

Oilon's quality and corporate responsibility policy

The main principle of Oilon's corporate responsibility is summarized in the company's purpose: *Creating energy technology for a sustainable future*. Understanding and meeting customer needs are of key importance in Oilon's operations. We bear our responsibility by considering economic, social, and environmental aspects when making decisions.

We challenge ourselves and others toward new ways of working and more sustainable solutions. We strive to meet our stakeholders' expectations even better than before through the persistent development of the company, without forgetting the past.

Social responsibility and consideration for the environment are integral to our operation. Every employee of Oilon understands his or her responsibility for the work and its meaning for the company, its customers and other stakeholders, and society. Oilon is committed to compliance with applicable legal and other requirements and to continuous improvement of the management system. Oilon is engaged in UN Global Compact's ten principles and is committed to making them part of the strategy, culture, and day-to-day operations of our company.

Financial responsibility

- For Oilon, financial responsibility means bringing added economic value to the company's stakeholders and society.
- Customer satisfaction and a highly motivated staff create a foundation for business profitability.
- Profitable business forms a basis for community responsibility and is essential for meeting Oilon's social and environmental responsibility.

Environmental responsibility

- In line with our purpose, we offer our customers environmentally friendly and sustainable high-efficiency energy solutions. Reducing the overall negative impact of our products during their life cycle is one of the key aspects of our environmental responsibility.
- One of our main objectives is to develop heating and cooling technology based on the use of renewable energy sources.
- Oilon provides information and trains its stakeholders to decrease the environmental impact of energy production and increase operation safety.
- A focus on environmental responsibility and sustainable development guides our daily work and choices also, along with the development of our operations.
- We monitor the most significant environmental effects of our operations, such as energy, material, and water consumption, greenhouse gas emissions, as well as waste generation, and set targets to achieve sustainable development.

Social responsibility

- Oilon is a trusted and valued partner that strives to guarantee the well-being and satisfaction of its staff and all other stakeholders.
- We are committed to open and honest dialogue with our employees and their representatives, our customers as well as other stakeholders.
- Skilled, healthy, and motivated employees are key to fulfilling our social responsibility in practice.
- We make sure our products meet the appropriate quality and safety requirements as well as the expectations of our customers.
- Oilon bears responsibility for the safety of its staff and other stakeholders throughout its operations. We are committed to identifying health and safety hazards in our operations and reducing risks to acceptable levels. Our goal is to prevent conditions that would contribute to work-related accidents and illnesses.

We want to do our part to promote the sustainable development of our society. A third-generation family business, we find it important to maintain nature and the conditions necessary for good human life for future generations.

Oilon's management team is responsible for developing and implementing this policy, which is reviewed annually. The policy applies to all Oilon units globally and is available on our website.

In Lahti, on March 23, 2023



Tero Tulokas
CEO
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