

THE CORPORATE SOCIAL RESPONSIBILITY POLICY

We want to emphasize responsibility in our operations more and more. For us, responsibility means taking care of the environment, employee well-being and safety, and customer satisfaction.

ENVIRONMENTAL RESPONSIBILITY

Considering the environment at different stages of the product life cycle is an important factor for us in promoting sustainable development. The Group is committed to the continuous improvement of its operations using the best economically viable technology and expertise that takes into account environmental considerations.

Our goal is to be a carbon-neutral group by 2035 in terms of our own production (Scope 1 and 2). We actively monitor and report on greenhouse gas emissions from our own operations and value chain. The Group's climate impacts are calculated annually according to the GHG protocol and measures to mitigate climate impacts are determined based on the analysis of climate impacts.

The Group is committed to using resources efficiently and ensuring adequate procedures to minimize the negative environmental impacts of its operations. Areas to consider include emissions and energy use, water use and wastewater, raw materials, emission, storage and handling of chemicals, hazardous substances, and waste.

The Group's environmental objectives are to develop products and production technology to reduce environmental impact and thus act as a guide for research and development. We want to develop new, more environmentally friendly impregnation methods and improve staff expertise in reducing the amount of by-products and waste load.

ETHICAL/HUMAN RIGHTS SOCIAL RESPONSIBILITY

The Group supports and respects human rights, as expressed in the UN Declaration of Human Rights. These rights are fundamental and universal, such as freedom from discrimination based on race, creed, nationality, ethnic origin, age, religion, gender, sexual orientation, marital status, disability, or freedom of association, collective bargaining, and equal opportunities and treatment. Diversity at work is encouraged at all levels. All people are treated fairly, respectfully, and with dignity.

The Group condemns all harassment (physical, psychological, verbal, and sexual) and exploitation of employees.

The Group does not tolerate any form of forced labour, debt-bound labour or child labour. The minimum working age is the age at which compulsory education is completed in accordance with local legislation. The age of each employee is checked before drawing up an employment contract.

Employment contracts are made in writing and wages are paid in accordance with the collective agreement. Working hours comply with the working hours stipulated in applicable laws and collective agreements.

Suppliers must comply with the same human rights and equality principles for their employees and subcontractors that the Group is committed to.

ECONOMIC CORPORATE RESPONSIBILITY

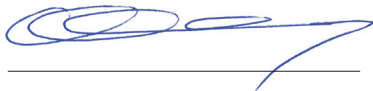
The Group is committed to operating in a financially profitable and responsible manner. The impacts of the Group's operations are regionally significant both economically and socially. Financially responsible operations benefit the entire local community.

By paying taxes honestly and transparently where Group operates, both local infrastructure and services are supported. This benefits not only the employees living in the community, but also the community as a whole in the form of better services and living conditions.

As part of its financial responsibility, the Group invests in and develops its locations. The investments not only create new jobs, but also employ local contractors.

As part of financial responsibility, all employees are paid wages in accordance with local collective agreements. Employment contracts are made in writing.

The Group employs local young people, offering opportunities for summer jobs, internships and thesis projects. The Group also strives to provide them with permanent jobs after graduation.



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