

THE

Rosti

WAY

THE ROSTI GROUP ESSENTIALS



A COMPANY WITHIN

 NORDSTJERNAN

INTRODUCTION

The ROSTI WAY is a collection of statements that includes Rosti's Core Values, Vision, Mission and Financial Targets, as well as our People, Systems, Strategies and Success Factors.

The ROSTI WAY is the reason why Rosti exists and succeeds in the market, and why our customers and suppliers choose to work with us.

At Rosti, our Core Values serve as the foundation of the way we do business. The Values guide our behaviour and ensure that we communicate, make decisions and act in line with our company culture. Our three Rosti pillars Strategy, Systems and People are the important guidelines that make it possible for Rosti to achieve our Rosti Vision & Mission, as well as our Financial Targets.

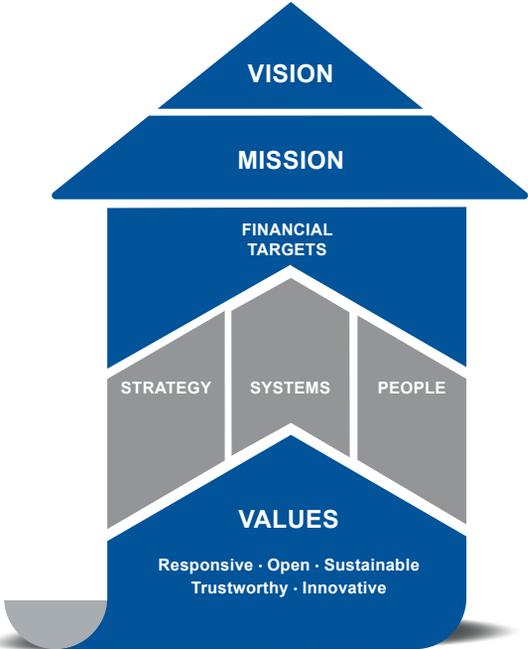
We hope this booklet will help in the cascading process of the ROSTI WAY. We also welcome your comments and suggestions about how we can develop and improve the Rosti Group further and as we work towards our vision we will develop the ROSTI WAY more comprehensively so that it underpins and delivers our success.

Let us unite together on the journey of living The ROSTI WAY to make Rosti a better working place and a successful company in the market.

Brendan Colgan

Rosti Group CEO

This is the Rosti Way!



Our Vision

To be the first choice in precision injection moulding, related products and services.

Our Mission

To continuously increase our competitiveness by providing manufacturing capabilities and design services at a level that exceeds our customers' expectations.

Rosti Financial Targets

Rosti's financial target is to exceed our shareholders' expectations in profitability and growth. Important key performance indicators to follow up on our financial targets are:

- Organic sales growth $> 8\%$ per year
- ROCE (Return on Capital Employed) $> 20\%$
- EBITA (Earnings before Interest, Taxes and Amortization) $> 8\%$

Rosti Core Values

R	Responsive
O	Open
S	Sustainable
T	Trustworthy
I	Innovative

Responsive

What “Responsive” means as a core value

- Acting with a sense of urgency
- Making qualified decisions in time
- Paying timely and appropriate attention to details at an appropriate level of the organization
- Having an understanding and respect for others
- Keeping the company strategy and goals in mind
- Keeping our customers and people at the forefront of our mind

What “Responsive” does not mean as a core value

- Second guessing decisions
- Being submissive or indecisive
- Constantly changing decisions
- Making decisions not in line with the company goals or strategy

Open

What “Open” means as a core value

- Listening, sharing and being open-minded
- Being open to new ideas and views
- Being open about the good and the bad
- Speaking your mind in the debate, but backing the decision
- Two-way communication
- Embracing diversity
- Sharing success and best practice

What “Open” does not mean as a core value

- Not standing up for what you think
- Speaking about people behind their back
- Lacking the ability to keep a promise or uphold trust
- Breaching confidentiality (if in doubt – ask)

Sustainable

What “Sustainable” means as a core value

- Considering all stakeholders
- Focusing on both the short and the long term
- Forward thinking, planning and execution
- Balancing opportunity and risk management
- Appropriate risk identification and management
- Learning from successes and mistakes
- Proactively moving forward, striving for higher levels
- Attracting and retaining the right people, building the right team
- Providing opportunities for continual development
- Nurturing our identity and shaping the future

What “Sustainable” does not mean as a core value

- Avoiding risks
- Always doing the same
- Being unimaginative
- Old-fashioned and complacent

Trustworthy

What “Trustworthy” means as a core value

- Honesty and accountability
- Can rely on us doing the right thing
- Having the personal courage and integrity to take the tough decisions
- Speaking and acting the same
- Being fair, decent and showing respect for others
- High ethical standards
- Focus on the company’s agenda and not the personal agenda

What “Trustworthy” does not mean as a core value

- Not standing up for what you think
- Blaming others
- Being naive
- Being complacent, arrogant, or over-confident
- Asking people to do what they are not supposed to do
- Not re-evaluating decisions

Innovative

What “Innovative” means as a core value

- Pursuing continuous improvements
- Listening to and understanding the needs of our customers
- Being informed and seeking out new ideas
- Looking for ways to improve operational performance, processes and products
- Benchmarking against the best-in-class
- Having an attitude of continuous learning
- Looking for changes and possibilities in the environment

What “Innovative” does not mean as a core value

- New is by definition better
- Implementing new ideas without balancing the cost and possible returns
- Making changes without considering the people affected

Rosti Strategy

- Provide complete and innovative solutions including customer concept development, sourcing and assembly
- Understand our customers' business and how we can support their long term objectives
- Support our customers' growth, and their changing needs
- Continuously improve our operational performance and the sustainability in our processes and products
- Serve selected customer segments, such as Consumer & Professional Appliances, Business Machines, Automotive, Caps & Closures and Life Science & Medical
- Add on acquisitions to support growth both for our customers and for Rosti

Rosti Systems

- Rosti Systems consist of our processes and policies
- Rosti Systems should provide a good support to our daily work and to the achievement of our Vision & Mission
- Rosti Systems should be efficient and well integrated into our daily operations. Systems should be deleted when not fulfilling its intended purpose
- Rosti Systems should reflect our Core Values and Success Factors

Rosti People

The Rosti People Vision is to be the first choice employer by providing a high performing, engaging and value-based culture with skilled and committed employees in a safe and happy environment.

- Five Rosti People Principles help us reach our vision. We will:
 1. Provide a safe and diverse work environment free from harassment
 2. Attract and recruit the right people with competencies required for current and future business needs
 3. Develop and retain our employees, recognize talent and provide interesting career opportunities
 4. Work continuously with Performance Management to enhance, recognize and reward performance
 5. Work in the Rosti Way having our Core Values and Customers in mind through everything we do

Rosti Success Factors

- To maintain and grow our customer base by providing excellent **customer care** in all areas
- To develop an engaged organization within a **safe, happy environment** and to be a positive example within our community
- To continually **improve our business systems** and practices
- To implement **all projects on time** and within budget, aiming to exceed the customers' expectations
- To **create value** through innovation and by **minimizing waste** in all areas

Rosti Sustainability Vision

We are committed to integrate sustainability in all our operations and decisions as we believe this is the only viable basis for society and business to survive and grow.

