

»» A SAFE FUTURE ««

SUSTAINABILITY REPORT
IN OUR SUSTAINABILITY REPORT
WE PRESENT OUR SUSTAINABILITY
EFFORTS AND HOW WE MANAGE
OUR COMMON RESOURCES.



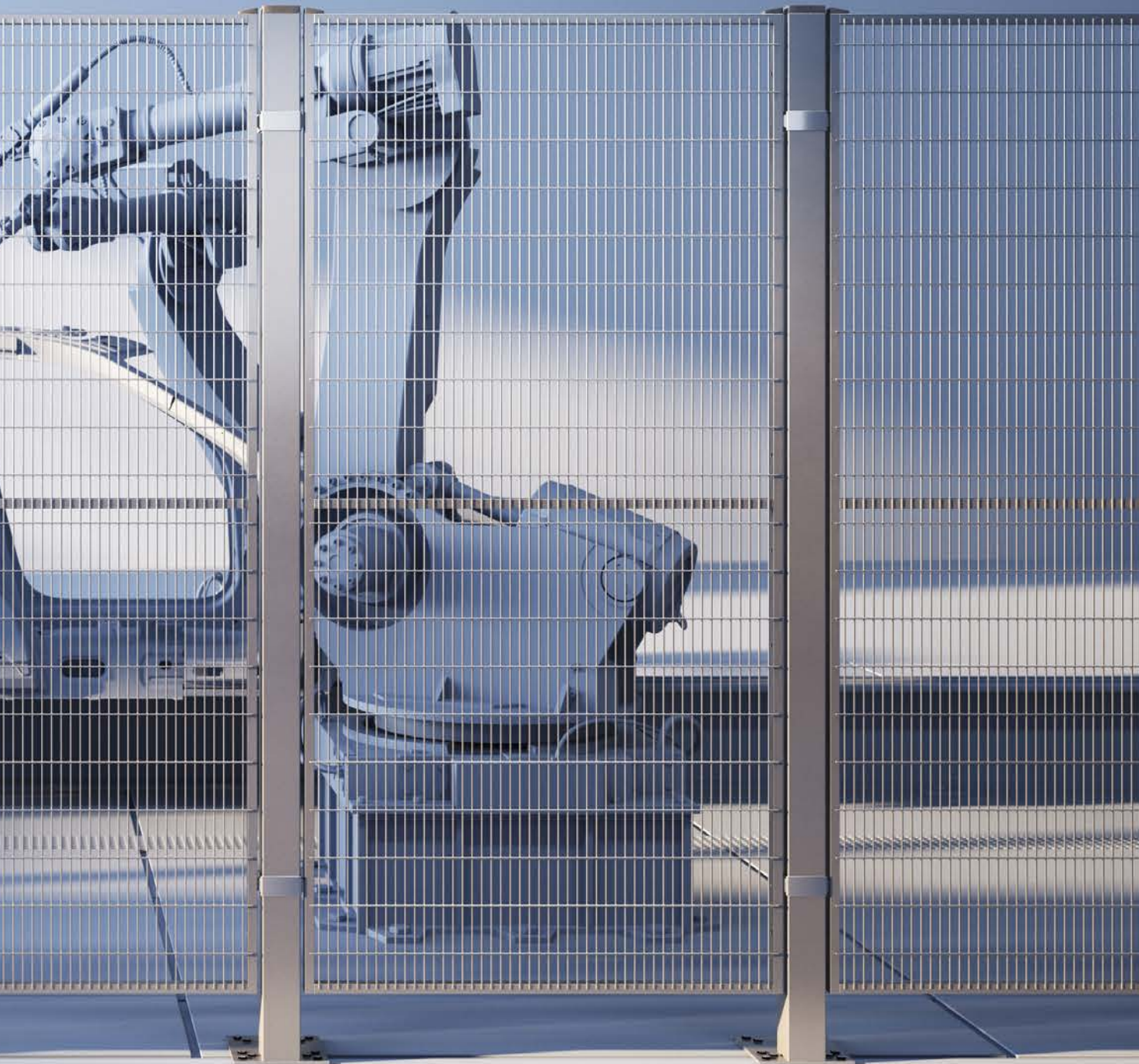
MAKING YOUR WORLD SAFE
PROTECTING PEOPLE, PROPERTY,
AND PROCESSES.

TROAX – THE ORIGINAL
OUR PRODUCTS ARE BASED ON
HARD WORK, GOOD IDEAS AND
VALUES THAT ARE SOFTER THAN STEEL.
WE HAVE BEEN WORKING ON MAKING
YOUR WORLD SAFE SINCE 1955.

TROAX GROUP AB

1. SUSTAINABILITY WITHIN TROAX





1.1 TROAX BUSINESS MODEL AND STRATEGY

TROAX WORKS TO MAKE YOUR WORLD SAFE BY DEVELOPING INNOVATIVE SAFETY SOLUTIONS THAT PROTECT PEOPLE, PROPERTY AND PROCESSES.

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SUSTAINABILITY REPORT 2019 TROAX GROUP

For nearly 65 years, the mission for our high-quality, metal-based mesh panel solutions has been to meet demand for protected and safe property storage, machine guarding and warehouse partitioning. Today, we are the market leader in our industry. Troax is represented in 42 countries around the world and employs around 700 people. Our business concept incorporates three areas in which the focus is on development and quality. Specific objectives have been defined for each area, which correspond to our three business areas:

- » Machine Guarding: Products and solutions that protect people from machinery and robots in industrial environments, and safeguard people from automated manufacturing processes.
- » Warehouse Partitioning: A wide range of protection solutions that are used for conventional and automated logistics handling, including storage cages, warehouse partitions and anti-collapse panels for pallet racks.
- » Property Protection: Customised mesh panel solutions for basements, attics and self-storage facilities.

Our mission is to exceed our customer's expectations with innovative safety solutions that protect people, property and processes. Our vision is to be the first choice in innovative safety solutions – and the leading global supplier of mesh panels, with a global presence in all key areas.

In our efforts to make everyday life safer we follow three core values, both from a long-term perspective and on a daily basis:

- » Customer focus. We are responsive, committed and put the customer first to be able to offer the highest quality solutions, products and services.
- » Respect. We are dedicated and we care about people. This is why we demonstrate ethical principles, integrity and professionalism in everything we do.
- » Cooperation. We always cooperate, both between colleagues and with current and future customers and suppliers.

Our business activities are platformed on nine core values, which are both ethical and moral, as reflected in the Troax Code of Conduct.

1.2 TROAX SUSTAINABILITY MANAGEMENT

Sustainability within Troax activities is promoted by the company's Vision, Values and Code of Conduct, supplemented by our governance documents. Sustainability is an integral component of the Troax strategy and the highest decision-making body on corporate matters is the Board of Directors, which approves the Troax Code of Conduct, supervises Troax sustainability efforts and is responsible for the Sustainability Report Troax Group Management is responsible for drawing up the company's Sustainability Strategy and for following up on its implementation in the company.

Troax Values define who we are and what we stand for. Troax Code of Conduct is the foundation for our actions and conduct. In addition to the Group-wide Code of Conduct, our defining principles and practices are set out in the following governance documents:

- » Troax Ethical Guidelines
- » Whistleblowing Policy
- » Finance Policy
- » Quality and Environmental Policy
- » HR Policy
- » Equality Policy

Troax also has local policies further describing internal rules. These policies are reviewed and updated on a regular basis. The management system and action plans ensure that Troax addresses critical sustainability issues systematically. The management system for occupational health and safety has been implemented for the manufacturing facility in Sweden and all the production facilities regularly report key performance indicators (KPIs) for incidents and accidents. Troax's environmental efforts in Sweden are primarily framed by the ISO 14001 environmental management system.

The Code of Conduct is Troax's ethical compass and sets out the guidelines for Troax's conduct towards stakeholders and the market. The Code of Conduct helps us to translate values into action and forms the basis for exercising our ethical, environmental and social corporate responsibility. The Code of Conduct covers factors such as occupational health and safety, the environment, management-employee relations, human rights and business practices. The Troax global Whistleblowing Policy provides a means for employees to report any violation of the Code of Conduct, and all employees are encouraged to report suspected violations. The Code of Conduct and the Whistleblowing Policy apply to all Troax employees worldwide and are communicated to the employees annually by the local country managers. All new employees are familiarised with the Code of Conduct and the Whistleblowing Policy during the induction programme. Over the course of 2019, all employees were informed of the Troax ethical guidelines and Whistleblowing Policy.

1.3 SECTORAL AND COMMUNITY ENGAGEMENT

In the locations where Troax operates, the company plays a role in the local community as an employer, tax-payer, and buyer of local goods and services. Troax also supports non-profit causes and has a stake in a local wind farm. In the communities where Troax operates in Sweden, the company sponsors local sports associations, attends college fairs, offers internships to students and also supports other associations in which its employees are involved, mainly within sports.

Troax AB is certified according to ISO 9001 and 14001, and the long-term objective is for all manufacturing divisions group-wide to attain both certifications. Troax actively engages in developing and raising the standards laid down in the EU Machinery Directive in order to improve workplace safety in industrial settings.

2. RATIONALE FOR TROAX'S SUSTAINABILITY GOALS



2.1 STAKEHOLDER SURVEY

TROAX HAS MANY DIFFERENT STAKEHOLDERS, WHO ARE VITAL FOR PRIORITY-SETTING OF SUSTAINABILITY FACTORS. THE MAIN STAKEHOLDERS ARE THOSE IMPACTED BY TROAX'S BUSINESS AND ACTIVITIES, AND WHICH RECIPROCALLY IMPACT TROAX. THE FOLLOWING GROUPS ARE REGARDED AS BEING OUR KEY STAKEHOLDER GROUPS:

- » Existing and potential customers
- » Existing and potential employees
- » Shareholders, investors and financiers
- » Existing and potential suppliers
- » Local communities in the vicinity of Troax's manufacturing facilities

Troax is committed to maintaining regular, honest and transparent interaction with its stakeholders. We maintain and build stakeholder relations proactively, employing information from stakeholders to develop our business, products and services. Maintaining transparent and continuous dialogue builds confidence in Troax capacity to manage risks and maximise potentials, which thereby boosts business growth. During the reporting year, Troax conducted a customer survey, which included questions about customer expectations regarding Troax's sustainability efforts. One of the survey outcomes was that customers expect Troax to address sustainability issues proactively as part of its business development, but that is not currently a general focus for customers in their supplier assessment. An employee survey scheduled for spring 2020 will focus on employee expectations regarding Troax's sustainability efforts.

2.2 RISK MANAGEMENT RELATED TO OCCUPATIONAL HEALTH, SAFETY AND THE ENVIRONMENT

Risk analysis is integral to management’s internal processes and is performed with the aid of policies and procedures. General risk analysis, including preventive measures, is conducted at group management level and is approved by the Board of Directors annually.

Risks are otherwise identified and managed within the group’s different divisions through the routines and systematic risk assessments conducted within the different risk areas. Preventive measures are adopted within each risk area in order to reduce the likelihood and consequences of an incident. The following summarises the risks that have been identified, and which concern sustainability within our operations:

RISK	DESCRIPTION	TROAX’S MANAGEMENT
Environmental accident risks	Environmental accidents caused by leaks, spills or process failures.	Routines for chemicals handling and waste management. Emergency preparedness for spills and leaks. Employee training. Test sampling for trichloroethylene concentration at the Hillerstorp site.
Working environment risks	Failures in workplace safety can result in occupational injury and disease.	Systematic working environment safety efforts through, for instance, training, regular inspections, work instructions, protective equipment and ergonomic aids.
Occupational health and safety risks	Occupational health and safety factors at Troax manufacturing facilities.	Reporting and follow-up on incidents and accidents, and action plans to prevent future incidents/accidents.
Product safety risks	Safe use of products.	Product testing in accordance with standards and third-party product certification (TÜV).
Sustainability risks in the supplier chain	Environmental risks linked to production of materials and components. Supplier violations of the Code of Conduct.	Environmental requirements applicable to materials and components. Human rights and welfare requirements and enforcement through audits of suppliers.

2.3 UN GLOBAL SUSTAINABLE DEVELOPMENT GOALS (SDGS)

The UN SDGs were introduced in autumn 2015 and replace the Millennium Goals, which meant that environment and development were no longer addressed as two separate concerns. The three dimensions of sustainable development – the social, economic and environmental dimensions – are integrated in the SDGs. All UN member states are to work to achieve the SDGs, and it is the responsibility

of each national government to ensure that the SDGs are achieved in their respective country. The SDGs must be achieved by 2030.

We regard it as important to contribute to achieving these goals and we support the means of achieving them in our activities. We have evaluated our business operations in terms of the 17 SDGs and have identified three goals with implications for our activities, and for which we judge that we can achieve maximum impact.

UN GLOBAL SUSTAINABLE DEVELOPMENT GOALS (SDGS)

TROAX'S SUSTAINABILITY MEASURES

GOAL 8:
Decent Work and Sustainable Growth

8.4 We contribute to improving resource efficiency in manufacturing by improving our energy performance through continually aiming to reduce electricity consumption in our manufacturing processes.

We facilitate heat recovery from air and hot water from compressors, as well as adjusting general ventilation operating hours.

When existing lighting fixtures reach the end of their useful life, we replace them with energy-saving LED strip lights.

We reduce transport-generated emissions of greenhouse gases through local manufacturing of our products in China and the US.

8.7 We do not tolerate the use of forced labour or unregistered labour, physical or mental punishment or harassment. We respect human rights and abide by international conventions in this area.

8.8 We make a difference in that our products make workplaces worldwide safer for company employees. We also make a difference by making our own workplaces safer by investigating and preventing accidents.

GOAL 12:
Responsible Consumption and Production

12.2 We make a difference in that our products are more materials-efficient compared with many of our competitors', while the strength of the materials in our products is higher.

In Sweden, towards the end of 2018, we replaced natural gas with biogas for manufacturing and space heating.

12.4 We contribute to responsible chemicals handling in our processes by treating our own discharge water in our own water treatment plant. The vacuum evaporator cleans contaminated water from pre-treatments and it is reused in the process, which is a closed-loop system.

12.5 We contribute in that 99% of the constituent material in our products is recyclable steel.

We contribute through proactive waste sorting; for example, by recycling cardboard and plastic, recovering energy from wood and other combustible waste, and transporting residual metal waste directly to the smelters for recycling.

Dust from metal machining and welding is cleaned in two stages via compressed air cleaning cartridge filters and bag filters before the clean air is ducted to ventilation with heat recovery.

Water vapour from pre-treatment is routed out to the surrounding area via internal heat exchangers.

Air from paint booths is cleaned via cyclone separation and porous layer filters, after which it is returned to the manufacturing premises.

GOAL 16:
Peace, Justice and Strong Institutions

16.5 We contribute to combating corruption and bribery by making requirements of employees and suppliers in our Code of Conduct.





3. TROAX'S FOCUS AREAS FOR SUSTAINABILITY EFFORTS

BASED ON OUR STAKEHOLDER SURVEYS AND RISK ANALYSES, AND OUR PRIORITY UN SDGS, WE HAVE IDENTIFIED THREE PRIORITY FOCUS AREAS FOR OUR SUSTAINABILITY EFFORTS. THESE ARE ALSO THE AREAS WE JUDGE TO BE IMPORTANT TO OUR STAKEHOLDERS. THESE FOCUS AREAS, WHICH ALSO SUPPORT TROAX'S LONG-TERM STRATEGIC GOALS AND DIRECTION ARE:

- » REDUCED ENVIRONMENTAL IMPACT**
- » DECENT WORKING CONDITIONS**
- » HIGH STANDARD OF BUSINESS ETHICS**

We have been addressing sustainability issues for many years and have integrated them as a natural part of our business. This has been implemented partly through the introduction of various policies relating to sustainability, and partly by ensuring active sustainability efforts in accordance with ISO 14001. We track our

sustainability performance by monitoring attainment of targets set within each area. Our ambition is to continue to develop our internal sustainability programme, for instance, through continued investment in training and through additional targets that are regularly followed up within the business.

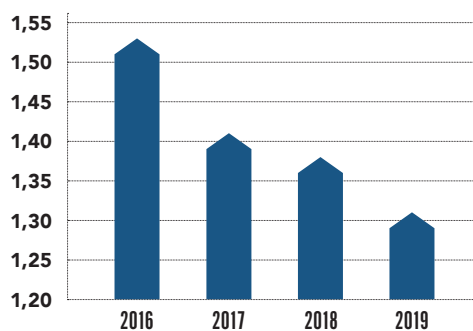
3.1 REDUCED ENVIRONMENTAL IMPACT

Sustainable, reliable and renewable energy and clean fuels are a prerequisite in order to be able to counter many of the challenges facing the world. A large proportion of our emissions of greenhouse gases come from extraction, transformation and use of fossil energy. However, renewable energy solutions are becoming less costly, more reliable and more efficient by the day.

Troax has carried out comprehensive initiatives to reduce the company's environmental impacts, and strives continually to further reduce these, as indicated by the activity list in the table under UN global Sustainable Development Goals (SDGs). Supplementary pro-environment initiatives include our stake in a local wind farm, and the new arrangements for carbon-offset transportation by our main freight forwarders operating from our Hillerstorp plant in Sweden. Enhanced energy efficiency is an important part of the sustainability efforts, and an environmental report is distributed to managers and supervisory bodies every quarter. Troax maintains an eco-friendly manufacturing process and was certified to the ISO 14001 environmental standard back in 1998. We monitor and measure our environmental performance and we seek to eliminate or reduce pollution, unnecessary materials consumption and emissions to air and discharges to water. The mesh panels manufactured by the company are environmentally friendly because they are a pure steel product that is 99% recyclable, and in our product development process we aim constantly to reduce our use of steel while maintaining or increasing safety for our customers.

Our business activities in Sweden have been notifiable since 2015, and our manufacturing units in China, Italy, the UK and the US comply with their respective legislation and regulations. Factors in Troax AB's operations that have an impact on the environment include energy consumption, emissions to air from transportation and discharges to water from washing processes.

ENERGY CONSUMPTION, TROAX AB kWh/kg



Troax operations are housed in premises long-since used for industrial activities, particularly at the Hillerstorp site in Sweden. Troax's previous activities have resulted in an elevated level of trichloroethylene in the groundwater at the Hillerstorp site. In spring 2015, Troax completed an investigation involving bore samples to determine the scale of environmental impacts of the former activities. In 2015–2018, a monitoring programme for chlorinated solvents in groundwater was undertaken at selected testpoints, and the results were reported to the local authority. The local authority's general assessment of the results is that while contamination primarily with trichloroethylene does occur, there is no discernable decline or increase in contamination of the groundwater at either the testpoints or in samples taken from a drinking water well. According to the local authority, there is no conclusive need for remedial measures at the site on the basis of current evidence regarding contamination status. However, the company will have to perform continuous cleaning and ongoing testing of the water from the contaminated well to ensure access to production and drinking water, at least while the well is being used as a source of drinking water. There is no immediate need for continued ground water testing because this is unlikely to yield any new information. However, Troax believes there is intrinsic value in continued testing, which will be performed twice a year, with analysis to be carried out by an accredited testing institute.

3.2 DECENT WORKING CONDITIONS

3.2.1 OCCUPATIONAL HEALTH, SAFETY AND WELLBEING

Good health is a fundamental requirement for people to be able to realise their full potential and contribute to the development of society. Troax's companies are committed to providing a healthy and safe working environment, and operate with a zero vision for employee accidents and customer accidents caused by our products. A strong occupational health and safety culture supported by employees who take good care of each other helps us to realise that vision. Troax's subsidiaries are responsible for ensuring workplace safety in compliance with local regulations, and within the Group's manufacturing companies, regular reports are compiled of employee statistics covering overtime, sickness absences, incidents and accidents. Abnormal sickness absences, as well as incidents/accidents, are investigated and accidents are reported to the authorities in accordance with applicable legislation. We undertake internal fire safety inspections to prevent damage to property and personal injury, and to maintain a high standard of employee welfare and occupational health and safety.

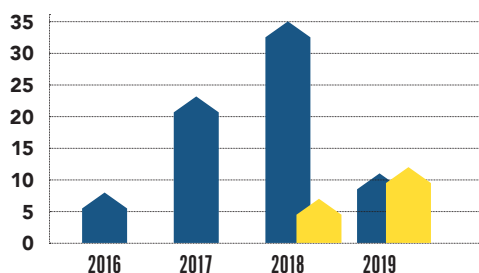
3.2.2 UNIVERSAL HUMAN RIGHTS

Troax respects human rights, meaning that we support, abide by and respect international conventions in this area. We do not accept child labour or any form of forced labour, servitude or slavery. All of our direct and indirect employees must be treated with respect according to basic human values. The Group's companies respect employees' right to organise and to bargain for collective agreements, but also respect the right of employees to refrain from joining a trade union. Troax is open to offering collective agreements to employees in markets where this is possible. Our commitment to respecting human rights is conveyed in our Code of Conduct and in our Sustainability Policy for Suppliers in which we express our support for human rights regulations and the UN Guiding Principles on Business and Human Rights for example. To prevent risks regarding human rights, we are committed to compliance with national legislation and international conventions on human rights.

3.2.3 DIVERSITY AND EQUAL OPPORTUNITIES

Troax' primary goal is for diversity and equal opportunities to be a natural and integral element in all of our activities. As an employer, Troax has a responsibility for ensuring that all employees are treated equally and with respect. This applies to all types of workplaces, levels and also to management and decision-making bodies. An equal opportunities workplace with diversity is conducive to an attractive and dynamic workplace. We strive to promote an inclusive culture where employees enjoy respect and where the workforce reflects society at large. Troax has zero tolerance of all forms of discrimination and harassment,

RAPPORTERADE OLYCKOR ■ TROAX ■ FOLDING GUARD

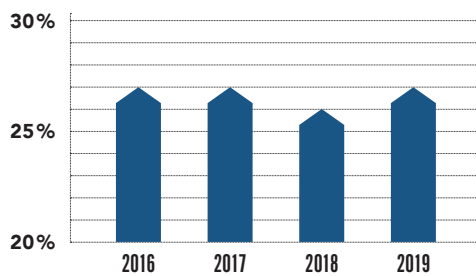




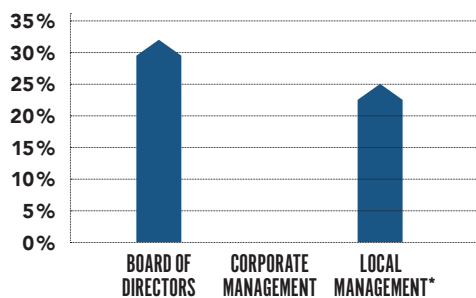
be they based on gender, gender identity or expression, national origin, race, colour, religion or creed, disability, sexual orientation and/or age.

Gender equality is a prerequisite for sustainable development. The Group is committed to achieving no difference in pay between men and women who perform similar jobs. For Troax, diversity means not only a diversified workforce possessing relevant skills, but also an inclusive workplace. The diversity policy is observed in all HR processes, and the company adheres to a strict policy on non-discrimination. Troax is committed to increasing the number of women in managerial positions and the board of the parent company promotes gender equality and diversity in its recruitment process for new board members.

PROPORTION OF WOMEN EMPLOYED IN THE TROAX GROUP



PROPORTION OF WOMEN MANAGERS/EXECUTIVES/DIRECTORS 2019



* denotes local management teams in the three largest manufacturing divisions within the Group.









3.2.4 GOOD PROFESSIONAL DEVELOPMENT OPPORTUNITIES

Troax has a strong company culture and a work ethic informed by our core values of customer focus, respect and cooperation. We offer market-rate wages and employee benefits, a multicultural and inclusive workplace and terms of employment respecting employee needs.

Opportunities for career-building and in-service training are crucial in attracting and retaining employees. High-level skills and commitment among employees are core to the Troax company culture. In order to promote competence development and commitment, the company regularly elicits employee feedback through employee surveys and annual employee performance appraisal sessions. This annual performance appraisal is vital not only in promoting employee development, but also in translating company goals into specific work-related goals for each individual employee. Opportunities for competence development are provided for both workers and management through internal and external training. Troax often recruits internal employees to new positions, and all vacancies within Troax are also advertised internally if advertised externally.

3.2.5 SUSTAINABILITY IN THE SUPPLIER CHAIN

We are committed to being an attractive and responsible employer with a dedicated workforce, and we are confident that the company's success is founded on a strong company culture with diversified, continuously learning and skilled employees. Our corporate social responsibility does not only cover the employees within the Group, but also the people who work for the suppliers in our supplier chain. For Troax as a manufacturing company it is important that sustainability aspects are addressed throughout the entire value chain, which means that our responsibility for ensuring decent working conditions and terms of employment extends to our supplier chain. Troax's commitment to respect human rights is conveyed by our Code of Conduct and during 2020 will be stipulated in a Troax Code of Conduct for Suppliers.

The Group's companies primarily deal with suppliers operating in Europe and the USA, which reduces the risk of child labour, for example. At present, each company has its own guidelines and policies governing requirements from suppliers. Troax AB maintains a regular dialogue with its key suppliers, who are required to provide information on where all parts are, or will be, manufactured. Troax AB reserves the right to make unannounced visits to sites and plants where individuals work for Troax, directly or indirectly. Troax AB also reserves the right to contract independent parties to conduct inspections, as stipulated in our supplier agreements.

3.3 HIGH STANDARD OF BUSINESS ETHICS

Peaceful societies and freedom from violence are a goal and a means of sustainable development. Inclusive, responsible and fair institutions form the basis for good governance free from conflict, corruption and violence.

Troax's view of business ethics is summarised in two documents: Troax Ethical Guidelines and Troax Whistleblowing Policy. We base our business on nine core values, both ethical and moral. To help our employees, suppliers, business partners and other stakeholders, we have set out our positions and perspectives on these values in the Troax Code of Conduct. In the reporting years 2018 and 2019, all the Group's employees were familiarised with Troax Ethical Guidelines and the Whistleblowing Policy in a process that will be repeated on an annual basis. Provision and review of the Code of Conduct is also a natural part of the induction process for new employees.

The Code of Conduct is based on the Troax Ethical Guidelines, as well as our core values: customer focus, respect and cooperation. Troax corporate governance is based on fundamentals such as our business plan, financial governance and environmental and quality management, and the aim is for the Code of Conduct to rank alongside these, which is why it is one of the governance documents established by the Troax Board of Directors. It is the responsibility of the management to endorse the values underpinning the Code of Conduct – and to ensure that these are respected and complied with. The Code of Conduct calls for a high standard of business and personal ethics among Troax employees, and covers:

- » Undue influence: Troax maintains a zero-tolerance policy on bribery and other forms of corruption. All and any market activities/hospitality shall comply with internal rules, and the business practices and legislation prevailing in the markets we operate in. Troax tolerates no attempt to exert undue influence by existing or potential business partners, customers and other stakeholders. Undue influence must be exerted over neither Troax employees nor contractors and agents operating on behalf of Troax. No employees or contractors or agents must accept, consent to a promise of, or request, any form of benefit (kick-back) that might be construed as an anti-corruption violation. Similarly, employees and contractors or agents acting on behalf of Troax must not commit any act that might be construed as an attempt to unduly influence the decisions of others.
- » Conflicts of interest: Troax's decisions must not be influenced by personal interests such as private economic interests, familial or friendship interests or other vested interests of no relevance to Troax's corporate interests. In case of any risk of a conflict of interest for

an employee, the immediate superior must be informed and appropriate measures must be taken to eliminate that conflict.

- » Competition: Effective competition on equal terms is an important element of a healthy economy. Competition drives the development of business and industry operators, which benefits customers and society at large. This means that we must not conduct any activities that inhibit free competition.

Employees must carry out their work with a high level of business morals and ethical conduct, in accordance with the Troax Code of Conduct. The term 'employee' also denotes associates such as Troax representatives. Everyone is therefore expected to act with honesty, integrity and in accordance with applicable legislation. All employees are responsible for reporting violations, or suspected violations, of the Code of Conduct. If a business ethics issue arises in one of the Group's companies, a system is in place for how to report these issues – either directly to corporate management or to a member of the board. The practical procedures for reporting such issues are set out in the Whistleblowing Policy. No cases of corruption or fraud were discovered in the Group in the reporting year.

We value our good reputation, which should apply to all our divisions and companies, both internally and externally. It is important for employees to understand how their actions both within and outside the business reflect on Troax. Our employees must therefore personally be liable for their personal statements and opinions.

3.4 TROAX SUSTAINABILITY GOALS

The aim of Troax's sustainability efforts is to create value for our stakeholders. By continuously improving our sustainability performance, we aim to minimise risks to Troax, to develop and enhance the company's propositions, identify new, future business opportunities and in so doing reinforce its financial strength. An important element in this commitment is to transparently report on Troax performance with respect to key sustainability factors. We seek to realise, and report on, our performance within the previously stated focus areas:

1. Reduced environmental impact
2. Decent working conditions and
3. High standard of business ethics

Over the coming years, Troax sustainability efforts will focus on implementing activities aimed at achieving a number of targets as presented in the table below. The overall objective will include the businesses in Satech, Italy and Folding Guard, USA more comprehensively in Group sustainability efforts. A dedicated taskforce has been appointed to continuously report on sustainability improvement performance to Group Management.



SUSTAINABILITY FACTOR	TARGET 2020–2024	CURRENT STATUS 2019
Reduced environmental impact	Troax will annually reduce its energy consumption by 2% at the three largest manufacturing entities measured in kWh/kg produced.	Troax AB: 1.31 kWh/kg
Reduced environmental impact	60–70% of all road transport by Troax's main freight forwarders shall be in accordance with the Euro 6 emissions standard. 100% of all air transport by Troax's main freight forwarders shall be carbon-offset.	100% of all air transport by Troax AB's main freight forwarders shall be carbon-offset.
Reduced environmental impact	All product development within the Group shall comprise an environmental impact analysis.	Environmental impact analysis shall be employed as part of product development for the Troax brand.
Reduced environmental impact	At least 30% of steel sourced by Troax shall be recycled steel.	Outcome not determined.
Reduced environmental impact / Decent working conditions	All of Troax's priority suppliers shall comply with Troax's requirements regarding environmental impact and working conditions in accordance with the Troax Code of Conduct for Suppliers.	Code of Conduct document for Troax AB's suppliers compiled.
Decent working conditions	Troax shall employ preventive measures to reduce the number of industrial accidents across the Group.	Troax AB: 11 accidents Folding Guard: 12 accidents
Decent working conditions	Troax shall in its recruitment of senior decision-makers pursue an ambition for more equal gender distribution.	Board of Directors: 33% women Corporate Management: 0% women Local management: 20% women

SUSTAINABILITY FACTOR	TARGET 2020–2024	CURRENT STATUS 2019
Decent working conditions	Manufacturing companies with more than 20 employees shall have a liaison unit, and all companies shall have procedures in place for pay reviews and recruitment to ensure that equal opportunities policy is observed in those procedures.	Process implemented for Troax AB.
Decent working conditions	100% of Troax employees shall at least annually have a documented employee performance review with their immediate superior.	Outcome not determined.
High standard of business ethics	100% of Troax employees shall be informed annually of the Troax Ethical Guidelines and Whistleblowing Policy and 80% of all employees with ongoing contact with customers and suppliers shall have completed business ethics training.	100% of Troax employees during 2019 had received information on Troax Ethical Guidelines and Whistleblowing Policy.







HILLERSTORP, SWEDEN 2020-03-25

FREDRIK HANSSON
Board Member

BENGTH HÅKANSSON
Employee Representative

THOMAS WIDSTRAND
CEO

ANNA STÅLENBRING
Board Member

JAN SVENSSON
Chair

BERTIL PERSSON
Board Member

EVA NYGREN
Board Member

MILENKO SIMIC
Employee Representative

Our statements regarding the statutory sustainability report were issued 2020-03-25.
Öhrlings PricewaterhouseCoopers AB

JOHAN PALMGREN
Authorised Public Accountant

AUDITOR'S STATEMENT ON THE STATUTORY SUSTAINABILITY REPORT

DUTIES AND RESPONSIBILITIES

The Board of Directors is responsible for the Sustainability Report for the financial year 2019 and for ensuring that it has been prepared in accordance with the Swedish Annual Accounts Act.

FOCUS AND SCOPE OF THE REVIEW

Our review has been carried out in accordance with FAR accountancy institute recommendation RevR 12 Auditor's review of the Statutory Sustainability Report. This means that our review of the Sustainability Report has a different focus and is significantly lesser in scope than the focus and scope of an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that this review provides sufficient basis for our opinion.

OPINION

A Sustainability Report has been prepared.

Gothenburg, Sweden, 25 March 2020
Öhrlings PricewaterhouseCoopers AB

JOHAN PALMGREN
Authorised Public Accountant
Auditor in Charge





TROAX[®]