

Diversity policy for Roblon A/S

Purpose

The purpose of this diversity policy is to outline the guiding principles of Roblon's views on and inclusion of diversity in our operations and development.

Roblon's diversity policy is closely linked to Roblon's general CSR policy.

At Roblon, we consider diversity a strength, as having different perspectives represented at the Company's various management levels ensures sound decisions on complex issues and continual development of our company for the benefit of owners, employees and the surrounding community. Actively using the diversity of our managers and employees also leads to better solutions, resourcefulness and creativity. In other words, diversity improves our performance and competitiveness – which makes Roblon a better place to work.

Overriding goals

At Roblon, we strive to be a workplace characterised by diversity and a culture of inclusion. We oppose all forms of discrimination and treat all applicants and employees equally, regardless of gender, age, sexual preference, ethnic origin, handicaps, religion, etc.

The company has a goal that the underrepresented gender in the board of directors and the management must meet the Danish Business Authority's¹ definitions of equal gender distribution. Until this goal is met, realistic and shorter-term goals are set each year to work towards equal gender distribution. This is reported on in the company's statement of diversity policy and the gender composition of the management in Roblon's annual report.

The policy should also be reflected in the employees' relationships with each other. We expect all employees to comply with our ethical standards and support a strong culture:

- Our culture should help individual employees unlock their potential and value human diversity.
- We strive to support our employees and help them exploit their individual capabilities as much as possible, in consideration of the Company's possibilities and needs.

Achievement of goals

The diversity policy is reflected in activities such as:

- Day-to-day management and co-operation
- Recruitment
- Systematic employee satisfaction surveys
- Employee appraisal interviews
- Skills development opportunities
- Personal appraisal interviews, training and development programmes
- Senior policy

Efforts and activities to promote diversity are carried out in close collaboration with the liaison committee and the safety organisation.

Approved by the Board of Directors December 2024

¹ See guidance on "Goals and policy for the gender composition of management and reporting of this"
<https://erhvervsstyrelsen.dk/vejledning-maltal-og-politikker-den-konsmaessige-sammensaetning-af-ledelsen-og-afrapportering-herom>