



Sustainability report 2024

Roxtec International AB



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The Roxtec International sustainability report

This is the sustainability report for the fiscal year 2024 of Roxtec International AB, a Swedish limited liability company with registration number 556370-8063.

This is the company's seventh sustainability report.

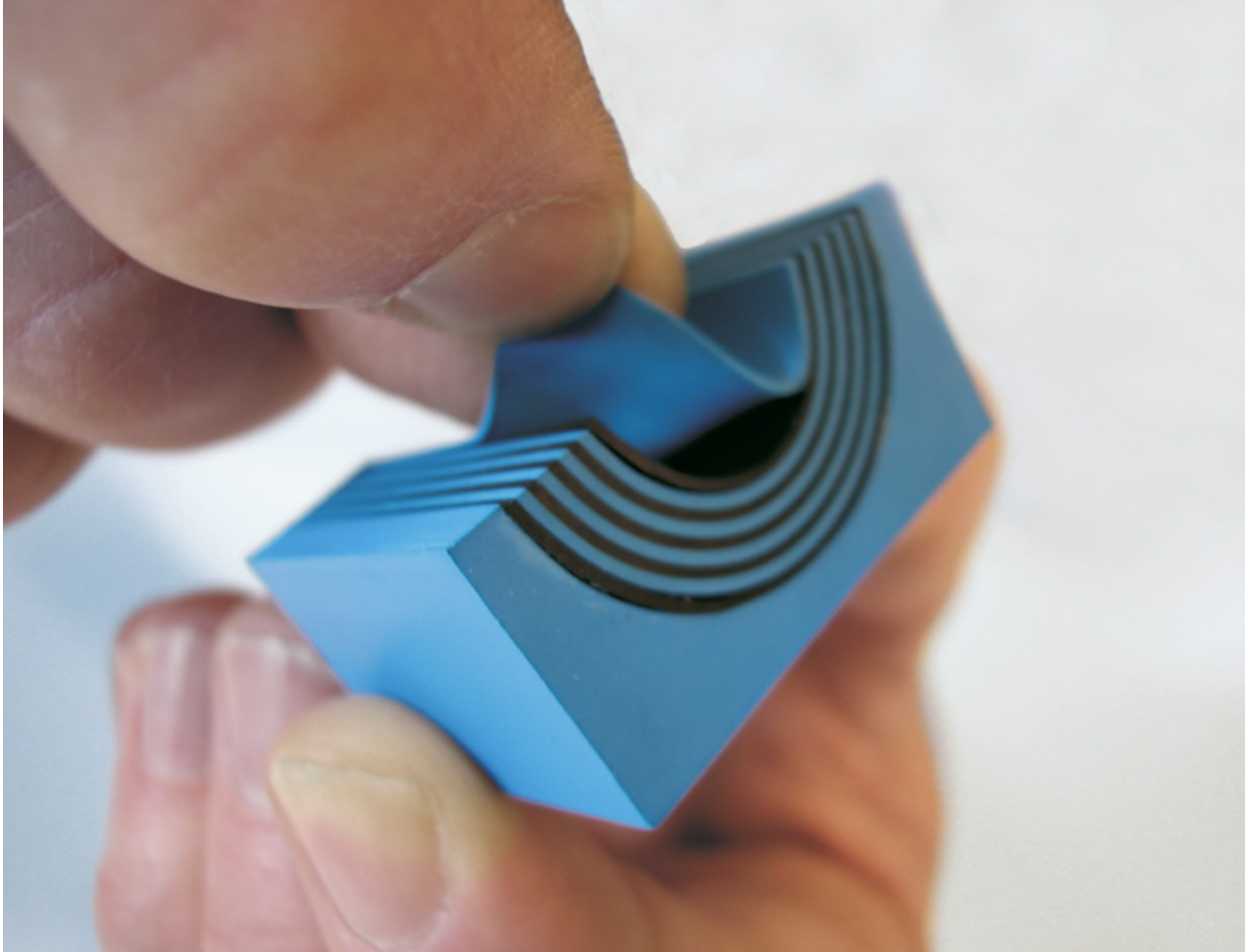
Roxtec International AB is the head office of a global group of companies, Roxtec Group. It is a subsidiary of the parent company Roxtec AB.

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

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

In March 2025, the Board of Directors signed the annual accounts of Roxtec International AB and thereby also approved this sustainability report.

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



Roxtec – a growth company within sealing technology

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

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

A global company with a local presence

Roxtec International AB has 369 employees (1006 in total in the Roxtec Group). There are 33 subsidiaries in the group, and we supply customers in more than 80 markets.

Our customers are mainly found in the following segments:

- Marine
- Oil and gas offshore
- Power
- Process industries
- Infrastructure
- Industry

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

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

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

Innovative solutions

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

We have extensive resources for research and development, such as material development, fire, and test laboratories, and work together with customers and suppliers to improve solutions.

We often tailor seals for specific challenges. The close cooperation with customers creates excellent opportunities for continuous development – and for entering new industries and markets.



● Roxtec Group offices ● Roxtec Group production facilities

Protecting against multiple hazards

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

Smart and efficient system

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

The system simplifies planning, design, installation, and logistics. It provides built-in spare capacity for upgrades and contributes to competitiveness and sustainability also in the long run as the products have a very long lifetime. Besides this, we offer cable and pipe transit management software and additional services, such as installation training, supervision and quality inspection.

Stable profitability and growth

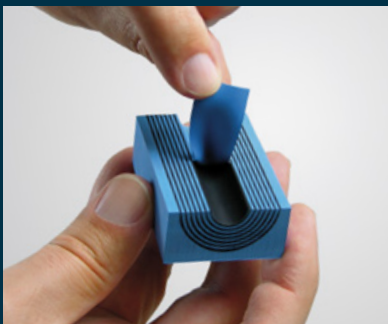
The sales of Roxtec developed well during 2024, reaching 2 484 MSEK (3 643 MSEK in total for the Roxtec Group). Our four regions (Americas, Asia, Northern Europe, and Southern Europe & Middle East/Africa) and our three business areas (Marine & Offshore, Infrastructure & Industry and Power & Process Industries) reported good sales growth (in total +19%) compared to the previous year. The group showed continued good profitability during the year.

Roxtec Core Values

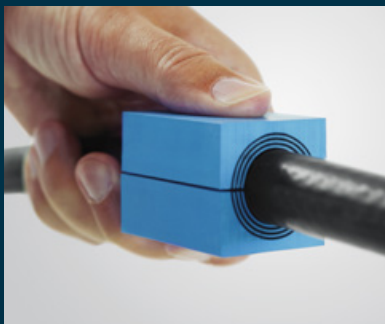
Set around 30 years ago, our core values are still the guideline for our business. They encourage us to focus on the customer experience and remind us that we all, one by one and together, contribute to the Roxtec success:

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

Roxtec Multidiameter™



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



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



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



Letter from the CEO

Dear stakeholders,

Roxtec continued its strong growth journey during 2024, and sustainability became a core strategic priority. We are now advancing our professionalization efforts, strengthening governance, and aligning our leadership team around key sustainability focus areas: reducing greenhouse gas emissions, improving waste management, ensuring compliance with new regulations, and enhancing supplier collaboration.

Sustainability strategy and key goals

In 2024, we set clear targets for greenhouse gas emission reduction and waste management, improving data tracking and strengthening partnerships to drive progress. We also started the global implementation of our due diligence process, ensuring stronger environmental and ethical risk management. Furthermore, we are actively preparing for CSRD compliance while using EcoVadis benchmarking to refine our sustainability efforts.

Challenges and outcomes

During the year, our total greenhouse gas emissions for Roxtec Group increased by 29%. We acknowledge the need to accelerate emission-reduction initiatives. Similarly, rubber production waste to landfill increased by 65%, though we achieved a 33% increase in recycling partnerships. Our recycling rate dropped from 47% in 2023 to 22% in 2024, underscoring the need for process improvements and enhanced circular solutions. Meanwhile, we strengthened cyber security and advanced our data and supplier collaboration to enhance sustainability governance.

Key achievements in 2024

Despite challenges, we made meaningful progress:

- Governance and strategy: Strengthened sustainability governance, set 2025 interim goals, and launched a global implementation plan.
- Green logistics: Introduced sustainable marine fuels and electric trucks for regional transport.
- Circular materials: Integrated recycled aluminum into Roxtec CRF systems.
- Workplace safety: Improved working conditions in production.
- Recycling partnerships: Continued collaborations with Kraiburg and Ecorub (until October), and launched a take-back pilot with Semco.

Looking ahead

We remain committed to integrating sustainability into all aspects of our business. As we move forward, our focus is on decoupling emissions from growth, accelerating waste reduction, and fostering innovation in sustainable solutions.

Thank you, employees, customers, and partners for your dedication. Together, we will continue making Roxtec a leader in sustainable innovation.

Sincerely,

Magnus Holmberg,
CEO, Roxtec



Sustainability strategy, targets and governance

We aim to integrate sustainability into every area of our business management to build resilience at Roxtec. This core principle guides us as we believe it is where we can make the most significant impact together with our operational expertise.

We maintain a close commercial dialogue with our strategic accounts, with whom we aim to continue collaborating throughout this journey. Since 2022, we have focused on three main sustainability priorities: decarbonization, resource efficiency and recyclability, and responsible business management, including our social and governance-related practices. These priorities are confirmed by the results of our double materiality assessment, which is further detailed later in this report. Our objective is to further refine our sustainability strategy during 2025 and 2026.

We acknowledge the vulnerabilities and risks inherent in our business model. Developing and producing sealing solutions for cables and pipes and related services require natural and human

resources and have a negative impact on the climate and the environment. Hence, we view our sustainability management as a key to secure our business resilience and commercial capabilities going forward. We focus our efforts on mitigating negative impacts while trying to increase the positive impacts we have through our sustainability management across climate, environmental, social, and governance topics in our value chain.

In 2024, we conducted a strategic and operational review of our sustainability management and reporting. This review involved identifying measures to align upcoming market and regulatory requirements, continued stakeholder dialogues, reviewing system support, identifying key resources, refining operational sub-targets for 2025, and investing in resources such as a Sustainability Manager and Sustainability Controller. Based on this, we continued key dialogues on how to integrate sustainability in key functional operation and plans. We continue these efforts in close collaboration with our stakeholders.

Stakeholder engagement

During 2024, we maintained a close dialogue with our key stakeholders and drafted a stakeholder prioritization and engagement plan for 2025. Through ongoing dialogue, we gain valuable insights into our stakeholders' concerns and expectations. These insights inform our double materiality assessment and targets, allowing us to align our priorities, projects, and processes with stakeholder interests and views. We have focused on identifying key stakeholders within our value chain and on prioritizing them based on their level of influence and our operations' impact on them.

Our impact on sustainability matters

Since 2022, we have conducted a double materiality assessment at a topical level, which will be aligned with the Corporate Sustainability Reporting Directive (CSRD) for the financial year 2025. This analysis is based on stakeholder dialogues, value chain analysis, and desktop research. A company should indeed report simultaneously on sustainability matters that are financially material in influencing business value and material to the market, the environment, and people. The high-level topical areas we have identified for further development in the 2025 materiality assessment are listed below.

- Climate mitigation and adaptation
- Environmental management
 - Air pollution
 - Water pollution
- Resource usage
 - Resource inflow and outflow
 - Waste
- Own workforce
 - Occupational health and safety
 - Diversity, inclusion and equal treatment
 - Competence supply and competence development
 - Customer health and safety
- Working conditions and human rights in the value chain
- Governance, risk management and internal control
 - Bribery and corruption
 - Cyber and information security

Our sustainability targets

Since 2022, Roxtec has three global targets focused on carbon dioxide emission reduction, recyclability of product portfolio materials, and recycling of waste from our own operations. During 2024, we have focused on working with key objectives and activities across our operations and product development to support these targets. We have also prepared for a review of our targets and KPIs in 2025 to further define sub-targets and concentrate our efforts where we have a negative or positive impact, or where we see risks or opportunities.

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

Governance

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

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

We integrate sustainability topics of relevance to our daily work. In doing so we have global drivers and managers representing our global business areas and all departments across the value chain driving this process towards our set sustainability goals. This work is led by the Sustainability Manager. An updated governance and implementation model will be launched in 2025.

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

The management team has adopted a series of policies and guidelines related to sustainability (see picture). These steering documents are reviewed and updated regularly. In 2024, we implemented a new sanction policy.





Our sustainability-related policies are communicated through physical or digital trainings and via other general information channels. The participants in the training courses vary depending on the target group of each policy. All employees should undergo training in the [Roxtec Code of Conduct](#). By the end of 2024, 78% (79%) of all employees had completed the training. Being a growing company, we have several coworkers in our onboarding process who are to undergo the training.

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

Climate and environment

Roxtec's operations contribute to generating greenhouse gas emissions through emissions within the own operation (scope 1), electricity usage (scope 2), and upstream and downstream activities in the value chain (scope 3). Most of our greenhouse gas emissions are generated in the value chain, Scope 3. Our products also impact the environment as we use steel, aluminum, and rubber. Therefore, we are also interested in increasing the recyclability of our product portfolio and in managing waste from the production of our products.

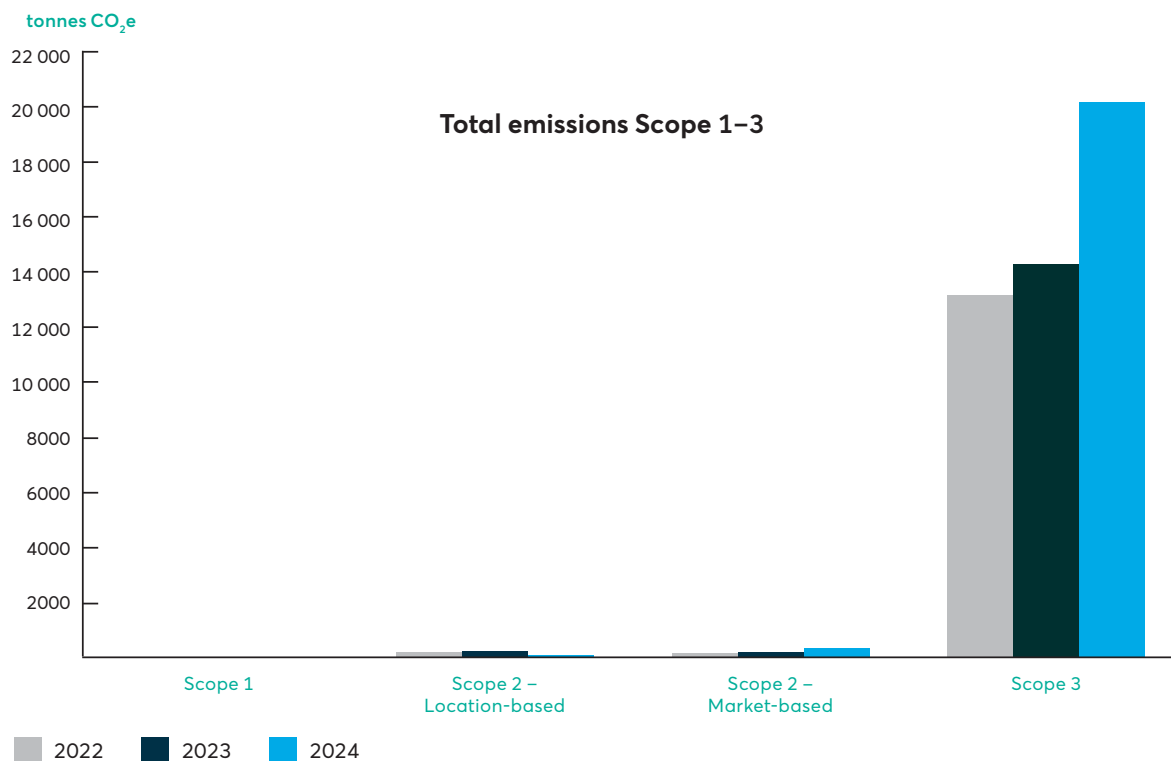
Greenhouse gas emissions

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

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

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

Sustainability area	Roxtec material impact area	Risks	Policy	Governance	Targets	Result
Greenhouse gas emissions - climate impact and adaptation.	CO ₂ -eq emissions.	Climate change and risk of legal regulations.	Roxtec Code of Conduct and the Environmental policy.	Environment and actions related to environment are incorporated in our ordinary processes for product development, design, manufacturing, test, and logistics. These processes are a part of our management system, Roxtec Navigator.	We shall be carbon neutral according to the Greenhouse Gas Protocol for scope 1 and 2 by 2030. We shall also have reached a 25% reduction of the 2022 level in scope 3 by 2030. We shall be carbon neutral for all three scopes by 2045.	Compared to 2023: Scope 1 emissions increased by 6.53 tons to 6.53 tons. Scope 2 emissions increased by 160.86 tons to 375.18 tons. Scope 3 emissions increased by 5 631 tons to 20 211 tons. Reduction of Scope 3 emissions: Insetting marine fuel, 47.94 tons. Usage of electrical trucks, 226.8 tons.



The increase in emissions is a result of more business travel, purchased goods and services, and upstream and downstream transportation. This is due to the company's growth, which led to more purchased goods and services because of higher demand and therefore also transportation of goods, both upstream and downstream.

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

Sustainable transportation

Roxtec is on a journey to lower our CO₂ emissions. To reduce our carbon footprint, we have initiated two ways to lower emissions through the transportation of goods. Since 2023, Roxtec supports green sea transportation by insetting in sustainable marine fuels produced from cooking oils and forest residues. This initiative has during 2024 lowered the CO₂ emissions with 47.94 tons for our transportation of goods to our distribution centers in China and Singapore.

During 2024, we started transporting goods from Malmö to Karlskrona on electric trucks. This lowered our emissions by 226.8 tons in 2024. Through these two initiatives we reduced emissions by 274.74 tons of CO₂. We have lowered emissions from incoming transport by 25% and outgoing transport by 1%, and in total we lowered our emissions of all transport by 4,9%.

For full greenhouse gas measurements, see graph.

Resource use and circular economy

We continue to address the challenges associated with the use of rubber products in our sealing systems. Rubber, being a significant environmental aspect due to its difficulty in reuse and recycling, remains a focal point of our environmental efforts. During 2024, we engaged closely with our rubber suppliers and new recycling partners to identify and explore opportunities for rubber recycling. This collaboration is crucial for understanding the full lifecycle of our rubber products and finding innovative ways to reduce and reuse waste. This helps us stay ahead of potential regulatory changes and ensures that we are continually reducing our environmental impact. It is a natural progression of our sustainability journey.

Throughout 2024, we continued our "Take-back" program to offer our customers a circular system for our solutions. This initiative underscores our belief that collaboration with dedicated customers is essential for investigating and realizing the potential for recycling. By having rubber residuals from our adaptable products sorted out during installation and taking back the rubber residuals for further investigation, we aim to understand the amount of rubber residuals post installation and explore various recycling opportunities. This approach helps us improve our processes and contribute to a sustainable future. One such collaboration, with Semco Maritime, a global leader in offshore substations for the wind power industry, is coming to its final stages. We have been a key partner, providing sealing solutions for the cables on the substations. The pilot project has been a valuable learning experience for both parties. Semco Maritime is now in the final process of sorting the rubber residuals from our adaptable products into a separate pallet during installation at their production site.

Moreover, we are building on our previous research efforts to continue our strategic sustainability approach early in the product innovation process. This involves integrating sustainability considerations from the outset, ensuring that our products are designed with environmental impact in mind. By doing so, we aim to create solutions that not only meet our customers' needs but also align with our sustainability goals.

Waste to landfill

In 2023 we acquired a waterjet cutting operation that uses sand in the process of cutting metal. Throughout 2024, the used sand, amounting to 288 tons, was disposed of in landfills. However, by the end of 2024, we completed a project that enables recycling of the sand. The recycling process will be implemented in 2025, with the goal of ensuring that no sand is sent to landfills during the year. In 2024, our rubber waste from production to landfill increased by 65%.

Sustainability area	Roxtec material impact area	Risks	Policy	Governance	Targets	Result
Resource use and circular economy.	Waste.	Legal requirement on how to handle waste.	Roxtec Code of Conduct and the Environmental policy.	Environment and actions related to environment are incorporated in our ordinary processes for product development, design, manufacturing, test, and logistics. The processes are a part of our management system, Roxtec Navigator.	Our product portfolio shall be 100% recyclable by 2030. We shall recycle 100% of the waste from the production of our solutions by 2030.	Rubber waste from production to landfill has increased by 65% compared to the previous year. Sand to landfill has increased from 0 ton to 281 tons compared to the previous year.

Pollution

Air pollution

Pollution to air from our manufacturing and fire laboratory is appointed as a significant environmental aspect. Our fire laboratory is equipped with an advanced purification system to minimize pollution. We perform periodic emission tests to monitor our emissions. Last year, we performed a periodic test showing that our dust emissions were less than 5 mg/m³ which means that we achieved our target values in our environmental permit.

Sustainability area	Roxtec material impact area	Risks	Policy	Governance	Targets	Result
Pollution – air.	Pollution from manufacturing and fire lab.	The air pollutants risk polluting the environment.	Roxtec Code of Conduct and the Environmental policy.	Control program, environmental permit, maintenance program, and investment initiatives. Monitor each third year.	Our air emissions should not exceed 5 mg/m ³ dry flow rate dust.	Result from environment control program fulfills the permit. Environment report accepted by the authorities.

Water pollution

Pollution to water from our manufacturing (waterjet cutting) is appointed as a significant environmental aspect. We have during 2024 been working to find a way to purify this water. In 2025, we expect to have water treatment equipment in place.

Sustainability area	Roxtec material impact area	Risks	Policy	Governance	Targets	Result
Pollution – water.	Pollution from manufacturing.	These water pollutants risk polluting nearby surface water.	Roxtec Code of Conduct and the Environmental policy.	Control program, maintenance program, and investment initiatives.	Decrease our zinc emissions by at least 85%.	We have submitted an action plan to the local environmental authority, which has been approved.



Social management

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

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

Occupational health and safety

Roxtec shall be a safe and secure workplace for all employees. Working systematically for a better work environment is important for our company to constantly improve, minimize risk and mitigate incidents and accidents. Participation in systematic health and safety work is crucial for a successful

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

The main work environmental risks at Roxtec are:

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

During 2024, several technical improvements were made within production to increase safety and mitigate risk within our own machine park.

Incidents and accidents

We continued to stay on low levels of incidents and accidents during 2024. We strive to maintain the systematic work within the organization and to enable continuous improvement. Two accidents to and from work were the main reason for the increase in injuries in 2024.

Year	Injuries	LTIFR	TRIR
2022	1	1.39	2.8
2023	1	1.38	1.1
2024	4	4.3	0.8

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

Sick leave

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



Sustainability area	Roxtec material impact area	Risks	Policy	Governance	Targets	Result
Social conditions/ personnel.	Occupational health and safety.	Business travel, injuries at workshops, forklift related activities.	The Roxtec Code of Conduct, Roxtec business ethics, labor and environmental principles, Global health and safety policy.	ISO 45001. Group policy for management of suppliers on compliance with code of conduct.	70% of subsidy for wellness should be used. No accidents with coworker affecting LTIFR.	Number of incidents and accidents, LTI. Sick leave in percentage, see table. 76% use subsidy for wellness.



Diversity, inclusion, and equal treatment

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

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

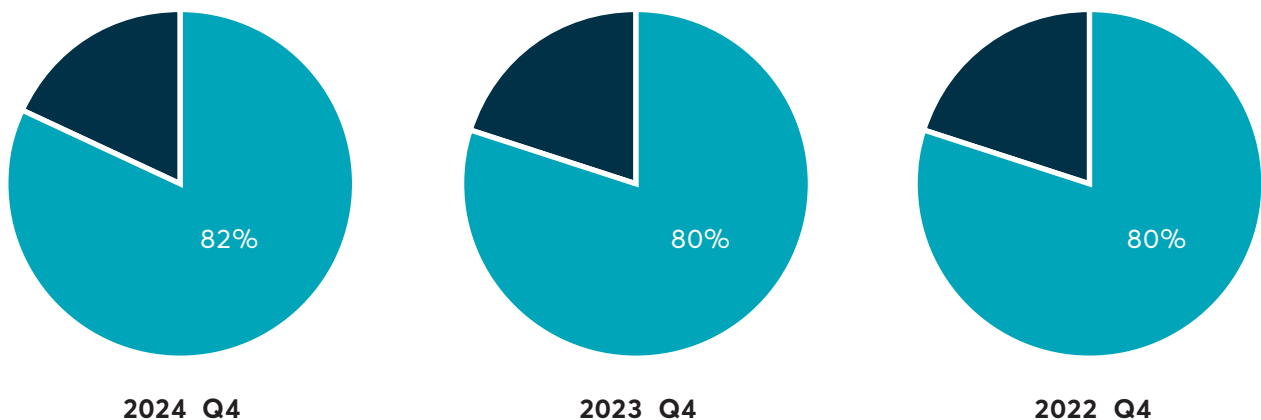
During 2024, we have been addressing the activities listed below. We will continue to do so in 2025.

- Company surveys on health and safety as well as equal treatment
- Workshops depending on survey results
- Equal treatment is part of the introduction program for all new coworkers
- Salary mapping
- A sustainable recruitment through a DEIB (Diversity, Equity, Inclusion, and Belonging) driven organization

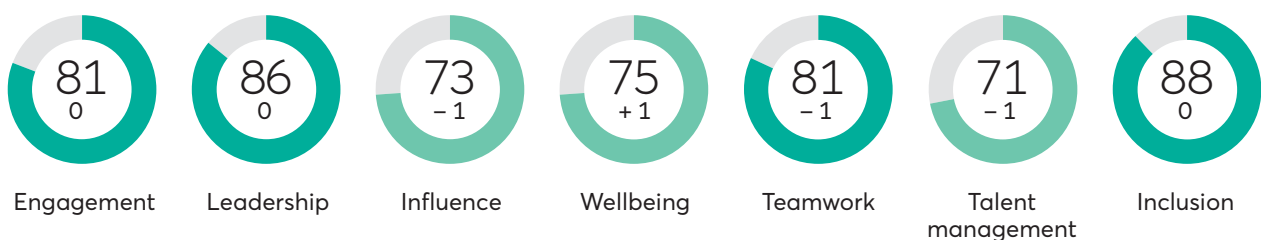
Employee survey

We aim to conduct two employee surveys per year. The survey is one of several tools to measure the wellbeing of our organization and our coworkers. The result generates several activities enabling the organization to secure this. In the area of wellbeing, for example, we got a lower result for the topic "I have time to evaluate and reflect". In this specific topic we did an activity where we put a folder on each table in our coffee rooms with and a short text on the importance of reflection and questions meant to encourage and stimulate reflection.

Response rate Roxtec Employee survey



We have now used our new system for the employee survey for two years (4 surveys). Below we present a comparison with the previous year's result. We see very small changes in the different areas.



Each index is an average value for questions in certain categories. The values use a scale from 0 (lowest) to 100 (highest). The color coding shows how good the result is. Dark green is very good, green is good and yellow is OK, but with a need for monitoring the development. Red is bad – with a lot of possibilities for improvement. The + and - in the circle are a comparison between Roxtec International results for October 2023 and October 2024.

Employee Net Promoter Score

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

Roxtec result for 2024:



Sustainability area	Roxtec material impact area	Risks	Policy	Governance	Targets	Result
Social conditions/ personnel.	Diversity, inclusion, and equal treatment.	Negative impact on employer branding. Legal disputes. Impact from customer. Roxtec loses competencies.	The Roxtec Code of Conduct, Roxtec business ethics, labor and environmental principles, policy for equal treatment.	Policy for equal treatment. National legislation.	There is a zero tolerance for non-compliance and thereby the goal is that zero incidents occur within Roxtec. Employee survey.	Analysis of result of equal treatment survey. One verified incident during 2024.



Competence supply and competence development

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

Basic Training is an introduction for all new employees while Product & Applications Training is an introduction for inside and field salespeople as well as for customer service and support. Salesperson Development Program is an extended introduction program for new salespeople and Value-Added Sales Training is a supplementary education for salespeople. During 2024, we tested our new salesperson development program in the US region. The program is delivered through a share-point site connected to various resources in our LMS (Learning Management System) on the Roxtec intranet. This has now been developed for other regions and tested in the Northern Europe region. It will be up

and running in all regions during 2025. Our program within sales management is focusing on sales managers and managers of subsidiaries. The program is entirely conducted online with a mix of e-learning and meetings via Teams.

Sustainability training

We believe that to succeed with our global sustainability targets, we must empower and educate our employees on what it means to take into consideration these new perspectives in their daily work. We have established a global internal training for key persons within management, product development, purchasing, and production. The training provides extended insight into how the socioecological system view for a sustainable society is affected by and has an impact on the business model.

A shorter version of this training is available for all employees at Roxtec and is a part of our global onboarding program.

Besides formal education, Roxtec creates opportunities for employees to learn from each other in their daily work. This transfer of knowledge is valuable for the continued development of the company. The promotion of different types of learning on various platforms gives a good foundation and a flexible way of working for sustainable learning and further development of the employees' competencies.

Talent management

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

Roxtec has an efficient and transparent process for talent management, and we can make use of statistics and make analyses in an easy and efficient way.

Competence development

It is important that the competencies of the employees are continuously developed in line with our business, both short-term and long-term. When it comes to increased learning, we work with internal and external training programs and strive to develop the competence development work. We aim to start using new functionality in our HR system where we create a course catalogue with a selection of trainings. Furthermore, we have integrated functionality in our LMS with our HR system, which enables better conditions for sustainable learning.

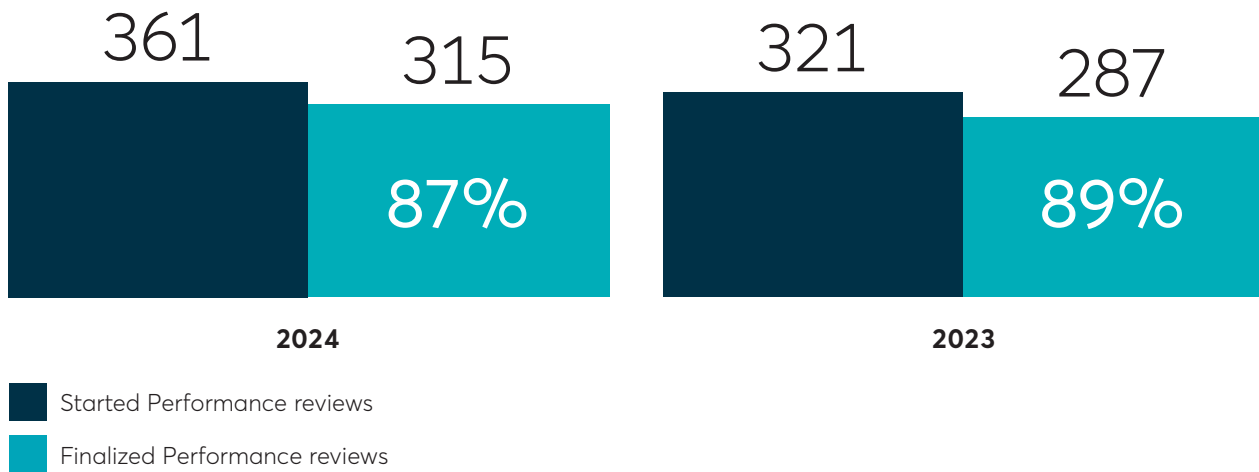
For a global organization, it is important to make education available for all employees in an efficient manner. We are keen on using new technology and have produced a range of e-learning for internal as well as external use as a part of creating qualitative, efficient, and flexible learning.

Good leadership is key for a company that wants to be successful and grow, and leadership is a focus area we work with continuously. We have further developed our leadership programs, which create conditions for managers to act in accordance with Roxtec Core Values and our culture. During the last few years, we have launched several leadership programs and in 2024 we added the possibility for all

participants in the High Potential program to have a personal coach for a duration of six months.

During 2024, we have extended our coaching programs for employees who want to develop further in their roles.

Statistics for Performance reviews



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

Customer health and safety

By supplying products that are tested and approved to protect against several different threats and risks, we help customers protect life and assets. There are examples of when fire onboard vessels and water ingress have been mitigated thanks to Roxtec systems. Our cable and pipe seals help improve health and safety aspects within many areas (read about certified protection on page 25), and it is vital for us to continue to provide high-quality solutions.

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

Certified protection

The Roxtec system provides protection against:

Fire

Secure certified fire protection.
Prevent smoke from spreading.

Gas

Guarantee full sealing against air and gas pressure.

Water

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

Pressure

Protect against catastrophic pressure and constant pressure.

Electricity related danger

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

Particles

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

Pests

Prevent snakes, insects, and rodents.

Blast load

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



Community relations

Our goal is to make the world a safer place, so we have a long-term strategy also for CSR (Corporate Social Responsibility). We have, from 2015 to 2024, partnered with the non-profit organization Hand in Hand to fight poverty by encouraging entrepreneurship in rural India. In 2024, we decided to end this sponsorship and evaluated another global organization to partner with for the upcoming years.

Sponsoring villages in India

As sponsor of Hand in Hand's Village Uplift Program, we have been engaged in collaboration projects in Kurumbapatty (2015-2017), Bhilai (2018-2020) and Mogra Kalan (2021-2024).

The program provides help and self-help abilities, and we have supported improvements within:

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

Positive impact from the Roxtec sponsorship

According to the final sustainability report from Mogra Kalan, the targets were achieved. 132 new jobs were created during the 30-month program

which in total mobilized 1240 villagers. 15 Self-Help Groups involving 150 women were established.

They participated in trainings sessions, cultivated mutual support and developed financial management skills, fostering economic empowerment and resilience within the group and beyond. An additional 123 participants participated in trainings covering areas such as goat rearing, dairy management, agriculture techniques, and grocery shop management. The sewing machine operators now gain a monthly income which enriches the local economy and fosters self-sufficiency.

50 women have completed adult literacy training, and 12 women and 14 girls have also passed their examinations through the open state university.

Awareness campaigns have given a better knowledge of health and sanitation and a better understanding of social and civil rights.

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

During the first quarter of 2025, we will start sponsoring another global organization.

Sustainability area	Roxtec material impact area	Risks	Policy	Governance	Targets	Result
Social conditions.	Community relations.	Effects on employer branding.	Community relations have been created during 2023 and ongoing development during 2024.	CSR policy.	Launch a new community relations policy.	Engagement in projects, Missing People, etc. Sponsorship in different sports and school projects, such as Ung Företagsamhet (Junior Achievement) and Berzeliusdagarna. Evaluation of new partner has been performed during 2024.

Working conditions and human rights in the value chain

The Roxtec Code of Conduct includes all employees within the Roxtec Group. Training in the code of conduct is part of the onboarding process for all new employees. The code of conduct is, together with our other policy documents, based on national legislation, international human rights, and conventions within ILO (International Labour Organization).

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

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

We have during 2024 initiated a process together with the Roxtec quality department for auditing our primary suppliers. We have already seen the positive effects of this in fewer quality deviations.

During the year, we also conducted a supplier assessment with our primary suppliers. The insights we gained from this assessment have helped us understand our supply chain better and we are working together with our suppliers to address any issues. By auditing and assessing our suppliers, we have established a solid foundation for ongoing improvements.

Sustainability area	Roxtec material impact area	Risks	Policy	Governance	Targets	Result
Human rights.	Working conditions/ human rights.	Effects on brand and employer branding. Loss of business.	The Roxtec Code of Conduct, Roxtec business ethics, labor and environmental principles, and Human rights policy.	Evaluation of partners. Sourcing instruction. Group policy for management of suppliers on compliance with code of conduct. Supplier self-assessment. ILO and national legislation.	There is a zero tolerance towards activities violating human rights within Roxtec Group as well as within supplier organizations.	Whistleblower statistics. No reported incidents/actual incidents identified.



Corporate governance

Anti-corruption

Roxtec operates on a global market in many different countries and in many different types of industries which all in all expose the company to various red-flag environments in relation to corruption.

With a strong market brand and with a mission of protecting life and assets, anti-corruption is of strategic importance. The company, our employees and our suppliers are all expected to hold a high degree of business ethics. There are many risks related to making mistakes within corruption, including negative impact on the brand, negative impact on customer relations and general negative public exposure.

Roxtec has zero tolerance for bribery and corruption. This is clearly stated in the Roxtec Code of Conduct and the company's Business ethics guidelines. The goal is that the company shall have zero corruption-related cases.

Code of conduct training

The Roxtec Code of Conduct has been communicated to all employees. All employees shall also undergo training in the code as part of their onboarding program and then every fifth year during their employment. By the end of 2024, 78% (79%) of all employees had completed the training. Several coworkers are also to perform the code of conduct training during their onboarding process.

Suppliers are also expected to follow the Roxtec Code of Conduct and the Business ethics guidelines. These guidelines, and a confirmation that the supplier shall comply with the guidelines, shall always be part of all major supplier agreements. If a supplier is directly or indirectly violating the code of conduct, Roxtec will terminate the cooperation. Roxtec is currently doing internal compliance audits or compliance due diligence of suppliers on an ad hoc basis.

Whistleblowing system

Roxtec has a strong and solid whistleblowing system which includes defined processes in accordance with the latest European Union legislation. The system allows employees and other external stakeholders to anonymously report suspicions of corrupt behavior through the external website or other channels. No whistleblower cases of corruption or other misbehavior have been reported or investigated at Roxtec during the years 2019-2024.

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

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

Cyber security

In 2024, we significantly expanded our resources dedicated for information and cyber security.

This enhancement has led to improvements in several key areas, including incident response, disaster recovery, vulnerability and patch management, and security awareness. Additionally, we have initiated a more structured approach to GRC (Governance, Risk, and Compliance), with a particular focus on compliance. We have also implemented several technical security controls. Their effectiveness is measured through a "Secure Score" from Microsoft, our main platform.

By the end of 2024, Roxtec had surpassed a secure score of 91% out of 100%, where organizations of similar size achieve around 45%. These efforts underscore our commitment to maintaining a robust and resilient security posture, ensuring the protection of our assets and the trust of our stakeholders. During 2025, we will evaluate and set goals for the cyber security area.



Facts and figures

Founded

By Mikael Blomqvist in Sweden in 1990

Headquarters

Karlskrona, Sweden

Ownership

Privately owned by Mellby Gård Holding AB

CEO

Magnus Holmberg

Chairman of the Board

Hans Stråberg

Sales fiscal year 2024

2 484 MSEK (3 643 MSEK in total for the Roxtec Group)

Inventions

Multidiameter™ and the Roxtec sealing system

Registered product certificates

More than 300

Registered tests and approvals

More than 500

Local presence worldwide

Customers in more than 80 markets

Number of subsidiaries

33 in the Roxtec Group

Certifications

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

Registration number

556370-8063

VAT number

SE556370806301

Average number of employees, fiscal year 2024

369 (1006 in total in the Roxtec Group)

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Protecting life and assets