



**ROL**

Sustainability Report  
**2023**



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# Letter from the CEO



Dear Reader,

Thank you for taking the time to get to know more about ROL and our sustainability efforts. The way I see it, there is no option to ignore ESG issues in today's business world. All stakeholders are becoming aware of the pressing necessity to make our society fit for a sustainable future. To stay relevant and competitive, all companies must consider their business model and make wise strategic choices to become part of the ongoing shift.

Since I took over as CEO of ROL in April 2023, we have worked to clarify the group's business model and integrate our sustainability efforts as part of our business. Sustainability is not something we work on separately, but part of everything we do. Gradually, we are changing our decision-making and priorities to fully include this dimension. Beyond an obligation to do our share, we are convinced that companies with clear objectives when it comes to sustainability, and a clear path forward to realize them, will be valued higher than others.

At ROL, we are accelerating our efforts to phase out natural gas as a source of energy in all our operations. We are to phase out natural gas in our production sites in Lithuania and replace it with non-fossil-based energy sources by 2027. Furthermore, we will only buy electricity from renewable sources wherever this is possible. Our operations in China are still facing challenges in this area, but we are working diligently to find a solution there, too. When working with constant improvements within energy efficiency and the reduction of greenhouse gas emissions, the quality of data is key. That is why we have increased the number of data points to include heating and ventilation. We have also decided to solely choose hybrid or electric vehicles when renewing our leasing and company car contracts.

During 2023 we have introduced EPDs (Environmental Product Declarations) for all volume products in our business area Workplace. This adds a lot of value for customers trying to track the environmental footprint of their supply chain. In all our projects we are now applying a lifecycle analysis perspective and are trying to adjust the design of our products to minimize both weight and emissions-heavy materials such as steel. Together with certain pioneering customers, as well as through industry-wide collaborations and exchange of experiences, we are also probing new possibilities and business models to enhance circularity through the reuse and refurbishing of products.

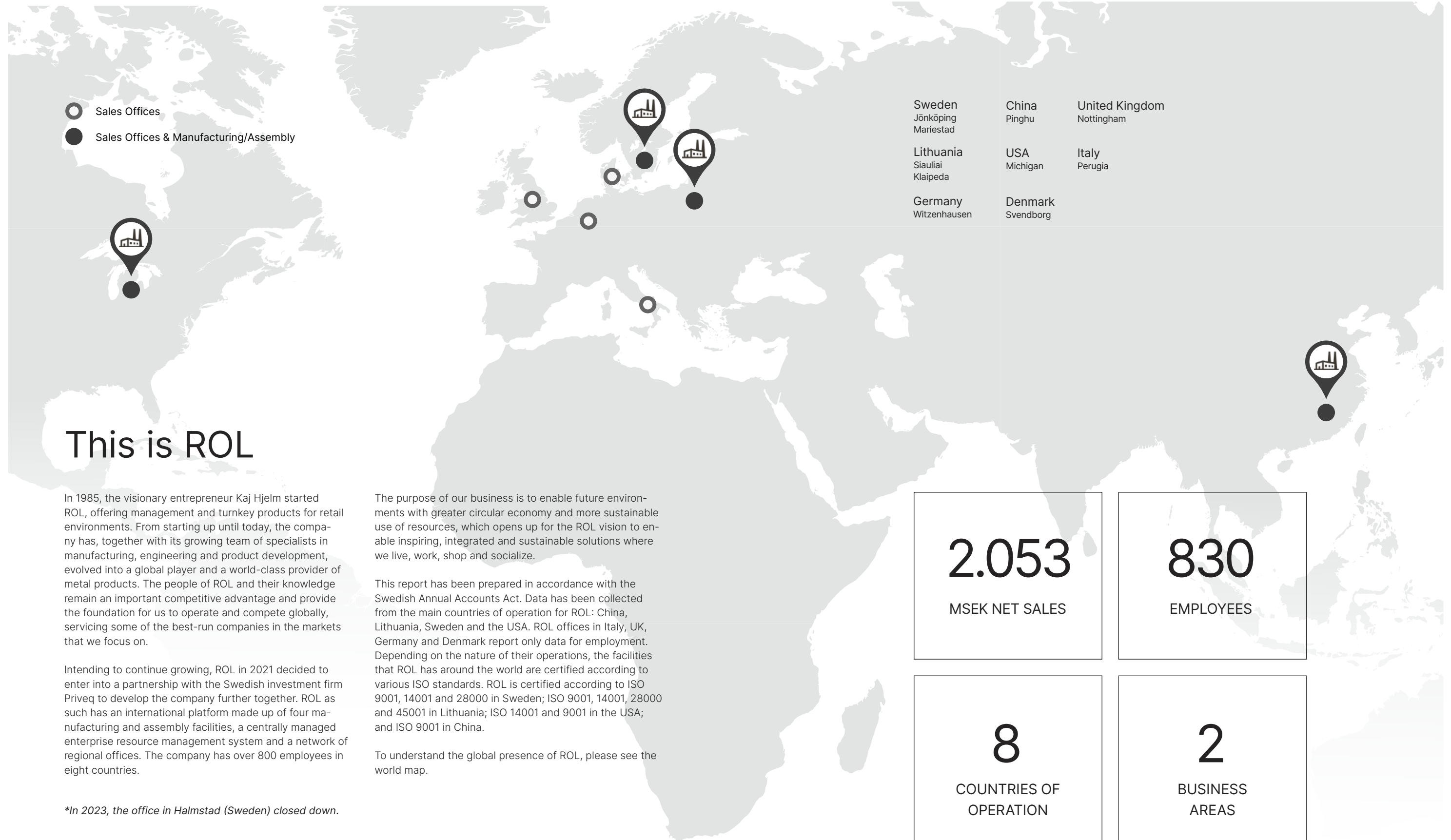
ROL strives to be a good employer. In the spring of 2023, we introduced an employee engagement platform to collect the input and opinions of employees. This provides better data for improving our leadership and building a more defined and result-oriented culture. Employees are generally very content at ROL, but we need to improve our common culture and clarify our vision while also working to further improve health and safety practices.

CSRD will start to apply for ROL from the fiscal year 2025 and the preparations for this has been in strong focus for our sustainability work in 2023 and will continue to be so in 2024. We have started a double materiality assessment and are updating our sustainability strategy in view of the EU directive. When the audit firm PwC benchmarked our readiness for this coming regulation in 2023, we were in a good position. Our sustainability efforts were also ranked at the Gold level by EcoVadis in an independent assessment.

I hope that you will find this year's report informative and invite you to please share any feedback or suggestions to further help us in our efforts to deliver inspiring, integrated and sustainable solutions where we live, work, shop and socialize. I would like to finish off by thanking all our highly motivated employees for all their efforts throughout the year, as well as our customers and investors for their continued confidence in ROL. This important work now continues into 2024.

Regards,

Stefan Lager  
CEO ROL Group



## This is ROL

In 1985, the visionary entrepreneur Kaj Hjelm started ROL, offering management and turnkey products for retail environments. From starting up until today, the company has, together with its growing team of specialists in manufacturing, engineering and product development, evolved into a global player and a world-class provider of metal products. The people of ROL and their knowledge remain an important competitive advantage and provide the foundation for us to operate and compete globally, servicing some of the best-run companies in the markets that we focus on.

Intending to continue growing, ROL in 2021 decided to enter into a partnership with the Swedish investment firm Priveq to develop the company further together. ROL as such has an international platform made up of four manufacturing and assembly facilities, a centrally managed enterprise resource management system and a network of regional offices. The company has over 800 employees in eight countries.

*\*In 2023, the office in Halmstad (Sweden) closed down.*

The purpose of our business is to enable future environments with greater circular economy and more sustainable use of resources, which opens up for the ROL vision to enable inspiring, integrated and sustainable solutions where we live, work, shop and socialize.

This report has been prepared in accordance with the Swedish Annual Accounts Act. Data has been collected from the main countries of operation for ROL: China, Lithuania, Sweden and the USA. ROL offices in Italy, UK, Germany and Denmark report only data for employment. Depending on the nature of their operations, the facilities that ROL has around the world are certified according to various ISO standards. ROL is certified according to ISO 9001, 14001 and 28000 in Sweden; ISO 9001, 14001, 28000 and 45001 in Lithuania; ISO 14001 and 9001 in the USA; and ISO 9001 in China.

To understand the global presence of ROL, please see the world map.

2.053

MSEK NET SALES

830

EMPLOYEES

8

COUNTRIES OF OPERATION

2

BUSINESS AREAS



## Continuing the journey

**As ROL embarks on another year, our commitment in the sustainability area will be even more focused, propelling us toward a future where responsible business practices are synonymous with success. In 2024, our efforts have integrated a multifaceted approach, aligning with regulatory compliance, customer expectations and a forward-looking vision, to integrate this area even further into our business context.**

Continuing the journey, ROL employees are recognized as key for successfully moving forward. In recent years, company interaction with employees, and their involvement, improved as a positive effect of the implementation of an employee engagement platform. This fully anonymous platform enables employees to raise their voice, share their opinions and communicate on their well-being on a weekly basis. Gathering these insights from the employees will be the foundation for meeting the company's social goal of achieving a score of 14 in the Employee Net Promoter Score (eNPS). ROL focus areas for the coming year are to continue improving our culture, clarifying our visions and securing the health and safety for all our employees.

### Preparing for CSRD

The EU Corporate Sustainability Reporting Directive (CSRD) looms on the horizon, setting the stage for a new era of transparency and accountability in reporting on sustainability matters. ROL is continuing to focus on preparing compliance with the CSRD regulation and will in 2024 continue working on a Double Materiality Assessment (DMA) to identify our material sustainability areas. We are also securing data points and measurements for transparent reporting. Anticipating further changes in the future regulatory landscapes, ROL is furthermore proactively preparing the organization for upcoming regulations in the coming years. ROL is convinced that being proactive is key to success in the work to strategically navigate the company in this era of green transformation.

### Transparency about our impact

ROL also recognizes the pivotal role of Life Cycle Assessments (LCAs) and Environmental Product Declarations (EPDs) and we have prepared EPDs for all our high-volume products during 2023. EPDs are our way of ensuring that our customers have access to verified information about the environmental performance and carbon footprint of our products. In

the coming year we will continue this work and secure coverage for even more products. We will also leverage the LCA and EPD tools to make informed decisions and reduce our environmental impact. As an example, our product development will use LCAs as a guide helping us identify and address environmental hotspots throughout the entire product life cycle.

In 2024, we are further aligning our sustainability goals with overall business objectives. This involves incorporating sustainability aspects into new key performance indicators (KPIs) and strategic decision-making processes. By doing so, we aim to drive long-term success while ensuring that sustainability is deeply embedded in every facet of our day-to-day operations.

### Towards cleaner energy

Recognizing the urgency of climate action, at ROL we are committed to fulfilling our environmental goals that include transitioning to fossil-free energy and renewable electricity in our operations, enhancing waste management practices and achieving absolute reduction in GHG emissions in scope 1 and scope 2. Accelerating our efforts, ROL is committed to eliminating the use of natural gas in the Lithuanian production site by 2027. In 2024, our focus remains on this transition towards cleaner energy sources, aiming to achieve fossil-free energy usage in all production sites. Furthermore, ROL will take an additional step towards reducing its carbon footprint by committing to purchase renewable electricity in all sites, wherever feasible. This initiative aligns with our environmental commitment and supports the shift to a more sustainable energy landscape. We acknowledge the important role of sustainable energy sources in combating climate change and our commitment reflects our dedication to responsible environmental practices.

In conclusion, ROL has a holistic and proactive approach for its sustainability journey in 2024, weaving together regulatory compliance, customer collaboration, business strategy integration, future preparedness and impactful energy choices.

# How ROL operates

ROL is made up of a diverse collection of thinkers and doers located across the globe. This entrepreneurial nature allows the company to stay one step ahead of the industries we are active in, to the direct benefit of our clients. Everyone at ROL has a client-oriented approach, as we truly encourage our employees to collaborate and realize the goals of our partners. Our desire to collaborate is displayed in all the ongoing projects with clients, where different areas of expertise interconnect to produce mutual success and development. Engaging with the company's high-performing clients is one of the key success factors in ROL operations and one of the fundamentals for developing as a partner.

In previous years ROL has enhanced the focus on sustainability across our operations. We aim to not only address the environmental and social challenges related to our own operations, but also those related to activities throughout our value chain. As a multinational manufacturing company, ROL is utilizing the expertise across departments to support our clients in their sustainable transformation and enable them to meet their goals and targets.

## The ROL Purpose & Vision

The purpose of ROL is to enable future environments with greater circular economy and more sustainable use of resources. The ROL vision is to enable inspiring, integrated and sustainable solutions where we live, work, shop and socialize.

## Business Areas

Our business model is founded on adding value to our clients by transforming ideas into reality. Centered on manufacturing, ROL adds value through product development that involves close collaboration with clients. ROL creates value via our two business areas; ROL Workplace and ROL Retail Concepts:



## ROL Workplace

ROL Workplace offers ergonomically optimized office furniture developed together with clients. With a broad offering of office furniture, ROL Workplace creates value with work environments enabling increased productivity and employee well-being. Its focus is on creating circular, sustainable economies in partnership with clients who share our passion for a better working life.

ROL Intelligent Office, previously its own business area, will in 2024 be an integrated part of ROL Workplace to enhance the digitalization and user-experience of office furniture.

Key highlights from 2023:

- Developed EPDs (Environmental Product Declarations) for 4 of our highest-volume desk frames.
- Created LCAs (Life Cycle Assessments) for the majority of our desk frames.
- Implemented light-weight components in multiple desk frames lowering their environmental impact.
- Implemented new grease with reduced environmental impact.
- Decision to integrate ROL Intelligent Office into ROL Workplace was made.

## ROL Retail Concepts

ROL Retail Concepts offers turnkey projects incorporating concept design, general contracting and production of shop fittings and interiors for clients within retail, restaurants, cafés and public spaces.

ROL Retail Concepts' turnkey service covers the entire process from idea to supporting up-and-running business operations. Through its production units and a wide range of strategic partners, ROL Retail Concepts offer project management, engineering, production, sourcing, warehousing, distribution and construction.

Key highlights from 2023:

- Directed sourcing activities with some large clients towards regions with more sustainable practices and located geographically closer to our operations to reduce transport distances.
- Initiated LCA calculations in some of our internal projects.
- Internal fundraising to address societal issues (cancer).

# The Year in Brief

## New CEO appointed

New Group CEO appointed In April 2023, ROL appointed Stefan Lager as the new Group CEO. With a strong background in strategic management and extensive experience in the technology sector, Stefan is expected to lead the company with sustainability, innovation and growth in focus.



## Employee engagement platform in Lithuania and the USA

In April 2023, our employee engagement platform was introduced to the sites in Lithuania and the USA, covering >85% of ROL employees. This platform, where employees can raise their voice, share their opinions and communicate on their well-being, has successively been rolled out in the organization in recent years.



## EcoVadis evaluation resulted in Gold level (72/100)

In August 2023, EcoVadis' evaluation resulted in a Gold-medal for ROL. EcoVadis is the world's largest provider of corporate sustainability performance ratings. ROL received a score of 72/100, placing us in the top 5% performing corporations of our industry.



## EPDs done for high-volume products in the Workplace business area

In October 2023, EPDs on the four high-volume ROL Workplace products were completed and approved by an independent third-party EPD verifier. All EPDs are published and publicly accessible at the International EPD System's portal, a global EPD program operator.



## Increased number of data points in the largest production sites

In November 2023, ROL implemented energy measurement providing real-life data in its production lines. This is part of our proactive work to identify areas where we can increase energy efficiency and reduce energy consumption.

## Investments done in the Lithuanian production lines

In 2023, ROL realized multiple energy recovery projects in our production sites in Lithuania, providing an >8% increase in energy efficiency. One example is a successful project in recovering the heat in the painting production lines, thus reducing the energy consumption of natural gas.

## Organizational change to strengthen the sustainability area

In December 2023, an reorganization was decided in ROL. Shifting the structure with a more traditional approach, Sustainability & Foundation were included in the ROL Management group reporting directly to the CEO, resulting in an increased focus to these areas.

## Updated the environmental goal to phase out natural gas by 2027

In 2023, it was decided that ROL will accelerate its environmental goal to phase out natural gas in Lithuanian production site by 2027, instead of its original target set to 2030. This signals the shift taking place at ROL to reduce our negative impact on the environment and climate change.



# The ROL Code of Conduct

## We want to do what is right

Our company strives to maintain a transparent business climate and high business ethics. We respect everyone affected by our business and value their safety. The ROL Code of Conduct determines the fundamentals for everyone working at ROL, no matter where or who they are; it applies to all employees and ROL representatives. The Code of Conduct is based on the ten principles of the United Nations Global Compact and outlines the care and concern that ROL has for the environment, our respect for human rights and labor rights, as well as our dedication to fighting corruption and unethical business practices in all their forms.

All ROL employees, management and board members are expected to have understood and signed the Code of Conduct, and to always uphold it. Reading and signing the Code of Conduct is part of the onboarding process for all employees.

For more details of the ROL code of conduct, you can find it on [rolgroup.com](http://rolgroup.com)

To further mitigate the risk of non-ethical behavior in our supply chain, ROL has a Code of Conduct specifically communicated to suppliers. This code is founded on key UN and International Labour Organization conventions and documents and covers human rights, working conditions, the environment and corruption. All suppliers are requested to sign the ROL Supplier Code of Conduct as part of the sourcing process.

## Our whistleblowing service

Whistleblowing provides an opportunity to report suspicions of misconduct; anything that is not in line with our values and policies. Our whistleblowing service is an early warning system to reduce risks. It is an important tool to foster high ethical standards and to maintain customer and public confidence in ROL. Our whistleblowing service is open to all, both employees and other stakeholders. It is available in different languages via links from our web site. The service is provided by contract with a reputable third-party supplier committed to the correct handling of information.

By default, the reporting person has the right to remain anonymous. The whistleblower service will not disclose the identity of the person raising a concern. The service provides for a secure anonymous communication with the whistleblower, in order for the investigators to gather more facts or leads when this is necessary for a proper conclusion of the entailing investigation.



# Sustainability topics and strategy

## Our strategic approach to sustainability

In 2020, ROL defined a sustainability strategy built from the foundation provided by a materiality analysis. The strategy incorporates the organization's most material sustainability issues, defining 13 sustainability areas that are material to our operations and contribute to the UN's Agenda 2030 for Sustainable Development and the Sustainable Development Goals (SDGs). The sustainability strategy is a guiding document for ROL that will aid our success in realizing our vision, where:

ROL is a global company offering a range of products and services that enable inspiring, integrated and sustainable solutions where we live, work, shop and socialize.

## We welcome the shift

In conjunction with an increased interest from our stakeholders in recent years, sustainability has become a more integrated part of our operations and ways of working. ROL welcomes and embraces the sustainable shift taking place in the market, which is enabling a competitive advantage for organizations adopting sustainable practices. The main focus in 2023 has been the adoption of a more holistic view of our complete value chain, including prioritizing an extended gathering of ESG data to cover both upstream and downstream activities in the value chain. Our interaction with stakeholders, as well as various changes affecting our business environment, are key factors influencing our strategic approach moving forward.

## The work goes on

In 2024, our work continues, and we see new changes and challenges influencing the company's strategic approach. This is mainly due to upcoming changes in laws and regulations, as well as the fundamental challenges taking place on a macro-level, both financially and politically. Our current sustainability strategy, which extends to 2025, will also be revised during the year and become an even more integrated part of our business strategy. The ongoing preparations for reporting in accordance with CSRD, which started during 2023, will furthermore have a major impact on how we will work with our strategy in 2024 and beyond. No matter what, ROL remains committed to enhancing activities that will help fulfill our environmental goals. It is fundamental to move forward on this.

Transparent communication and marketing are a priority for ROL and our efforts to provide stakeholders with the information that they value will continue. This sustainability report is a part of that process. Our goal is to ensure that all ROL stakeholders are aware of the company's sustainability mission, goals and efforts moving forward.

# Sustainability risks

The thorough materiality analysis ROL conducted in 2020 resulted in a number of identified risks, ranging from global macro risks to sector- and country-specific ones. These risks in turn provided the foundation for identifying some of the highest-prioritized risk areas that could potentially impact the ability for ROL to operate. The assessment uncovered that the most important material risks facing ROL at that time were those associated with supply chain management and manufacturing processes. These areas remain of the highest importance for ROL today. However, due to the changing landscape of both geopolitics and climate, taken together with new and upcoming legal and regulatory requirements, the list of material risk areas has been continuously reviewed. Ongoing work with the double materiality assessment (DMA), related to CSRD, also expands the viewpoint in our risk assessments.

Our focus areas have evolved over the years, but we still see that it is the original areas - Supply chain management and Manufacturing processes - that are requiring our main focus. This is especially clear for Supply chain management when we look deeper into the upstream activities in the ROL value chain.

Assessing risks with a broad focus, ROL considers the following areas as prioritized:

- Supply chain management
- Manufacturing processes
- Geopolitical events
- Climate-related effects
- Legal and regulatory change

## Supply chain management

In our supply chain, ROL continues to collaborate with suppliers and subcontractors to prevent all forms of child labor, corruption, and environmental mismanagement, as well as to safeguard the human rights and occupational health and safety needs of all workers. With regards to corruption, the risks and challenges differ depending on where in the world ROL is active, and what the specific situation is. We are already working proactively to prevent corruption in the procurement and sourcing process and will continue planning how to best equip all employees with the right tools to identify and counteract corruption in all its forms. ROL will also focus on establishing a better understanding of the risks related to how our raw materials are mined and produced, to minimize and proactively work with these risks at the very start of the value chain.

## Manufacturing processes

The manufacturing process within ROL is where we have the largest impact on our direct CO<sub>2</sub> footprint and where we have the most employees. This gives us a natural focal point when considering risks. Within the manufacturing process we evaluate the effects that ROL has on the environment, as well as the working environment for our employees. To provide the data for risk evaluation, we continuously increase our measuring points to gather data as basis for our decisions both from an environmental and a social sustainability perspective.

## Geopolitical events

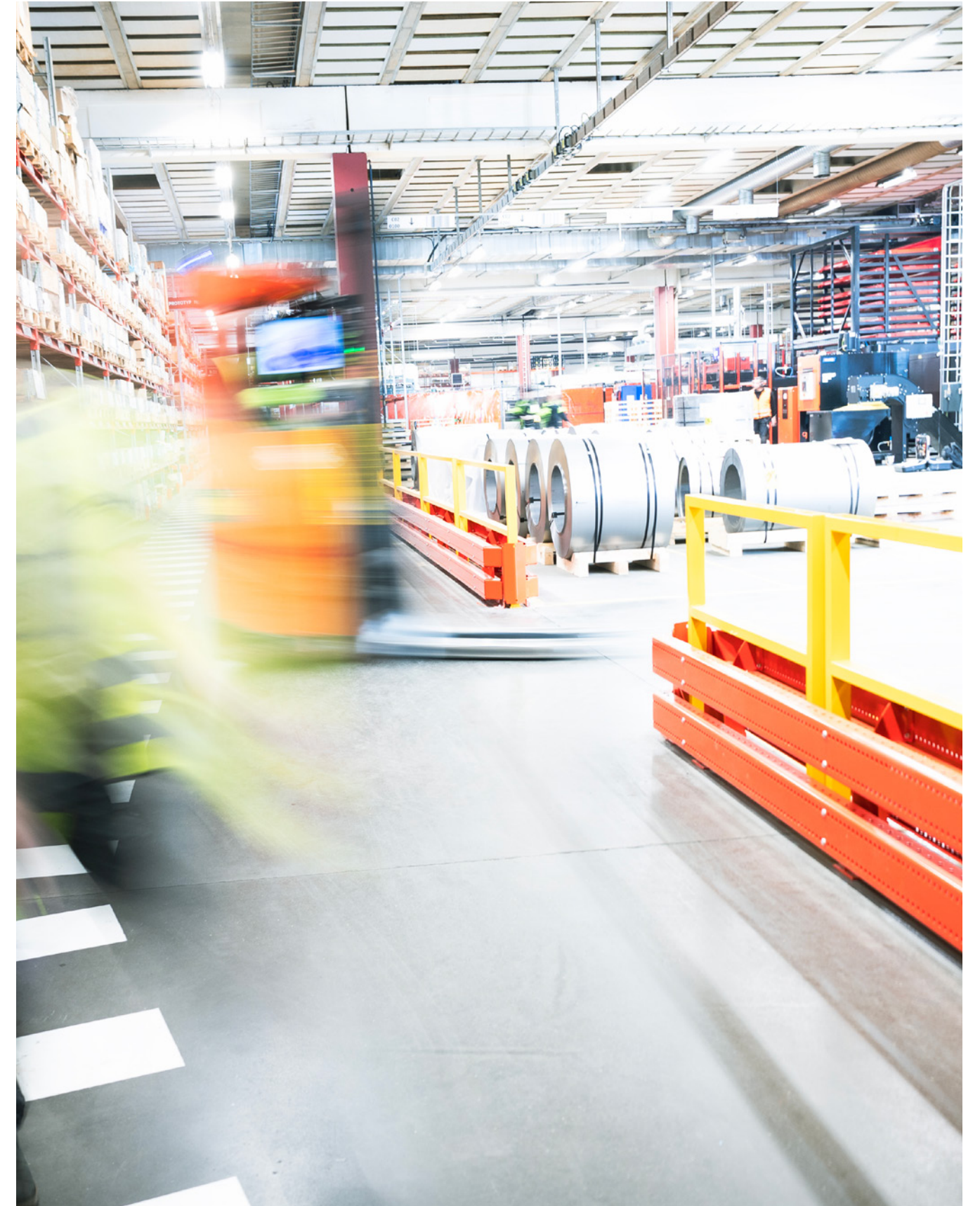
In the last years ROL has been closely following the geopolitical events around the world and we will continue to do so in the foreseeable future. As a global company present on several continents, we operate in environments that have been highly affected by different geopolitical developments in the years following the pandemic. An example of what we have to take into consideration is the fact that in 2024, more than 64 countries (plus the European Union) are holding elections, which represents around 49 percent of the total world population. The results in many of these elections will have risk implications for a global company such as ROL. We cannot neglect that we are operating in a more volatile world than before, with geopolitical events requiring enhanced risk management work.

## Climate-related effects

ROL recognizes climate change as one of the biggest threats against humanity and the global economy. As a result, we acknowledge the need to mitigate our own direct and indirect contribution to climate change, while also more efficiently managing the risks facing ROL due to climate change. Meanwhile, as we are mitigating our contribution to climate change, ROL must also consider how extreme weather events could disrupt our supply chain and manufacturing.

## Legal and regulatory changes

International governmental organizations have emphasized the need of global actions and regulatory changes to combat today's challenges, such as climate change. This has resulted in an increased amount of new and updated laws and regulations such as the Carbon Border Adjustment Mechanism (CBAM), the Corporate Sustainability Reporting Directive (CSRD), the EcoDesign for Sustainable Product Regulation (ESPR), the Corporate Sustainability Due Diligence Directive (CSDDD) and more. ROL recognizes the importance of continuously following and adapting to these changes. At the same time, we consider the increased risks that they entail for us as a global manufacturing company moving into 2024.



# Materiality analysis

The materiality analysis guides the strategic approach of ROL as it sets the foundation of the sustainability areas material to our operations. Stakeholder dialogues have been the base when defining and determining the impact of ROL operations on the environment, people and the economy in order to establish our material sustainability areas. Hence, the materiality analysis is also the foundation for this report.

In 2020, ROL partnered with an expert sustainability consultancy to conduct a thorough materiality analysis. This work helps ROL understand what is most material and provides guidance on the strategic direction for our sustainability efforts. The stakeholder groups were identified following the AA1000 Stakeholder Engagement Standard (AA1000SES). In order to reach as many relevant stakeholders as possible, a hybrid approach was employed, with online surveys and semi-structured interviews, as well as a focus group discussion. The stakeholder groups, forms of engagement and main topics of concern are presented on page 21. The materiality analysis reviewed 21 different sustainability areas. These were subsequently consolidated into 13 prioritized areas that have been assessed according to the dual materiality perspective. This means that you consider both how the company impacts its surroundings and the actual and/or potential impact that sustainability could have on our business' success.

## Continuous interaction

ROL is constantly engaging with its stakeholders on sustainability topics. The stakeholder interaction with our clients is highly prioritized. This is partly because, presently, it is a prerequisite for doing business with them at all, but especially to establish a mutual acceptance for our strategic directions and an alignment on these issues. This is something fundamental for ROL.



As highlighted in our sustainability reports for previous years, the existing materiality analysis was carried out in 2020 and an updated double materiality assessment is needed to ensure that ROL is directing resources and efforts to up-to-date material sustainability areas. ROL had the ambition to complete the double materiality assessment – that is in line with the requirements of CSRD – already for this year's report. Unfortunately, this was not possible due to changes and delays in the finalization of delegated acts providing guidance for the double materiality assessment process. ROL is currently in the process of carrying out the double materiality assessment where impacts, risks and opportunities are defined and determined across our activities in the value chain.

The materiality analysis was followed up in 2023 and in 2024 ROL will:

- Continue to direct our sustainability efforts and resources to material sustainability matters.
- Interact with affected stakeholders, both internal and external, to gather direct insights on the sustainability matters most impactful to them.
- Gather insights on the impacts, risks and opportunities throughout our value chain activities.
- Complete a double materiality analysis in accordance with the coming regulatory requirements of CSRD.

## Stakeholder dialogues

Below, you find a summary of the stakeholder dialogues of ROL and the methods of engagement used with the various stakeholder groups, along with the main conclusions of the analysis to establish which topics of concern that are most important to them.

Stakeholder group	Form of engagement	Main topics of concern
Employees	Survey	Attract, retain and develop employees Energy efficiency in manufacturing Sustainability and quality management in manufacturing Waste and resource management in manufacturing Safe workplaces with fair working conditions
Managers	Survey	CO <sub>2</sub> emission reduction in manufacturing Transparent communication, marketing and reporting Safe workplaces with fair working conditions Safe, ergonomic and high-quality products No child labor or forced labor
Customers	Survey	Sourcing of environmentally friendly and socially responsible materials Effective and sustainable supply chain management Energy efficiency in manufacturing Waste and resource management in manufacturing Circular products and services
Key functions at ROL	Focus group	Sourcing of environmentally friendly and socially responsible materials Sustainability strategy and governance Safe, ergonomic and high-quality products
Management team	Interview	Effective and sustainable supply chain management Sourcing of environmentally friendly and socially responsible materials Circular products and services Sustainability strategy and governance
Board of Directors	Interview	Safe, ergonomic and high-quality products Effective and sustainable supply chain management Circular products and services



## The 13 sustainability areas of ROL

With the materiality analysis as its cornerstone, our sustainability strategy, covering 13 of our most material sustainability areas, was launched in 2020. These areas were then divided into three levels on the basis of our different strategic approaches to them. Areas for which ROL used the strategic approach Lead are considered the most important for us and we allocate the most resources to them in order to assure top performance. The strategic approach Develop & Accelerate covers the areas of significant importance, where ROL aims to investigate and advance to assure alignment with stakeholders' expectations. The strategic approach Manage & monitor is applied to areas where ROL actively maintains consistent performance and development. The complete list of our 13 material sustainability areas, assessed according to the materiality analysis, are displayed in the table below.

As ROL has been working with the indicated 13 sustainability key areas in previous years, a number of sustainability topics that are especially important for the organization have emerged. The various key areas are grouped together in these topics as they are typically interconnected, meaning that activities in one area can also have an influence on additional areas. Therefore, the following sustainability topics demonstrate where our sustainability strategy prioritizes efforts and resources:

- Employee well-being
- Sustainable manufacturing
- Sustainable supply chain management
- Circularity

ROL	Overview
ROL STRATEGIC APPROACH TO SUSTAINABILITY	KEY AREAS
<b>Lead</b> This is the most important sustainability area for ROL and where ROL will devote most resources in order to assure top performance and hold a leading position.	1. Effective and sustainable supply chain management. 2. Smart solutions that influence sustainable behaviors and enable more efficient management of resources. 3. Healthy and safe workplaces with fair working conditions.
<b>Develop &amp; Accelerate</b> These sustainability areas are of a significant importance to ROL. ROL aims to investigate and advance these areas to assure alignment with stakeholder expectations while continuously strengthening its organization.	4. Safe and ergonomic products with superior quality and circular design. 5. Effective sustainability & quality management systems in manufacturing. 6. Attract, retain and develop employees. 7. Promote gender equality, diversity and inclusion. 8. Customer privacy and data security. 9. Low-carbon and energyefficient manufacturing.
<b>Manage &amp; Monitor</b> ROL will actively monitor and manage these areas continually in order to maintain a consistent level of performance and development.	10. Transparent communication, marketing and reporting. 11. Offices, transportation and business traveling with low climate impact. 12. Counteract corruption in all its forms. 13. Partnerships for sustainable development.

The ROL sustainability strategy is published in detail on the ROL company web site. See the GRI Index on page 52 for more information on the connection between the 13 sustainability areas and GRI.

# Goals and vision

The purpose of ROL is to enable future environments with greater circular economy and more sustainable use of resources. To be able to do this, ROL is on a journey to enable inspiring, integrated and sustainable solutions where we live, work, shop and socialize. This is also the vision for the entire company.

In the fourth quarter of 2022, the ROL Management group approved goals for absolute CO<sub>2</sub> reduction for emissions within scope 1 and scope 2 according to the Greenhouse Gas protocol. These absolute CO<sub>2</sub> reduction goals will have an influence on our operations and each department will be involved in aligning activities contributing to the fulfillment of our targets. To ensure accurate progress, ROL is working consistently to improve the monitoring and evaluation of all environmental parameters that are considered material. See table for more information about the goals.

## Scope 3 goals to come

The existing parameters for tracking and monitoring the scope 3 emissions of ROL are currently insufficient and therefore absolute CO<sub>2</sub> reduction goals cannot at present be set for

scope 3 emissions. Ongoing work with the Double Materiality Assessment (DMA), adapting the company to CSRD, is creating the foundation to understand our impact. Thereby we will also be able to set these scope 3 goals. In 2022, the ROL Management Group approved the goal to phase out our usage of natural gas in Lithuania production site by 2030. ROL made a decision during 2023 to further accelerate this environmental goal and updated the time plan to replace natural gas used in Lithuania production site by 2027 as the new target.

## Aiming for job satisfaction

In 2023, ROL implemented an employee engagement platform enabling the continuous tracking of worker satisfaction. This platform provides measures of our employees' satisfaction on a weekly basis, enabling ROL to set a social goal of attaining an Employee Net Promoter Score (eNPS) level of 14, considered to be the index for companies like ROL.

ROL Environmental Goals				
TARGET	OBJECTIVES/KPI	GOALS 2024	GOALS 2030	COMMENT
Reduced use of natural gas	Reduction in natural gas consumption	-35%	-100% (2027*)	Compared to year 2020
Continuous energy efficiency improvement	Reduction in energy consumption	-10%	-20%	Compared to year 2021
Increase use of renewable energy	Renewable electricity as share of total consumption	>90%	100%	
Reduced CO <sub>2</sub> e emissions	Reduction in emissions, scopes 1 & 2	-40%	-75%	Compared to year 2021
Continuous reduction in waste	Reduction in amount of waste	-16%	-20%	Compared to year 2021
No waste to landfill	Waste to landfill in relation to total amount of waste	0.7%	0%	

*These goals were defined and accepted by the ROL Management Group in November 2022. In 2023, target to phase out natural gas was advanced from 2030 to 2027.*

ROL Social Goals				
TARGET	OBJECTIVES/KPI	GOALS 2024	GOALS 2030	COMMENT
Employee Net Promoter Score (eNPS)	Employee satisfaction	14	14	

*This goal was defined and accepted by the ROL Management Group in December 2023.*





## Sustainability management and outcome

The ROL sustainability strategy and guidance within sustainability management are based on a materiality analysis completed in 2020. Within our 13 identified sustainability areas, spanning both the impact related to ROL operations and where our best opportunities to make a positive change are found, we have set up a list of actions that are to be implemented by 2025 in order to meet multiple goals. In the following pages, we describe our progress and outcomes divided into the three sustainability pillars: Environment, Social and Governance.

# Environment

## Climate change including energy

### Impact →

Climate change is the environmental area identified as most important to ROL. Several of the 13 key areas in our sustainability strategy include actions connected to our energy usage and our impact on climate change. The ROL manufacturing facility in Lithuania is dependent on natural gas and the manufacturing in Sweden uses LPG (Liquefied Petroleum Gas) in the painting process. Although the electricity consumption related to ROL operations is mostly from renewable sources, some of the electricity used at our sites comes from non-renewable sources. We are aware that the non-renewable electricity, together with both the natural gas and LPG, are fossil-based and thus cause high levels of GHG (Greenhouse Gas) emissions contributing to climate change. ROL has a clear understanding that the energy consumed from non-renewable sources (e.g. natural gas and LPG) is the main direct contribution to climate change from our operations.

### Impact from upstream activities

For a manufacturing company like ROL, it is acknowledged that the greatest environmental impact and contribution to climate change is typically related to the upstream activities in its value chain. The ROL value chain is no exception, as it is highly dependent on materials provided by our suppliers. Although our sourcing activities involve multiple types of materials, steel is the most common material in our products and its raw material extraction and production is accompanied by significantly high levels of GHG emissions. ROL is determined to minimize the negative impact on the environment related to its business, including any contributions to climate change caused by mankind.

### Policy →

The ROL management system, which includes the ROL Environmental policy, Code of Conduct, sustainability strategy and environmental goals, sets the framework and guides us in our work to reduce our negative climate impact. Furthermore, the manufacturing sites in Lithuania, Sweden and the USA all have environmental management systems certified according to ISO 14001.

Within Area 9, the aim of our sustainability strategy is to reach a low climate and energy footprint from manufacturing activities in all our countries of operation. To this end, we have set targets related to the use of renewable energy sources and improving the energy efficiency within ROL operations.

### Improved timeline

In 2022, ROL set ambitious targets to eliminate the use of natural gas in Lithuania due to its negative impact on the environment and contribution to climate change. The initial timeline for this was set to 2030, but during the year it has been revised. ROL is now aiming to eliminate the use of natural gas already in 2027. This will direct our progress to reduce GHG emissions related to scope 1 and scope 2 in the coming years.

### Action →

During the year, there has been a focus on reducing energy consumption at our manufacturing facilities. Several actions have been implemented, such as:

- Energy conservation project in paint production lines; technical barriers were designed and installed for the paint production line ovens. This improvement helps stop heat loss when the conveyor is running empty.
- Energy recovery project in paint production lines to reduce gas consumption. Previously, excess heat generated during the process was discharged. By installing the heat recovery system, some of the heat is instead returned to the process which thereby requires less energy.
- A new laser machine, replacing two old laser machines, was installed resulting in improved utilization of material and a lower energy consumption.
- An improved system to monitor electricity consumption was implemented at manufacturing work centers; this will help identify machines and cells with high consumption.
- Ventilation systems have been upgraded to save energy.
- An improved planning system was implemented in our warehouse; resulting in fewer hours of forklift driving and reducing the number of forklifts needed.
- Forklifts were upgraded with new batteries; resulting in reduced energy needs for charging.
- Continued conversion of light fixtures to LED.
- Motion detectors installed to control lighting and save energy.
- When possible, machines are totally closed down to save energy.

### Moving towards renewable energy

When it comes to electricity consumption, all ROL manufacturing sites in Europe purchase 100 percent renewable electricity. As well, a small part is produced in-house with solar panels at our manufacturing site in Lithuania. In the USA, 15 percent of the electricity is coming from renewable sources and in China, the electricity comes exclusively from non-renewable sources. During 2024, ROL is aiming to improve these figures, as our electricity

provider in the USA now can provide us with renewable electricity. At our site in China there still is no other possibility than the national grid, but we are optimistic there also as we can notice a positive trend with China investing in the exploitation of renewable electricity, which leads to a higher degree of renewable electricity in the national grid. Additionally, there are ongoing evaluations to explore the possibility to increase the number of solar panels at our facilities.

### Improving Scope 3 data

Since a couple of years back, ROL has some measuring of upstream and downstream emissions (scope 3) in place. Although these figures (e.g. transport data) were improved during 2023, it is a high priority for us to further improve and increase the number of measurable parameters regarding our scope 3 data in 2024. It is a key priority to prepare for coming EU regulations, but it is also necessary for complementing our own environmental goals with reduction targets covering scope 3 data as well.

Additionally, to reduce the environmental impact related to our activities there is a continuous work at ROL with increasing loading capacity and optimizing transport. During the year, container shipment and our loading capacity were further optimized, as well as our logistics suppliers having improved their GHG emissions reports by providing more validated measures and accurate dates.

### Replacing LPG

In 2023, ROL initiated a project to investigate the possibility to phase out fossil-based fuels also in our Swedish manufacturing processes. The ambition in 2024 is to finalize this project and develop an action plan for how, and when, a non-fossil-based energy source can be implemented instead of the LPG that is currently used.

Additionally, an update has been implemented in the self-assessment of our suppliers during 2023. ROL suppliers now need to disclose information on their environmental performance and their ambitions on environmental matters, including their plans going forward.

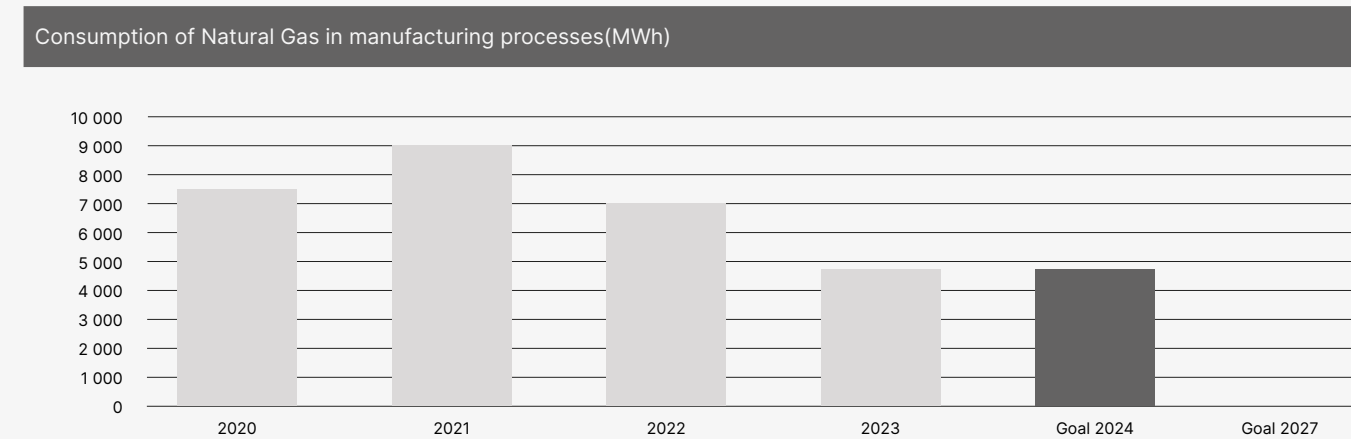
## Metrics and targets →

During 2023, activities and projects focused on energy reduction have shown very good results.

ROL Metrics and Targets					
TARGET	OBJECTIVES/KPI	RESULT 2023	GOALS 2023	GOALS 2030	COMMENT
Reduce use of natural gas	Reduction in natural gas consumption	-35%	-20%	-100% (2027)	Compared to year 2020
Continuous energy efficiency improvement	Reduction in energy consumption	-30%	-5%	-20%	Compared to year 2021
Increase part of renewable energy	Renewable electricity as share of total consumption	85%	>90%	100%	
Reduce CO <sub>2</sub> e emissions	Reduction in emissions, scopes 1 & 2	-34%	-30%	-75%	Compared to year 2021

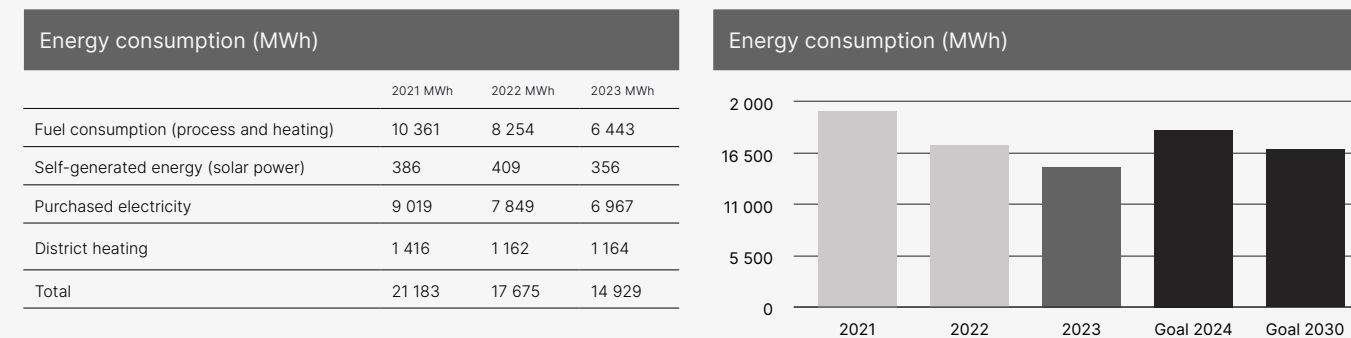
### Reduce natural gas consumption

The ROL production facility in Lithuania is the only facility using natural gas in a production process (powder coating line). In 2023, consumption has been reduced by 35 percent compared to the base year 2020. Compared to the previous year, 2022; 30 percent. ROL has the goal to reduce consumption by 35 percent in 2024, compared to 2020, and the target is to exclude all usage of natural gas by 2027 (revised from 2030).



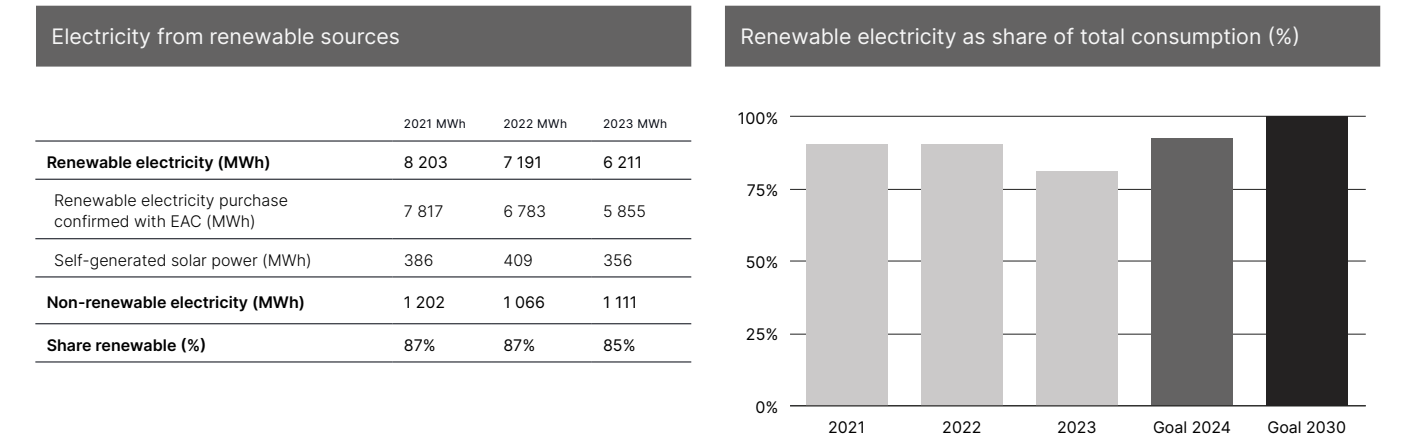
### Reduce energy consumption

In 2023, absolute energy consumption was reduced by 16 percent compared to the previous year. From the base year 2021 absolute energy consumption was reduced by 30 percent. ROL has a goal to reduce absolute energy consumption with 10 percent in 2024 and 20 percent in 2030, compared to 2021.



## Increase share of renewable electricity

ROL purchased 5,855 MWh of renewable electricity confirmed with EAC in 2023. This amount correlated to 84 percent of the total electricity purchased. Adding the amount of self-generated solar power, the share of renewable electricity amounts to 85 percent. ROL had set the goal to increase this share to a minimum of 90 percent in 2023 and we have the target to exclusively use electricity based on renewable sources by 2030. The reason behind us not reaching our goal in 2023 was lower volumes of self-generated solar power and higher volumes of electricity usage in China. Our facility in USA will sign contracts for renewable electricity in 2024 that will contribute to us reaching our goals set for this year.



### Reduce scope 1 & 2 emissions

In 2023, scope 1 and 2 emissions have been reduced with 34 percent compared to the base year 2021. Compared to the previous year, 2022; 11 percent. ROL has set a goal to reduce scope 1 & 2 emissions by 40 percent in 2024 and by 75 percent by 2030, compared to the base year 2021.

Scopes 1 and 2 make up 42 percent of reported emissions in 2023.



### Scope 3 emissions

During 2023, the measurement of scope 3 emissions has included categories 3, 4 and 6. In 2024, ROL plans to review and evaluate what other categories are relevant to follow up in order to make the measurement more complete.

Scope 3 emissions 2023 (tons CO <sub>2</sub> e)	
<b>Scope 3, category 3: Fuel and energy-related activities (not included in scope 1 or scope 2)</b>	<b>630</b>
Emissions from purchased natural gas fuels (WTT)	177
Emissions from purchased electricity (WTT)	453
<b>Scope 3, category 4: Upstream transportation and distribution</b>	<b>3 127</b>
Emissions from purchased transports	3 127
<b>Scope 3, category 6: Business travel</b>	<b>131</b>
Emissions from private/rental cars	1
Emissions from train travel	0
Emissions from air travel	130
<b>Scope 3: Total</b>	<b>3 888</b>

*Source of Emission factors: DEFRA 2022, NTM 2018, AIB 2021 (SE, LT) IEA 2021 (CN, US)*

Emissions (tons CO <sub>2</sub> e)			
	2021	2022	2023
Scope 1 (process and heating)	2 404	1 535	1 217
Scope 1 (company vehicles)	76	96	126
Scope 2 (market-based method)	606	647	674
<b>Total Scope 1+2</b>	<b>3 086</b>	<b>2 278</b>	<b>2 017</b>
Scope 3	5 026	3 169	3 888
<b>Total Scope 1+2+3</b>	<b>8 112</b>	<b>5 447</b>	<b>5 905</b>
Scope 2 (location-based method)	1 494	1 739	1 594



# Environment

## Water and marine resources

### Impact →

ROL recognizes that water consumption can have a negative impact and influence on climate change. Even if we are not a big consumer of water in our manufacturing processes, we embrace our responsibility to use water with respect for the environment while doing our best to reduce the amount of water needed and to secure used water being handled and recycled correctly. All water that we use is supplied by municipal water companies. In Lithuania and Sweden, water is needed in the painting processes to clean parts before applying powder to the products. This process generates wastewater that includes emulsions and requires treatment before the water can be returned into the municipal water system again. At our other locations, water is used exclusively for hygienic and personal consumption.

### Water use in our supply chain

Assessing the impact related to water resources in the complete value chain, ROL is aware that the extraction and processing of raw materials (e.g. steel, cardboard and minerals for electronics) require significant amounts of water usage. If not properly managed, this can result in a negative impact on water quality and contribute to water scarcity in the regions where these activities take place. The situation is similar to natural gas production, where the extraction to access natural gas includes fracking, which requires significant amounts of water.

### Policy →

The ROL environmental policy, Code of Conduct and our environmental management system, certified according to ISO 14001, guide us in our work. ROL has systematic work processes in place at all its facilities and these are in compliance with local legislation and customer requirements.

### Action →

After being used in painting processes, water is contaminated with chemicals and needs to be handled with care. Water used in the process is tested regularly and as long as the contamination levels are within approved limits, the water is recirculated and reused in the painting process.

In our **Lithuanian** plant, water effluents are first treated in an internal treatment process. Once the water reaches the legally approved contamination levels, effluents are discharged through the municipal sewage system for final treatment at a government-owned facility.

In **Sweden** water effluents are treated as hazardous waste stored in a special tank. When the contaminated water tank reaches a specific level, a service provider is notified and then in charge of collecting and transporting the contaminated water to proper treatment facilities, as per environmental legislation.

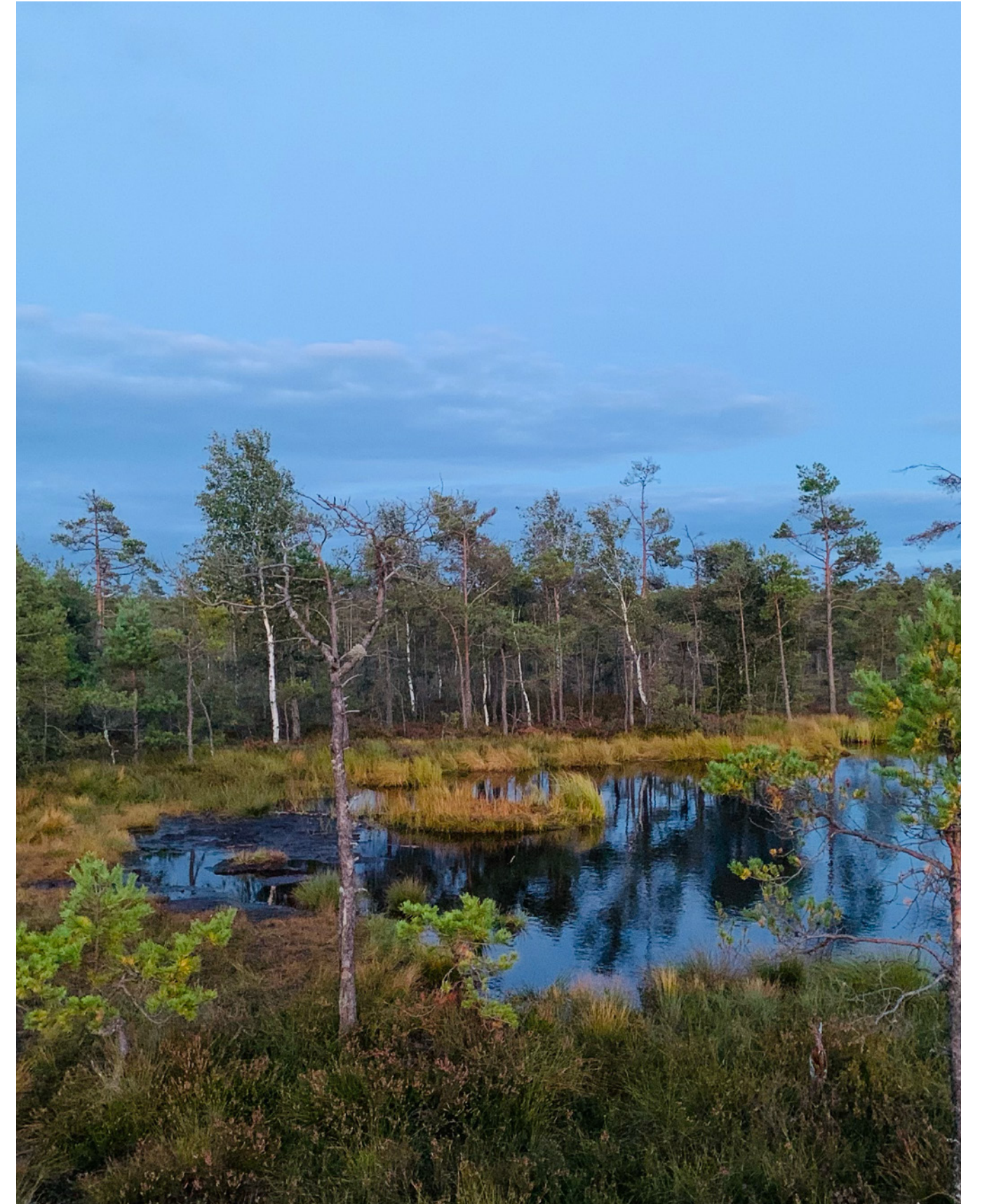
In **general** actions have been taken to reduce the amount of water being used by installing water saving faucets. Gauges are installed in paint production line baths, making it possible to measure and follow up consumption in manufacturing processes.

### Metrics and targets →

The ROL group's water consumption is monitored and reported on an ongoing basis. In 2023, the total water consumption at the company's four manufacturing and assembly facilities amounted to 13.4 megaliters of water. This is a decrease of more than 10 percent from last year, mainly due to lower volumes of painted parts.

Water consumption (megaliters)			
	2021	2022	2023
<b>Consumption of third-party water (freshwater)</b>	<b>15.4</b>	<b>15.0</b>	<b>13.4</b>

*Figures for 2021 and 2022 are slightly higher than reported 2022 as an inaccuracy has been corrected.*



# Environment

## Resource Use and Circular Economy

### Impact →

ROL is a manufacturing company. Our main environmental impact relates to our products and, more specifically, the composition of materials used in these products. LCA calculations have resulted in an increased awareness of the environmental impact at the product level. ROL recognizes that around 80 percent of the environmental impact related to its products originates in the raw material extraction and processing of the material. Demonstrating that the environmental impact of products is determined already in the design phase, we recognize that adopting circular design practices is fundamental to reducing our environmental impact and to enable the 5 R's of circularity (Reduce, Reuse, Repair, Remanufacture & Recycle).

### From waste to resource

Waste management practices make up another important area for ROL to contribute to a circular economy, understanding that generated waste from our processes can become raw materials for other companies in their processes. The environmental impact of our direct activities relates to the generated waste from our manufacturing processes, with steel scrap being the main source of waste. ROL also recognizes the waste that is generated from downstream activities, for example when the packaging material for our products or our products being turned into waste at their end-of-life.

### Policy →

The ROL management system includes the following guiding policies: the ROL Environmental policy, the ROL Code of Conduct, the ROL Sustainability Strategy and the ROL Environmental goals, as well as ISO 14001 Environmental management systems which set the framework for reducing the company's environmental impact.

The overall goal of area 4 emphasizes that ROL shall offer products fit for the circular economy. This will be accomplished by developing products that are designed following a circular approach, with an infrastructure enabling end-of-life products and their components to be refurbished and/or remanufactured into new products.

### Action →

In recent years, ROL introduced the development of LCA calculations, as well as EPDs for products connected to the business area ROL Workplace. Calculating the environmental impact of our products is highlighted as a fundamental step to identifying opportunities to reduce this negative impact by implementing more sustainable practices. With the usage of LCA calculations, efficient allocation of resources and efforts have been directed to improvements having a positive effect on the environmental performance of the products, guiding ROL in its actions during the year. From these LCA calculations, it is evident that the main impact from ROL products comes from the material composition and components making up the product. Hence, this year's main focus on circularity has been on reducing the materials going into ROL products by utilizing them more efficiently, resulting in lower environmental impact from the products.

### Circular design project

In 2023, ROL initiated a new project with a client having a circular business model. Instead of selling products to end users, this client rents them out. To succeed with a circular business model like this, product design is crucial. Traditionally products have been designed for one end user, but with a circular business model the products must be designed with having additional end users in mind. This means new requirements for products, and in the design process it becomes fundamental to follow the approach of the 5 R's of circularity. ROL welcomes the insights and practical experiences that this new client collaboration entails, and which enable us to implement more circular improvements on ROL products.

### Minimizing and managing waste

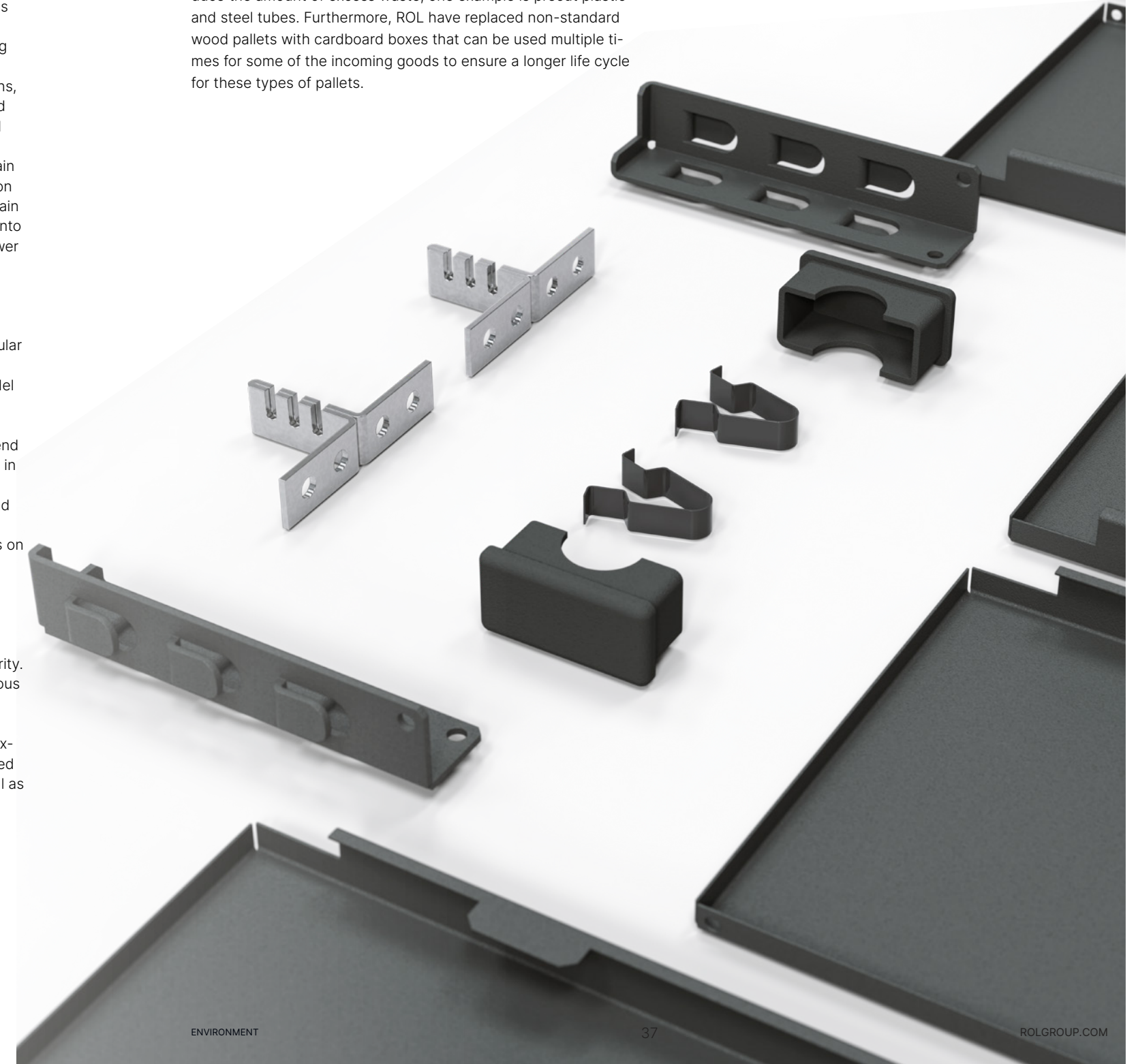
ROL embraces a holistic perspective when analyzing its waste and recycling processes, including managing waste for circularity. Improvement of our waste management is an area for continuous progress at ROL, while we are at the same time working continuously to optimize the manufacturing processes in order to reduce the amount of scrap generated. In 2023, we have for example implemented extended fractions for sorting and improved the waste stations' accessibility at our production sites, as well as carrying out trainings in waste sorting for employees.

Reducing the amount of waste generated by ROL requires collaboration with external parties, as waste typically originates from either secondary packaging or scrap generated from manufacturing processes. Therefore, ROL is working closely with its suppliers to reduce the amount of waste generated from secondary packaging through stricter requirements on the packaging materials. This is done without jeopardizing the quality of the protection of goods during transport. One example is preparing final packaging already at the supplier to save re-packaging material and excess waste from secondary packaging

ROL also works actively with its suppliers to provide goods with standardized sizes related to our manufacturing processes to reduce the amount of excess waste, one example is pre-cut plastic and steel tubes. Furthermore, ROL have replaced non-standard wood pallets with cardboard boxes that can be used multiple times for some of the incoming goods to ensure a longer life cycle for these types of pallets.

### Our proactive efforts continue

During the year have ROL initiated multiple initiatives to increase the level of circularity in its processes by adopting this holistic perspective. Although these initiatives have not been implemented yet and nothing we can provide you with details on, we emphasize circularity as an area ROL work proactively on. However, it does not come without challenges due to insecurity in the market of new materials, lacking infrastructures that enable waste to become a resource through closed processes, and standards not designed to support these type on innovations. Regardless, ROL will continue its proactive work to identify and realize more circular practices related to its complete value chain.



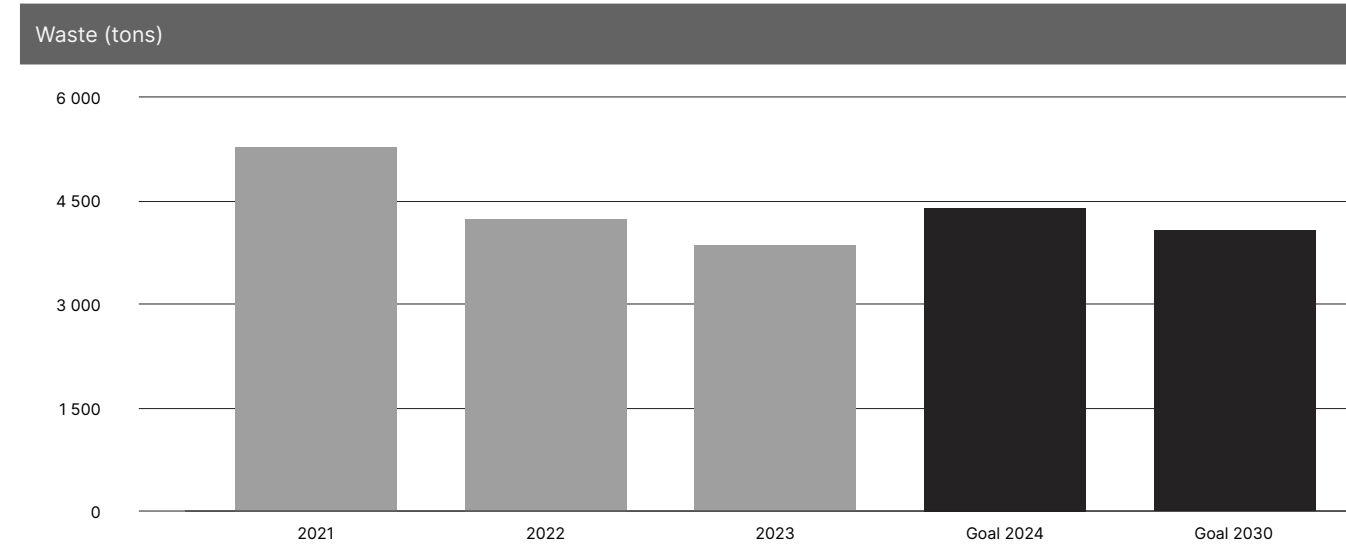
## Metrics and targets →

In the previous year's report ROL presented the ambition to create EPDs for our high-volume products. In this year's report we can confirm that there has been positive progress with the development of LCA calculations and EPD's. Four of ROL Workplace's high-volume products now have finished EPD documents, as well as their being LCA calculations for additional products. By the end of 2024, our ambition is that all ROL Workplace product series will have EPDs and/or LCA calculations.

The environmental goals to (1) Reduce the amount of waste by 20 percent by 2030, and (2) No waste to landfill by 2030, have been set and approved by the ROL Management group.

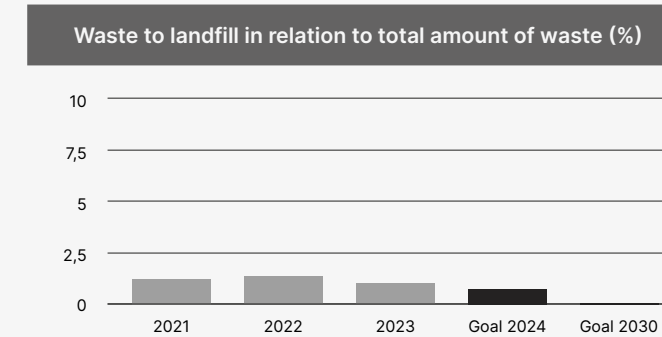
ROL Metrics and Targets					
TARGET	OBJECTIVES/KPI	RESULT 2023	GOAL 2023	GOAL 2030	COMMENT
Continuous reduction in waste	Reduction in amount of waste	-24%	-14%	-20%	Compared to year 2021
No waste to landfill	Waste to landfill in relation to total amount of waste	0.9%	<0.8%	0%	

Waste fractions (tons)			
	2021	2022	2023
Carbon Steel	2 426	3 042	2 722
Stainless steel	1 524	25	1
Aluminium	-	-	8
Wood	526	542	627
Paper and Cardboard	346	286	213
Plastic	70	37	30
Electronics	4	3	3
Other	304	269	360
<b>Total</b>	<b>5 200</b>	<b>4 204</b>	<b>3 964</b>

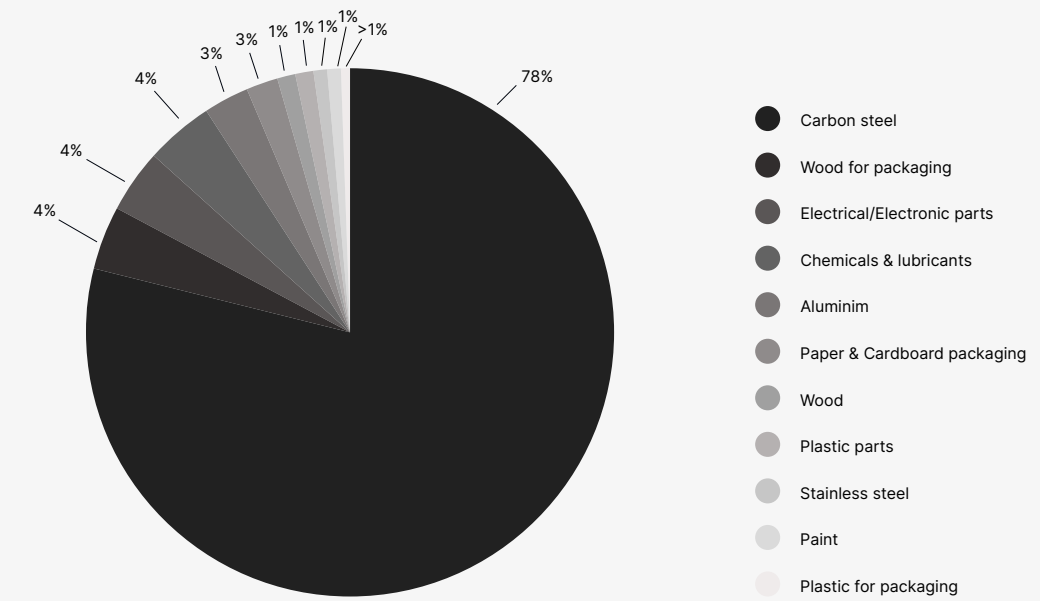


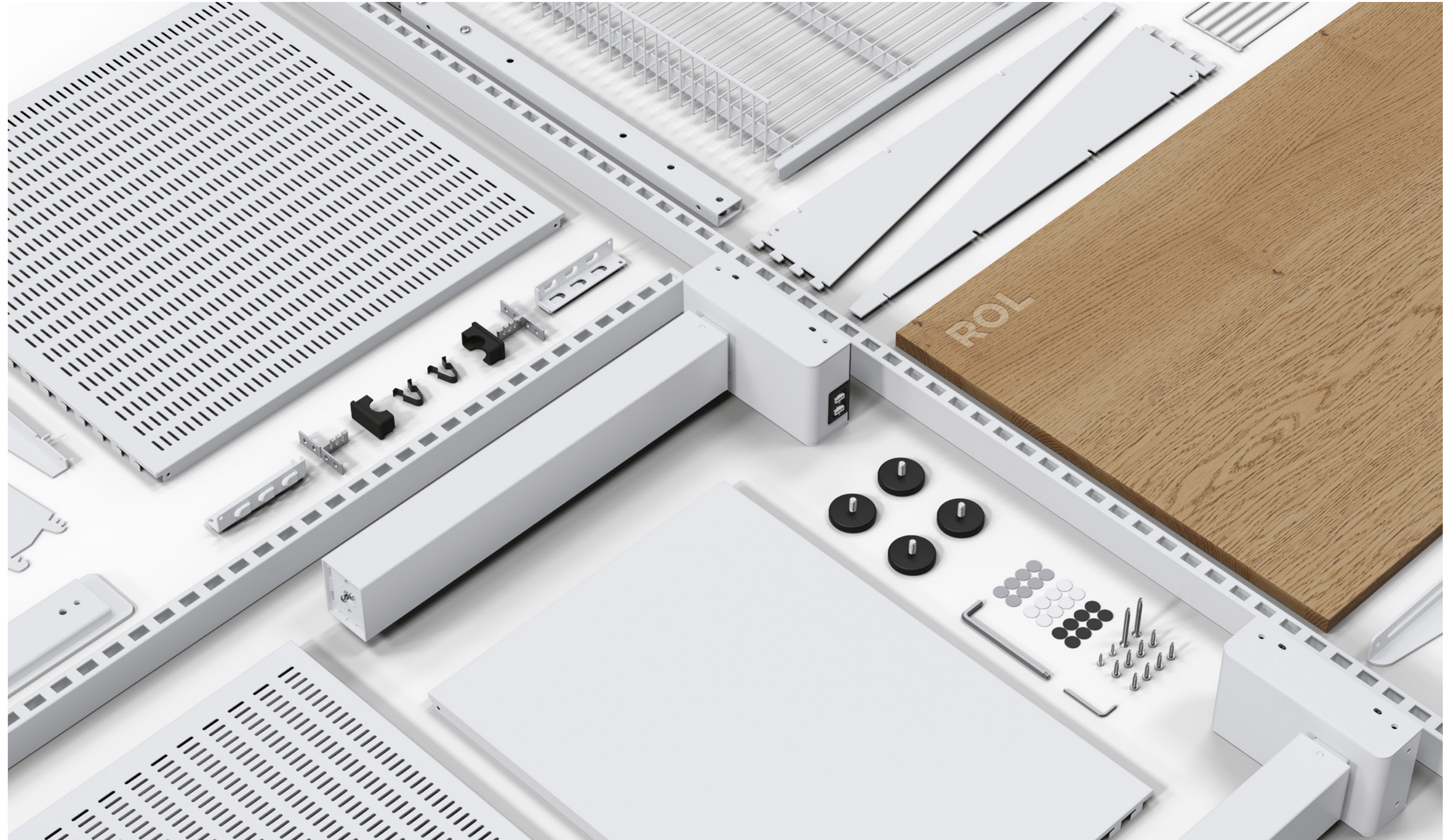
Hazardous waste						
TARGET	2021		2022		2023	
	Tonnes	%	Tonnes	%	Tonnes	%
Hazardous waste	162	3%	131	3%	152	4%
Non-hazardous waste	5 038	97%	4 072	97%	3 812	94%
<b>Total</b>	<b>5 200</b>	<b>100%</b>	<b>4 204</b>	<b>100%</b>	<b>3 964</b>	<b>100%</b>

Waste management						
TARGET	2021		2022		2023	
	Tonnes	%	Tonnes	%	Tonnes	%
Waste to recycling	5 030	9.07%	4 008	95.3%	3 693	93.2%
Waste to incineration, with energy recovery	104	2.0%	111	2.6%	233	5.9%
Waste to incineration, without energy recovery	-	-	8	0.2%	1	0.0%
Waste to landfill	66	1.0%	78	1.8%	36	0.9%
<b>Total</b>	<b>5 200</b>	<b>100%</b>	<b>4 204</b>	<b>100%</b>	<b>3 964</b>	<b>100%</b>



Material used to produce primary products and packaging (tons)			
	2021	2022	2023
Non-renewable materials	27 271	21 217	19 798
Renewable materials	2 627	2 883	1 709
Total recycled	5 273	4 024	4 677
Recycled %	18%	17%	22%
<b>Total</b>	<b>29 898</b>	<b>24 100</b>	<b>21 507</b>





# Social

## Own workforce

### Impact →

ROL employees are the heart of our organization and the ones bringing the skills, drive and knowledge that make ROL the company it is today. Their well-being is of the highest priority. ROL understands that a healthy workforce is a prerequisite for running an organization successfully and being able to contribute value to clients and other stakeholders. Our workforce is operating in a manufacturing environment involving multiple risks of potential impact on their health and safety. Additionally, the potential risks and impact related to our people are under our direct control and a matter that can be independently managed by the organization's policies and ways of working. Hence, the health and safety of ROL employees are a highly material matter where we will continuously improve.

### Our approach is holistic

At ROL, we are aware that our employees' working conditions and job satisfaction have a significant impact on their overall well-being. There are multiple areas of concern related to our employees' well-being, such as secure employment, working hours, work-life balance, gender equality, diversity, self-development, inclusion etc. Additionally, we have a current situation in the world, with a war in Ukraine and rising conflicts between countries, economic insecurity and the climate crisis. ROL is aware that the well-being of its employees is affected in multiple ways, and therefore a holistic approach, with an ambidextrous focus, is needed. Naturally, our main focus is on addressing areas where the organization has direct control, but we also aim to offer support in how to maintain mental health while taking our responsibility as a company for our activities related to these external developments. For example, we are restricting all ROL activities in relation to Russia and setting climate-related goals with accompanying actions to mitigate the climate impact of our operations etc.

### Policy →

Being a Swedish company with operations in many countries, the ROL Code of Conduct is fundamental as it guides the way in which we operate. The ROL Code of Conduct is based on the Declaration of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, the RIO Declaration on Environment and Development and the UN Convention against Corruption, as outlined in the UN Global Compact.

### As stated in the Code of Conduct, ROL requires all our employees to:

- Read and understand the Code of Conduct.
- Sign and date a written acknowledgement that they have read the Code of Conduct.
- Ensure that both the content and the spirit of the Code of Conduct are understood and acted upon.
- Comply with the Code of Conduct at all times, and to inform ROL managers if these standards are not met.

In addition to the guiding principles provided by the Code of Conduct, the ROL sustainability strategy is addressing our targets and actions related to enhancing the well-being of our workforce. The aim in Area 3 is to offer a fair workplace where ROL workers thrive and feel safe. Area 6 aims at promoting gender equality, diversity and inclusion in our operations. Area 7 involves the aim that ROL should be an attractive employer both attracting and retaining the best talents.

### Working to reduce risks

Since a couple of years, ROL has an established whistleblower policy and process providing the opportunity to anonymously report suspicions of misconduct on anything that is not in line with our values and policies. See page 15. All ROL sites practice systematic processes for risk assessment, such as involving safety committee representatives, holding monthly health and safety reviews and conducting internal audits of the management system. In case of situations where incidents have occurred, the affected employee writes an incident report together with their manager and safety representative. The investigation then leads to changes in procedures and processes to always ensure the health and safety of workers. All ROL employees have the right to remove themselves from work situations that they believe could cause injury or ill health, and the company will direct resources to clarify this in the local work environment guidelines. Additionally, employees can also report occupational hazards anonymously through the whistleblowing service. Furthermore, as ROL is also governed by national, as well as local, work environment and health and safety legislations and guidelines, the company's occupational health and safety practices and related trainings differ from country to country. To illustrate with an example, occupational health services

are offered by contracted third parties and, in some cases, by trained in-house staff. These services involve different components depending on the country. For example, in China, occupational health examinations are conducted annually, while in Sweden, occupational health services include preventative care.

### Action →

ROL has been focused on establishing systematic occupational health and safety procedures across all of its facilities to reduce the overall risk exposure, while ensuring that all operations are compliant with national legislations and all ROL guidelines. We have occupational health and safety management systems (OHS) at all our sites, i.e. in China (including various labor laws of the People's Republic of China), Sweden (including AML), Lithuania (including Republic of Lithuania employee health and safety law), and in the USA (including OSHA, MIOSHA, LARA and the Department of Labor and Economic Opportunity). The OHS systems cover all employees and workers except for in the USA, where workers are covered by their respective employers. A so-called "Kaizen Teian" improvement scheme is in place, whereby every participant can bring forward ideas on improvements regarding the OHS system. The production site in Lithuania, involving over 500 employees, is ISO 45001 certified since 2020.

### High labor standards

When it comes to collective bargaining agreements, ROL understands that there are differences in local systems and tries to take responsibility for complementing what is in place domestically. All ROL employees (100 percent) are covered by collective bargaining agreements in Sweden. In China, all employees (100 percent) are covered by the labor union collective bargaining agreement. There are no collective bargaining agreements in place in Lithuania or the USA, but ROL proactively mirrors the highest labor standard and employee benefits in these countries. Furthermore, ROL continued to monitor the average annual salaries for all employees globally. The basic salary is also monitored to assure that there is no gender salary discrimination.

Additionally, in Sweden, ROL offers a wellness allowance to its employees, and in the USA, employees receive a contribution to medical, dental and vision insurance. All employees are entitled to yearly performance development reviews. Furthermore,

in Lithuania, every employee is provided with 24/7 accident insurance providing them with access to free health checks and specialist consultations, as well as medical treatments. ROL also has an occupational health specialist working in an OHS department there, providing on-demand consulting to employees.

### Certifications worldwide

Depending on the nature of their operations, the facilities that ROL has around the world are certified according to various ISO standards. ROL is certified according to ISO 9001, 14001 and 28000 in Sweden; ISO 9001, 14001, 28000 and 45001 in Lithuania; ISO 14001 and 9001 in the USA; and ISO 9001 in China. All production sites have assigned quality assurance roles, such as Quality Managers and Technicians. Quality departments do daily quality rounds to assess and identify any possible non-conformities with the quality protocol. In case of a non-conformity, the issue will be subject to troubleshooting to provide solutions.

In 2023, the risk-management culture of our manufacturing sites has been continuously improved with new processes to proactively work to mitigate the risk of incidents and secure the health and safety of our workers. Although this has involved actions to ease the process to escalate identified risks in the daily work leading to more "potential risks" being addressed during this reporting period in relation to the previous one, we consider this a positive outcome, as more workers are engaged and involved in the risk-management work. This results in potential incidents being addressed and prevented before they have happened, or at least mitigated. As a result of the improved and updated risk-management culture, the number of injury-related incidents has been reduced. However, ROL will continue to engage and involve its workers in 2024 to secure a healthy and safe work environment.

### Job satisfaction in focus

In 2023, ROL has implemented an employee engagement platform that lets workers raise their voice anonymously on a weekly basis. This new platform enables a continuous tracking of the employees' job satisfaction which gives the Management group a better understanding of how to promote well-being within our workforce. This has enabled ROL to set a goal concerning employees' job satisfaction (see below).

In Lithuania, there has been training for all employees on issues of psychological violence and harassment.

## Metrics & Targets →

In December 2023, the ROL Management group set a social goal related to the well-being of our workforce. In detail, the goal is to attain an Employee Net Promoter Score (eNPS) level of 14, which is considered the index for companies like ROL. The eNPS is a metric that assesses the employees' job satisfaction by measuring their willingness to recommend ROL to others. This employee engagement tool is used to gather insights and input from the employees and was implemented during the year. However, it requires some volume of data before any patterns can be identified and action plans be created to improve employee job satisfaction.

### Gathering insights the first step

The main task for 2023 has thus mainly been to gather enough insights and inputs from the workforce, so that patterns can be identified to guide the work going forward. However, ROL does not neglect the fact that the eNPS on average for the year is at level 5, while our goal is to attain level 14. Employees' job satisfaction has clearly been negatively affected by the two sessions

of lay-offs during the year, but it has also been affected by insufficient communication, as well as indistinct direction and strategy for the company. In addition, an increasing general anxiety and rising concerns have been expressed by employees due to the ongoing war in Ukraine and the rise of other geopolitical conflicts, the climate crisis, economic uncertainty etc.

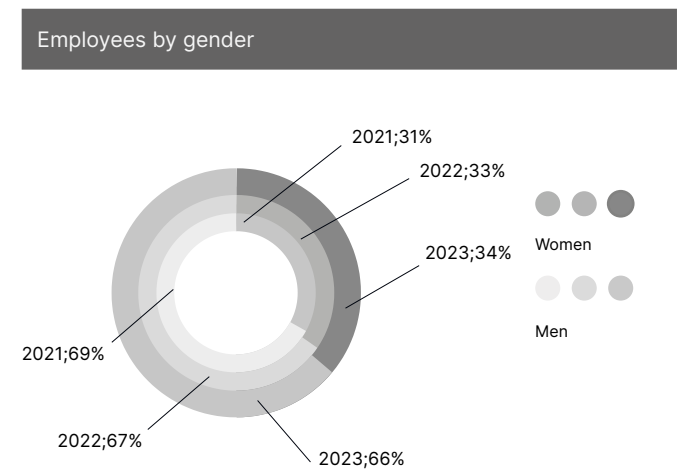
Employee job satisfaction				
TARGET	OBJECTIVES KPI	RESULT 2023	GOAL 2024	GOAL 2030
Employee Net Promoter Score (eNPS)	Employee job satisfaction	5	14	14

*This goal was defined and accepted by the ROL Management Group in December 2023.*

In 2023, there were four reports of misconducts received via the whistleblowing function in Sweden. All cases were related to internal processes at ROL and were treated in accordance with the whistleblower process in place.

Employees by country head counts									
TARGET	LITHUANIA	SWEDEN	CHINA	ITALY	USA	UK	GERMANY	DENMARK	TOTAL
Number of employees	493	169	61	43	49	12	2	1	830
Number of men	313	133	32	26	33	10	1	1	549
Number of women	180	36	29	17	16	2	1	0	281
Number of permanent employees	492	163	52	39	49	12	2	1	810
Number of temporary employees	1	6	9	4	0	0	0	0	20
Number of full-time employees	492	165	61	41	47	12	0	0	819
Number of part-time employees	1	4	0	2	2	0	1	1	11

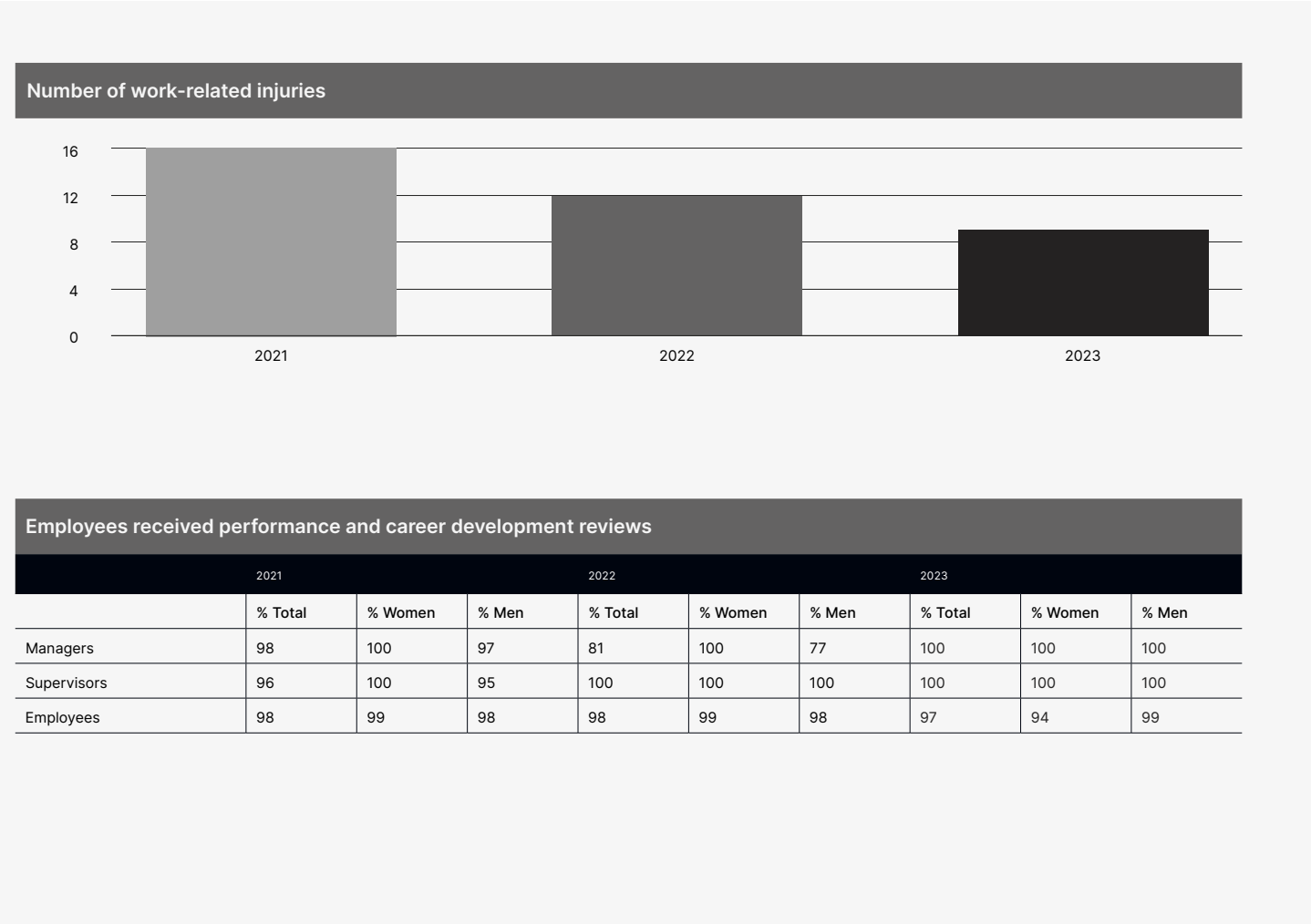
Employees (head counts)			
COUNTRY	2021	2022	2023
Lithuania	594	553	493
Sweden	219	190	169
China	69	62	61
USA	55	41	49
Italy	34	49	43
UK	10	10	12
Germany	2	3	2
Denmark	1	1	1
<b>Total</b>	<b>984</b>	<b>909</b>	<b>830</b>



Diversity by age									
	2021			2022			2023		
	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50
Board of directors	0 %	40 %	60 %	0 %	40 %	60 %	0 %	25 %	75 %
Group management team	0 %	100 %	0 %	0 %	100 %	0 %	0 %	67 %	33 %
Managers	4 %	65 %	31 %	4 %	65 %	31 %	5 %	66 %	30 %
Supervisors	19 %	65 %	15 %	19 %	65 %	15 %	7 %	83 %	10 %
All employees	24 %	55 %	21 %	19 %	57 %	23 %	15 %	62 %	23 %

Diversity by gender									
	2021			2022			2023		
	Men	Women	& Women	Men	Women	& Women	Men	Women	% Women
Board of directors	3	2	40 %	3	2	40 %	2	2	50 %
Group management team	3	0	0 %	5	0	0 %	6	0	0 %
Managers	39	9	19 %	42	12	22 %	50	11	18 %
Supervisors	20	6	23 %	23	8	26 %	21	9	30 %
All employees	676	309	31 %	607	302	33 %	549	281	34 %

Employee turnover 2023						
Gender	AVERAGE NUMBER OF EMPLOYEES 2023		NEW HIRES (HC)	EMPLOYEE LEFT (HC)	STAFF TURNOVER - NEW	STAFF TURNOVER - LEFT
	Women	291.5	24	41	8.2 %	14.1 %
Men	578	47	99	8.1 %	17.1 %	
Age	<30 years	149	25	31	16.8 %	20.8 %
	30-50 years	516.5	39	77	7.6 %	14.9 %
	>50 years	204	7	32	3.4 %	15.7 %
Country	China	61.5	5	4	8.1 %	6.5 %
	Lithuania	523	23	84	4.4 %	16.1 %
	Sweden	179.5	24	34	13.4 %	18.9 %
	USA	45	11	14	24.4 %	31.1 %
	Italy	46	6	3	13.0 %	6.5 %
	UK	11	2	0	18.2 %	0.0 %
	Germany	2.5	0	1	0.0 %	40.0 %
	Denmark	1	0	0	0.0 %	0.0 %
	<b>Total</b>	<b>869.5</b>	<b>71</b>	<b>140</b>	<b>8.2 %</b>	<b>16.1 %</b>



# Social

## Workers in the value chain

### Impact →

ROL understands the impact and risks related to the upstream activities in its value chain, therefore supply chain management is one of our most material sustainability matters. Given this, we welcome the upcoming directives and regulations from the European Union that will give guidance on performance indicators covering this matter. The primary sourced materials for ROL are steel, electronics, plastic, painting powder, cardboard and wood. All of these have different impact and risks related to the health and safety of workers in the value chain. The impact and risks associated with the extraction and production of steel, electronics, plastic and painting powder are considered as the main material areas given ROL operations.

### Different challenges for different materials

Steel is the principal purchased material for ROL. To produce steel the mining activities of iron ore are central, exposing risks to the health and safety of workers, due to heavy machinery being used, high-temperature processes and the potential exposure to accidents as well as to dust and hazardous substances. Another component that is purchased in great volume for ROL is electronics, accompanied by the extraction of minerals and other metals which involves mining operations with similar potential risks to workers' health and safety as for steel. Furthermore, the assembly of electronic components may involve repetitive tasks that can impact workers' well-being.

The sourcing of plastic and painting powder may also impact the health and safety of workers in the ROL supply chain. Potential impact is related to the extraction of raw materials for plastics, typically hydrocarbons derived from crude oil and fossil gas or synthetic gases and liquids derived from coal, which may have negative impact on workers' health and safety, due to risks related to accidents and the exposure of dust, gases and other hazardous substances in these processes. Furthermore, in the production of plastic, as well as of painting powder, workers may be exposed to hazardous chemicals during the handling, processing and manufacturing of plastic materials.

### Policy →

All ROL suppliers are required to sign and comply with the requirements of the ROL Supplier Code of Conduct. A supplier's ability to meet the requirements of the Supplier Code of Conduct is regarded as a critical factor when ROL decides on initiating or continuing a business relationship with a supplier. The ROL Supplier Code of Conduct is based on ethical trade principles founded on key UN and International Labor Organization conventions and documents, with respect for national laws where

the most stringent principles shall apply. In the event of a breach of the Code of Conduct, ROL and the supplier will jointly prepare a plan for remedying the breach which must take place within a reasonable period of time. If the supplier is unwilling to remedy the breach, the contract will be terminated.

### Different challenges for different materials

The ROL sustainability strategy states that a top priority in Area 1 is to work proactively with our suppliers to ensure a sustainable supply chain. Some of the targets related to Area 1 are to screen and risk-assess suppliers, audit high-risk suppliers, not source from conflict areas, counteract child and slave labor, achieve total transparency and traceability of raw materials etc.

The sourcing and purchasing team consist of several qualified roles, such as strategic buyers, category leaders and operative purchasers. The team is supported by the Supplier Quality Assurance (SQA) based in China, Lithuania and USA. Operational Purchasers are based on their respective sites. The strategic buyers can be based anywhere in the countries we operate in, where they research and initiate contact with prospective suppliers. These prospects are later presented to the category leaders for decision-making based on a supplier self-declaration accompanied by a risk assessment. If social and/or environmental risks are identified, a Supplier Code of Conduct audit is required. Suppliers with major non-conformity do not qualify as a ROL supplier.

### Actions →

ROL understands that an increased focus is needed in the matter of workers in the value chain to meet the heightened ambitions and responsibilities on organizations, along with accompanying policies and actions. The proactive activities that we have already implemented have nevertheless been crucial for our supply chain management efforts and our ability to meet coming requirements.

### Platform helps rating suppliers

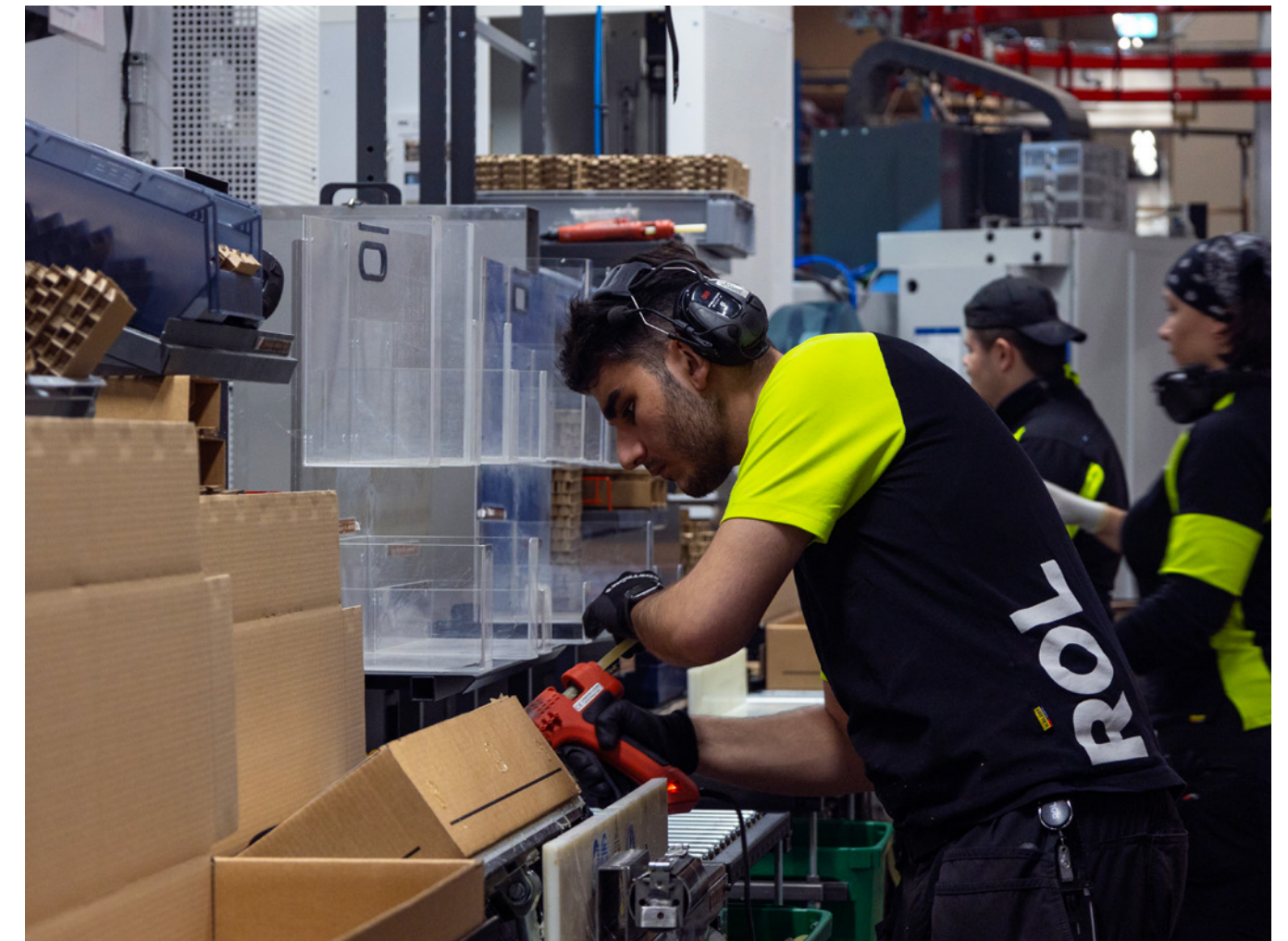
Some years ago, ROL implemented a supplier relationship management platform that can capture supplier data and information, identify supply chain risks and sanction lists, assess and evaluate compliance, and manage documents. In this platform our suppliers are screened and risk-assessed via international sources covering macro risks and ratings related to human rights, labor rights, environmental performance, business ethics and anti-corruption, political stability and rule

of law, tradability and the economic stability in specific regions of operation of the supplier. Additionally, suppliers are assessed based on their performance in the supplier self-assessment covering other sustainable practices such as health and safety management, quality management etc. Via a combination of these assessment parameters, suppliers receive a rating on each specific matter, as well as a total supplier rating, supporting ROL in determining the environmental and social risks associated with each supplier. The supplier relationship management platform includes our top 100 suppliers, covering 90 percent of the annual purchasing volume.

ROL supply quality auditors have carried out five supplier on-site audits concerning sustainability and quality in 2023. No non-conformities regarding social or environmental issues were identified.

### Preparing for future regulations

In 2023, ROL has mainly focused activities on gathering information and data from suppliers and increasing our level of collaboration. As an effect of the coming EU regulations putting the complete value chain within the scope of disclosure requirements, information and data collecting have become fundamental for meeting new requirements and needs of our clients. Being a manufacturing company with a global supply chain, ROL understands that this will take time, as it is an iterative process requiring close collaboration with suppliers to secure validated and accurate data. Therefore, this work will continue in coming years.





# Governance

## Upholding customer privacy

### Impact →

In an increasingly digitalized and data-complex world, cybersecurity and the protection of customer privacy are fundamental to conducting good business. In the past few years we have seen escalating tensions in the world. This has also increased threats of cyberattacks and significantly increased the focus on cybersecurity. At the same time, more products and services are being offered online, employees are working remotely and vast amounts of information are being stored in the cloud. Given this, ROL understands the risks and threats related to data leaks in the daily work.

### Policy →

At ROL, data privacy and cybersecurity practices are governed by our corporate policy framework, such as our Personal Data Policy and Information Security Policy. Our policies outline how to handle customer data and information security. The Chief Financial Officer, reporting to the CEO, has direct ownership of the policy's execution. All employees are obliged to strictly follow the policy's guidelines and uphold GDPR processes.

ROL is working with an external law firm to ensure that the company stays updated with continuous legislative developments and daily execution practices. We conduct quarterly meetings on GDPR with a law firm, discussing both the progress made to date and necessary future actions.

ROL has a global IT team located in Sweden and Lithuania. The IT operations are outsourced to a supplier that is ISO 27001 certified.

### Action →

When it comes to data protection, our priorities are to protect the integrity of customers', clients' and partners' information, while ensuring that our business is kept safe from malicious software and activity. Data privacy and cybersecurity risk mitigation are primary goals at ROL. Nonetheless, there is an established resolution procedure to report any incident and/or breach through the company management system. Any reported incidents are reviewed by our Global Head of IT and team, who are responsible for completing the required steps outlined by the GDPR procedures. The management system also provides readily available guidance and information on GDPR to all employees.

### Metrics & Targets →

No substantiated complaints concerning breaches of customer data have been identified in 2023.

# GRI content index

**Statement of use:** ROL has reported the information cited in this GRI content index for the period 2023-01-01 to 2023-12-31 with reference to the GRI Standards.

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

GRI STANDARD	DISCLOSURE	LOCATION	COMMENT
<b>General disclosures</b>			
<b>Organizational profile</b>			
GRI 2: General Disclosures 2021	2-1 Organizational details	6	
	2-2 Entities included in the organization's sustainability reporting	52, 55	Please refer to ROL Annual Report 2023 for a full disclosure of entities. Please read "about this report" for information on which companies are covered by the report. The delimitation has been made for reporting technical purposes, and the included companies represent the biggest impact of ROL as a whole.
	2-3 Reporting period, frequency and contact point	55	
	2-5 External assurance	52	Report has not been external assured.
	2-6 Activities, value chain and other business relationship	10-11 36-37 48-49	
	2-7 Employees	42-46	
	2-9 Governance structure and composition	6, 12-13, 45	
	2-22 Statement on sustainable development strategy	5, 9, 17, 23, 24	
	2-23 Policy commitments	15, 28, 34, 36, 42, 48, 51	
	2-24 Embedding policy commitments	15, 28, 34, 36, 42, 48, 51	
	2-28 Membership association	52	CSR Småland, SIS, Svenska institutet för standarder.
	2-29 Approach to stakeholder engagement	20, 21	
	2-30 Collective bargaining agreements	43	
<b>Material topics</b>			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	20,21	
	3-2 List of material topics	23	There is no significant changes in reporting from previous report.
<b>Anti-corruption</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	15, 18, 23	
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	52	ROL Sustainability Topic; 12. Counteract corruption in all its forms. I 2023 there were no confirmed incidents of corruption

GRI STANDARD	DISCLOSURE	LOCATION	COMMENT
<b>Materials</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	20-25, 38-39	
GRI 301: Materials 2016	301-1 Materials used by weight or volume	39	ROL Sustainability Topics; 1. Effective and sustainable supply chain management, 5. Effective sustainability and quality management systems in our manufacturing.
	301-2 Recycled input materials used	39	ROL Sustainability Topics; 1. Effective and sustainable supply chain management, 5. Effective sustainability and quality management systems in our manufacturing.
<b>Energy</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	20-25, 28-29	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	30-31	ROL Sustainability Topic; 9. Low carbon and energy efficient manufacturing.
<b>Water and effluents</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	20-25, 34	
GRI 303: Water and effluents 2018	303-1 Interactions with water as a shared resource	34	ROL Sustainability Topics; 1. Effective and sustainable supply chain management, 5. Effective sustainability and quality management systems in our manufacturing.
	303-2 Management of water discharge-related impacts	34	ROL Sustainability Topics; 1. Effective and sustainable supply chain management, 5. Effective sustainability and quality management systems in our manufacturing.
	303-3 Water withdrawal	34	We do not withdraw any water in areas of water stress. All water used is third-party freshwater. ROL Sustainability Topics; 1. Effective and sustainable supply chain management, 5. Effective sustainability and quality management systems in our manufacturing.
<b>Emissions</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	20-25, 28-29	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	32-33	ROL Sustainability Topic; 9. Low carbon and energy efficient manufacturing.
	305-2 Energy indirect (Scope 2) GHG emissions	32-33	ROL Sustainability Topic; 9. Low carbon and energy efficient manufacturing.
	305-3 Other indirect (Scope 3) GHG emissions	32-33	ROL Sustainability Topic; 9. Low carbon and energy efficient manufacturing.
<b>Waste</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	20-25, 36-37	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	38-39	ROL Sustainability Topic; 5. Effective sustainability and quality management systems in our manufacturing.
	306-2 Management of significant waste-related impacts	38-39	ROL Sustainability Topics; 1. Effective and sustainable supply chain management, 5. Effective sustainability and quality management systems in our manufacturing.
	306-3 Waste generated	38-39	ROL Sustainability Topic; 5. Effective sustainability and quality management systems in our manufacturing.
	306-5 Waste directed to disposal	38-39	ROL Sustainability Topic; 5. Effective sustainability and quality management systems in our manufacturing.

GRI STANDARD	DISCLOSURE	LOCATION	COMMENT
<b>Supplier Environmental Assessment</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	20-25, 36-37	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	49	ROL Sustainability Topic; 1.Effective and sustainable supply chain management.
	308-2 Negative environmental impacts in the supply chain and actions taken	49	ROL Sustainability Topic; 1.Effective and sustainable supply chain management.
<b>Employment</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	20-25, 42-43 48-49	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	45	ROL Sustainability Topic; 7. Attract, retain and develop employees.-
<b>Occupational Health and Safety</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	20-25, 42-43	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	42-43	ROL Sustainability Topic; 3. Healthy and safe workplaces with fair working conditions.
	403-2 Hazard identification, risk assessment and incident investigation	42-43	ROL Sustainability Topic; 3. Healthy and safe workplaces with fair working conditions.
	403-3 Occupational health services	42-43	ROL Sustainability Topic; 3. Healthy and safe workplaces with fair working conditions.
	403-4 Worker participation, consultation and communication on occupational health and safety	42-43	ROL Sustainability Topic; 3. Healthy and safe workplaces with fair working conditions.
	403-5 Worker training on occupational health and safety	42-43	ROL Sustainability Topic; 3. Healthy and safe workplaces with fair working conditions.
	403-6 Promotion of worker health	42-43	ROL Sustainability Topic; 3. Healthy and safe workplaces with fair working conditions.
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	42-43	ROL Sustainability Topic; 3. Healthy and safe workplaces with fair working conditions.
	403-9 Work-related injuries	46	"Omission: Due to the pandemic and the short-time work allowance caused by the pandemic, we currently do not have accessible data of hours worked and cannot therefore, calculate a rate required by 403-9, ROL Sustainability Topic; 3. Healthy and safe workplaces with fair working conditions.
<b>Training and Education</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	20-25, 42-43	
GRI 404: Training and Education 2016	404-3 Percentage of employees receiving regular performance and career development reviews	46	ROL Sustainability Topic; 7. Attract, retain and develop employees.
<b>Diversity and Equal Opportunity</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	20-25, 42-43	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	45	ROL Sustainability Topics; 6. Promote gender equality, diversity and inclusion, 7. Attract, retain and develop employees.
<b>Non-discrimination</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	20-25, 44	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	44	ROL Sustainability Topics; 3. Healthy and safe workplaces with fair working conditions, 6. Promote gender equality, diversity and inclusion.

GRI STANDARD	DISCLOSURE	LOCATION	COMMENT
<b>Supplier Social Assessment</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	20-25, 48-49	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	49	ROL Sustainability Topic; 1.Effective and sustainable supply chain management
	414-2 Negative social impacts in the supply chain and actions taken	49	ROL Sustainability Topic; 1.Effective and sustainable supply chain management
<b>Customer Health and Safety</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	20-25	
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	55	ROL Sustainability Topic; 4. Safe and ergonomic products with superior quality and circular design.
<b>Customer Privacy</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	20-25, 51	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	51	ROL Sustainability Topic; 8. Customer privacy and data security.
<b>Sustainability topic not covered by the GRI standards</b>			
<b>Smart solutions that influence sustainable behaviour and enable more efficient management of resources</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	10-11, 23	ROL Sustainability Topic; 2. Smart solutions that influence sustainable behaviour and enable more efficient management of resources.
<b>Partnerships for sustainable development</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	36, 37	ROL Sustainability Topic; 13. Partnerships for sustainable development.

# About this report

This is ROL AB's, organization number 559000-7224, statutory sustainability report covering the financial year of 2023 (2023-01-01 to 2023-12-31). This sustainability report is rendered as a separate report added to the management report of the annual report in accordance with the Swedish Annual Accounts Act (Årsredovisningslagen). The sustainability reports of ROL are published annually, and the previous report was published on 2023-05-02. This report has been prepared with reference to the GRI Standards. Figures for workforce is presented as Head Count (HC) for all the company's operations offices in ROL ERGO AB, ROL Production Sweden AB, ROL USA, ROL Lithuania, KH China, ROL Fredbergs AB, Fredbergs Inredningar AB, ROL Italy and ROL UK. Workforce data has been collected from the HR systems of

ROL. CO2 emissions have been calculated using emission factors from the sustainability data collection platform standards, see page 32-33. Some scope 3 emissions have been provided by suppliers.

For answers to any questions about the report or how ROL works with sustainability, please contact:

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**ROL**

[ROLGROUP.COM](http://ROLGROUP.COM)