **The How:** At Roxtec, we often say "We can afford to do things right". We could also say "We cannot afford to make shortcuts e.g. in terms of environment or legislation". Doing things right long-term may initially be somewhat more expensive, but we are here to stay. During the year, this logic has been applied for instance in the design of our new Global Distribution Center, a large energy-neutral building partly covered by solar panels and a sedum roof.

These three things are the basis for the vision and strategy for Roxtec also looking forward. The Roxtec Core Values provide guidance to ensure that we act accordingly in our daily work.

The final component is growth. Having growth in our DNA gives opportunities, but also obligations to continuously improve operations. Based on the conducted materiality analysis, we have during 2023 formulated targets within the environmental, social and governance areas.

These targets did not only create positive attention from employees but also generated questions and activities to start identifying the actions that will make us fulfill the targets. Some of them are long-horizon targets. However, with product development and operations already busy with how to achieve the targets, I believe the positive development we have seen within circular economy will continue and generate results also short-term.

We had a fantastic 2023. Sales record despite a turbulent year globally. Our plans for 2024 are ambitious but based on the same principles as previous. We are humble and grateful for the fact that we continue to grow the company and the service to our customers.

Magnus Holmberg,
CEO, Roxtec

Sustainability strategy, long-term goals and governance



During 2022, the management of the company performed, with the support of PwC assignment tool, interviews, workshops and desktop research, a double materiality analysis. It acknowledges that a company should report simultaneously on sustainability matters that are financially material in influencing business value and material to the market, the environment, and people. The principal areas that came out of the double materiality analysis were environment, social conditions and personnel related matters, and anti-corruption.

During 2023, we reviewed the material from the double materiality analysis and reported our findings to the owner company, Mellby Gård AB. The materiality analysis was a guiding star in the preparation and decision of the new long-term sustainability targets set in June 2023.

The new targets for environment are:

1. We shall be carbon neutral according to the Green House Gas protocol for scope 1 and 2 by 2030. We shall also have reached a 25% reduction of the 2022 level in scope 3 by 2030. We shall be carbon neutral for all three scopes by 2045.
2. Our product portfolio shall be 100% recyclable by 2030.
3. We shall recycle 100% of the waste from the production of our solutions by 2030.

In respect to social conditions and personnel related matters, the following areas relating to Roxtec have been identified:

- Occupational health and safety
- Diversity, inclusion, and equal treatment
- Competence supply and competence development
- Customer health and safety
- Community engagements
- Working conditions and human rights

In respect to "Anti-corruption", the following areas were identified:

- Governance, risk management and internal control
- Bribery and corruption
- Anti-competitive behavior

The identified areas, risks and opportunities and related goals are described on the following pages.

Governance

It is the board of the parent company Roxtec AB that has the overall responsibility for the management of Roxtec International AB which also includes sustainability. The CEO, Chief Executive Officer, is appointed by the board of Roxtec AB and manages the company's operations according to the board's guidelines and instructions.

The CEO is, together with the management team, responsible for ensuring that all relevant aspects of sustainability are being addressed by the company. The CEO works directly or indirectly to initiate and establish policy documents, strategies and objectives related to sustainability, which in turn drive and support the integration of sustainability in business, processes, and operations.

From an ESG (Environment, Social and Governance) conceptual framework perspective and in the daily work, we have representatives from our business areas and the HR and Finance departments driving this process towards our newly set sustainability goals.

In addition, an operational group, the Roxtec Corporate Governance Committee, has been appointed by the management team to ensure coordination of activities relating primarily to governance, such as anti-corruption work and the whistleblowing function. The committee consists of representatives from the HR, Finance, Legal and IT departments.

The management team has adopted a series of policies and guidelines related to sustainability (see picture). These steering documents are reviewed and updated regularly. During 2023, a Human rights policy was launched, and a new Sanction policy was developed. It will be implemented in early 2024.





Our sustainability-related policies are communicated through physical or digital training and through other general information channels. The audience of the training courses varies depending on the target group of each policy. All employees should undergo training in [Roxtec Code of Conduct](#). By the end of 2023, 79% of all employees had completed the training. Being a growing company, we have several coworkers in our onboarding process in which our code of conduct training is one part to be performed.

Follow-up on compliance with policies is made through external and internal audits and through general business reviews. Policies, guidelines, and other steering documents are maintained and available to employees through the company's intranet and digital management system. The Roxtec Code of Conduct is also available on the company's public website roxtec.com.

Environment

At Roxtec, we are committed to reducing our environmental footprint. Through our safety solutions, we assist customers worldwide in preventing explosions and fire and flooding from spreading and causing potential disasters and loss of life. Additionally, we actively work to minimize greenhouse gas emissions, optimize resource utilization in alignment with circular economy principles, and address pollution across our operations and supply chain. Our efforts align with the United Nations' Sustainable Development Goals, particularly goals 12 (Responsible consumption and production) and 13 (Climate action).

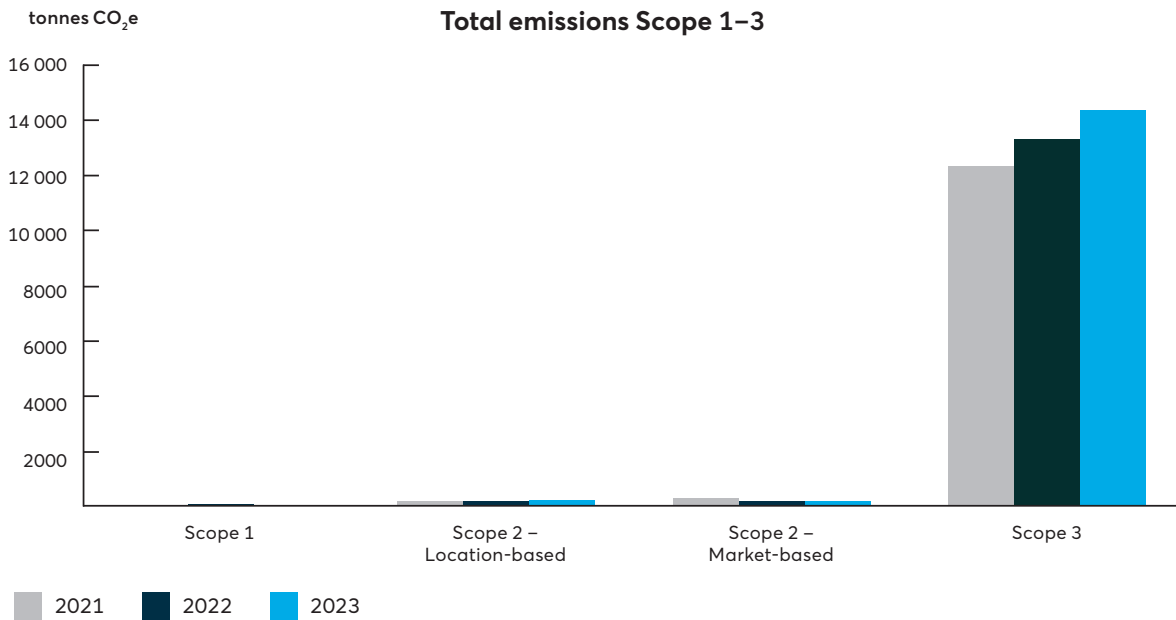
Greenhouse gas emissions

Given the urgent threat of climate change, there is a consensus that global greenhouse gas emissions must be significantly reduced by the end of this mid-century. It is highly likely that we will witness political initiatives and regulations compelling companies to reduce fossil fuel usage. In Sweden, where most of our operations are based, the transition away from combustion-powered transport is expected to accelerate, contingent on advancements in alternative fuels, such as electricity and hydrogen.

Our production of sealing systems relies on purchased steel, aluminum, and rubber. Additionally, we depend on air, sea, and road transportation to deliver goods globally. Our yearly emission mapping, following the Greenhouse Gas Protocol, reveals that our most significant environmental impacts are associated with Scope 3 emissions.

Scope 3 emissions encompass indirect emissions that occur throughout the entire value chain, including raw materials, transportation, and distribution. These emissions are often the most challenging to manage because they extend beyond a company's direct operations.

Sustainability area	Roxtec material impact area	Risks	Policy	Governance	Targets	Result
Greenhouse gas emissions - climate impact and adaptation	CO ₂ emissions	Climate change and risk of legal regulations	Roxtec Code of Conduct and the Environmental policy	Environment and actions related to environment are incorporated in our ordinary processes for product development, design, manufacturing, test, and logistics. These processes are a part of our management system, Roxtec Navigator	We shall be carbon neutral according to the Green House Gas protocol for scope 1 and 2 by 2030. We shall also have reached a 25% reduction of the 2022 level in scope 3 by 2030. We shall be carbon neutral for all three scopes by 2045	Compared to 2022: Scope 1 emissions decreased by 14 tons to 0 tons. Scope 2 emissions increased by 34 tons to 214 tons. Scope 3 emissions increased by 1 109 tons to 14 382 tons. Reduction of Scope 3 emissions: Insetting marine fuel, 57.5 tons. Shipped product: from 5.70 kg CO ₂ e/kg to 4.18 kg CO ₂ e/kg



The increase of emissions is a result of more business travel and employee commuting after the pandemic as well as of an overall increase in sales and transportation and air freights due to supply issues.

Scope 1-3 (including what emission sources are included in each scope and greenhouse gas emission intensity). For the calculation of greenhouse gas emissions, the principles of the GHG Protocol have been applied. Eleven categories, consisting of Scope 1, Scope 2, and nine categories that are relevant to Roxtec within Scope 3, are included.

Sustainable marine fuels

Roxtec has continued to support green sea transportation by insetting in sustainable marine fuels produced from cooking oils and forest residues enabling 90% reduction of CO₂ emissions compared with conventional fuels. During the year, this has lowered the CO₂ emissions with 57.5 tons for our transportation of goods to our distribution centers in China and Singapore. For full greenhouse gas measurements, see graph.

Resource use and circular economy

The Roxtec sealing system contains several different rubber products. These products are hard to reuse or recycle and therefore the usage of rubber is one of our significant environmental aspects. Therefore, we have an ongoing cooperation for our rubber grinding waste with a selected partner, Ecorub, and we are working with several other partners on additional recycling initiatives. We see a risk of new legal requirements obliging us to secure reuse or recycling of rubber waste, but it is also a natural step in our sustainability work to reuse and recycle.

We have during 2023 initiated our take back program to offer a circular system for our solutions to our customers. We believe that collaborating with our business partners is key to investigating the potential for recycling. Such a collaboration is currently unfolding with Semco Maritime, a world leader in offshore substations for the growing wind power industry, where we are a key partner in delivering sealing solutions for the cables on the substations. Semco Maritime is currently sorting out the rubber residuals from our adaptable products in a separate pallet during the installation at their production site. We are then taking back the waste for further investigation, both to know the amount of rubber residuals after installation and to explore different opportunities for recycling. We are happy to partner with Semco Maritime and look forward to continuing the work towards a sustainable future.

During 2023, we concluded our participation in the research project DSIP (Digital Sustainability Implementation Package) driven by Blekinge Institute of Technology. The project focused on enabling a strategic sustainability approach early in the product innovation process.

Sustainability area	Roxtec material impact area	Risks	Policy	Governance	Targets	Result
Resource use and circular economy	Waste	Legal requirement on how to handle waste	Roxtec Code of Conduct and the Environmental policy	Environment and actions related to environment are incorporated in our ordinary processes for product development, design, manufacturing, test, and logistics. These processes are a part of our management system, Roxtec Navigator	Our product portfolio shall be 100% recyclable by 2030. We shall recycle 100% of the waste from the production of our solutions by 2030	Rubber to landfill has decreased by 8% compared to the previous year. Material utilization for rubber has increased by +0.4% compared to the previous year

Pollution

Pollution to air from our manufacturing and fire laboratory is appointed as a significant environmental aspect and included in our environmental permit. As an example, our fire laboratory is equipped with an advanced purification system to minimize pollution. We perform periodical tests of the emissions and ensure that we reduce pollution.

Sustainability area	Roxtec material impact area	Risks	Policy	Governance	Targets	Result
Pollution	Pollution from manufacturing	Exceeding environment permit with the result that we are polluting the environment	Roxtec Code of Conduct and the Environmental policy	Control program, environmental permit, maintenance program, and investment initiatives	Fulfilment of environmental permit	Result from environment control program fulfills the permit. Environment report accepted by the authorities



Social sustainability

For Roxtec, it is important to ensure wellbeing and be a part of the development of society, where human rights are at the core. Roxtec is engaged in a wide range of topics related to social sustainability with the following focus areas:

- Occupational health and safety
- Diversity, inclusion, and equal treatment
- Competence development
- Customer health and safety
- Community engagement
- Working conditions and human rights

Occupational health and safety

Roxtec shall be a safe and secure workplace for all employees. Working systematically for a better

work environment is important for our company to constantly improve, minimize risk and mitigate incidents and accidents. Participation in systematic health and safety work is crucial for a successful work environment management.

Therefore, employees, managers, and safety representatives at Roxtec work together with different activities such as risk analysis, safety inspection, and analysis of incidents to constantly improve and create a safer work environment. Other activities, such as internal/external revisions and third-party audits, ensure that we fulfill national work environmental legislation and contribute to the systematic work.

The main work environmental risks at Roxtec are:

- Risks connected to handling forklifts
- Risks connected to international travel
- Risk connected to the testing of our products
- Risks connected to operating our machine park, for example drills, saws and welding equipment

Incidents and accidents

We continued to stay on low levels of incidents and accidents during 2023. We strive to maintain the systematic work within the organization and to enable continuous improvement.

Year	Injuries	LTIFR	TRIR
2020	4	6.8	3
2021	1	0	0.3
2022	1	1.39	2.8
2023	1	1.38	1.1

LTIFR = Lost Time Injury Frequency Rate TRIR = Total Recordable Incident Rate

Sick leave

Roxtec is working in a preventive way to eliminate illness. We cooperate actively with external expertise in case of sick leave regarding rehabilitation measures, and work with internal supporting processes in a proactive manner. The sick leave statistics are calculated through the formula: sick leave time/available working time = sick leave in %.



Sustainability area	Roxtec material impact area	Risks	Policy	Governance	Targets	Result
Social conditions/ personnel	Occupational health and safety	Business travel, injuries at workshops, forklift related activities	The Roxtec Code of Conduct, Roxtec business ethics, labor and environmental principles, Global health and safety policy	OHSAS 18001 and upcoming ISO 45001. Group policy for management of suppliers on compliance with code of conduct	70% of subsidy for wellness should be used. No accidents with coworker affecting LTIFR	Number of incidents and accidents, LTIFR. Sick leave in percentage, see table. 82% use subsidy for wellness

Diversity, inclusion, and equal treatment

Equal opportunities for all employees are important for Roxtec. We work with this systematically to meet the requirements of coworkers and external interested parties. The concept of equal treatment means, in short, that all people have the same value and are to be treated with respect and dignity regardless of gender, transgender identity or expression, ethnic belonging, religion or other belief, disability, sexual orientation or age.

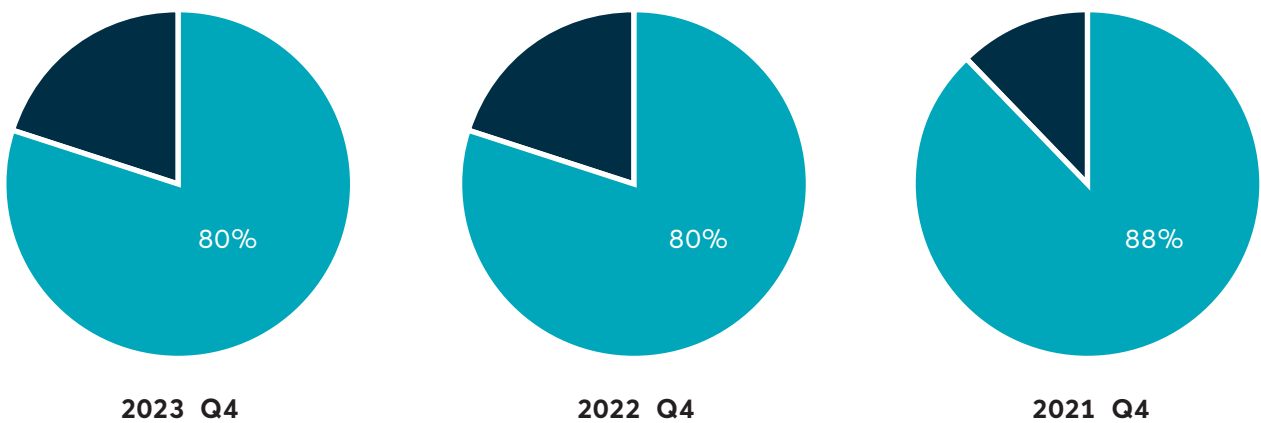
Roxtec shall be a well-functioning workplace where we all have the same good opportunities to succeed and do our very best. No one within the organization is to undergo victimization, harassment, bullying, social exclusion, or sexual harassment. We are addressing the following activities during 2024:

- Perform internal targeted measures
- Continue our work with diversity in our recruitment process
- Equal treatment is part of the introduction program for all new coworkers
- A new survey will take place during Q1 2024

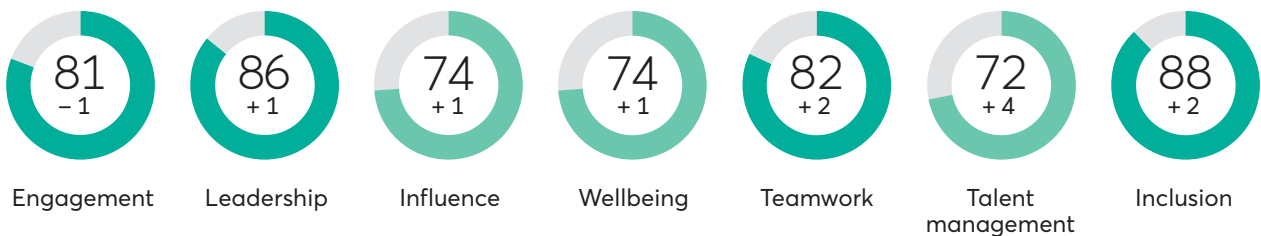
Employee survey

We aim to conduct an employee survey yearly. The survey is one of several tools to measure the wellbeing of our organization and our coworkers. The result generates several activities enabling the organization to secure this.

Response rate Roxtec Employee survey



Last year we used a new model for the employee survey. This year we can present a comparison with last year's result. We see a positive development in all areas except one.



Each index is an average value for questions in certain categories. The values use a scale from 0 (lowest) to 100 (highest). The color coding shows how good the result is. Dark green is very good, green is good and yellow is OK, but with a need for monitoring the development. Red is bad – with a lot of possibilities for improvement. The + in the circle is a comparison between Roxtec International and Roxtec globally.

Employee Net Promoter Score

Employee Net Promoter Score (eNPS) is a method for measuring employee loyalty. The question was: "How likely are you to recommend Roxtec as a place to work?". A score above 0 is good, around 20 is great and around 50 is amazing. Imagine having employees that are dedicated and loyal to your organization.

Roxtec result for 2023:



Sustainability area	Roxtec material impact area	Risks	Policy	Governance	Targets	Result
Social conditions/ personnel	Diversity, inclusion, and equal treatment	Negative impact on employer branding. Legal disputes. Impact from customer. Roxtec loses competencies	The Roxtec Code of Conduct, Roxtec business ethics, labor and environmental principles, policy for equal treatment	Policy for equal treatment. National legislation	There is a zero tolerance for non-compliance and thereby the goal is that zero incidents occur within Roxtec	Employee survey. Analysis of result of equal treatment survey. No verified incidents during 2023



Competence supply and development

Roxtec sees it as extremely important to invest in education for the employees, both through practical and theoretical training. We have a global introduction program conducted regularly, a two-step training program for salespeople, a program for sales managers, an educational program for managers, and a continuous development program for all employees. The training courses are very important for the development of our company culture. They give new, deeper knowledge and an opportunity for the employees to meet colleagues from all over the world.

Basic Training is an introduction for all new employees while Product & Applications Training is an introduction for inside and field salespeople as well as for customer service and support. Salesperson Development Program is an extended introduction program for new salespeople and Value-Added Sales Training is a supplementary education for salespeople. During 2023, we upgraded our salesperson development program and developed a share point site connected to various resources on our intranet, LMS (Learning Management System),

website and so on for the US region. This will be integrated for all regions during 2024. Our program within sales management is focusing on sales managers and managers of subsidiaries. The program is entirely conducted online with a mix of e-learning and meetings via Teams.

Sustainability training

One of Roxtec's three general sustainability goals includes increasing competence within sustainability. We have established a global internal training for key persons within management, product development, purchasing, and production. The training provides extended insight into how the socioecological system view for a sustainable society is affected by and has an impact on the business model. During 2023, we also made a shorter version of this training available for all employees at Roxtec and going forward this training is a part of our global onboarding program.

Besides formal education, Roxtec creates opportunities for employees to learn from each other in their daily work. This transfer of knowledge is valuable for the continued development of the company.

The promotion of different types of learning on various platforms gives a good foundation and a flexible way of working for sustainable learning and further development of the employees' competencies.

Talent management

Performance review is the first part of the Roxtec Talent management process. Through a dialogue in Performance review, we secure continued development for each employee. In the dialogue, we look at objectives and career opportunities and set up individual action plans to create opportunities for the employees to grow with the company and meet future challenges. Talent review is the second part of the process. In follow-up meetings with managers/management and HR, we discuss the employees' continued development and career opportunities and set up action plans. The aim is in line with the Roxtec vision for its employees: "All our employees shall have the possibility to develop their competences so that they can use their full potential". Roxtec has an efficient and transparent process for talent management, and we can make use of statistics and make analyses in an easy and efficient way.

Competence development

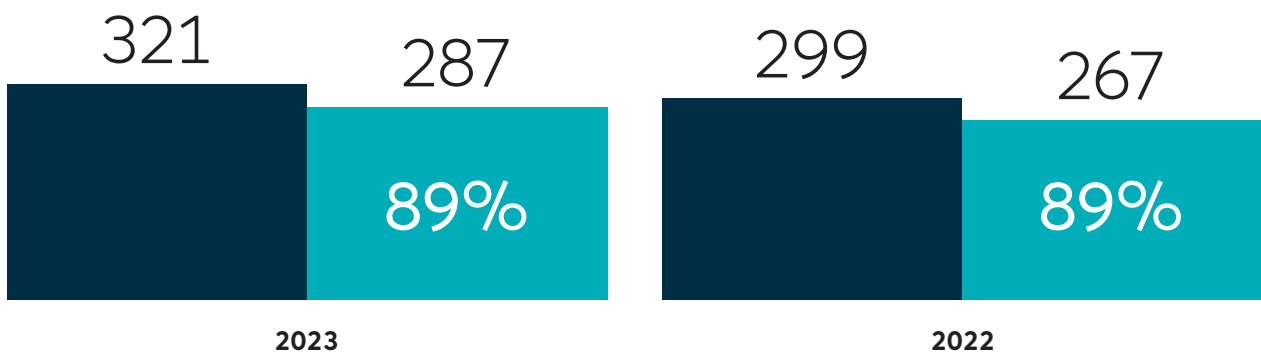
It is important that the competencies of the employees are continuously developed in line with our business, both short-term and long-term. When it comes to increased learning, we work with internal and external training programs and strive to

develop competence development work. We will start using new functionality in our HR system where we create a course catalogue with a selection of trainings. Furthermore, we have integrated functionality in our LMS with the new HR system, which enables better conditions for sustainable learning. For a global organization, it is important to make education available for all employees in an efficient manner. We are keen on using new technology and have produced a range of e-learning for internal as well as external use as a part of creating qualitative, efficient, and flexible learning.

The Roxtec Leadership program is key for a company that wants to be successful and grow. Therefore, leadership is a focus area we continuously work with. We have further developed our leadership program, which creates conditions for managers to act in accordance with Roxtec Core Values and our culture. One of the leadership programs, Empowering leaders, was launched in November 2022. In 2023 we launched our new Passion for Leadership program, our Senior Leadership program, and our High Potential training program. The High Potential program is a new type of training for Roxtec, and this is the first time that we appoint our high potentials to do this a structured way.

During 2023, we have also started coaching programs for our employees who want to develop further in their roles.

Statistics for Performance reviews



- Started Performance reviews
- Finalized Performance reviews

Sustainability area	Roxtec material impact area	Risks	Policy	Governance	Targets	Result
Social conditions/ personnel	Competence supply and development	Losing key employees, and competencies. Negative impact on employer branding	Performance review, Talent review	Talent management process and succession plan. Sustainability e-learning with Blekinge Institute of Technology, long version for key functions, short version for all employees and in onboarding. Leadership trainings – global, regional, local. High Potential training program. Continuous development program	All employees should have a basic knowledge about sustainability, key functions a deeper understanding. All leaders at Roxtec should have a Roxtec leadership training or a plan for training. All employees should have a documented plan for development	All employees have access to our sustainability training. Employees having a development plan/Performance review meetings held (percentage). New leadership program was launched and is now up and running. Continuous development program is up and running

Customer health and safety

By supplying products that are tested and approved towards several different threats and risks, we help customers protect life and assets. There are examples of when fire onboard vessels and water ingress have been mitigated using Roxtec systems. Our cable and pipe seals help improve health and safety aspects within many areas (read about certified protection on page 21), and it is vital for us to continue to provide high-quality solutions.

Sustainability area	Roxtec material impact area	Risks	Policy	Governance	Targets	Result
Social conditions/ personnel	Customer health and safety	Business impact. Damage on brand	Design guidelines	Product development regulations. Standards/ testing. Third-party certification	Roxtec products should not cause harm to customer	Branding surveys, test results, quality statistics

Certified protection

The Roxtec system provides protection against:

Fire

Secure certified fire protection.
Prevent smoke from spreading.

Gas

Guarantee full sealing against air and gas pressure.

Water

Avoid water ingress.
Prevent humidity, flooding, and corrosion.

Pressure

Protect against catastrophic pressure and constant pressure.

Electricity related danger

Protect against EMI, EMP and the effects of lightning strikes.

Particles

Take control of dirt, dust, chemicals, and fumigants.

Pests

Prevent snakes, insects, and rodents.

Blast load

Protect against vibration, shockwaves, and the risk of explosion.

Community engagement

Since our goal is to make the world a safer place, we have a clear strategy also for CSR (Corporate Social Responsibility). We are determined to fight poverty by encouraging entrepreneurship. We are, for example, partnering with the non-profit organization Hand in Hand to fight poverty in rural India.

Sponsoring villages in India

We have been engaged in collaboration projects in Kurumbapatty (2015-2017), Bhilai (2018-2020) and Mogra Kalan (2021-2023).

As sponsor of Hand in Hand's Village Uplift Program, which provides help today, and self-help abilities for tomorrow, we have supported improvements in mainly five focus areas:

- Child labor elimination and school for dropouts
- Self-Help Groups and microfinance for women
- Internet access and grass-root level democracy
- Health education and free medical examination
- Environmental solutions for waste and resources

Positive impact from the Roxtec sponsorship

According to the final Hand in Hand report from Mogra Kalan in the Jodhpur district of Rajasthan, 93 new companies and 100 new jobs were created during the 24-month village uplift program. 15 Self-Help Groups involving 150 women in the age of 18 to 60 years, and in total 180 community members were mobilized. Dozens of project participants got access to microloans for family-based enterprises.

One objective was to help villagers develop opportunities for sustainable income. The income of the participants increased by 63% during the program. Among the activities were the formation of Self-Help Groups for women empowerment and trainings in skill development, business development and trade. All groups became functioning with regular meetings, internal lending, repayment, and documentation.

Mass awareness programs and other focused awareness campaigns gave a better knowledge of health and sanitation and a better understanding of social and civil rights as well as insights into the importance of education.

The child labor elimination program provided important help and brought children from labor and back into education. 50 children were, for example, engaged in using child learning centers or special coaching centers, and 21 children were enrolled and mainstreamed in government schools.

Roxtec has sponsored three villages in India:

2021-2023 Mogra Kalan

2018-2020 Bhilai

2015-2017 Kurumbapatty

Sustainability area	Roxtec material impact area	Risks	Policy	Governance	Targets	Result
Social conditions	Community engagement	Effects on employer branding	Community engagement policy has been created during 2023	CSR policy	Launch a new community engagement policy	Engagement in projects: Hand in Hand, Missing People, etc. Sponsorship in different sports and school projects, such as Ung Företagsamhet (Junior Achievement) and Berzeliusdagarna

Working conditions and human rights

The Roxtec Code of Conduct includes all employees within the Roxtec Group and training in the code of conduct is part of the onboarding process for all new employees. The code of conduct is, together with our other policy documents, based on national legislation, international human rights, and conventions within ILO (International Labour Organization). Compliance with the code of conduct is ensured through, for example, internal and external audits, but also through regular internal control work.

Our partners, such as distributors and suppliers, have signed a clause in their respective agreements in which they promise to act in accordance with Roxtec principles. The clause consists of a resumé of the Roxtec Code of Conduct and accompanies the agreements as an appendix. The one who violates the guidelines, also violates the agreement, which gives us the right to finalize it without delay.

We have initiated a process with routine evaluations of existing suppliers worldwide to control their compliance with the guidelines based on the code of conduct. We are developing the evaluation as we have seen a risk for us not getting satisfactory insight into all contracted partners.

Sustainability area	Roxtec material impact area	Risks	Policy	Governance	Targets	Result
Human rights	Working conditions/ human rights	Effects on brand and employer branding. Loss of business	The Roxtec Code of Conduct, Roxtec business ethics, labor and environmental principles, and Human rights policy	Evaluation of partners. Sourcing instruction. Group policy for management of suppliers on compliance with code of conduct. Supplier self-assessment. ILO and national legislation	There is a zero tolerance towards activities violating human rights within Roxtec Group as well as within supplier organizations	Whistleblower statistics - reported incidents/actual incidents identified. Launched a Human rights policy during 2023



Anti-corruption

Roxtec operates on a global market in many different countries and in many different types of industries which all in all expose the company to various red-flag environments in relation to corruption. With a strong market brand and with a mission of protecting life and assets, anti-corruption is of strategic importance.

The company, our employees and our suppliers are all expected to hold a high degree of business ethics. There are many risks related to making mistakes within corruption, including negative impact on the brand, negative impact on customer relations and general negative public exposure.

Roxtec has zero tolerance for bribery and corruption. This is clearly stated in the Roxtec Code of

Conduct and the company's Business ethics guidelines. The goal is that the company shall have zero corruption-related cases.

Code of conduct training

The Roxtec Code of Conduct has been communicated to all employees. All employees shall also undergo training in the code as part of their onboarding program and then every fifth year during their employment. By the end of 2023, 79% of all employees had completed the training. Being a growing company, we have several coworkers in our onboarding process in which our code of conduct training is one part to be performed.

Suppliers are also expected to follow the Roxtec Code of Conduct and the Business ethics guide-

lines. These guidelines, and a confirmation that the supplier shall comply with the guidelines, shall always be part of all major supplier agreements. If a supplier is directly or indirectly violating the code of conduct, Roxtec will terminate the cooperation. Roxtec is currently doing internal compliance audits or compliance due diligence of suppliers on an ad-hoc basis.

The Roxtec Corporate Governance Committee ensures coordination of activities related primarily to governance of anti-corruption prevention work and whistleblower cases.

Whistleblowing system

Roxtec has a strong and solid whistleblowing system which includes defined processes in accordance with the latest European Union legislation. The system allows employees and other external stakeholders to anonymously report suspicions of corrupt behavior through the external web site or other channels. No whistleblower cases of corruption or other misbehavior have been reported or investigated at Roxtec during the years 2019-2023.

Sustainability area	Roxtec material impact area	Risks	Policy	Governance	Targets	Result
Anti-corruption	Bribery and corruption	Negative impact of the brand, customer relations and negative public exposure	The Roxtec Code of Conduct, Roxtec business ethics guidelines, labor and environmental principles	Whistleblowing function, internal and external audits, and regular processes	Zero tolerance towards any type of corruption	Number of incidents reported. Number of actual incidents identified and how these have been handled



Facts and figures

Founded

By Mikael Blomqvist in Sweden in 1990

Headquarters

Karlskrona, Sweden

Ownership

Privately owned by Mellby Gård Holding AB

CEO

Magnus Holmberg

Chairman of the Board

Hans Stråberg

Sales fiscal year 2023

2 056 MSEK (3 063 MSEK in total for the Roxtec Group)

Inventions

Multidiameter™ and the Roxtec sealing system

Registered product certificates

More than 300

Registered tests and approvals

More than 500

Local presence worldwide

Customers in more than 80 markets

Number of subsidiaries

30 in the Roxtec Group

Certifications

SS-EN ISO 14001:2015 and SS-EN ISO 9001:2015

Registration number

556370-8063

VAT number

SE556370806301

Average number of employees, fiscal year 2023

329 (912 in total in the Roxtec Group)

Contact information

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Protecting life and assets