

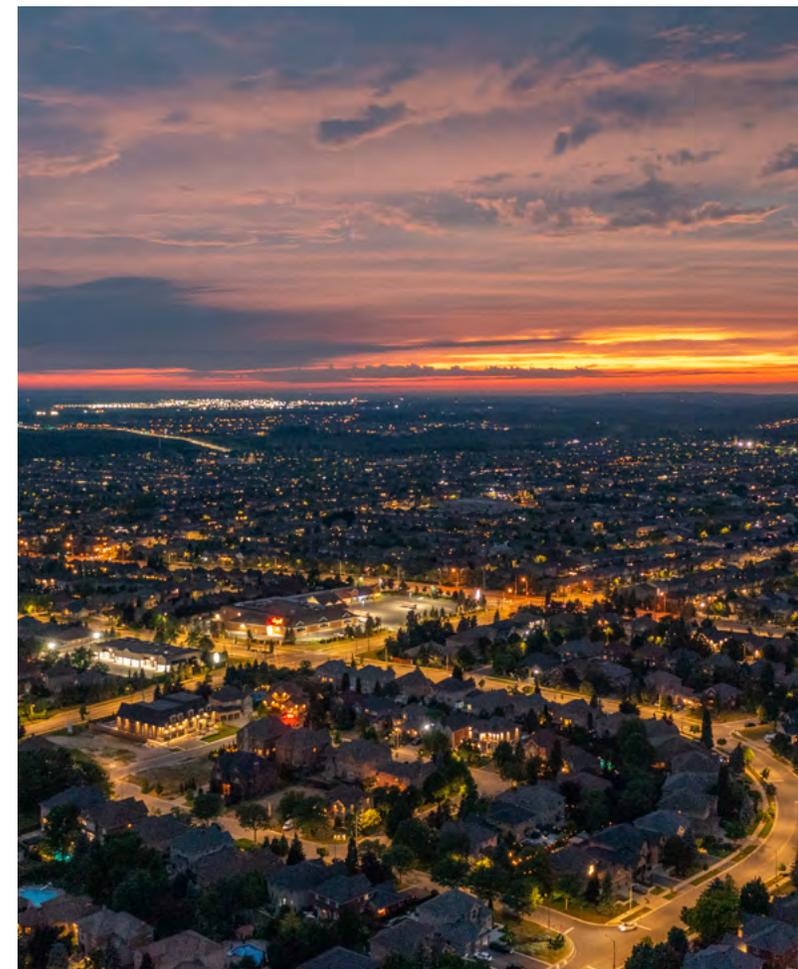
CSR Report

2022/23

Statutory report on corporate social responsibility for the financial year 2022/23 pursuant to section 99 a, b and d and section 107 d of the Danish Financial Statements Act. This report is a supplement to the management's review section of Roblon A/S' annual report for 2022/23.

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About the Roblon Group

Over the past six decades, Roblon has amassed a wealth of knowledge about the use, development, production and sale of high-performance fibre solutions and related technologies.

Over the years, the Group has established itself as a strong and recognised brand and has developed the business from producing rope and rope-making equipment to now being fully focused on fibre-based reinforcement and strength element solutions that form part of end products in the telecommunications, offshore oil & gas and energy transmission industries (wind energy, electrification and green transition via submarine cables) as well as other industries.

The Company's B shares have been listed on the Nasdaq Copenhagen stock exchange since 1986.

Roblon has its head office and production facilities in Gærum (Denmark) as well as production entities in Hickory, North Carolina (USA) and Žďár nad Sázavou (Czech Republic).

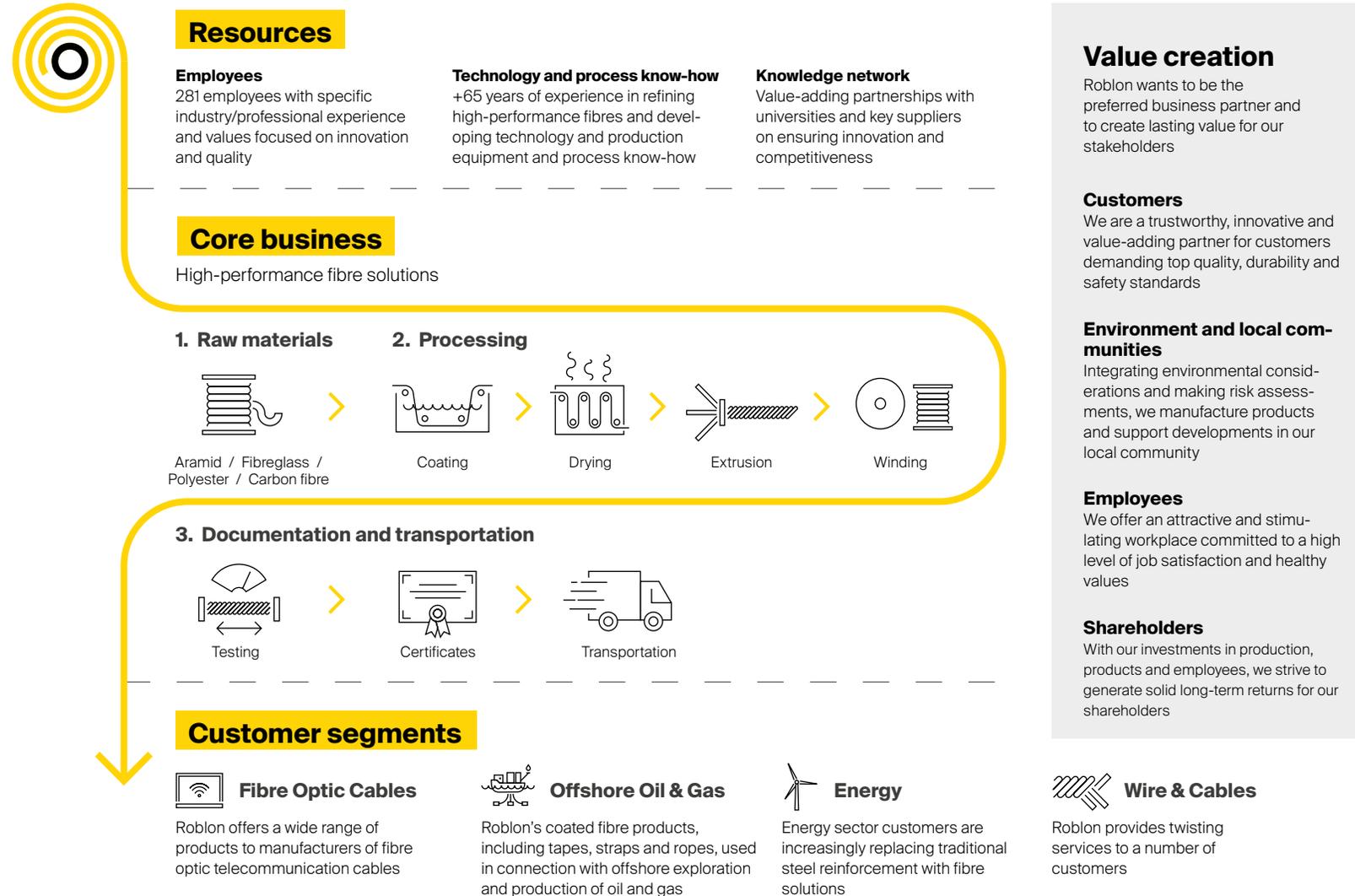
→ [robлон.com](https://www.robлон.com)

Business model

Roblon is a global company aiming to be the preferred supplier of high-performance fibre solutions to selected customers.

Roblon develops, produces and sells fibre-based strength member materials for reinforcement purposes in industries such as telecommunications and the energy sector. The Group's products generally make up a significant part of our customers' end-products. Roblon's products are developed in close collaboration with the Group's key customers and meet the customers' strict quality, durability and safety requirements.

The model on this page illustrates the Roblon Group's value chain. The Group's suppliers and customers are primarily large global players.



CSR policy

We acknowledge the Roblon Group's share in the global responsibility for making the world more sustainable. The Group considers corporate social responsibility to be a natural part of the Roblon Group's business, and we acknowledge that we have a responsibility for our employees and the society which we are all part of. We have naturally integrated CSR into the Group's endeavours to execute our strategy. We interact with our customers and other stakeholders to maintain a CSR policy and implement measures that contribute to sustainable value creation.

We also participate in relevant partnerships and other networks giving Roblon access to trends, the latest knowledge and tools that facilitate our continued fulfilment of our stakeholders' requirements and expectations.

For further information on the UN Sustainable Development Goals that the Group focuses on, see the section Roblon's progress towards achieving UN Sustainable Development Goals.

While Roblon acknowledges all 17 UN Sustainable Development Goals, our efforts will be focused on the following five SDGs, where we believe that Roblon can make the biggest impact.

6 Clean water and sanitation



Ensure availability and sustainable management of water and sanitation for all.

7 Affordable and clean energy



Ensure access to affordable reliable, sustainable and modern energy for all.

8 Decent work and economic growth



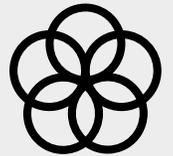
Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

12 Responsible consumption and production



Ensure sustainable consumption and production patterns.

17 Partnerships for the goals



Strengthen the means of implementation and revitalize the global partnership for Sustainable Development.

ESG ambition

In 2022/23, Roblon established an ESG ambition as a means to managing the Group’s ESG impacts, initiatives and goals in the period until 2030. Year by year, we will ramp up our ESG-related measures and investments in order to deliver on the Group’s sustainability goals.

E Environment

We will carry out responsible production and process optimisation paving the way for decarbonisation

- GHG Scope 1 & 2 emissions reduced by 38 % from base year.
- Establish baseline and 2030 target for GHG scope 3 no later than 2025.
- Total waste volumes from production processes reduced by 50% from base year.

S Social

We will ensure that our employees thrive by providing a safe, inspiring and engaging workplace

- Achieve a Lost Time Injury Frequency Rate (LTIFR) below 6 without any Work-related fatalities or serious accidents.
- Achieve a high employee satisfaction score.
- Strengthen diversity and inclusion mindset.

G Governance

We will operate based on responsible business practices and long-term partnerships

- System in place for circular product research & development.
- Improve governance procedures.
- Strengthen Corporate Sustainable Reporting and taxonomy alignment.

Roblon has been working on various elements of the ESG ambition for several years. One of the objectives of establishing the ESG ambition 2030 is to facilitate the Group's compliance with stricter requirements under the EU Corporate Sustainability Reporting Directive (CSRD)¹.

Although Roblon's goal of halving total waste volumes from production processes by 2030 is very ambitious, it is supported by the Group's focus in recent years on optimising technology in its production processes. To achieve the goal of halving total waste volumes, the Group will depend heavily on the robustness of its preventive system.

The Group uses the emissions calculation method set out in the internationally recognised standard of the Greenhouse Gas (GHG) Protocol, and the base-line has been determined according to the market-based method. Roblon's emissions targets for 2030, as defined according to the GHG Protocol's scope 1 and 2, have been calculated using the "Science-based Target Setting Tool model" of the Science-Based Targets initiative.

Roblon has furthermore defined a 2050 "net-zero" GHG emissions target.

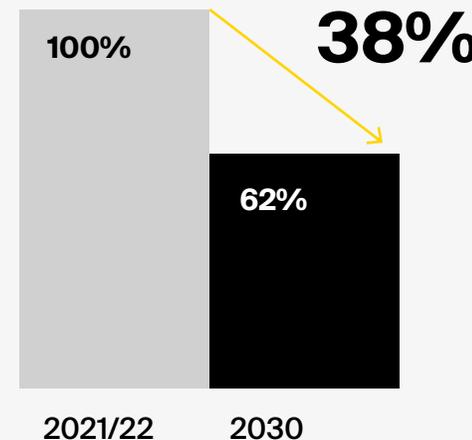
Roblon's base year for the defined targets is the financial year 2021/22.

Lost Time Injury Frequency Rate (LTIFR) is a key figure newly introduced in Roblon's reporting. For definitions of "work-related fatalities" and "serious accidents", see the section Key figure definitions and formulas.

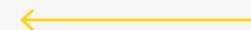
The Group's current and future CSR work is governed by ever stricter market and regulatory requirements in relation to the green and sustainable development agenda. The 2030 ambition and related initiatives will support Roblon in meeting these requirements as well as the new statutory reporting requirements for companies and financial institutions, such as the EU Taxonomy and the Corporate Sustainability Reporting Directive (CSRD).

1. Corporate Sustainability Reporting Directive, for more information, go to the website: https://finance.ec.europa.eu/capital-markets-union-and-financial-markets/company-reporting-and-auditing/company-reporting/corporate-sustainability-reporting_en.

GHG Scope 1 and 2 emissions



0 emissions



Target
2050

Roblon has furthermore defined a 2050 net-zero GHG emissions target.

Organisation & Governance

The Roblon Group has established a CSR organisation with a steering committee reporting to the Executive Management.

The primary responsibility for Roblon's CSR policy, ESG ambition and the underlying policies and the strategy rests with the Executive Management. The CSR steering committee, consisting of the CFO, the Group HR & Communications Manager and the Group HSEQ & Sustainability Manager, follows up on the CSR strategy and drives the practical efforts and the progress of the Group's CSR and ESG initiatives. The individual production entities (operations) are responsible for driving the progress of local initiatives and they report to the CSR organisation. The CSR organisation promotes visibility and benchmarking across the Group by implementing common systems, reporting and best practice principles.

The CSR organisation is also responsible for making risk assessments designed to identify risks and for introducing initiatives and systems to prevent unlawful or unethical conduct within the Roblon Group that could damage Roblon's business or reputation. Roblon has a whistleblowing scheme, under which employees, former employees, customers, suppliers, business partners, shareholders and

other stakeholders can report suspected unlawful or unethical conduct within the Roblon Group. Additional information on the Group's whistleblowing scheme can be found in the section Anti-corruption and bribery.

The Group's internal Code of Conduct procedures in the form of policies and local employee handbooks ensure that every employee is aware of our in-house rules and guidelines. In the coming financial year, Roblon will update the Group's Code of Conduct to act as a supplement to the local employee handbooks and to further highlight the CSR system and its underlying CSR policies.

The Group's Supplier Code of Conduct is designed to ensure that Roblon does not become indirectly involved in unlawful or unethical conduct in Roblon's supply chain that could damage Roblon's business or reputation. Additional information on the Group's Supplier Code of Conduct can be found in the section Anti-corruption and bribery.



New EU sustainability reporting requirements



For Roblon, the new statutory reporting requirements under the EU Corporate Sustainability Reporting Directive (CSRD) and the EU Taxonomy are currently expected to become effective for the financial year starting on 1 November 2025 (2025/26) at the earliest.

The Group has prepared an overall roadmap for the CSRD and the EU Taxonomy to provide a clear overview of the implementation timelines for the two reporting systems.

Roblon is currently preparing the double materiality analysis on which the future sustainability reporting framework will be based, including the implementation of requirements under the ESRS² standards in the CSRD. Subsequently, we will prepare the more detailed ESRS gap analysis to identify any policies and systems in the material and mandatory ESRS standards that we need to implement.

Once the basis for the future reporting framework and gap analysis is in place, we will establish a detailed project plan for the implementation process.

Based on NACE codes³, we have carried out a preliminary general screening of whether Roblon is subject to the EU Taxonomy Regulation. The screening indicates that Roblon will not be subject to the regulation. To reach a final conclusion on the matter, additional analyses will be required, however. These will be carried out during the financial year 2023/24.

The requirements of the two above-mentioned reporting systems are generally expected to have a positive impact on the Group's future sustainability work.

² European Sustainability Reporting Standards.

³ NACE is the standard EU industrial classification.

Global environmental information systems and corporate sustainability assessments

As stated in Roblon’s ESG ambition, the Group participates in long-term partnerships and other networks that may contribute positively to the Group’s sustainability work.

EcoVadis

EcoVadis is one of the world’s most trusted and well-known providers of business sustainability ratings. These enable Roblon to monitor the Group’s own and our suppliers’ progress and to share EcoVadis’ sustainability profile of the Group with Roblon’s customers and other stakeholders.

The Group’s EcoVadis Scorecard has been completed and published on the EcoVadis platform.

Roblon’s score is 59/100, placing us in the top 25% of the businesses rated by EcoVadis.

→ **EcoVadis**
<https://ecovadis.com/>

CDP

CDP is a not-for-profit charity that assesses the sustainability of businesses and organisations. The CDP scoring method is fully aligned with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations and with material environmental standards and, as such, provides a comparable dataset on environmental information across businesses and industries. The system scores companies from D- to A. The CDP score provides a snapshot of a company’s environmental performance and shows its customers and other stakeholders where the company is on the road towards operating in line with the objective of the 2015 Paris Agreement to limit global warming to 1.5°C.

→ **CDP**
<https://www.cdp.net/en>

This is the second year running that Roblon has reported under the CDP system. Roblon reports on the areas of Climate Change and Water Security. Roblon’s 2022 score reflects the Company’s inexperience in reporting under the new system. Roblon’s 2022 Climate Change score was D-, and its Water Security score was D.

Roblon’s score for 2023 will not be published until early 2024, but we expect to see an improvement over 2022, as we have gained more experience in using the system.

Roblon has launched several initiatives, including reporting on the Group’s greenhouse gas emissions. This is expected to improve the Group’s sustainability profile and its score under the two systems in the coming years.

Roblon’s use of EcoVadis and CDP supports the Group’s compliance with the new statutory reporting requirements under the CSRD and enables the Group’s customers and other stakeholders to access relevant ESG data and sustainability assessments in an appropriate manner.



Report on diversity policy and Management's gender composition

This statutory report on diversity policy pursuant to section 107d of the Danish Financial Statements Act is incorporated in the report on Management's gender composition pursuant to section 99b of the Danish Financial Statements Act for the financial year 2022/23.

Roblon sees a diverse and versatile employee composition as a strength, and this includes gender equality, as described in the Group's diversity policy. Diversity helps create an innovative organisation and a positive working environment, which in turn strengthens the Company's competitiveness and profitability. The diversity policy for the Group is available on the Company's website www.roblon.com/DiversityPolicy.

The overriding goal of the diversity policy is to promote a diverse workplace and an inclusive working environment. The Group opposes all forms of discrimination and treats all applicants and employees equally, regardless of gender, age, sexual preference, ethnic origin, handicaps, religion, etc.

Roblon has long focused on being a diverse workplace whose employees have a wide variety of backgrounds, qualifications and conditions of life, not just in terms of gender, age and background, but equally in terms of education, experience and personality. The goal is for Management to reflect the same degree of diversity as that of our employees. The diversity policy is implemented through day-to-day management and co-operation, the Company's recruitment process and systematic employee satisfaction efforts.

In the financial year 2022/23, the diversity policy for example led to vacant positions being posted internally, externally and widely. All eligible candidates have been considered without regard to gender, age, sexual orientation, ethnicity, disabilities or religion.

The members of the parent company Board of Directors represent a broad spectrum of business experience from Denmark as well as internationally. This composition is considered appropriate, as it ensures diversity in the board members' approach to their tasks, which helps to ensure informed considerations and decisions. It is also the Board of Directors' ambition to further strengthen its gender diversity, in line with the Group's targets for the under-represented gender on the Board.

The definition of gender in this report is taken directly from the statutory reporting requirements in this respect, including the definition of "gender" as male/female, and does not reflect Roblon's opinions, as the Company's diversity policy is based on a broader, more diverse understanding of gender.

The Group's targets for the under-represented gender on the Board and in the rest of the management team, respectively, is 50%.

At 31 October 2023, the Board was composed of one woman and three men, equivalent to a share of women of 25% (25%).

According to the guidelines of the Danish Business Authority, Roblon's gender composition is equal, as the guidelines specify that on a board consisting of four members elected by the shareholders, the under-represented gender must represent at least 25%.

At 31 October 2023, the rest of the management team consisted of five women and 21 men, equivalent to a share of the under-represented gender of 19% (20%).

We may not reach a 50/50 gender composition for a long time yet as an increase in the share of the under-represented gender can only be achieved in connection with a need for change or expansion of the Board or the rest of the management team.

We seek to increase the proportion of the under-represented gender in the rest of Management through the following initiatives:

- a goal of at least one candidate of each gender among the final three candidates when we recruit new employees.
- in connection with in-house promotions to management positions, the goal is to put forward at least one candidate of the under-represented gender.

Developments in the proportion of the under-represented gender on the Board and in the rest of the management team are shown in the section on "Key figures" in this CSR report.

New, stricter requirements on targets and policies with respect to the under-represented gender were introduced effective from 1 January 2023. The new requirements will apply to Roblon effective from the 2023/24 financial year, at which time the Group will report under the new provisions.



Report on Roblon's data ethics policy

Roblon is responsible for handling the data which the Company receives, registers, processes and stores regarding employees, customers, suppliers and other business partners.

The Group has a data ethics policy with the aim of ensuring that all data are processed in an ethically responsible manner. The data ethics policy cannot stand alone and should be considered as a supplement to local statutes and guidelines as well as Roblon's existing data protection and IT security policies.

Roblon primarily processes data in connection with HR, interaction with customers and contact with suppliers. Roblon controls that data are collected for specific and legitimate purposes and processed in a lawful and fair manner, including that only data that are strictly necessary for a given purpose are processed. The Group moreover endeavours to ensure that the collected data are always sufficient, relevant and accurate. Data controllers ensure that personal data are not stored for longer than

necessary, that data are processed with respect for the individual data subject's privacy and that stored data are protected against being wrongfully destroyed, altered or published. Roblon enters into data processing agreements with third parties and does not sell data.

All relevant employees receive instruction in the secure, lawful and ethical processing of data. Instruction is provided by means of external courses and internal information campaigns.

Non-compliance with the data ethics policy or the Group's in-house procedures may be reported via Roblon's whistleblowing scheme. No non-compliance was reported during 2022/23.

The data ethics policy is approved annually by the Board of Directors.

 **Roblon's data ethics policy**
roblon.com/DataEthicsPolicy

A photograph of a wind farm at sunset. The sky is a gradient of blue and orange, with a crescent moon visible in the upper left. The wind turbines are silhouetted against the bright horizon. The foreground shows a calm body of water.

Anchored in science.

Advanced by technology.

Applied by engineers.

Environment and climate

Policy

Roblon is an environment-conscious group committed to ensuring an environmentally sound development through our activities, with due consideration for natural resources, statutory requirements and other relevant provisions.

Risks

Our greatest environmental risks are related to resource consumption and material waste as well as environmental related incidents.

We have mapped which environmental impacts the Group may be affected by and continually monitor these. We prepare risk analyses and launch action plans within the financial and technical framework to minimise the risk of the Group impacting adversely on the environment.

We periodically follow up on VOC⁴ emissions from our production to ensure compliance with environmental approvals and that the production does not have an adverse impact on the local environment.

We perform risk assessments of our use of chemicals on a regular basis to ensure compliance with the regulations that apply to us.

Activities

Roblon A/S employs an ISO 14001:2015-certified environmental management system.

In collaboration with Roblon's business partners, we regularly monitor the development of new material and process technologies that can contribute to preventing and reducing our environmental impact, including the Group's energy consumption.

The Group's procedure for reporting environmental data ensures benchmarking and knowledge-sharing between our production sites.

We have mapped the Group's energy consumption and follow up on it on a regular basis to identify any irregularities and scope for optimising and minimising consumption.

We have mapped Roblon's GHG scope 1 & 2 emissions.

6 Clean water and sanitation



7 Affordable and clean energy



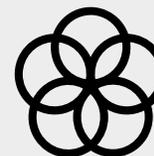
8 Decent work and economic growth



12 Responsible consumption and production



17 Partnerships for the goals



⁴ European Sustainability Volatile organic compounds

We contribute to a sustainability and green transition by focusing on waste reduction and by increasing the Group's waste recycling.

The Group's procedures for the management of chemicals, raw materials and finished goods ensure that we focus on sustainable production that does not adversely impact Roblon's or our customers' local environment.

In the design and production of new products, it is our ambition to consciously choose sustainable materials.

Results and initiatives

As in previous financial years, the analysis of environmental impacts, risk assessment and resulting action plans meant that the Group registered no critical environmental incidents.

We launched several activities and set up a number of working groups in the financial year that have successfully helped reduce waste from several production processes.

During the 2022/23 financial year, the Group have mapped our Roblon's GHG scope 1 & 2 emissions according to the emissions calculation method set out in the Greenhouse Gas Protocol and obtained external validation of the method applied. In the coming financial year, 2023/24, Roblon and an external partner will map the Group's GHG scope 3

emissions. This will provide a complete picture of the Group's emissions, which will form the basis of future improvement measures and initiatives to reduce Roblon's direct and indirect CO₂ emissions.

The waste recycling rate in the Danish production entity dropped from 66% last year to 57%. However, the total waste volume was reduced by 38% in the same period. In collaboration with several recycling businesses, the Danish production entity focuses on increasing the recycling rate and identifying additional recyclable waste fractions. The main focus has been on finding recipients for the waste fractions that are currently going into landfill. This is currently proving a challenge, and we have not been able to find recipients for these waste fractions. Together with current and potential new partners, the Group will closely monitor the future technological development and continue to pursue these efforts in the coming years.

The recycling rate in the Group's US production entity in Granite Falls, North Carolina is very low. It is proving very difficult to find additional recycling possibilities for the production entity's waste fractions and to find potential partnerships in order to secure profitable operations for more recipients.

The Group will intensify its preventive measures to reduce total waste volumes from the production processes, as described in Roblon's ESG ambition.

The efforts to reduce the environmental impact of the Group's electricity consumption will remain focused on the most energy-intensive production equipment and on energy consumption for ventilation and heating purposes.

An energy screening of processes in the Danish production entity during the year revealed several areas with scope for energy optimisation.

Due to the current slow-down in the FOC market, production has been significantly scaled down in all of the Group's production entities, resulting in a reduced electricity consumption and, consequently, a reduction of the Group's GHG scope 2 emissions.

The Group has invested in the development of a new electricity-based production technology that will contribute significantly to reducing the use of fossil fuels (natural gas) in the Group's production. This new technology has now been implemented in the Czech production entity, and we expect that the effect on the natural gas consumption will be evident in the coming financial year. The Group will analyse which other production processes this technology may be applied to in the coming years.

The Group has sold its head office in Frederikshavn, and all Danish employees are now working at the Gærum facility. This is expected to have a positive impact on the total energy consumption in the coming years.



Social and employee relations

Policy

As part of the execution of Roblon's growth strategy, it is imperative for us to be able to continuously attract and retain skilled staff. We therefore have an active employee strategy focused on employee satisfaction, training and skills development.

We continually strive to ensure that our working environment is attractive to current and future employees. We aim to have a healthy workplace in which our employees find enjoyment in their work and feel satisfied and secure.

Our working environment should be characterised by a spirit of mutual openness, initiative, tolerance and cooperativeness so that agreements and plans are respected.

Roblon strives to be a workplace characterised by diversity and a culture of inclusion. The Group opposes all forms of discrimination and treats all applicants and employees equally, regardless of gender, age, sexual preference, ethnic origin, handicaps, religion, etc.

The same mindset should be reflected in the employees' relationships with each other.

All employees are expected to comply with Roblon's ethical standards and to support a strong culture:

- Roblon's culture must help individual employees exploit their potential and value human diversity.
- The Group strives to support Roblon's employees and help them exploit their individual capabilities as much as possible in consideration of the company's possibilities and needs.

Risks

We conduct regular internal audits to assess risks and identify ways of improving employee conditions and optimising production processes that improve our working environment.

Roblon monitors risks related to the employees through an active employee strategy, which includes following up on absence due to illness,

job satisfaction and skills. This enables Roblon to take action to mitigate any risks at the right time and place.

Such risks include ergonomic strains in the production processes and employee well-being.

Activities

The Group's policy on social and employee-related matters is implemented in the individual production entities with local employee handbooks and guidelines adjusted to reflect local conditions and legislation. We seek to develop and promote best practice in all our production entities.

Roblon DK and Roblon US conduct employee satisfaction surveys, and the results are used in an ongoing effort to enhance job satisfaction among individual employees, departments and in Roblon overall. Employee satisfaction surveys were introduced in the US subsidiary in autumn 2022.

8 Decent work and economic growth





By taking methodical and prompt action when an employee is ill, we seek to make the employee feel secure and find a solution for the employee as soon as possible with due consideration for local regulations. We offer our employees health insurance with access to fast treatment and help in case of illness or problems such as addiction or low job satisfaction.

We have implemented a separate diversity policy aimed at outlining the guiding principles of Roblon's views on and inclusion of diversity in the Group's operations and development.

Roblon does not tolerate any form of bullying or harassment, including sexism. We have clear procedures in place for where and how employees are to report instances of, for example, bullying, harassment or sexism against themselves or a colleague.

We conduct regular staff appraisals to focus on up-to-date job descriptions, competence evaluations and employee development.

We provide the necessary training and development, both in-house and through external courses.

Safety is very important to Roblon and is a significant part of both training and day-to-day work. We maintain focus on this through our health and safety organisation and whiteboard meetings. Roblon has implemented systems for the registration of near misses, observations and proposed improvements.

As a result, we are able to implement preventive health and safety improvements in order to reduce the risk of accidents. We regularly invest in new equipment to minimise ergonomic strains in selected processes and implement improvements to office workstations.

Through our joint consultation committee and our open door policy, which encourage co-operation between employees and management, we focus on co-operation in the workplace. The local employee handbooks set out guidelines and ways to seek help to resolve co-operation issues.

Results and initiatives

Roblon DK is conducting the employee satisfaction survey in its current form for the sixth year running, and the US subsidiary is conducting it for the first time. During the financial year, 12 pulse surveys are conducted, to which the employees respond on a scale of 1 to 5 (the higher the score, the greater the satisfaction). In Roblon DK, the response rate grew to 75% in the financial year 2022/23, and the response rate for the first survey year in Roblon US was 62%. Accordingly, the overall response rate for the Group was at 68%, against a target rate of 70%. Roblon DK maintained a high average score of 4.1, and in its first year of the survey, Roblon US achieved an average score of 4.3, against a target score of 3.8. This was certainly a satisfactory result, in light of major organisational changes, such as the relocation of parts of production from Denmark to the Czech Republic and the introduction and implementation of the employee

satisfaction survey in the US subsidiary. During the financial year 2022/23, we focused on supporting and engaging with managers in connection with the follow-up on employee satisfaction in their respective departments and the implementation of the system in the US subsidiary. This area will continue to be a priority in the coming year.

The employee satisfaction survey will be rolled out in the Czech subsidiary, expectedly at the beginning of the 2024/25 financial year.

The systematic collection of data on skills development needs and wishes provides a strengthened basis for strategic competence development for Roblon DK. The US business has implemented systematic and ongoing skills development and training of existing and new employees to ensure productivity and quality in all processes. In 2022/23, the Group ran several campaigns based on the preventive system designed to minimise the risk of occupational accidents and strain injuries. The Group expects to see ongoing results of these preventive efforts.



Human rights

Policy

We support and respect the protection of international human rights. In countries with heightened risk of infringement of human rights, the Group will strive to prevent any human rights abuse and, if Roblon should become involved in such abuse, we will take corrective action.

We want to help protect human rights in the countries in which we operate. For example, we seek to promote initiatives that generate respect for human rights, but also to mitigate any negative human rights impacts in Roblon's value chain, including at our sub-contractors.

We condemn all forms of slavery, forced labour and child labour. We respect our employees' freedom of association and right to collective bargaining.

Risks

We are alert to any existing and potential human rights risks that the Roblon Group's production, operations and business partners may give rise to.

Risks include the right to be heard, issues related to GDPR (processing of personal data), data ethics issues and the risk of discrimination.

The Group has introduced policies, measures, etc. to mitigate these risks and expect the same of our suppliers and other business partners.

Activities

We obtain assurances from our suppliers that they recognise human and labour rights, do not use child labour, etc., afford their employees freedom of association, right to collective bargaining and that they unequivocally condemn the use of corruption and bribery.

The Group processes the personal data of employees, customers and other business associates in accordance with the statutory requirements on the protection of privacy and personal data. For this purpose, we have implemented security measures that protect data against misuse, leaks or destruction of personal data. As a supplement to our existing data protection and IT security policies as well as local statutes and guidelines, we have a data ethics policy.

Reporting on the data ethics policy is detailed on page 12.

Results and initiatives

To the best of Management's knowledge, we were not involved in or experienced any human rights abuse within the Group or among Roblon's suppliers in 2022/23.

In the coming years, we will continue to focus on improving Roblon's procedures and management systems to ensure that all the Group's suppliers respect human rights. In accordance with the social ESRS standards under CSRD, Roblon will communicate even more clearly our analysis of risks and opportunities that could potentially impact human rights. This will form the basis for future prevention initiatives and due diligence processes.

8 Decent work and economic growth



Anti-corruption and bribery

Policy

At Roblon, we expect all external relations to maintain a high level of integrity and responsibility, and the Group does not take part in corruption or bribery. The Group does not offer, promise or give any form of bribe for the purpose of exerting undue influence on external relations, whether public or private. Roblon also does not receive or accept any form of bribes.

Risks

Roblon's most significant internal risks are related to the possibility of misappropriation of e.g. sales expenses and use of funds for private purposes and/or the granting/receiving of benefits on a non-objective basis (nepotism). The Group's internal control system ensures that no granted benefits, funds or rights are abused.

Roblon's most significant external risks are related to the possibility of corruption and use of bribes in connection with the use of agents abroad. The obligation not to be a party to corruption or bribery extends to the Group's agents or others acting on Roblon's behalf. Tenders and supplier agreements are entered into on market terms.

Elements of Roblon's Supplier Code of Conduct aim to ensure that Roblon does not take part, directly or indirectly, in corruption or bribery.

When new customers are set up in our system, any relevant risk factors in the customer relationship are identified.

Activities

The Group's internal finance controls ensure that internal processes are monitored on an ongoing basis.

Internal controls have been implemented in Roblon's ERP system, among others. These controls include access rights, workflow approval and pre-designed reports. There are internal controls on budgets, expense items and outlays. This reduces the risk of, for example, misappropriation of sales expenses and use of funds for private purposes and/or the granting/receiving of benefits on a non-objective basis (nepotism).

With the Group's whistleblowing scheme, employees, former employees, customers, suppliers, business partners, shareholders and

other stakeholders can report suspected unlawful or unethical conduct within the Roblon Group. Examples of such conduct include suspected financial crime, bribery, corruption, breach of competition law or environmental and climate regulation, discrimination, bullying, threats or sexism.

Results and initiatives

The whistleblowing scheme can be accessed via Roblon's website. No concerns were reported during the financial year.

To the best of Management's knowledge, we have not been involved in corruption or bribery, either in the Group or in the supply chain, in 2022/23.

Some 91% of the Group's suppliers have endorsed Roblon's Supplier Code of Conduct in writing or otherwise or have implemented corresponding systems themselves.

During the financial year 2023/24, Roblon will continue to focus on increasing the number of suppliers endorsing Roblon's Supplier Code of Conduct. Also, Roblon will in the financial year 2023/24 improve the risk assessment forming the

basis of future preventive measures and due diligence processes. These measures and processes are to prevent corruption or bribery within the Group or among its suppliers.

Roblon's progress towards achieving UN Sustainable Development Goals

Each employee plays an important part in Roblon's progress towards realising its targets of actively contributing to a more sustainable world and achieving our selected Sustainable Development Goals. Roblon therefore regularly conducts information campaigns and training programmes on the subject of our targeted initiatives and activities.

Several of Roblon's suppliers are already reporting on their progress towards achieving the 17 UN Sustainable Development Goals. By way of Roblon's Code of Conduct, the Group has made it very clear to all suppliers that the Group expects them to embark on their own sustainability journey.

Sustainable Development Goals	Target	Roblon's initiatives and activities	Key figures in report
 6 Clean water and sanitation	6.3	The use of chemicals and materials is managed through risk assessments and preventive action plans to ensure that the Company does not adversely impact on the local environment.	<ul style="list-style-type: none"> Extraordinary environmental incidents [#] Very serious environmental incidents [#] Serious environmental incidents [#]
	6.4	Increased water-use efficiency and reduced consumption.	<ul style="list-style-type: none"> Water consumption [m³]
 7 Affordable and clean energy	7.3	Increased energy efficiency and reduced energy consumption.	<ul style="list-style-type: none"> Electricity consumption [kwh] Electricity consumption/produced material [kwh/kg] Natural gas consumption [m³] Natural gas consumption/produced material [m³/kg]
		Mapping of CO ₂ e emissions and reduction of emissions.	<ul style="list-style-type: none"> Scope 1 and 2 location-based GHG emissions Scope 1 and 2 market-based GHG emissions
 8 Decent work and economic growth	8.7	Clear and communicable human rights policy and action plans ensuring effective measures to eradicate forced labour, modern slavery and child labour throughout Roblon's supply chain.	<ul style="list-style-type: none"> The Group's suppliers that have endorsed Roblon's Supplier Code of Conduct in writing or otherwise or have implemented corresponding systems themselves [%]
	8.8	Upholding of labour rights and improvement of working environment for all employees and others working on behalf of Roblon.	<ul style="list-style-type: none"> Employee satisfaction [%] Response rate – employee satisfaction [%] Lost Time Injury Frequency Rate (LTIFR) Work-related fatalities [#] Serious accidents [#] Minor accidents [#]
 12 Responsible consumption and production	12.4	Risk assessment and preventive action plans to ensure correct handling of hazardous waste and focus on substitution of chemicals.	<ul style="list-style-type: none"> Extraordinary environmental incidents [#] Very serious environmental incidents [#] Serious environmental incidents [#]
	12.5	Reduction of waste generation and increased recycling rate.	<ul style="list-style-type: none"> Waste volumes from production processes [kg] Waste fractions – Recycling [%]
	12.6	Open and clear reporting on the Group's sustainability initiatives and areas of focus.	
 17 Partnerships for the goals	17.6	Roblon's strategy is focused on developing and selling fibre-based strength members for the fibre optic cable industry.	
	17.8		
	17.16 17.17	We continually seek to establish new shared-value partnerships and other networks that are expected to contribute positively to our sustainable value creation. Our customers are increasingly concerned about the products they buy being produced under sustainable conditions throughout the supply chain. Through these partnerships and networks, Roblon gains access to trend insights, the latest knowledge and tools that help us meet the requirements and expectations of our stakeholders.	

Key figures

	Unit	2022/23	2021/22	2020/21	2019/20	2018/19
Environmental data						
Roblon Group						
Scope 1 and 2 location-based GHG emissions	Tonnes CO ₂ e	3,111	3,471	0	0	0
Scope 1 and 2 market-based GHG emissions	Tonnes CO ₂ e	3,952	4,342	0	0	0
Total waste volumes from production processes	kg	1,166,766	1,783,467	-	-	-
Roblon A/S						
Extraordinary environmental incidents	#	0	0	0	0	0
Very serious environmental incidents	#	0	0	0	0	0
Serious environmental incidents	#	0	0	0	0	0
Waste fractions - Recycling	%	57	66	73	76	67
Waste volumes from production processes	kg	311,636	440,469	-	-	-
Electricity consumption	kWh	1,484,344	2,059,101	2,190,279	2,211,735	2,326,304
Electricity consumption/ produced materials	kwh/kg	1.50	0.86	0.77	0.9	0.87
Natural gas consumption	m ³	100,331	114,056	108,833	96,983	105,042
Natural gas consumption/ produced materials	m ³ /kg	0.101	0.047	0.038	0.041	0.041
Water consumption	m ³	781	1,153	974	1,031	858

	Unit	2022/23	2021/22	2020/21	2019/20	2018/19
Roblon US Inc.						
Extraordinary environmental incidents	#	0	0	0	0	-
Very serious environmental incidents	#	0	0	0	0	-
Serious environmental incidents	#	0	0	0	0	-
Waste fractions - Recycling	%	9	9	15	9	-
Waste volumes from production processes	kg	692,784	974,996	-	-	-
Electricity consumption	kWh	3,909,120	4,545,120	4,870,080	5,016,960	-
Electricity consumption/ produced materials	kwh/kg	1.79	1.46	1.45	1.85	-
Natural gas consumption	m ³	355,889	355,512	351,681	371,703	-
Natural gas consumption/ produced materials	m ³ /kg	0.16	0.12	0.10	0.14	-
Water consumption	m ³	1,779	1,627	1,632	1,159	-
ROBLON-VAMAFIL, s.r.o.						
Extraordinary environmental incidents	#	0	0	-	-	-
Very serious environmental incidents	#	0	0	-	-	-
Serious environmental incidents	#	0	0	-	-	-
Waste fractions - Recycling	%	47	47	-	-	-
Waste volumes from production processes	kg	213,934	368,002	-	-	-
Electricity consumption	kWh	1,775,000	1,922,000	-	-	-
Electricity consumption/ produced materials	kwh/kg	0.51	-	-	-	-
Natural gas consumption	m ³	38,298	58,072	-	-	-
Natural gas consumption/ produced materials	m ³ /kg	0.011	-	-	-	-
Water consumption	m ³	705	589	-	-	-

Key figures

	Unit	2022/23	2021/22	2020/21	2019/20	2018/19
Social data						
Roblon Group						
Average no. of full-time employees	#	271	279	191	174	171
Lost Time Injury frequency rate (LTIFR)		5	19	-	-	-
Employee satisfaction	Score	4.2	-	-	-	-
Response rate - employee satisfaction	%	68	-	-	-	-
Roblon A/S						
Average no. of full-time employees	#	85	100	102	100	104
Employee satisfaction	Score	4.1	4.0	4.1	4.2	4.2
Response rate - employee satisfaction	%	75	72	81	66	69
Work-related fatalities	#	0	0	0	0	0
Serious accidents	#	0	3	0	1	0
Minor accidents	#	2	1	2	1	5
Roblon US Inc.						
Average no. of full-time employees	#	78	92	89	74	67
Employee satisfaction	Score	4.4	-	-	-	-
Response rate - employee satisfaction	%	62	-	-	-	-
Work-related fatalities	#	0	0	0	0	0
Serious accidents	#	0	0	0	0	0
Minor accidents	#	0	1	1	0	0

	Unit	2022/23	2021/22	2020/21	2019/20	2018/19
ROBLON-VAMAFIL, s.r.o.						
Average no. of full-time employees	#	108	87	-	-	-
Work-related fatalities	#	0	0	-	-	-
Serious accidents	#	0	2	-	-	-
Minor accidents	#	1	4	-	-	-
Governance data						
Roblon Group						
Gender diversity, Board of Directors	%	25	25	25	25	25
Gender diversity, other management levels	%	19	20	20	20	17

Key figures

Key figure definitions and formulas

	Definition	Unit
Environmental data		
GHG Scope 1 and 2	<p>Scope 1 is the direct emissions from activities that the company itself controls, i.e. emissions from own vehicles and own facilities for heat and energy production (e.g. gas and oil for process or heating).</p> <p>Scope 2 is the indirect emissions from the energy the company buys, i.e. electricity or heat.</p>	
Scope 1 and 2 location-based GHG emissions	With the location-based method, emissions are calculated on the basis of the electricity that is actually produced and imported within a geographically defined area and given time period on an annual basis. The average of emissions from fossil and renewable energy sources (RE sources) in the geographical area gives an emission factor, which is multiplied by the company's electricity consumption in the selected year. CO ₂ emissions from electricity depend on the mix between fossil and RE energy.	Tonnes CO ₂ e
Scope 1 and 2 market-based GHG emissions	<p>In the market-based method, the emission factor is calculated based on the same method as in the location-based method, although with the significant difference that companies can buy guarantees of origin, also known as green certificates.</p> <p>The share of renewable energy (RE) that is purchased via certificates is "taken out" of the total mix of fossil- and RE-produced electricity. This means that the share of RE in the total mix, from which the average emission is calculated, will be smaller and the CO₂ emissions per kWh will therefore be higher for the consumption of electricity for which certificates are not purchased.</p>	Tonnes CO ₂ e

	Definition	Unit
Total waste volumes from production processes	Total waste fractions from production processes	kg
Extraordinary environmental incidents	Extremely critical consequences e.g.: - Closure of site - Irreversible damage to external environment (e.g. plants, water & water organisms, land)	#
Very serious environmental incidents	Critical consequences e.g.: - risk of losing current permit to operate - strong negative impact on local surroundings including nearest residential zone - long-term damage to external environment with risk of irreversible damage	#
Serious environmental incidents	Important or serious consequences e.g.: - repeated complaints from neighbours - health effects or risk of health effects on surrounding life - short-term damage to external environment, e.g. spillage affecting natural animal life.	#
Waste fractions - Recycling	# of waste fractions - recycling / total # of waste fractions*100	%
Electricity consumption	Electricity consumption according to utility bills	kWh
Electricity consumption/ produced materials	Electricity consumption according to utility bills / Produced materials	kwh/kg
Natural gas consumption	Natural gas consumption according to utility bills	m ³
Natural gas consumption/ produced materials	Natural gas consumption according to utility bills / produced materials	m ³ /kg
Water consumption	Water consumption according to utility bills	m ³

Key figures

Key figure definitions and formulas

	Definition	Unit
Social data		
Average no. of full-time employees	Total ATP contribution / ATP rate for a full-time employee	#
Lost Time Injury frequency rate (LTIFR)	<p>Lost Time Injury Any injury sustained on the job by an employee that results in the loss of at least one day's work.</p> <p>Calculating Lost Time Injury Frequency Rate $\frac{[(\text{Number of lost time injuries during reporting period}) \times 1.000.000]}{(\text{Total number of working hours during reporting period})}$ </p>	#
Employee satisfaction	Employees respond on a scale of 1 to 5 (the higher the score, the greater the satisfaction)	Score
Response rate – employee satisfaction	Proportion of employees responding to the theme/question of the month	%
Work-related fatalities	Death	#
Serious accidents	Days away from work => 21 days	#
Minor accidents	Days away from work > 1-20 days	#

	Definition	Unit
Governance data		
Gender diversity, Board of Directors	Proportion of the under-represented gender	%
Gender diversity, other management levels	Proportion of the under-represented gender	%
Suppliers that have endorsed Roblon's Supplier Code of Conduct in writing or otherwise or have implemented corresponding systems themselves	Total number of suppliers / number of suppliers that have endorsed Roblon's Supplier Code of Conduct in writing or otherwise or have implemented corresponding systems themselves.	%

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