



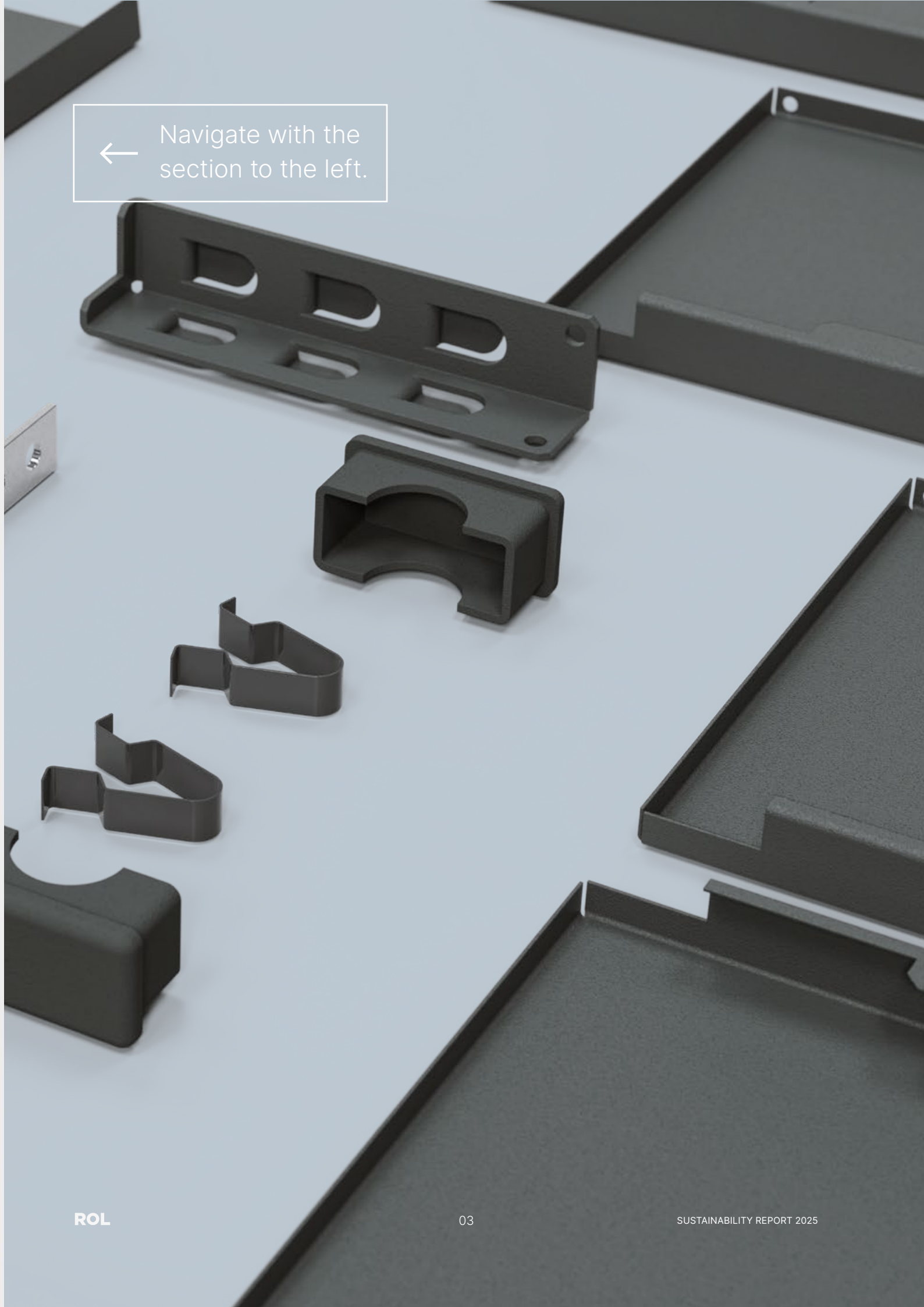
ROL

Enable inspiring, integrated and sustainable solutions where we live, work, shop and socialize.

Sustainability Report
2025

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CREATIVE. CARING. COMMITTED.

This is who we are

Our core values

Progress begins with curiosity and the courage to welcome change. At ROL, we build our future through continuous learning, embracing fresh perspectives and trying new things. This is what **Creative** means to us. Not just thinking differently but daring to explore smarter and more effective ways to work, every day

A healthy work environment grows from kindness, active listening and the willingness to learn from one another. **Care** is how we treat each other and the world around us. Respect, appreciation and openness are our way of working together. Contributing to the culture and making space for people to be themselves is part of what makes collaboration real and care genuine.

With **Commitment** comes the trust that each of us takes responsibility for delivering on what we promise. It is about being ambitious, following through and staying consistent even when things get tough. Positive energy and presence are just as important as skill. When responsibility is shared and ownership taken, goals become achievable and results meaningful.

This is who we are.
Creative. Caring. Committed.

This is ROL

ROL is a global provider of integrated solutions for retail and workplace environments, with operations across multiple international markets. Our vision is to deliver inspiring, integrated, and sustainable solutions where we live, work, shop, and socialize through the business areas ROL Workplace and ROL Retail Concepts.

Since its founding in 1985 by entrepreneur Kaj Hjelm, ROL has built on the expertise of its people to establish itself as a trusted partner to serve the world's best-run companies across the industries in which we operate. What began as a small-scale provider of management and turnkey offerings for retail environments has evolved into an international partner serving customers across a broad range of markets.

Business areas

Our business model is founded on adding value to our clients by transforming ideas into reality. Centered on manufacturing, ROL creates value via our two business areas: ROL Workplace and ROL Retail Concepts:



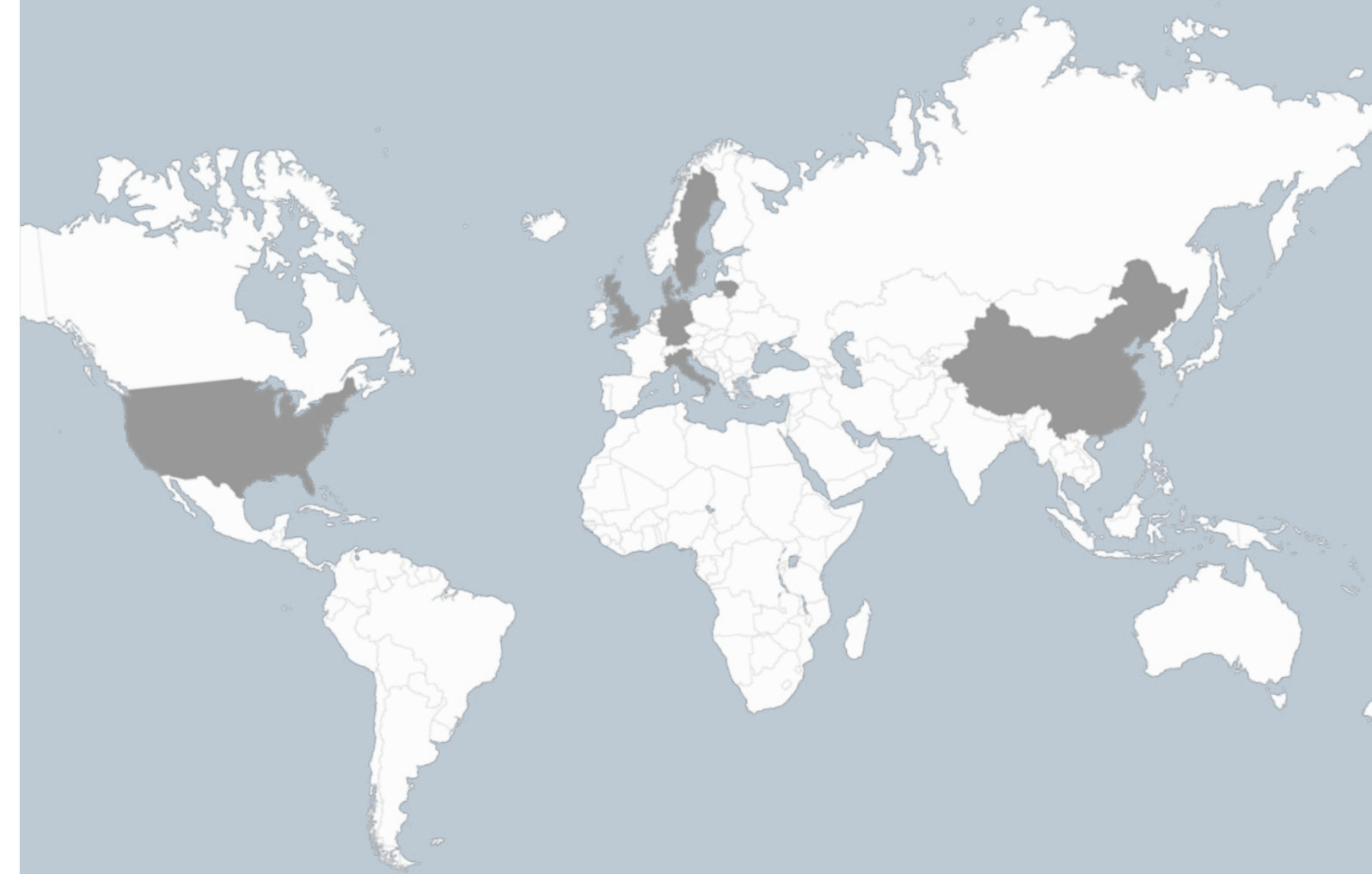
ROL Workplace

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



ROL Retail Concepts

ROL Retail Concepts offers turnkey projects incorporating concept design, general contracting and production of shop fittings and interiors for clients within retail, restaurants, cafés and public spaces. ROL Retail Concepts' turnkey service covers the entire process from idea to supporting up-and-running business operations. Through its production units and a wide range of strategic partners, ROL Retail Concepts offer project management, engineering, production, sourcing, warehousing, distribution and construction.



Sweden: Jönköping, Mariestad
 Lithuania: Siauliai, Klaipeda
 USA: Michigan
 China: Pinghu
 Italy: Perugia
 United Kingdom: Nottingham
 Germany: Witzenhausen
 Denmark: Svendborg

1985 831 8 2 1.630

FOUNDED BY KAJ HJELM EMPLOYEES COUNTRIES OF OPERATION BUSINESS AREAS MSEK NET SALES

Letter from the CEO

When I look back at 2025, it is clear that sustainability is no longer a separate track in our business. It has become an integrated part of how we make decisions, develop our offering and lead ROL forward. The year has been marked by both uncertainty and opportunity in our external environment, but also by a growing sense of shared responsibility within the organization. Sustainability has increasingly become a natural part of our strategic direction and everyday business.

During the year, our previous sustainability strategy concluded, and we took an important step by integrating sustainability into our overall business strategy. This means that sustainability is no longer driven alongside the core business, it is a prerequisite for how we innovate, collaborate, and compete. For me, this is about ensuring long term business value through responsible growth where our solutions contribute to both customer value and societal benefit. This strategic direction is grounded in the expectations of our stakeholders, including our owners, whose support reinforces the importance of embedding sustainability into our core business.

Another important step in 2025 was the introduction of our new core values: Creative, Caring, and Committed. Our core values are more than words, they are intended to serve as a shared framework for how we behave, make decisions, and develop our culture. I hope these values will create space for new thinking, strengthen our care for people and the environment, and clarify the responsibility we share toward each other and the context in which ROL operates. Together, they give us a solid foundation for the next phase of our development journey.

We operate in a time characterized by geopolitical uncertainty, increasing climate related risks, and rapidly expanding regulatory requirements. What gives me confidence in ROL's ability to remain resilient is our combination of our long term perspective, our competence, and the strong commitment of our employees. By working proactively and systematically with risks, compliance, and innovation, we ensure the conditions needed to continue delivering value even in a changing world.

At the same time, it is clear that the needed transition cannot be achieved by individual actors alone. Across our value chain, shared responsibility and partnerships are essential. ROL is just one of many players in our value chain, but we have an important role to play as an enabler by driving the dialogue, setting expectations, and providing solutions that support the transition. Together is the way forward, because together we can achieve more than any one of us could do alone.

We are proud of our past efforts that have shaped the approach to sustainability we stand on today. But science is clear, global emissions are not decreasing fast enough. To enable real change, one of our most important priorities going forward is to bring low-carbon solutions to the market. Our ambition is to accelerate the transition, not simply follow it. By supporting our customers in lowering their footprints and contributing to sustainable long-term value creation, we want to play an active role in driving a transition that benefits both our customers and the world we operate in.

Finally, I would like to extend my warm thanks to all employees, partners, and customers who contribute to ROL's continuous development. It is through your commitment, your expertise, and your willingness to grow that we continue to build a strong, responsible, and future-oriented company.



Stefan Lager
CEO ROL



The year in brief

EcoVadis gold medal

EcoVadis' evaluation resulted in a Gold medal for ROL. We received a score of 82/100, a markable improvement from last year's score of 73/100. This score places us within the top 2% of companies rated by EcoVadis.



LCA summary reports for high-volume products

The business area ROL Retail Concepts expanded its product-level transparency by developing LCA Summary Reports for six high-volume products in 2025.



Participation in RISE remanufacturing project

ROL is participating in a new two-year program led by RISE, the Research Institutes of Sweden, focused on innovation for remanufacturing. The initiative is part of the 'Net Zero Industry – Impact Innovation' program, funded by Vinnova and the Swedish Energy Agency, and brings together major manufacturing companies to explore and share insights on remanufacturing.



Turning construction waste into value

In 2025, we deliver a project where stainless steel construction waste was transformed into 100 coffee tables. What started as a simple idea became a powerful example of what happens when strong partnerships meet circular thinking.



Launch of ROL Refurbish Concept

In 2025, we launched ROL Refurbish as a project-based concept focused on refurbishing pre-used ROL Workplace products. The initiative demonstrates practical circular practices by extending the lifetime of resources and supports our ambition to expand circular offerings for our clients.



New logistics partner supporting lower-emission transport

In 2025, Sandahls Logistics became our new logistics partner for large packages managed through ROL HQ in Sweden. The partner was selected due to its transition toward electrified and fossil-free transportation. Compared to use of fossil-based transport, using Sandahls Logistics contributed to a reduction of 45 tons of CO₂e in 2025.



Creative – Caring - Committed

In 2025, we introduced refined core values to better reflect who we are and how we want to move forward together. Developed through surveys and input from employees across the organization, our new core values are Creative, Caring and Committed. These values now serve as a foundation for how we collaborate and make decisions.



Member of UN global compact

In 2025, ROL became a member of the United Nations Global Compact which is the world's largest corporate sustainability initiative. This is an important milestone in our journey to reinforce our commitment to responsible business practices across human rights, labour, anti-corruption and the environment.



Market trends and ESG risks

The 2024 materiality analysis identified a broad range of risks, including global macroeconomic pressures and industry specific challenges, forming the basis for defining ROL's high priority risk areas. As we entered 2025 and 2026, these risks intensified, shaped by accelerated geopolitical instability, climate related disruptions, tightening global regulations, and increasing demands for supply chain transparency. The reassessment confirms that the previously identified high level risk areas remain the most critical for ROL and continue to require robust, proactive management.

When assessing risks holistically across our operations and value chain, ROL prioritises the following areas:

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

Supply chain management

Supply chain resilience remains one of ROL's most important risk areas. Heightened geopolitical tensions, shifts in trade regulations, and growing expectations from stakeholders have increased the focus on responsible sourcing and supply chain traceability. ROL continues to work with suppliers to safeguard human rights and occupational health and safety, prevent corruption, and minimise environmental impacts.

The evolving regulatory landscape, including CSDDD and CSRD, places higher requirements on due diligence and supplier oversight. ROL is strengthening its practices to ensure that these risks are addressed from the earliest stages of the value chain. This work depends on improved traceability, enabling us to better assess supply chain risks and prepare for geopolitical volatility, material availability challenges, and sanctions related risks.

Manufacturing processes

Our manufacturing operations remain the area where we have the largest direct environmental impact and where the majority of employees are based. Climate mitigation, energy efficiency, safe working conditions, and waste management continue to be key priorities.

To strengthen our risk assessment capabilities, ROL is expanding its environmental and social data collection across sites. This enables more precise monitoring of emissions, resource use, and workplace conditions, supporting informed decision making and ensuring alignment with stakeholder expectations.

Geopolitical events

Geopolitical instability continues to shape global markets and supply chains. Conflicts, trade tensions, sanctions, and shifting tariff structures affect logistics, material availability, and cost predictability. ROL's global presence requires continuous monitoring of political developments and enhanced scenario planning to safeguard operations.

The volatility observed in recent years has reinforced the need for more agile value chain activities and flexible sourcing strategies.

Climate-related effects

Climate change remains a systemic risk with growing operational and financial implications worldwide. As extreme weather events become more frequent and severe, the risk of disruptions to logistics, production, and supply chain activities increases. ROL recognises the need to reduce its own climate impact while preparing for transition risks, including stricter emissions requirements, carbon pricing mechanisms, and shifting customer and market expectations. More agile value chain activities and flexible sourcing strategies.

Legal and regulatory changes

Regulatory expectations continue to rise rapidly, particularly in the EU. Frameworks such as CSRD, ESRS, CSDDD, CBAM are reshaping how companies operate, measure and report. For a global manufacturing company, these developments represent both new compliance demands and strategic opportunities.

ROL remains committed to monitoring regulatory changes, adapting business practices, and integrating new requirements into our strategic planning to mitigate risk and capture opportunities for ensuring long term resilience.



Our approach to sustainability

Materiality assessment as a strategic compass

Our approach to sustainability is anchored in a comprehensive materiality assessment that reflects both stakeholder expectations and business priorities, and serves as a strategic tool for identifying our most material sustainability matters. This enables us to make informed decisions that drive business value while delivering real impact and meeting stakeholder expectations.

Our updated double materiality assessment in 2024, guided by CSRD requirements, has strengthened our ability to assess sustainability matters from both an impact and a financial perspective. This has supported us to identify market opportunities for sustainable value creation while future-proofing our business and managing potential risks.

Integrate sustainability into the business

Our approach to sustainability serves as a strategic blueprint that informs our business strategy and the value proposition of our business areas, ensuring that sustainability is integrated as a core element of our long-term value creation. While focusing primarily on material topics that ensure long-term resilience and business success, we also consider multiple stakeholders, including people and the planet.

Our sustainability priorities reflect both our outward impact on people and the planet, and their strategic implications on the business, from risk exposure to market opportunities. This ensures our approach to sustainability directly supports our business objectives and competitive advantage, while delivering real impact through informed decisions.

New sustainability framework

In 2020, ROL defined a sustainability strategy for 2025 that was built on 13 sustainability areas. As this strategy was set to last until 2025, you can read a summary of the outcomes of our sustainability efforts here: [Read our Sustainability Strategy 2020-2025](#)

Entering 2026, the previous year has been focused on developing an updated framework based on our approach to sustainability. The new sustainability framework, including goals and key performance indicators, serves as our blueprint to ensure sustainability to be an integrated part of our business strategy, informing how we do business at ROL. [Read our Sustainability Framework](#)



We embed sustainable value creation at the core of our value proposition, driving innovation within low-carbon offerings and circular solutions.

Our approach future-proofs our business, ensures resilience and adaptability to meet evolving market demands while empowering customers to make the more sustainable choice.

We drive operational and resource excellence by streamlining processes and maximizing resource efficiency. By leveraging advanced technology, circular practices, optimized supply chains and continuous employee development.

Our approach enhances productivity, resource efficiency, reduces costs, and boosts profitability.

We ensure continuous risk mitigation and full compliance with evolving ESG regulations globally. This is built on proactive readiness through close monitoring of regulatory changes and a robust governance structure.

Our approach safeguards our reputation as a trusted partner, protects our business and positions us to lead in a dynamic market.

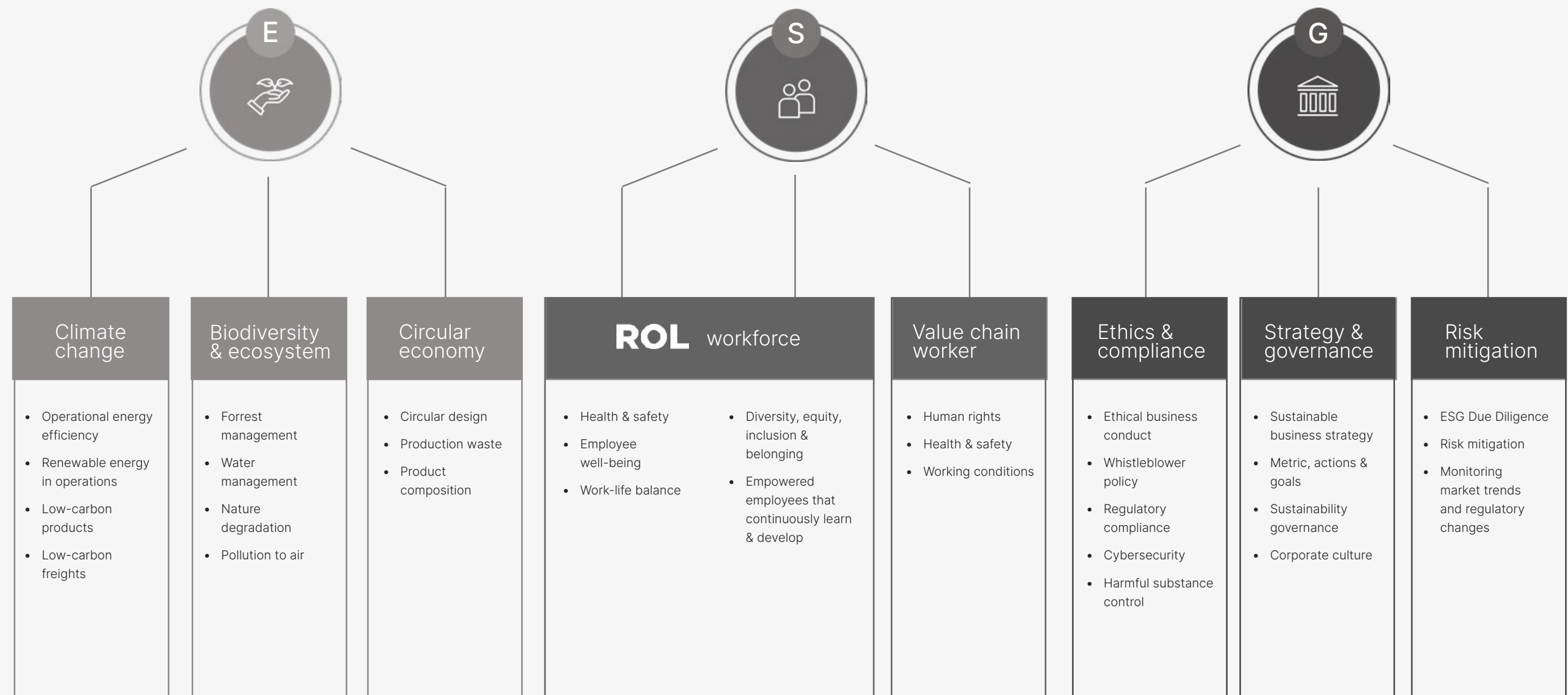
We base our sustainability priorities on robust data, ensuring that resources are focused on material areas where our actions lead to measurable, real impacts.

By collaborating with customers, industry peers and researchers, our approach enables us to make informed decisions that drive business value while meeting stakeholders' expectations.

Our sustainability foundation

At ROL, we are committed to focusing our efforts on activities that deliver real, measurable impact. Our approach to sustainability is anchored in the outcomes of our materiality assessment and the expectations of our stakeholders, visualized through our Sustainability Foundation. The foundation outlines the material topics that steer our actions and the allocation of our resources.

You can read more about our work under **Sustainability Disclosures**, which provide detailed information on our Environmental, Social, and Governance work. This chapter includes our actions, targets, and progress within each topic.



Sustainability agenda

Our sustainability framework

Our Sustainability Framework outlines our key goals and informs the route of ROL Group’s long-term business plan. It serves as a strategic roadmap for the company, ensuring that our sustainability efforts are focused, measurable, and aligned with our approach to sustainability. The framework provides a clear and transparent structure for how we intend to create value, both for our business and for society.

The framework is built around six goals, each supported by specific KPIs that enable structured monitoring, accountability, and progress evaluation.

As part of transitioning to our updated sustainability framework with revised environmental goals, we have summarized the outcomes of our previous goals and targets here: [Read our Environmental Goals 2025](#)

GOALS	KPI	2030 TARGETS
1. Revenue from sustainable practice Create revenue through sustainable practices that benefit people and the planet.	Revenue generated from low-carbon offerings*	↗
	Share of total revenue generated from low-carbon offerings* (Revenue generated from low-carbon offerings / Total revenue)	>20%
2. Net-zero climate impact Achieve net-zero GHG emissions across our value chain.	Reduction in absolute Scope 1 and 2** emissions	-90%
	Reduction in absolute Scope 3*** emissions	-25%
	Share of Scope 3 emissions covered by low-carbon offerings* (Scope 3 emissions covered by low-carbon offerings / Total Scope 3 emissions)	>75%
	Actual emission savings from sold low-carbon offerings*	↗
	Share of renewable energy in ROL operations (Renewable energy consumption / Total energy consumption)	>90%
	Share of renewable electricity in ROL operations (Renewable electricity consumption / Total electricity consumption)	100%
	Energy efficiency in ROL operations (Total energy consumption in MWh / Total Tonnes in Steel manufactured)	↘
3. Circular material use Extend the lifetime of materials through circular practices.	Average recycled steel content in manufactured products (Amount of recycled steel in tons / Total steel sheet/coil/tubes in tons)	>40%
	Amount of materials reused through circular processes****	↗
	Waste to recycling in relation to total amount of waste.	>97%
	Waste to landfill in relation to total amount of waste.	<0,4%
4. Responsible sourcing Advance responsible practices across our supply chain that ensure ethical business conduct, minimize environmental impact, and respect people.	Average ESG score of main suppliers covering >85% of annual spend	>80
5. Safe, healthy and inclusive workplace Provide a safe, healthy and inclusive workplace where employees are treated with respect, discrimination and harassment are not tolerated, and everyone feels safe to share ideas, opinions and concerns.	Accidents	0
	Sick leave	<4%
	Cases of discrimination and/or harassment	0
	Survey results on Psychological safety	100%
6. Employee experience Build an engaging culture with clear and inclusive leadership where employees take ownership, continuously develop their skills and where diversity—including more women in leadership—is actively promoted.	eNPS	≥20
	Annual Employee Turnover	<15%
	Leadership index	>8.2
	Total Temperature Index	>8.2
	Employees with documented development plans	100%
	Women in leadership position	40%

Sustainability Framework

* Offerings with significant lower CO2e impact than industry standard, guided by EU Taxonomy criteria for environmentally sustainable activity.
 ** Compared to base year 2021 for Scope 1 & 2.
 *** Compared to base year 2024 for Scope 3.
 **** Includes refurbishment and/or remanufacturing of pre-used products.


Materiality assessment

In 2024, ROL conducted a double materiality assessment guided by the upcoming requirements of the Corporate Sustainability Reporting Directive (CSRD). The materiality assessment identifies and assesses impacts, risks and opportunities across ROL's operations and throughout the value chain, including both upstream and downstream activities. This assessment was updated in 2025 to reflect new information and refinements in data availability and regulatory guidance.

The updated materiality assessment was performed following three main steps:

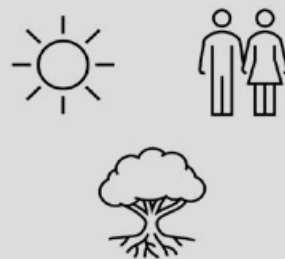
1. Understanding the ROL value chain

The first step involved mapping the value chain for our business areas ROL Workplace and ROL Retail Concepts to understand where impacts, risks and opportunities may arise. The mapping covered activities for the full lifecycle of products, from raw material extraction to the end of life treatment.



2. Defining sustainability matters

Using ESRS sub-topics and sub-sub-topics as guidance, a comprehensive list of sustainability matters was compiled to identify potential impacts, risks and opportunities. Internal sustainability experts engaged a broad range of internal stakeholders and performed desktop research using credible sources, including SASB sector standards and international reports, resulting in a long list of defined sustainability matters.




3. Assessing and determining material sustainability matters

Internal sustainability experts assessed the sustainability matters using a materiality scorecard that quantified severity and likelihood.

- **Impact materiality was assessed based on scale, scope, irremediability and likelihood.**
- **Financial materiality was assessed based on likelihood and potential financial effect.**

The final assessment results were reviewed and validated by Group Management, including the CEO.



Material sustainability matters was identified within the following topics:

- **Environment:** Climate Change; Water; Biodiversity & Ecosystems; and Circular Economy
- **Social:** ROL Workforce; Value Chain Workers
- **Governance:** Ethics & Compliance; Strategy & Governance; Due Diligence

ROL's material topics	Where do we have the most material impacts, risks & opportunities?		
TARGET	UPSTREAM VALUE CHAIN	ROL'S OWN OPERATIONS	DOWNSTREAM VALUE CHAIN
Environmental topics			
Climate change	●	●	●
Water	●	●	
Biodiversity & ecosystems	●	●	
Circular economy	●	●	
Social topics			
ROL workforce		●	
Value chain workers	●		●
Governance topics			
Ethics & compliance		●	
Strategy & governance		●	
Due Diligence		●	

● Critical ● High ● Medium

Assumptions and data considerations:

Uncertain scenarios:
In some upstream areas, limited available data created uncertainty when assessing severity and likelihood of impacts. In such cases, assessments were based on the most likely scenario given current information. Improving upstream data availability is a continuous focus.

Limited historical data:
Several ESRS sustainability matters lacked sufficient historical data, limiting the objectivity of assessing actual impacts. These matters will be continuously revisited as data collection improves.

Stakeholder engagement

Stakeholder engagement for the materiality assessment was carried out by Internal Sustainability Experts primarily using interviews and surveys with key stakeholder representatives who regularly engage with customers, suppliers, investors, employees and the Board of Directors. More than 20 stakeholder representatives contributed with insights, complemented by surveys, questionnaires and other engagement channels. Input from these representatives indicates that stakeholders value a broad and holistic approach to sustainability matters.

Stakeholder engagement		
STAKEHOLDER GROUP	FORMS OF ENGAGEMENT	MAIN TOPICS OF CONCERN
Employees	Employee Engagement Platform, Surveys, Interview with stakeholder representatives	Environment - Climate change - Biodiversity & ecosystems - Circular economy - Water Social - ROL workforce - Value chain workers Governance - Ethics & compliance - Strategy & governance - Due Diligence
Board of Directors	Relationship dialogues, Interview with stakeholder representatives	
Investors	Relationship dialogues, Interview with stakeholder representatives	
Customers	Sales & Relationship dialogues, Surveys, Questionnaires	
Suppliers	Purchase & Relationship dialogues, Self-Assessment, Audits	

Governance and management

Sustainability governance structure

To manage sustainability in a responsible and structured way, ROL has established a governance structure that clarifies roles and responsibilities throughout the organization. This structure ensures that sustainability is embedded in strategic decision making as well as in day to day operations, creating clear accountability for sustainability related actions and outcomes.

Board of directors

The Board of Directors has the ultimate responsibility for ROL's sustainability agenda. The Board ensures that sustainability considerations are integrated into the business model and decision making processes. It approves the company's sustainability commitments, major sustainability initiatives and the annual sustainability report.

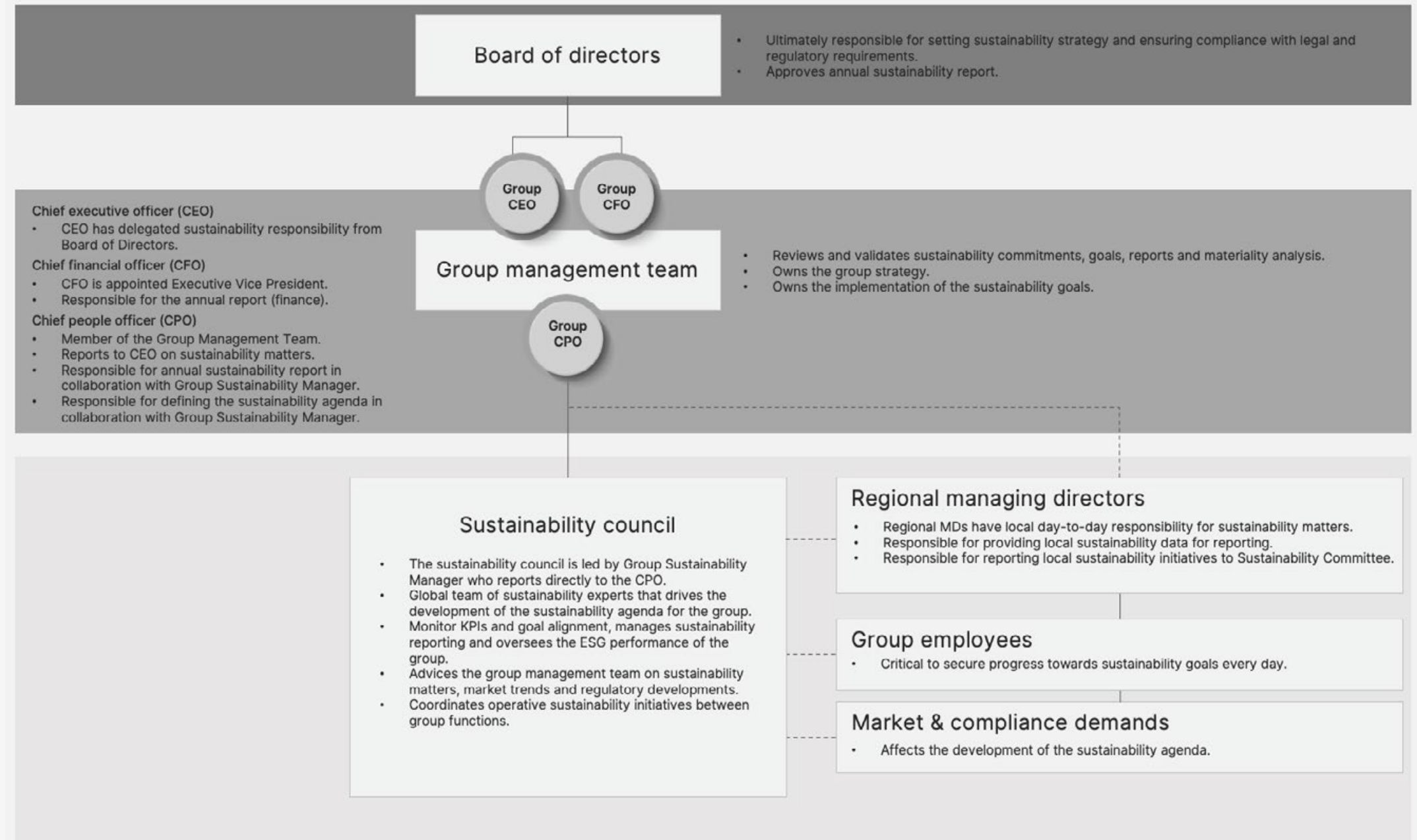
Group management team

The Group Management Team is led by the CEO, who holds delegated authority from the Board. The team is responsible for owning and executing the company's strategy, including sustainability matters. Group Management continuously monitors and evaluates sustainability commitments and goals and makes decisions on escalated issues.

The Chief People Officer (CPO) is the primary representative for sustainability within Group Management. The CPO is supported by a global Sustainability Council, led by the Group Sustainability Manager, which provides guidance, monitors performance and coordinates sustainability activities across the organization.

The ROL management system

The ROL Management System includes our Sustainability Framework, ROL Group's Code of Conduct, policies, routines and guidelines. ROL's management system is certified according to ISO 9001 (quality), ISO 14001 (environment), ISO 45001 (health & safety) and ISO 28000 (security).



Climate



Climate change is one of the environmental areas identified as most important for ROL to address. Climate change is no longer a distant threat, but a visible reality with catastrophic impacts on people, the planet and business. At ROL, we are determined to minimise our climate footprint connected to our own operations and related to upstream and downstream activities in our value chain.

Below you find our focus areas for climate management.

1 Identify and assess resource use and circularity impacts, risks and opportunities.

- Assess climate impacts, risks and opportunities connected to own operations and value chain.
- Quantify Scope 1, 2 & 3 emissions following the GHG Protocol Standard.
- Disclose climate-related impacts, risks and opportunities transparently to stakeholders.

2 Address direct adverse impacts, risks and opportunities

- Prioritize actions based on severity and our potential to address them effectively.
- Transition plan for absolute Scope 1 & 2 reductions in line with the Paris Agreement's 1.5°C target.
- Transition plan for absolute Scope 3 reduction in line with the Paris Agreement's 2°C target.
- Collaborate with value chain partners to remove barriers for decarbonization by promoting and enabling best practices for climate action within our industry.

3 Contribute to address indirect adverse impacts

- Collaborate with customers, peers and industry leaders to drive and inspire transformation towards a low-carbon society.
- Engage with researchers and academia to advance knowledge and foster innovative solutions for climate action within our industries.

ROL Group's supporting targets

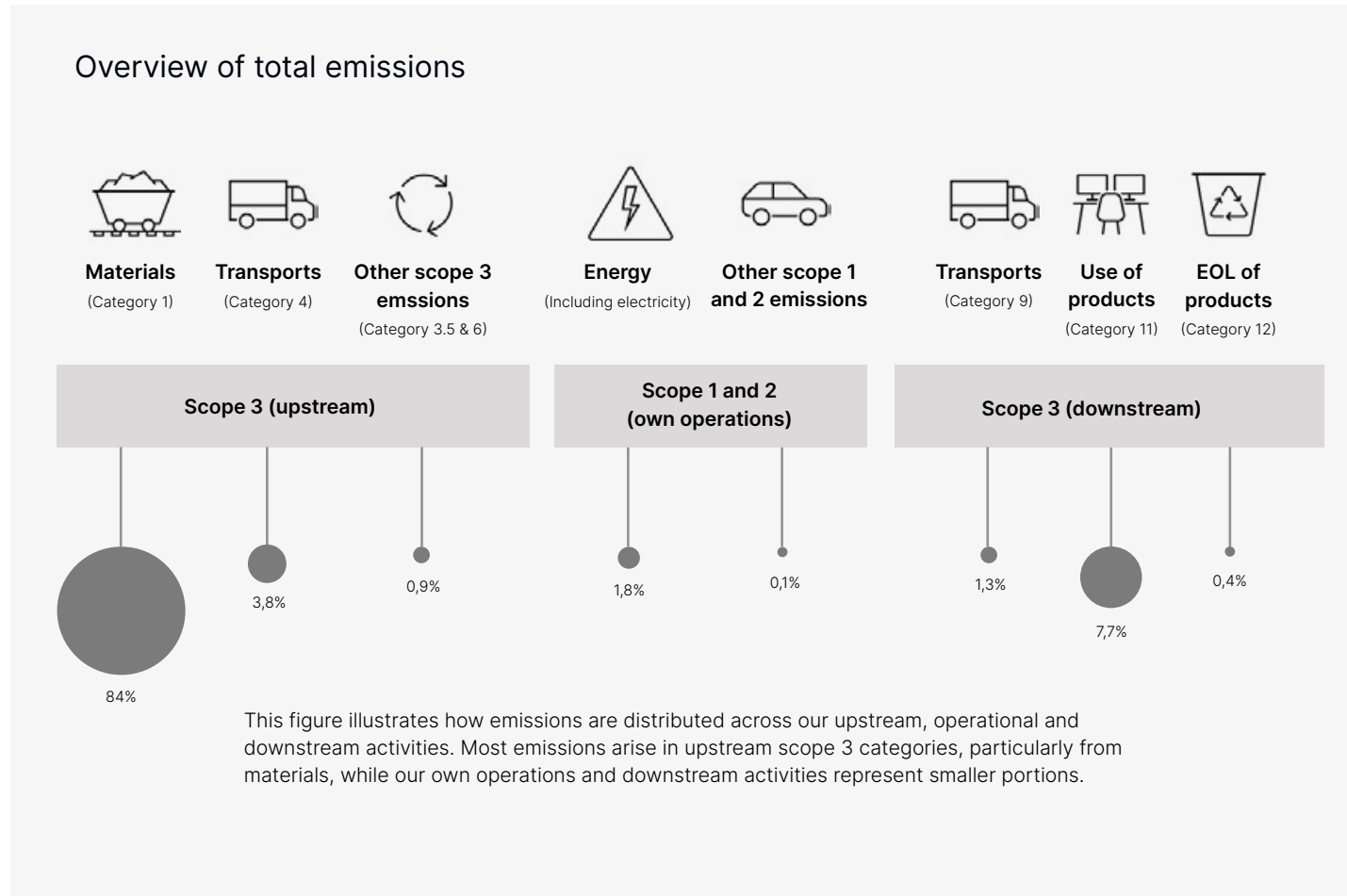
Own operations

- By 2030, share of total revenue generated from low-carbon offering* to be >20%
- By 2030, reduction in absolute scope 1 & 2 emissions with 90%.
- By 2030, share of renewable energy in ROL operations to be >90%.
- By 2030, share of renewable electricity in ROL operations to be 100%.

Supply Chain

- By 2030, reduction in absolute scope 3 emissions with 25%.
- By 2030, share of Scope 3 emissions covered by low-carbon offering* to be >75%.

* Offerings with significant lower CO2e impact than industry standard, guided by EU Taxonomy criteria for environmentally sustainable activity.



Own operations

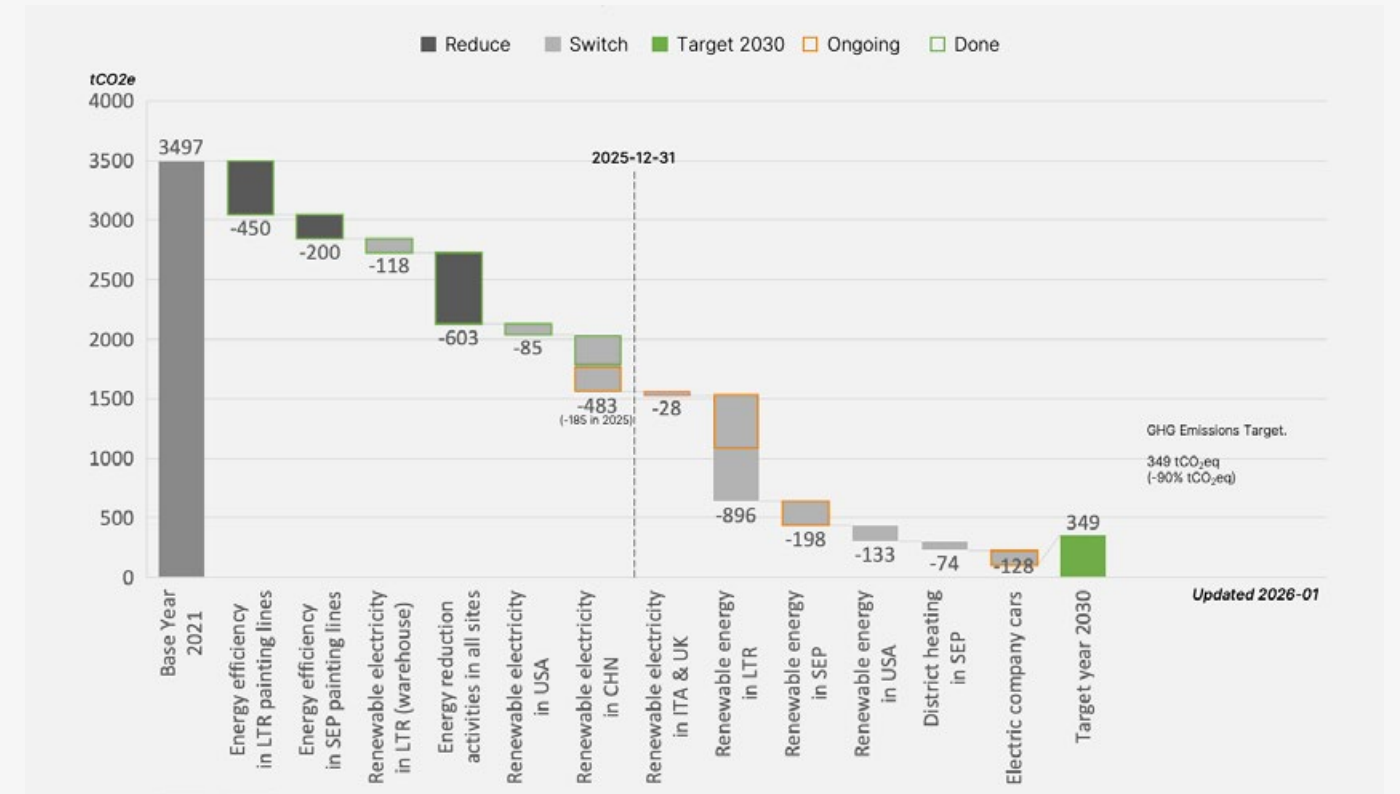
We have measured our Scope 1 and 2 emissions since 2021 and are committed to reducing these emissions by 90 percent by no later than 2030. The primary greenhouse gas emissions from our own operations are linked to the use of fossil energy sources in manufacturing facilities, making the transition to renewable energy a central focus of our work. We have already switched to renewable electricity in almost all facilities, now covering more than 99 percent of our total electricity consumption.

Our Scope 1 and 2 transition plan for 2030 highlights two main emission levers: natural gas use in Lithuania and liquefied petroleum gas (LPG) use in Sweden. Over the years, we have

reduced energy consumption through energy efficiency projects and are now focusing our efforts on shifting these remaining fossil based energy sources to renewable alternatives.

During 2025, our operations in China (KH China) moved to a new, more modern facility equipped with photovoltaic panels. At this new location, the electricity contract is managed by the landlord. As we enter 2026, we are exploring the possibility of maintaining the use of renewable electricity in the new office.

Transition plan scope 1 and 2



Our value chain

For many manufacturing companies, the largest share of climate impact occurs upstream in the value chain, and this is also the case for us. The majority of our climate impact occurs upstream in the value chain, particularly through purchased materials and services connected to product development. In recent years, we have expanded our Scope 3 reporting to include all relevant categories, improving our understanding of where indirect impacts occur. This broader perspective helps us prioritize actions and supports a more data driven approach to reducing emissions beyond our own operations.

We continue to improve the accuracy of our Scope 3 data and to identify measurable actions that can contribute to emission reductions across our value chain.

Shift to low-carbon alternatives

Demand for low carbon products plays an important role in enabling emission reductions. By offering low-carbon alternatives to the market, we can contribute to a significant reduction in greenhouse gas emissions associated with our products and across the value chain. As our offerings accounts for 84% of our total emissions, we welcome a shift in the market demand for low-carbon alternatives, supporting our long-term transition plans and contributing to real impact.

Environmental information

Policy →

Our sustainability framework

Our Sustainability Framework integrates decarbonization into core business processes and guides our long-term goals. It sets targets for reducing greenhouse gas emissions in own operations and across the value chain, and emphasizes the role of sustainable practices in creating long-term value. The Framework encourages the transition to low carbon solutions and renewable energy, reflecting our commitment to minimize climate impacts across our value chain.

The Framework is supported by our Management System, Sustainability Foundation, Environmental Policy, and Code of Conduct.

Supplier code of conduct

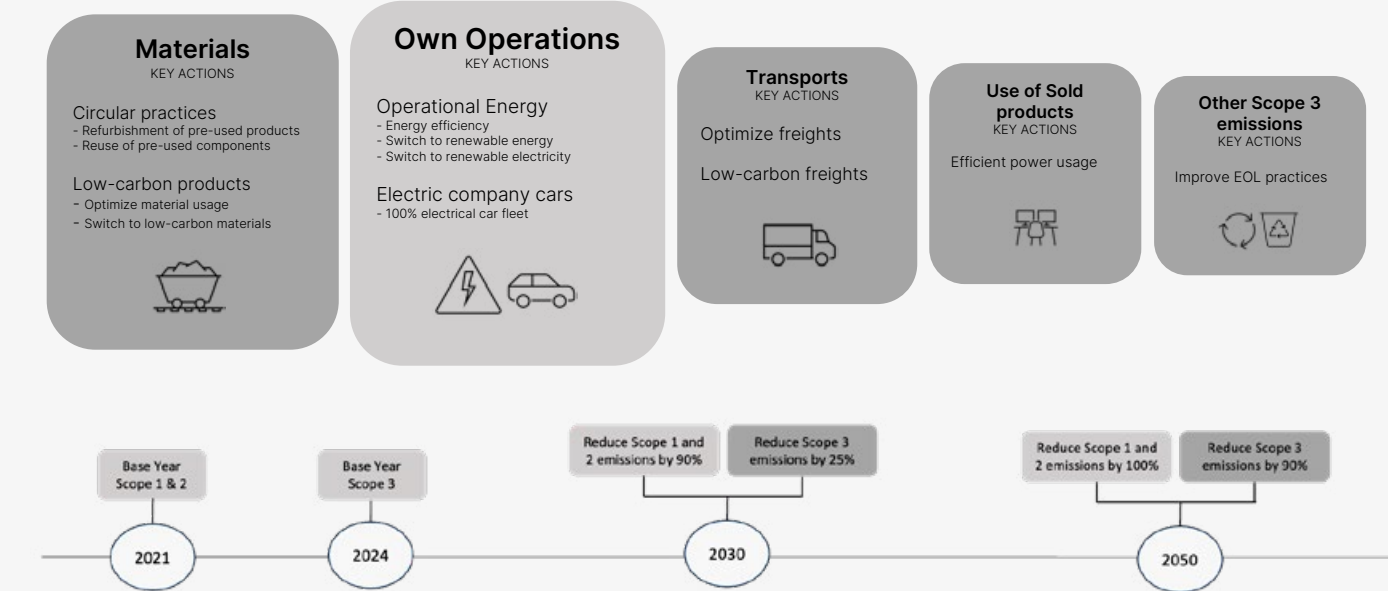
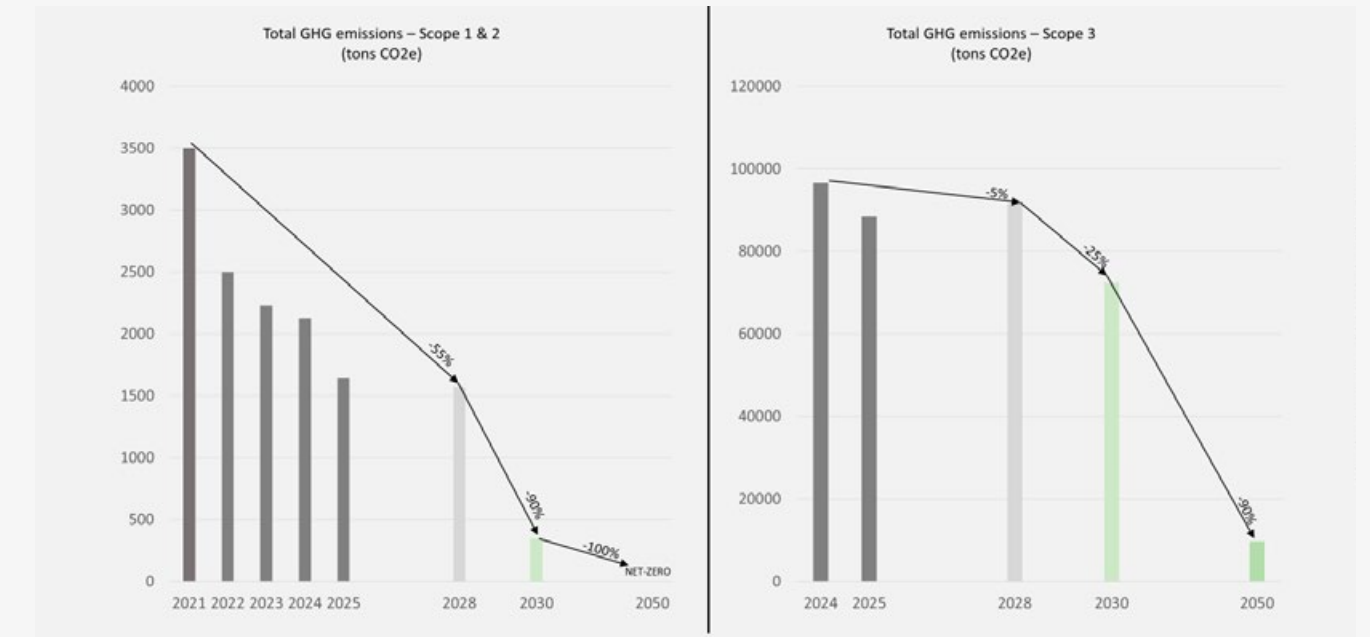
Our Supplier Code of Conduct sets requirements and expectations related to environmental management and greenhouse gas reduction across the supply chain. Efforts to minimize environmental impact and reduce greenhouse gas emissions are part of supplier evaluation process. Through these requirements and expectations, we encourage collaboration to support responsible practices throughout the supply chain.

Action →

In 2025, the focus on addressing impact related to own operations have been maintained, but addressing impacts connected with our value chain have been intensified. This has included collaboration with customers on addressing product-related emissions. Some of the key initiatives from the 2025 include:

- Reducing 85 tons of CO2e by switching to renewable electricity in ROL's facility in the USA.
- Reducing 297 tons of CO2e by switching to renewable electricity in ROL's facility in China. The ROL office in China was moved to a new facility after the summer 2025. We are currently exploring the possibility of maintaining a renewable electricity supply in the new facility.
- Improved quality and accuracy in scope 3 measures, specifically connected to purchased goods and services.
- Switched to electrical and fossil-free transports for some national freights in Sweden, which contributed to 45 tons of CO2e savings compared to fossil-based freights.
- Offered low-carbon alternatives on selected products.
- Developed LCA calculations on six high-volume products for ROL Retail Concept.
- Invested in new industrial forklift and opportunity battery charger in ROL USA enabling charging to occur outside peak-energy hours and supporting more efficient energy use.

Overview of ROL transition plans



This high level transition plans include the targets in our Sustainability Framework, that builds on our overall approach to sustainability and the priorities defined in our Sustainability Foundation. The plan outlines the main levers for reducing greenhouse gas emissions across our value chain, covering materials, own operations, transports, the use of sold products and other areas of scope 3 emissions. By building actions with measurable emission reductions, the transition plan outlines how to effectively address our climate impacts and meeting our long-term targets and delivering real impact across our value chain.

Metrics and targets →

ROL Group’s goals and targets related to climate are outlined in our Sustainability Framework:

- Goal 1: Create revenue through sustainable practices that benefit people and the planet
- Goal 2: Achieve net-zero greenhouse gas emissions in own operations and across our value chain

ROL metrics and targets				
GOALS	KEY PERFORMANCE INDICATORS	2025 PROGRESS	2028 TARGET	2030 TARGET
1. Create revenue through sustainable practices that benefit people and the planet.	Revenue generated from offerings meeting low-carbon criteria*	New KPI, will be measured from FY2026		
	Share of total revenue meeting low-carbon criteria* (Revenue generated from low-carbon offerings / Total revenue)	New KPI, will be measured from FY2026	>5%<	>20%
2. Achieve net-zero greenhouse gas emissions in own operations and across our value chain.	Reduction in absolute Scope 1 & 2** emissions	-53%	-75%	-90%
	Reduction in absolute Scope 3*** emissions	-8%	-10%	-28%
	Share of Scope 3 emissions for which low-carbon alternatives* was offered (Potential emission savings from low-carbon offerings / Total emissions.	New KPI, will be measured from FY2026	>75%	100%
	Actual emission savings from sold low-carbon offerings*	New KPI, will be measured from FY2026		
	Share of renewable energy in ROL operations (Renewable energy consumption (MWh) / Total energy consumption (MWh))	57	>80%	>90%
	Share of renewable electricity in ROL operations (Renewable electricity consumption (MWh) / Total electricity consumption (MWh))	95%	100%	100%
	Energy efficiency in ROL operations (Total MWh consumed / Total Tonnes in Steel manufactured)	New KPI, will be measured from FY2026		

* Offerings with significant lower CO2e impact than industry standard, guided by EU Taxonomy criteria for environmentally sustainable activity.

** Absolute reduction targets for Scope 1 & 2 are compared to 2021 baseline of 3 497 tons of CO2e.

*** Absolute reduction targets for Scope 3 are compared to 2024 baseline of 96 575 tons of CO2e.

Energy consumption and mix

Increase share of renewable energy

In 2025 ROL consumed 9 009 MWh of renewable energy, this amount correlated to 57 percent of the total energy consumption. Primary sources for energy consumption are connected to natural gas for heating and painting process in Lithuania, Liquefied petroleum gas for painting process in Sweden and electricity in ROL offices. Our target for 2030 is that >90 percent of total energy consumption comes from renewable sources.

Increase share of renewable electricity

In 2025 ROL purchased 8 330 MWh of renewable electricity. Adding the amount of self-generated solar power 679 MWh, the share of renewable electricity accounts to 95 percent. Our target for 2030 is that 100% of total electricity comes from renewable sources.

Energy consumption and mix in own operations

	2025	2024	2023	2021 (baseline)	2030 (Target)
Fuel consumption from natural gas, MWh	5627	6030	5644	9825	
Fuel consumption from other fossil sources, MWh - Liquefied petroleum gas	864	834	798	534	
Consumption of purchased or acquired electricity, heat, steam, or cooling from fossil sources, MWh - Purchased electricity from national grid	379	1150	1518	1569	
Total fossil energy consumption, MWh	6870	8014	7961	11928	
Share of fossil sources in total energy consumption, %	43	49	52	55	
Fuel consumption from renewable sources, MWh	0	0	0	0	
Consumption of purchased or acquired electricity, heat, steam or cooling from renewable sources, MWh - Purchased renewable electricity - District heating	8330	7890	7019	9233	
Consumption of self-generated non-fuel renewable energy, MWh	679	419	356	386	
Total renewable energy consumption, MWh	9009	8309	7375	9619	
Share of renewable sources in total energy consumption, %	57	51	48	45	>90%
Total energy consumption related to own operations, MWh	15879	16323	15336	21547	
Non-renewable energy production, MWh	0	0	0	0	
Renewable energy production, MWh					
- Solar Photovoltaic	679	419	356	386	
Energy intensity, MWh/MSEK (total energy consumption per net revenue)	9,74	8,95	6,96	11,06	
Share of renewable electricity, %	95	86	80	84	100%
Electricity consumption, MWh	8296	8547	7759	9802	

Environmental information

Scope 1, 2 & 3 and total GHG emissions

Scope 1

Scope 1 emissions are the direct greenhouse gas emissions from our own operations. These primarily originate from the combustion of fossil fuels for energy use and company cars. Consumption of natural gas accounts for 1 029 tCO₂e, and liquefied petroleum gas (LPG) accounts for 198 tCO₂e. Together, these sources result in 1 228 tCO₂e, representing 90 percent of our total Scope 1 emissions.

Scope 2

Scope 2 emissions are indirect emissions from purchased electricity, heat or steam used in our operations. All of these emissions arise from electricity use and district heating in our manufacturing sites and offices. District heating accounts for 74 tCO₂e, and electricity use accounts for 213 tCO₂e. Combined, this results in 287 tCO₂e.

Scope 3

Scope 3 emissions include all other indirect emissions from upstream and downstream activities in our value chain.

Scope 3 accounts for tCO₂e, representing 98 percent of our total greenhouse gas emissions when applying the market based approach for Scope 2.

Category 1 includes emissions from purchased goods and services. This primarily relates to metals and metal based components accounting for 59 306 tCO₂e, and electronics accounting for 7 773 tCO₂e. Together, these represent 76 percent of our total Scope 3 emissions and constitute our largest emissions sources.

Categories 4 and 9 include emissions from upstream, downstream and in-between-site transportation. This primarily relates to upstream transports and in-between sites transports, accounts for 4 589 tCO₂e, representing 5 percent of our total Scope 3 emissions.

Category 11 includes emissions from the use of sold products. This relate to electricity consumption for height adjustable desk frames accounting for 1 633 tCO₂e, and lighting systems accounting for 5 346 tCO₂e. Together, these represent 8 percent of our total Scope 3 emissions.

For further information on calculation methods and data quality, [Read ROL Climate Reporting 2025](#)

Scope 1,2,3 and Total GHG emissions				
	2025	2024	2023	2030 (target)
Absolute Scope 1 emissions				
Total Scope 1 emissions, tons of CO ₂ e	1355	1 476	1 410	
Absolute Scope 2 emissions				
Total location based Scope 2 emissions, tons of CO ₂ e	1717	1 841	1 677	
Total market based Scope 2 emissions, tons of CO ₂ e	287	651	818	
Total Scope 1 & Scope 2 market based emissions, tons of CO₂e	1642	2 127	2 228	-90%*
Absolute Scope 3 emissions				
1.Purchased goods and services, tons of CO ₂ e	75 630	84 887	-	
2.Capital goods, tons of CO ₂ e	(included in 1)	(included in 1)	-	
3.Fuel and energy-related activities not included in scope 1 or scope 2, tons of CO ₂ e	573	639	-	
4.Upstream transportation and distribution, tons of CO ₂ e	3 442	3 276	-	
5.Waste generated in operations, tons of CO ₂ e	103	117	-	
6.Business travel, tons of CO ₂ e	187	203	-	
9.Downstream transportation, tons of CO ₂ e	1 147	1 092	-	
11.Use of sold products, tons of CO ₂ e	6 980	5 822	-	
12.End-of-life treatment of sold products, tons of CO ₂ e	392	539	-	
Total Scope 3 emissions, tons of CO₂e	88 454	96 575	-	-25%**
Total Scope 1,2 & 3 emissions, tons of CO₂e	90 096	98 701	-	
GHG intensity per net revenue				
Total Scope 1,2 & 3 emissions per net revenue (tons of CO ₂ e/MSEK)	55,27	53,99		

* Absolute reduction targets for Scope 1 & 2 are compared to 2021 baseline of 3 497 tons of CO₂e.

** Absolute reduction targets for Scope 3 are compared to 2024 baseline of 96 575 tons of CO₂e.



Water



Water is an essential resource for people, ecosystems and industry, and careful management of water is part of our environmental responsibility. While our operations have relatively low water use, we still recognize the need to use water efficiently, safeguard water quality and manage water related risks across our value chain.

Below you find our focus areas for water management.

1

Internal water-stress analysis (own operations)

- Identify direct impacts in ROL's own operations
- Quantify impacts to determine its materiality
- Disclose, if any, adverse impacts transparently to stakeholders

2

Address direct adverse impacts

- Adopt best practices to circulate water in water-intensive processes in manufacturing to minimize water consumption
- Focus resources and actions to address water consumption in regions with high water stress

3

External water-stress analysis (supply chain)

- Identify indirect impacts related to upstream activities in our supply chain
- Quantify impacts to determine its materiality
- Disclose, if any, adverse impacts transparently to stakeholders

4

Address indirect adverse impacts

- Collaborate with suppliers to remove barriers for applying best practices to mitigate water-intensive processes in regions with high water stress
- Prioritize actions based on severity of the impact and potential to mitigate impact

ROL Group's supporting targets

Supply Chain

- By 2030, average ESG score of primary supplies to be >80.

Environmental information

Impact →

Overview of our water consumption

We recognize that water use can have negative environmental impacts if it is not managed responsibly. Although water is not a major input in our manufacturing processes, we work to use water efficiently and ensure that wastewater is handled and treated appropriately. All water used in our operations is supplied by municipal water companies.

In Lithuania and Sweden, water is needed in the painting processes to clean parts before powder coating. This generates wastewater containing emulsions that must be treated before being returned to the municipal system. At our other sites, water is used solely for household purposes.

Water stress analysis

In 2024, we conducted a water stress analysis using the WRI Aqueduct Water Risk Atlas and the WWF Risk Filter Suite to assess physical, regulatory and reputational water risks. The analysis covered all our manufacturing sites and offices in Sweden (Jönköping, Mariestad), Lithuania (Šiauliai, Klaipėda), the USA (Holland, MI), China (Pinghu), Italy (Perugia) and the UK (Nottingham).

The results show that most sites are located in areas with low to medium overall water risk and low water stress (<20 percent), including our main manufacturing facilities in Sweden and Lithuania. Perugia (Italy) shows medium to high overall water risk with extremely high water stress (>80 percent). Pinghu (China) shows high overall water risk and high water stress (40–80 percent).

Our only water intensive manufacturing processes are the painting lines in Sweden and Lithuania, both located in low stress areas. Italy and China have no manufacturing activities requiring water, the use of water in these sites is limited to household purposes.

Water consumption in the supply chain

Water intensive activities, particularly in raw material extraction and processing, occur further upstream in the value chain. These processes can contribute to water scarcity or water quality impacts if not responsibly managed. Ongoing work focuses on improving traceability and geographic mapping of these water-intensive activities so that we can better assess water related impacts. This is fundamental for performing a high-quality water stress analysis and prioritizing efforts in the supply chain.

Policy →

Our sustainability framework

Our Sustainability Framework includes responsible water management as part of our goal to advancing responsible practices across our value chain. The Framework is supported by our Management System, Sustainability Foundation, Environmental Policy, and Code of Conduct.

Supplier code of conduct

Our Supplier Code of Conduct sets requirements and expectations related to water management across the supply chain. Responsible management of water intensive activities forms part of our supplier evaluation process. Through these requirements and expectations, we encourage collaboration to advance responsible practices throughout the supply chain.

Action →

Responsible water practices in production processes

For many years, we have applied responsible water practices in our manufacturing processes. Water used in painting is regularly tested and, when contamination levels remain within approved limits, recirculated and reused.

At the Lithuanian site, wastewater undergoes internal treatment before being discharged to the municipal system for further processing. In Sweden, wastewater from the painting process is handled as hazardous waste and stored in a dedicated tank until it is collected by a licensed service that transports the wastewater to an approved treatment facility.

Water consumption measures and efficiency activities

To reduce water consumption, water saving faucets have been installed, and gauges are used in paint line baths to track water use in manufacturing.

Because our offices in Perugia and Pinghu are located in areas with high water stress, we are assessing additional actions to ensure efficient and responsible water use, even though consumption at these sites is limited to household activities.

Metrics and targets →

We monitor and report our water consumption throughout the year. In 2025, our total water consumption was 15,2 megaliters. Water consumption connected to locations in areas with high water stress accounted for 1,3 megaliters, representing 9 percent of our total water consumption.

Water consumption (megaliters)			
	2021	2022	2023
Total consumption of third-party water, in megaliters (freshwater)	15,2	15,8	13,4
Total consumption of third-party water in areas with high water stress, in megaliters (freshwater)	1,3	1,45*	-

Biodiversity and ecosystems



Biodiversity and healthy ecosystems are essential for supporting people, nature and economic activity. While our operations have limited direct interaction with biodiversity, we acknowledge that upstream activities in our value chain, especially the extraction and processing of raw materials, can affect biodiversity and ecosystem conditions. We therefore work to better assess these impacts and understand our dependencies and risks, and promote responsible practices across our value chain.

Below you find our focus areas for biodiversity and ecosystem management.

1 Internal Biodiversity analysis (Own operations)

- Identify direct impact in ROL own operations
- Quantify impacts to determine its materiality
- Disclose, if any, adverse impacts transparently to stakeholders

2 External Biodiversity analysis (Supply chain)

- Identify indirect impact related to upstream activities in our supply chain
- Quantify impacts to determine its materiality
- Disclose, if any, adverse impacts transparently to stakeholders

3 Address indirect adverse impacts

- Collaborate with suppliers to remove barriers for applying best practices to mitigate water-intensive processes in regions with high water stress
- Prioritize actions based on severity of the impact and potential to mitigate impact

ROL Group's supporting targets

Supply Chain

- By 2030, average ESG score of primary supplies to be >80.

Environmental information

Impact →

Nature, biodiversity and healthy ecosystems are essential to our business, and we recognize that the sourcing of raw materials can negatively affect biodiversity and ecosystem services, particularly when extraction or processing leads to land degradation or and use change. While standardized methods and best practices for addressing biodiversity impacts continue to evolve, we are working to better understand how our value chain affects ecosystems and how to effectively manage these impact in our supply chain.

As part of our materiality assessment, we mapped material impacts, risks and opportunities related to biodiversity and ecosystems. The assessment highlighted our dependencies on natural resources and confirmed that our main impact is linked to upstream activities in the value chain, particularly in mineral extraction and forestry activities. These findings demonstrate the importance of focusing on raw material sourcing when addressing biodiversity and ecosystem impacts.

Biodiversity sensitivity analysis

In 2024, we conducted a biodiversity sensitivity analysis to determine whether our operations are located in biodiversity sensitive areas. The assessment used data from Natura 2000 for European sites, the UNESCO Biodiversity Portal for non European sites and the WWF Risk Filter Suite to evaluate physical and reputational biodiversity risks. The analysis covered our operations in Sweden (Jönköping, Mariestad), Lithuania (Klaipėda, Šiauliai), Italy (Perugia), the USA (Holland, MI), China (Pinghu) and the UK (Nottingham).

The results showed that our operations are not located in biodiversity sensitive areas. However, some facilities are situated near Habitats Directive and Birds Directive sites, which are regulated by national legislation and taken into account in our operational planning.

Policy →

Our sustainability framework

Our Sustainability Framework includes responsible environmental management as part of our efforts to promote responsible practices across the value chain. The Framework is supported by our Management System, Sustainability Foundation, Environmental Policy and Code of Conduct.

Supplier code of conduct

Our Supplier Code of Conduct sets requirements and expectations related to water management across the supply chain. Responsible practices in biodiversity-sensitive locations form part of our supplier evaluation process. Through these requirements and expectations, we encourage collaboration to advance responsible practices throughout the supply chain.

Action →

Improving traceability and geographic mapping

Our materiality assessment showed that the most material biodiversity related impacts occur upstream in the value chain, particularly in the extraction and processing of raw materials. To address these impacts effectively, our actions are focusing on strengthening traceability and mapping the geographic origins of key raw materials. This will improve our understanding of where biodiversity related risks arise and help guide the advancing of responsible practices across the value chain.



Resource use and circular economy



A circular economy with efficient use of resources is increasingly recognized as a key approach for reducing environmental pressures and making better use of the natural resources on which society relies. The way resources are used, designed into products, and managed at end of life has direct consequences for climate change, biodiversity and the depletion of natural resources. As a manufacturing company, our business relies extensively on natural resources, and the materials used in our products account for the majority of the environmental footprint across our value chain.

Below you find our focus areas for circular economy and resource management.

1 Identify and assess resource use and circularity impacts, risks and opportunities.

- Map how materials, products and waste streams flow through own operations and downstream our value chain.
- Identify and assess resource use and circularity impacts, risks and opportunities across own operations and the value chain.
- Disclose material impacts, risks and opportunities related to resource use and circularity transparently to stakeholders.

2 Reduce waste and design for circular economy

- Prioritize waste management in own operations in accordance with the EU waste hierarchy.
- Improve waste sorting and treatment in collaboration with waste management partners.
- Apply circular design principles in product development to reduce material use, design out waste and enable circulation of materials.
- Encourage suppliers to adopt waste management practices aligned with the EU waste hierarchy.

3 Support circular systems across our value chain

- Promote circular practices together with suppliers, customers and partners to reduce waste and material use across the value chain.
- Encourage the use of recycled or recyclable materials where feasible.
- Engage with peers, researchers and academia to advance knowledge and support circular solutions within our industry.
- Explore opportunities that strengthen circulation of materials.

ROL Group's supporting targets

Supply Chain

- By 2030, average recycled steel content in manufactured products to be >40%
- By 2030, waste to recycling in relation to total amount of waste to be >97%
- By 2030, waste to landfill in relation to total amount of waste to be <0,4%

Impact →

We rely heavily on natural resources, and we recognize our impact on resource use, particularly related to the materials used in our products. Life Cycle Assessment (LCA) calculations have increased our understanding of the environmental impact at the product level, showing that more than 80 percent of a product's footprint is linked to its material composition. As many environmental impacts are determined in the design phase, we aim to continuously strengthen circular practices to keep products and materials in use for as long as possible.

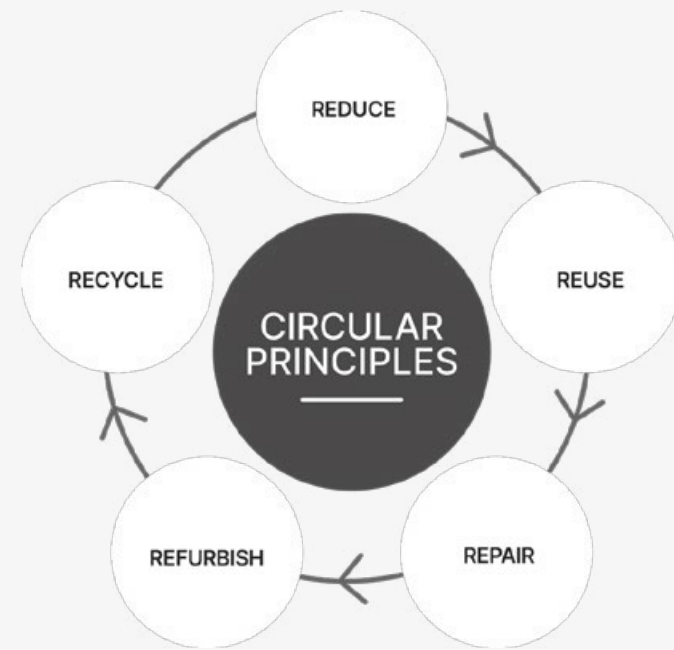
ROL design approach

Product evaluation during the design phase is important, as circular capabilities and environmental impact are directly influenced by design choices. An important step in supporting a more circular economy is evaluation of product developments according to the five circular design principles. Improving the circular capabilities of our products is a continuous focus within ROL.

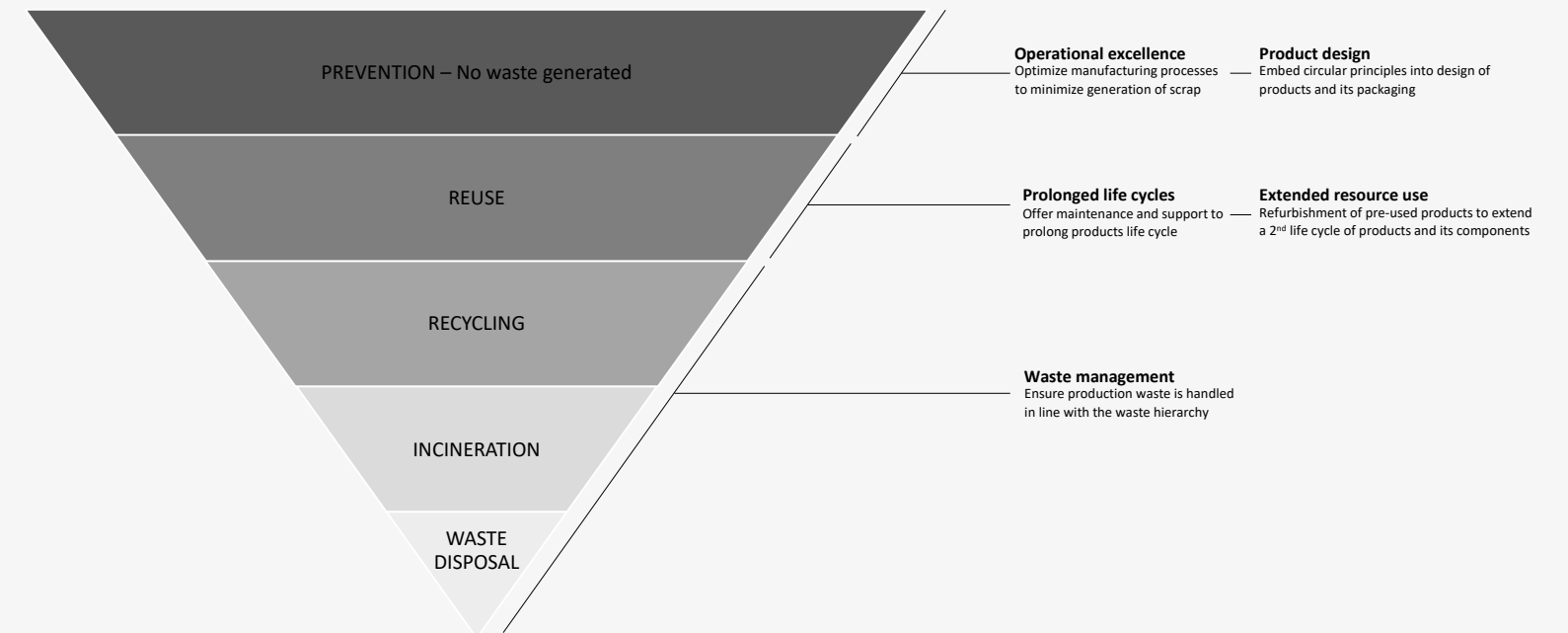
Waste management practices

Waste management is another important area of our continuous work in supporting a more circular economy. We recognize that waste generated from our own processes can become raw material for other industries. Our operational impact relates mainly to waste from manufacturing, with steel scrap as the largest fraction. We also acknowledge

responsibility for waste generated downstream, such as packaging material and end of life products. Improving our waste management practices according EU Waste hierarchy is a continuous focus within ROL.



- REDUCE**
Focus on minimalism to design out GHG emissions, material usage and waste
- REUSE**
Designing durable products with longevity and a 2nd life cycle of the product in mind
- REPAIR**
Creating products that are easy to repair, enabling an extended life cycle of our products
- REFURBISH**
Allowing product and its components to be used as input material when designing refurbished products
- RECYCLE**
Designing products for easy separation at material fraction level, ensuring optimized recycling when products reach their end-of-life



Environmental information

Policy →

Our sustainability framework

Our Sustainability Framework integrates circular practices into core business processes and guides our long-term goals. It encourages the circulation of resources and responsible waste management. The Framework is supported by our Management System, Sustainability Foundation, Environmental Policy and Code of Conduct.

Supplier Code of Conduct

Our Supplier Code of Conduct includes requirements and expectations related to environmental management, including circularity and waste management. Efforts to incorporate circular business practices and responsible resource use form part of our supplier evaluation process. Through these requirements and expectations, we encourage collaboration to advance responsible practices throughout the supply chain.

Action →

Enhancing circular principles

We use LCA calculations and Environmental Product Declarations (EPDs) to identify where environmental impacts occur and where improvements can be made. LCAs show that input materials (A1–A3) account for the largest share of our product impacts, guiding our prioritization of design improvements. In 2025, we continued the integration of circular design practices in product development. You can read more on how we do LCA calculations for ROL products here: [ROL Group | Lifecycle](#).

Collaborative partner in the project “Innovate for Remanufacturing”

Reusing, repairing and refurbishing products can reduce the need for new materials and lower climate impact significantly. In 2025, we joined RISE on a new two-year research project Innovate for Remanufacturing, part of the Net Zero Industry – Impact Innovation initiative. The project examines practical challenges in disassembly and remanufacturing. The insights gained support our efforts to design products that are easier to reuse and refurbish.

Developing ROL Refurbish

During 2024, we introduced ROL Refurbish, a concept designed to extend the life of existing height adjustable desk frames. Through the service, frames are collected, inspected, repainted and upgraded when needed. Once refurbished, they are returned with a renewed warranty, giving products a second life that might otherwise have become waste.

ROL Refurbish illustrates how circular principles can be applied in practice. While the service is still developing, early collaborations with clients have shown that refurbishment can help extend product lifetimes and support reduced resource use, while generating comparatively low associated emissions.

A holistic approach to by-products

We take a broad view of waste management, continuously improving how waste and materials are handled in our operations. Waste reduction often requires collaboration with suppliers, as waste frequently originates from packaging or component dimensions. We work with suppliers to reduce packaging waste, align component specifications to minimize scrap and introduce reusable alternatives where feasible, such as replacing certain wood pallets with reusable cardboard boxes to extend their useful life.



CASE
Turning Construction Waste into Value
In 2025, we partnered with a customer on a project that transformed construction waste into new value. What began as an idea when identifying stainless steel waste at a construction site, was transformed into 100 coffee tables through joint design work and cross-functional collaboration. While the volume of the project was limited, it demonstrates how cooperation with clients can enable circular practices in real applications. The project also provided valuable insights into how waste streams in one industry can be redirected into becoming new products in another.

Environmental information

Metrics and targets →

ROL Group’s goals and targets related to resource use and circularity are outlined in our Sustainability Framework:

- Extend the lifecycle of materials through circular practices.

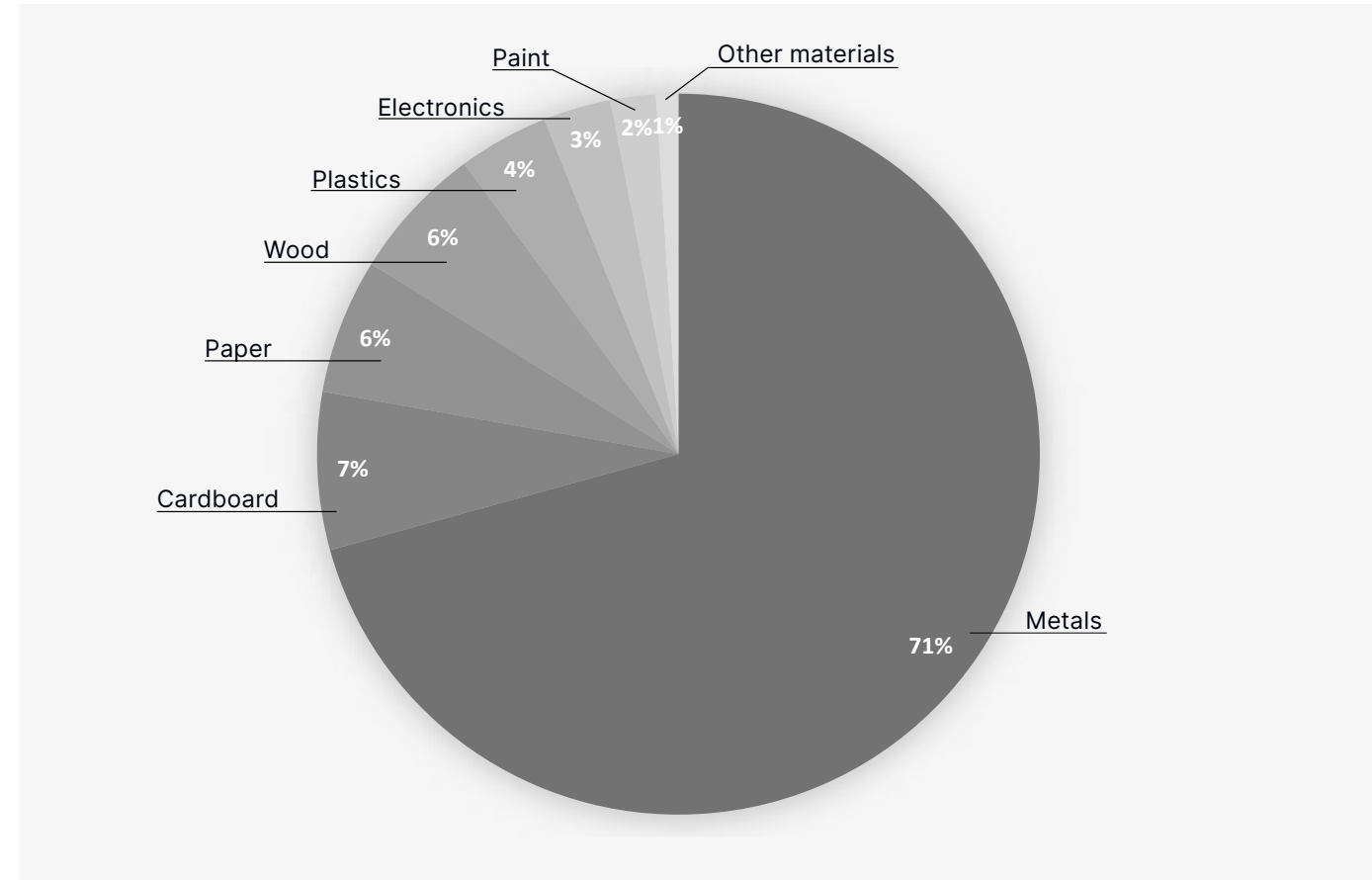
ROL metrics and targets				
GOALS	KEY PERFORMANCE INDICATORS	2025 PROGRESS	2028 TARGET	2030 TARGET
3. Extend the lifecycle of materials through circular practices.	Average recycled steel content in manufactured products (Amount of recycled steel / Total steel sheet/coil/tubes)	New KPI, will be measured from FY2026	>30%	>40%
	Amount of materials reused through circular processes****	New KPI, will be measured from FY2026		
	Waste to recycling in relation to total amount of waste.	93,5%	>95%	-90%
	Waste to landfill in relation to total amount of waste.	0,35%	<0.5%	<0.4%

**** Includes refurbishment and/or remanufacturing of pre-used products.

Understanding our material flows

A clear understanding of our resource inflows and outflows is important for evaluating material use and identifying opportunities to strengthen circularity. Metals make up the dominant inflow into our operations, forming the basis of most products we manufacture. The largest outflows are steel scrap

generated in production and packaging waste from suppliers. Tracking these material streams enables us to improve resource efficiency, apply the EU waste hierarchy to waste management and support a more circular approach across the value chain.



Resource Inflows

	2025	2024	2023
Renewable Materials			
Cardboard, in tons	1 770	-	-
Paper, in tons	29	-	-
Wood, in tons	1 083	-	-
Total Renewable Materials, in tons	2 882		
Non-renewable Materials			
Metals, in tons	21 104	-	-
Plastics, in tons	219	-	-
Paint Powder, in tons	255	-	-
Electronics, in tons	161	-	-
Other non-renewable materials, in tons	35	-	-
Total Non-renewable Materials, in tons	21 774		

Resource outflows

	2025	2024	2023
Total waste generated, in tons	4 031	4 475	4 114
Waste diverted from disposal			
<i>Hazardous waste, in tons</i>	212	205	152
-Preparation for reuse, in tons	0	0	-
-Recycling, in tons	167	164	-
-Incineration with energy recovery, in tons	45	41	-
-Other recovery options, in tons	0	0	-
<i>Non-Hazardous Waste, in tons</i>	3 805	4 245	3 925
-Preparation for reuse, in tons	0	0	-
-Recycling, in tons	3 604	3988	-
-Incineration with energy recovery, in tons	201	257	-
-Other recovery options, in tons	0	0	-
Total weight diverted from disposal, in tons	4 017	4 450	4 077
Waste directed to disposal			
<i>Hazardous waste, in tons</i>	0	0	0
-Incineration without energy recovery, in tons	0	0	0
-Landfill, in tons	0	0	-
-Other disposal operations, in tons	0	0	-
<i>Non-hazardous waste, in tons</i>	14	25	-
-Incineration without energy recovery, in tons	0	0	-
-Landfill, in tons	14	25	-
-Other disposal operations, in tons	0	0	-
Other Materials, in tons	0	0	-
Total weight directed to disposal	14	25	37
Share directed to disposal of total weight generated, %	0,35%	0,56%	0,90%
Total amount of hazardous waste, in tons	14	25	37
Total amount of radioactive waste, in tons	0	0	0

Our own workforce

Impact →

Our employees are at the heart of our organization, bringing in the skills, drive and knowledge that make ROL the company it is today. We understand that the well-being and health of our workforce are fundamental to running a successful organization that contributes value to clients and other stakeholders.

Key prioritize for ROL Workforce

Our workforce operates in a manufacturing environment with multiple health and safety risks. These risks are under our direct control and can be managed through the organization's policies and ways of working. Therefore, securing the health and safety of ROL employees is of the highest priority to us and an area where we are continuously working to improve. In addition to securing health and safety practices and employee well-being, ROL focuses resources and efforts on improving our employees' working conditions and job satisfaction. Key focus areas include promoting a healthy work-life balance, empowering employees to continuously learn and develop and diversity, equity, inclusion and belonging (DEIB). These areas are recognized as success factors for ROL in our efforts to maintain an innovative and developing company, as well as for the personal growth of the ROL workforce.

Policy →

Being a multinational company with operations in many countries, the ROL Code of Conduct is fundamental as it guides the way in which we operate. The Code of Conduct is based on international standards such as the OECD Guidelines for Multinational Enterprises, UN Guiding Principles on Business and Human Rights, UN Global Compact, ILO Conventions, UN Sustainable Development Goals, and relevant local laws and regulations. It outlines the care and concern that ROL has for the environment, our respect for human rights and labor rights, as well as our dedication to fighting corruption and unethical business practices in all their forms. In 2025, our Code of Conduct was updated to provide guidance in how we run our business and to clearly state what our expectations are when acting as a representative for our company, including practical guidance to support its implementation. Here you can read more about the ROL Code of Conduct: [ROL Group | Code of Conduct](#).

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

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

Action →

Grievance mechanism

For several years, ROL has had an established whistleblower policy and process, allowing individuals to anonymously report suspicions of misconduct that does not align with our values and policies. Our whistleblowing service acts as an early warning system to reduce risk and is a crucial tool for fostering high ethical standards and maintaining customer and public confidence in ROL. Links to our whistleblowing service are available in multiple languages on the ROL website and are accessible to all employees and other stakeholders. The service is provided by a reputable third-party supplier committed to handling information correctly. Here is a link to ROL's grievance mechanism that is publicly available at our website: [ROL Group | Whistleblower ↗](#).

Safety committee

All ROL sites implement systematic processes for risk assessment, involving safety committee representatives holding monthly health and safety reviews, as well as conducting internal audits of the management system. In cases where incidents occur, the affected employee writes an incident report with their manager and safety representative. The investigation then leads to changes in procedures and processes to ensure the health and safety of workers. All ROL employees have the right to remove themselves from work situations they believe could cause injury or ill health and the company will allocate resources to clarify this in the local work environment guidelines. Additionally, employees can report occupational hazards anonymously through the whistleblowing service.

Occupational health and safety practices

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

Furthermore, as ROL is also governed by national, as well as local, work environment and health and safety legislations and guidelines, the company's occupational health and safety practices and related training differ from country to country. To illustrate with an example, occupational health services are offered by contracted third parties and, in some cases, by trained in-house staff. These services involve different components depending on the country. For example, in China, occupational health examinations are conducted annually, while in Sweden, occupational health services include preventative care.

Working conditions

ROL understands the differences in local systems regarding collective bargaining agreements and takes responsibility for complementing what is in place domestically. All ROL employees (100 percent) are covered by collective bargaining agreements in Sweden. In China, all employees (100 percent) are covered by the labor union collective bargaining agreement. There are no collective bargaining agreements in place in Lithuania or the USA, but ROL proactively mirrors the highest labor standards and employee benefits in these countries. All employees are entitled to yearly performance development reviews.

Additionally, ROL continues to monitor the average annual salaries for all employees globally. The basic salary is also monitored to ensure there is no gender salary discrimination. In Sweden, ROL offers a wellness allowance to our employees and in the USA, employees receive contributions to medical, dental and vision insurance. In Lithuania, every employee is provided with 24/7 accident insurance, granting access to free health checks, specialist consultations and medical treatments. In Lithuania, training on issues of psychological violence and harassment has been conducted for all employees.

The ROL workforce is in continuous focus

Throughout 2025, ROL continued to monitor employee sentiment through our survey based measurement tool, which provides regular insights into engagement and job satisfaction. To further strengthen our social performance and address identified areas for development, ROL also launched a DEIB (Diversity, Equity, Inclusion and Belonging) program. As part of this initiative, all leaders and employees will participate in dedicated training sessions during spring 2026, supporting a more inclusive, equitable and resilient organizational culture.

Social

Metrics & targets →

ROL Group has maintained a social target aimed at strengthening employee engagement and overall job satisfaction, with a long standing objective of reaching an Employee Net Promoter Score (eNPS) of 14. This target reflects the benchmark level considered appropriate for organizations comparable to ROL. The eNPS indicator measures employees' willingness to recommend ROL as

an employer and is used as a key metric for assessing employee sentiment. In 2025, the eNPS result reached 16, surpassing the established target of 14 and demonstrating strong progress, while still offering insights to guide further development efforts

ROL Group's goals and targets related to own workforce are outlined in our Sustainability

- Goal 5: Provide a safe, healthy and inclusive workplace where employees are treated with respect, discrimination and harassment are not tolerated, and everyone feels safe to share ideas, opinions and concerns.
- Goal 6: Build an engaging culture with clear and inclusive leadership where employees take ownership, continuously develop their skills and where diversity—including more women in leadership—is actively promoted.

ROL metrics and targets			
GOALS	KEY PERFORMANCE INDICATORS	2025 PROGRESS	2030 TARGET
5. Safe, healthy and inclusive workplace Provide a safe, healthy and inclusive workplace where employees are treated with respect, discrimination and harassment are not tolerated, and everyone feels safe to share ideas, opinions and concerns.	Accidents	21	0
	Sick leave	New KPI, will be measured from FY2026*	<4%
	Cases of discrimination and/or harassment	0	0
	Survey results on Psychological safety	New KPI, will be measured from FY2026*	100%
6. Employee experience Build an engaging culture with clear and inclusive leadership where employees take ownership, continuously develop their skills and where diversity—including more women in leadership—is actively promoted.	eNPS	16	≥20
	Annual Employee Turnover	21%	<15%
	Leadership index	New KPI, will be measured from FY2026*	>8.2
	Total Temperature Index	New KPI, will be measured from FY2026*	>8.2
	Employees with documented development plans	New KPI, will be measured from FY2026*	100%
	Women in leadership position	New KPI, will be measured from FY2026*	40%

*This KPI was introduced in 2026, or the previously applied metric has been updated to ensure alignment with recognized industry standards.



Social

Metrics & targets →

Characteristics of own workforce

Employees by gender (headcount)	
GENDER	NUMBERS OF EMPLOYEES
Male	549
Female	282
Total employees	831

Employees by country (headcount)		
COUNTRY	NUMBER OF EMPLOYEES	THEREOF MEN
Lithuania	494	317
Sweden	172	135
China	65	36
USA	42	25
Italy	47	29
UK	8	5
Germany	2	1
Denmark	1	1
Total employees	831	549

Employees by contract type, broken down by gender (headcount)			
	FEMALE	MALE	TOTAL
Number of employees	282	549	831
Permanent employees	279	544	823
Temporary employees	3	5	0
Non-guaranteed employees*	0	0	0
Full-time employees	272	545	818
Part-time employees	9	4	13

Employees by contract type, broken down by region (headcount)									
	LITHUANIA	SWEDEN	CHINA	USA	ITALY	UK	GERMANY	DENMARK	TOTAL
Number of employees	494	172	65	47	42	8	2	1	831
Permanent employees	493	172	65	44	38	8	2	1	823
Temporary employees	1	0	0	3	4	0	0	0	8
Non-guaranteed employees*	0	0	0	0	0	0	0	0	0
Full-time employees	492	169	65	45	37	8	1	1	818
Part-time employees	2	3	0	2	5	0	1	0	13

Employees hires (headcount)			
	FEMALE	MALE	TOTAL
Under 30 years	9	35	44
30 – 50 years	19	47	66
Over 50 years	3	7	10
Total hires	31	89	120
Total new employees, %	11	16	14

Employees turnover (headcount)			
	FEMALE	MALE	TOTAL
Under 30 years	13	35	48
30 – 50 years	27	79	106
Over 50 years	11	13	24
Total hires	51	127	178
Total new employees, %	18	23	21

Diversity metrics

All Employees, headcount			
	FEMALE	MALE	TOTAL
Under 30 years	20	44	64
30 – 50 years	175	369	544
Over 50 years	87	136	220
Total	282	549	831

All Employees, %			
	FEMALE	MALE	TOTAL
Under 30 years	3	5	8
30 – 50 years	21	45	66
Over 50 years	10	16	26
Total	34	66	100

Diversity, Board of Directors, %			
	FEMALE	MALE	TOTAL
Under 30 years	0	0	0
30 – 50 years	1	2	3
Over 50 years	0	3	3
Total	1	5	6

Diversity, Top management, %			
	FEMALE	MALE	TOTAL
Under 30 years	0	0	0
30 – 50 years	1	2	3
Over 50 years	0	3	3
Total	1	5	6

Diversity, All managers, %			
	FEMALE	MALE	TOTAL
Under 30 years	-	-	-
30 – 50 years	-	-	-
Over 50 years	-	-	-
Total	18	60	78

Health and Safety Metrics

Work-related injuries and ill-health		
	2025	2024
Work-related injuries	21	13
High-consequence work-related injuries	0	0
Recordable work-related ill-health	3	4
Work-related fatalities	0	0
Total	24	17

Skills and Development metrics

Development dialogue		
	PARTICIPATION, %	NUMBER OF DIALOGUES
Blue-collar men	95%	-
White-collar men	95%	-
Blue-collar women	95%	-
White-collar women	95%	-

Number of work-related			
	OWN EMPLOYEES	NON-EMPLOYEES	OTHER WORKERS ON COMPANY SITES
Fatalities	0	0	0
Injuries	21	0	0
High-consequence injuries	0	0	0
Recordable ill-health	3	0	0

Workers in the value chain

Impact →

Our products rely on a global value chain that involves sourcing materials such as steel, electronics, plastics, painting powder, cardboard and wood. Many of these materials originate in industries where extraction and processing can pose considerable social and labour related risks. These upstream processes may involve hazardous working environments, vulnerable workers, complex subcontracting arrangements and limited transparency. For this reason, responsible supply chain management is one of our most material topics.

The value chains of the materials we source differ in their potential impacts on workers, but our materiality assessment has confirmed that the largest risks relate to raw-material production and processing. We are therefore committed to strengthening engagement with suppliers to advance responsible practices that help safeguard the human rights, health and safety, and working conditions of workers involved in our supply chain.

Respecting human rights

Given the global nature of our supply chain, and the fact that many raw materials are sourced through multi tier supply chains and produced in context where human rights risks can be elevated. These upstream processes may involve vulnerable workers, high risk regions and limited visibility into subcontracting. Because of this, respecting human rights is a central focus in our supply chain work. Our Supplier Code of Conduct sets requirements aligned with international standards, requiring suppliers to prohibit child labour and forced labour, apply non discriminatory practices and ensure that workers can raise concerns without fear of retaliation.

Ensuring health and safety

Extraction and processing of metals and other raw materials can expose workers to significant health and safety hazards, including heavy machinery, hazardous substances and unsafe working conditions. These risks can be amplified when operations take place in regions where health and safety regulations are not consistently enforced. To address this, our Supplier Code of Conduct requires suppliers to establish safe working environments, identify and manage occupational risks, provide protective equipment and appropriate training and implement procedures for incident prevention and emergency response. These requirements help promote safer working conditions for workers whose tasks may involve physical, mechanical or chemical risks in upstream processes.

Decent working conditions

Global supply chains can also pose challenges related to fair wages, reasonable working hours and respect for workers' rights. Workers involved in raw material production and processing may experience unstable employment conditions, limited bargaining power or constraints on freedom of association. To address these issues, our Supplier Code of Conduct requires suppliers to comply with applicable labour laws, uphold fair wages, regulated working hours and respect for workers' rights to organize and bargain collectively. Suppliers must also provide clear and transparent employment terms. These requirements aim to support fair and transparent working conditions for workers across the value chain.

Policy →

Our sustainability framework

Our Sustainability Framework integrates ESG evaluation of primary supplier into our core process in evaluating suppliers. This is part of our goal to advance responsible practices across our value chain. The Framework is supported by our Management System, Sustainability Foundation, Environmental Policy and Code of Conduct.

Supplier code of conduct

Our Supplier Code of Conduct outlines requirements and expectations related to human rights, health and safety and working conditions. Efforts to respect human rights, ensure health and safety, and decent working conditions for workers form part of our supplier evaluation process. Through these requirements and expectations, we encourage collaboration to advance responsible practices throughout the supply chain. In 2025, the Supplier Code of Conduct was updated to clarify supplier requirements and expectations, including practical guidance to support their fulfilment.

Supplier due diligence process

All ROL suppliers are required to comply with the requirements of our Supplier Code of Conduct. The Code establishes the foundation for ROL's expectations and requirements regarding social, ethical, and environmental responsibilities in business conduct. The Code is grounded in ROL's own principles and informed by internationally recognized frameworks, such as the United Nations (UN) Global Compact, Organization for Economic Co-operation and Development (OECD) Guidelines

for Multinational Enterprises, International Bill of Human Rights, International Labour Organization's (ILO) Fundamental Principles and Rights at Work, UN Guiding Principles on Business and Human Rights and UN Convention Framework on Climate Change (e.g. Paris Agreement). It applies to all Suppliers and forms an integral part of the contractual agreement with ROL. Compliance with its provisions is essential for initiating and maintaining business relations with ROL.

Action →

Improved supply chain due diligence

In 2025, we introduced a strengthened supplier due diligence process guided by the OECD Due Diligence Guidance, a structured framework to identify, prevent, mitigate and remediate for adverse impacts on people and the environment. The updated approach is risk based, enabling us to prioritize our efforts where potential impacts on workers are most likely to occur. Factors such as purchasing volume, country related risk and the characteristics of the materials or services supplied now guide how we assess and engage with suppliers. This allows us to direct attention toward suppliers operating in higher risk contexts and to more effectively address human rights, health and safety and working condition related risks across our supply chain.

While the updated supplier due diligence process was introduced in 2025, full implementation will require time. Embedding a risk based approach across a global supply chain is a gradual process, and improvements will continue as we refine tools, strengthen data quality and deepen engagement with suppliers. Enhancing our due diligence practices is therefore an ongoing effort, and we expect further development as the updated process becomes fully integrated.

Business and human rights accelerator

As part of strengthening our supplier due diligence practices, we were approved to participate in the UN Global Compact Business & Human Rights Accelerator in 2025. The programme provides structured guidance based on recognised international frameworks, including the OECD Due Diligence Guidance on which upcoming regulations such as the CSDDD are founded. Participation enables us to gain external perspectives on our updated due diligence approach and to identify areas where further development may be needed.

The programme also offers an opportunity to compare our practices with those of other companies and receive insights from independent experts. As the implementation of our updated due diligence process continues, our participation in the accelerator will support ongoing improvements and help ensure that our approach evolves in line with emerging expectations. The UN Global Compact 's Business & Human Rights Accelerator will run until July 2026.

Metrics and targets →

ROL Group 's goals and targets related to workers in the value chain are outlined in our Sustainability Framework:

- Goal 4: Advancing responsible practices across our supply chain

ROL metrics and targets				
GOALS	KEY PERFORMANCE INDICATORS	2025 PROGRESS	2028 TARGET	2030 TARGET
4. Advancing responsible practices across our supply chain.	Average ESG score of primary suppliers covering >85% of annual spend	New KPI, will be measured from FY2026*		

*This KPI was introduced in 2026, or the previously applied metric has been updated to ensure alignment with recognized industry standards.

Business conduct

Impact →

ROL Group operates across multiple markets globally, each with their varying laws and regulations. We recognize that how and where we operate has an impact on many stakeholders. In the context of where and how we operate, unethical business practices and behaviors poses a risk to our business. Good procurement practices and close cooperation with business partners are therefore essential to delivering on our business objectives and mitigating potential negative impacts on people or the environment.

While compliance with applicable laws and regulations is essential, our ambition extends beyond compliance. We are committed to conducting business with integrity and advance responsible practices across our value chain.

Policy →

ROL code of conduct

The ROL Code of Conduct sets out the fundamentals for employees and representatives, regardless of location or role. It is grounded in international standards, including the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights, the UN Global Compact, ILO Conventions, the UN Sustainable Development Goals and applicable local legislation.

The Code outlines our commitments to environmental responsibility, respect for human and labour rights and the prevention of corruption and unethical business practices. In 2025, the Code was updated to provide guidance in how we run our business and clarify expectations for employees and representatives, including practical guidance to support its implementation. More information can be found here: [ROL Group | Code of Conduct](#).

Supplier code of conduct

Our Supplier Code of Conduct outlines requirements and expectations related to human rights, health and safety and working conditions. Efforts to respect human rights, ensure health and safety, and decent working conditions for workers form part of our supplier evaluation process. Through these requirements and expectations, we encourage collaboration to

advance responsible practices throughout the supply chain. In 2025, the Supplier Code of Conduct was updated to clarify supplier requirements and expectations, including practical guidance to support their fulfilment.

Grievance mechanism

To support adherence to the ROL Code of Conduct and Supplier Code of Conduct, all stakeholders have access to our publicly available grievance mechanism: [ROL Group | Whistleblower](#).

In 2025, there was no report of misconducts received via the whistleblowing function

Action →

Our employees and representatives

The ROL Code of Conduct outlines our contract for how we run our business and how we interact with colleagues, customers, suppliers, and partners. It guides behaviors for creating an environment that aligns with our vision for the future, and it applies to all employees and representatives acting on behalf of the group. Failure to follow the Code or Group policies may result in disciplinary action, including dismissal. The Code includes details about our commitment related to People, Business, Products and the Environment.

At ROL, we take all allegations of misconduct seriously. Many parts in the Code of Conduct and other Group policies are based on legal requirements, failure to follow them can result in both disciplinary and legal consequences for you and ROL. All reports of unethical business conduct are investigated, and appropriate actions are taken if violation of the Code is confirmed. We encourage a culture where individuals feel empowered to speak up is considered essential for our success. If you are aware of any activity that appears unethical or violates the Code, you are encouraged to report it. Reports can be made anonymously by any stakeholder via our grievance mechanism. Always remember that ROL has a strict non-retaliation policy, meaning that there are no adverse work-related consequences for any employee who, in good faith, alerts possible violations of the Code.

Our suppliers

ROL Supplier Code of Conduct outlines our expectations and requirements regarding social, ethical, and environmental responsibilities in business conduct. It applies to all Suppliers and forms an integral part of the contractual agreement with ROL. Compliance with its requirements, and all applicable laws and regulations, is essential for initiating and maintaining business relations with ROL. In the event of a breach or violation of the Code, the supplier must take necessary remedies and implement appropriate corrective actions within a reasonable time to remedy the violation and to prevent similar occurrences in the future. The aspiration of ROL in the event of a breach of the Code is to jointly prepare a plan for remedying the breach, but in a situation where suppliers breach is of material character or is unwilling to remedy, the business relationship may be terminated.

Supplier due diligence

We use a supplier relationship management platform to monitor supplier information, identify supply chain risks and review legal and regulatory compliance. The platform screens and risk-assess suppliers using international sources covering human rights, labor rights, environmental performance, business ethics, political stability and rule of law, and economic stability in the specific regions where the suppliers operate. Additionally, suppliers also completed self-assessments, aligned with the Supplier Code of Conduct, to form the supplier's evaluation. Combined, these assessments form a supplier rating, covering ESG performance as well as other supplier aspects to determine the overall performance and risks associated with each supplier. The result of the supplier ratings guide engagement and development activities for the supplier. The platform covers our top 100 suppliers, representing 90 percent of the annual purchasing volume. In 2025, seven on-site audits were performed with no non-conformities.

Our sourcing and purchasing teams include strategic buyers, category leaders and operational purchasers, supported by Supplier Quality Assurance (SQA) functions in China, Lithuania and the USA. The strategic buyers can be based anywhere in the countries we operate in, where they research and initiate contact with prospective suppliers. These prospects are later presented to the category leaders for decision-making based on their supplier rating, including their overall risk assessment and ESG performance. Where adverse risks are identified, a Supplier Code of Conduct compliance audit is required. Suppliers with major non-conformity do not qualify for onboarding as a ROL supplier.

Cyber Security

Impact →

In an increasingly digital and data intensive environment, cybersecurity is essential to maintaining secure and reliable business operations. Recent years have seen rising global cyber threats, and in early 2024 we were affected by a ransomware attack on one of our external IT providers. This incident, together with the broader escalation of cyber risks, has strengthened our focus on preventive work and on building resilience in our digital systems.

As more products and services move online, employees work remotely, and information is stored in cloud based systems, the risks related to data leaks and cyberattacks have increased. We recognize these risks and have implemented practices aimed at reducing their likelihood and mitigating their impact.

Policy →

Data privacy and cybersecurity are governed through our corporate policy framework, which includes our Personal Data Policy and Information Security Policy. These policies set out how we manage customer and internal data, and how information security is ensured across the organisation. All employees are required to follow the policies and uphold GDPR processes.

Our global IT team is located in Sweden and Lithuania, and our outsourced IT operations are managed by a supplier certified according to ISO 27001.

We work with an external law firm to stay informed about legislative developments and to support daily GDPR compliance. Quarterly GDPR meetings are held to review progress and identify any required improvements.

Action →

Data protection and cybersecurity commitment
Our priority in data protection is to safeguard the integrity of customer, client and partner information, and to protect our systems from malicious activities. Cybersecurity and data privacy risk mitigation are therefore core focus areas.

We have an established procedure for reporting incidents or suspected breaches through our management system. Reported cases are reviewed by our Global Head of IT and the IT team, who ensure that GDPR requirements are followed. The management system also provides employees with accessible guidance on data protection and information security.

Metrics and targets →







In 2025, there were no reports of misconduct and no violations of anti-corruption and anti-bribery reported. Additionally, no actions such as dismissal of employees or termination of business partners due to confirmed incidents of corruption or bribery occurred during the year.



SDGs index

The UN Sustainable Development Goals (SDGs) provide a framework for collective action to tackle global issues such as health & well-being, gender equality and climate change.

In this table, we summarize how we contribute to the SDGs.

UN Sustainable Development Goals	Influence through our business
 <p><i>Ensure healthy lives and promote well-being for all at all ages</i></p>	<p>Continuous work to advance employee well-being and ensure healthy and safe workplaces for all.</p> <p>See sections Own Workforce and Workers in the Value Chain</p>
 <p><i>Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.</i></p>	<p>Collaborate with universities to support skills development and job readiness of students. Through internship, we help bridge education to employment.</p> <p>For continuous development of employees, see section Own Workforce</p>
 <p><i>Achieve gender equality and empower all women and girls.</i></p>	<p>Continuous work to advance gender equality and eliminate all forms of discrimination and harassment to all people. We promote equal opportunities of personal development for all our employees.</p> <p>See sections Own Workforce and Workers in the Value Chain</p>
 <p><i>Ensure availability and sustainable management of water and sanitation for all.</i></p>	<p>Manage water resources responsibly and effectively in own operations, especially in regions of high water stress. We work to advance responsible practices across the value chain.</p> <p>See section Water</p>
 <p><i>Ensure access to affordable, reliable, sustainable and modern energy for all.</i></p>	<p>Invest in solar energy generation and continue to increase the share of renewable energy consumed across our operations.</p> <p>See section Climate Change</p>
 <p><i>Promote sustained, inclusive, and sustainable economic growth, full and productive employment and decent work for all.</i></p>	<p>Decent working conditions, non-discrimination and the respect of human rights is supported by Group policies. Provide internships to bridge education and employment.</p> <p>See sections Own Workforce and Workers in the Value Chain</p>

UN Sustainable Development Goals	Influence through our business
 <p><i>Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation</i></p>	<p>Drive operational and resource excellence by investing in efficient, modern and clean technologies. Through continuous innovation in low-carbon offerings and circular solutions, we support the transition towards more sustainable industry practices.</p> <p>See sections Sustainability Agenda</p>
 <p><i>Reduce inequality within and among countries.</i></p>	<p>Promote inclusive and fair workplaces where human rights are respected and decent working conditions ensured for all people.</p> <p>See sections Own Workforce and Workers in the Value Chain</p>
 <p><i>Ensure sustainable consumption and production patterns.</i></p>	<p>Promoting responsible production by developing low-carbon offering and circular solutions, improving material efficiency, and extending the lifetime of materials through circular practices.</p> <p>See sections Climate Change and Resource Use and Circular Economy</p>
 <p><i>Take urgent action to combat climate change and its impacts.</i></p>	<p>Drive sustainable value creation by innovating in low-carbon offering and circular solutions, supporting the transition to low-carbon economy. Continue to Invest in renewable energy across our operations.</p> <p>See sections Sustainability Agenda and Climate Change</p>
 <p><i>Protect, restore and promote sustainable use of ecosystems, sustainably manage forests, combat desertification and halt land degradation and biodiversity loss.</i></p>	<p>We manage natural resources responsibly and effectively in own operations, especially in or nearby biodiversity sensitive areas. We work to advance responsible practices across the value chain.</p> <p>See section Biodiversity and Ecosystems</p>
 <p><i>Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels</i></p>	<p>Ethical business conduct, decent working conditions, non-discrimination and to respect human rights is supported by policies. Whistleblower mechanism is publicly accessible to ensure effective grievance.</p> <p>See section Business Conduct</p>
 <p><i>Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development.</i></p>	<p>Collaborate with governance bodies, industry peers, suppliers and customers to advance sustainable development across industries and value chains.</p> <p>See sections Sustainability Agenda and Business Conduct</p>

GRI content index

Statement of use: ROL has reported the information cited in this GRI content index for the period 2025-01-01 to 2025-12-31 with reference to the GRI Standards.

GRI 1 used: GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION	COMMENT
General disclosures			
Organizational profile			
GRI 2: General Disclosures 2021	2-1 Organizational details	7-8, 68	
	2-2 Entities included in the organization's sustainability reporting	68	Please refer to ROL Annual Report 2025 for a full disclosure of entities. Please read "about this report" for information on which companies are covered by the report.
	2-3 Reporting period, frequency and contact point	68	
	2-4 Restatement of information	19	In 2025, environmental goals was updated. This include that previously reported environmental goals and targets have been refined or removed.
	2-5 External assurance	65	Report has not been external assured.
	2-6 Activities, value chain and other business relationship	13, 15-20, 26, 28-31, 33, 36-37, 40-41, 44-49, 57-58, 59-60.	
	2-7 Employees	51-56	
	2-9 Governance structure and composition	23-24	
	2-13 Delegation of responsibility for managing impacts	23-24	
	2-22 Statement on sustainable development strategy	9, 15-20	
	2-23 Policy commitments	23, 29, 37,41, 47, 51, 57, 59, 61	
	2-24 Embedding policy commitments	23, 29, 37,41, 47, 51, 57, 59, 61	
	2-28 Membership association	65	SIS (Svenska insitutet för standarder) UN Global Compact
	2-29 Approach to stakeholder engagement	21-22	
	2-30 Collective bargaining agreements	52	
Material topics			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	21-22	
	3-2 List of material topics	22	In 2025 an updated double-materiality assessment was performed, affecting the list of material topics related to ROL's entire value chain.
Anti-corruption			
GRI 3: Material Topics 2021	3-3 Management of material topics	15-20, 26, 36, 40,44, 51-52, 57-58, 59-60, 61	
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	61	

GRI STANDARD	DISCLOSURE	LOCATION	COMMENT
Energy			
GRI 3: Material Topics 2021	3-3 Management of material topics	15-20, 21-22, 26-33	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	32	
Water			
GRI 3: Material Topics 2021	3-3 Management of material topics	15-20, 21-22, 36,37	
GRI 303: Water and effluents 2018	303-1 Interactions with water as a shared resource	36-38	
	303-2 Management of water discharge-related impacts	36-38	
	303-3 Water withdrawal	36-38	
Emissions			
GRI 3: Material Topics 2021	3-3 Management of material topics	15-20, 21-22, 26-33	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	33	
	305-2 Energy indirect (Scope 2) GHG emissions	33	
	305-3 Other indirect (Scope 3) GHG emissions	33	
	305-5 Reduction of GHG emissions	28, 30	
Waste			
GRI 3: Material Topics 2021	3-3 Management of material topics	15-20, 21-22, 44-50	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	44-49	
	306-2 Management of significant waste-related impacts	44-49	
	306-3 Waste generated	50	
	306-5 Waste directed to disposal	50	

GRI STANDARD	DISCLOSURE	LOCATION	COMMENT
Biodiversity			
GRI 3: Material Topics 2021	3-3 Management of material topics	15-20, 21-22, 40-41	
GRI 101: Biodiversity 2024	101-4 Identification of biodiversity impacts	40-41	
	101-5 Location with biodiversity impacts	41	
Supplier Environmental Assessment			
GRI 3: Material Topics 2021	3-3 Management of material topics	15-20, 21-22, 60	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	60	
	308-2 Negative environmental impacts in the supply chain and actions taken	27-28, 37, 41, 57, 60	
Employment			
GRI 3: Material Topics 2021	3-3 Management of material topics	15-20, 21-22, 51-53	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	55	
Occupational Health and Safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	15-20, 21-22, 51-53	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	51-53	
	403-2 Hazard identification, risk assessment and incident investigation	51-53	
	403-3 Occupational health services	51-53	
	403-4 Worker participation, consultation and communication on occupational health and safety	51-53	
	403-5 Worker training on occupational health and safety	51-53	
	403-6 Promotion of worker health	51-53	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	51-53	
	403-9 Work-related injuries	56	
Diversity and Equal Opportunity			
GRI 3: Material Topics 2021	3-3 Management of material topics	15-20, 21-22, 51-53	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	56	
Non-discrimination			
GRI 3: Material Topics 2021	3-3 Management of material topics	15-20, 21-22, 51-53, 59	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	59	

GRI STANDARD	DISCLOSURE	LOCATION	COMMENT
Supplier Social Assessment			
GRI 3: Material Topics 2021	3-3 Management of material topics	15-20, 21-22, 60	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	60	
	414-2 Negative social impacts in the supply chain and actions taken	60	
Customer Privacy			
GRI 3: Material Topics 2021	3-3 Management of material topics	15-20, 21-22, 61	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	61	

Abouts this report

This document constitutes ROL AB's (organization number 559000 7224) statutory sustainability report for the 2025 fiscal year (2025 01 01 to 2025 12 31). It is published as a separate document appended to the management report of the annual report, in accordance with the Swedish Annual Accounts Act (Årsredovisningslagen). ROL publishes sustainability reports on an annual basis, the previous report was released on 2025-04-23.

The report has been prepared with reference to the GRI Standards and covers all parts of ROL's operations, including relevant upstream and downstream activities across the value chain. ROL seeks to ensure correct and accurate disclosures by prioritizing primary data where possible, supported by standardized calculation methods when primary data is unavailable or does not meet quality criteria.

Workforce figures are reported as Head Count (HC) and include employees across ROL ERGO AB, ROL Production Sweden

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

sustainability@rolgroup.com or the ROL company website rolgroup.com

AB, ROL USA, ROL Lithuania, KH China, ROL Fredbergs AB, Fredbergs Inredningar AB, ROL Italy, and ROL UK. Data have been sourced from ROL's HR systems.

Greenhouse gas emissions are measured in line with the GHG Protocol, using emission factors from applicable sustainability data platforms. In 2024, ROL broadened its Scope 1 and Scope 2 reporting to include all offices in addition to manufacturing sites. Scope 3 reporting has also been expanded to include all relevant categories identified through a GHG Protocol screening. Further information on ROL's climate reporting method is available via ROL Climate Reporting 2025

For questions about this report or ROL's sustainability work, please contact: sustainability@rolgroup.com or visit rolgroup.com

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