



Rosti Group

Sustainability Framework

Rosti

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This policy outlines our commitment to environmental stewardship, social responsibility and governance integrity. It supports the [Rosti Way](#), our [Code of Conduct](#) and related policies. It also meets the requirements of the [Corporate Sustainability Reporting Directive \(CSRD\)](#) and the [European Sustainability Reporting Standards \(ESRS\)](#). Our practices are designed to be transparent, measurable and actionable.

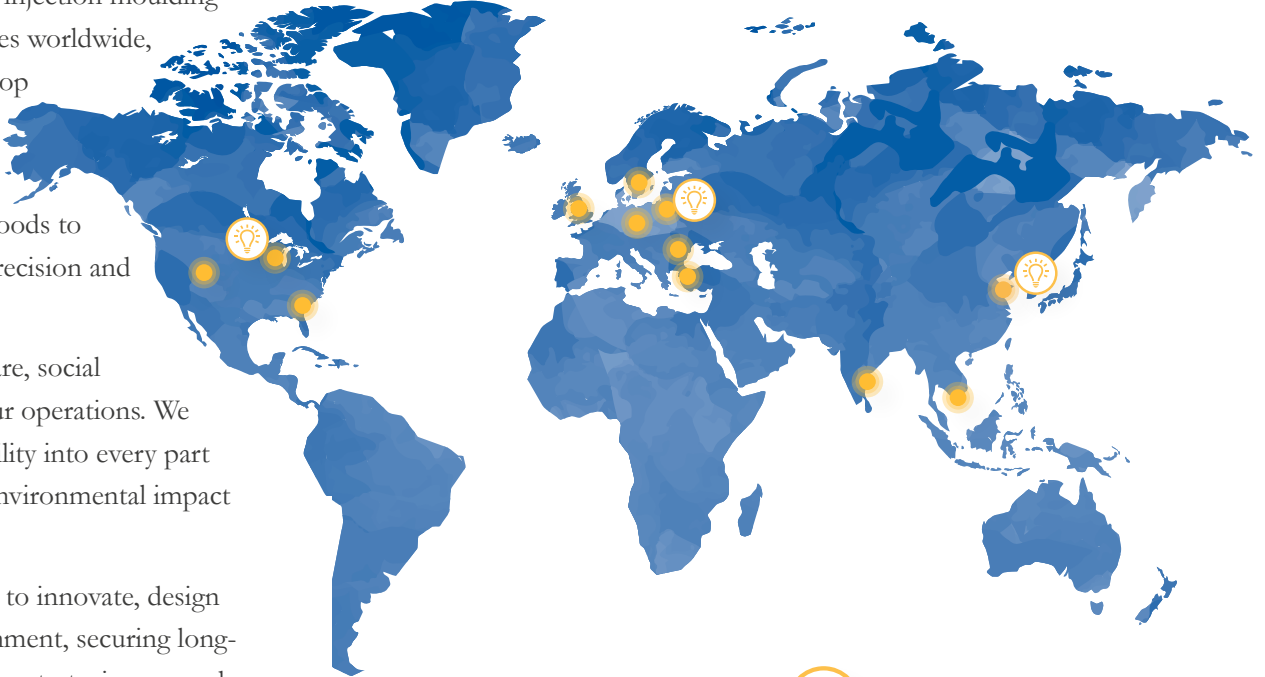
Introduction

Rosti Group, based in Sweden, is a global specialist in plastic injection moulding and contract manufacturing. With strategically located facilities worldwide, we deliver advanced solutions that help our customers develop more sustainable and efficient components and products.

For more than 80 years, Rosti has been trusted to produce high-quality plastic parts, ranging from everyday consumer goods to complex medical devices. Our commitment to innovation, precision and sustainability is at the heart of everything we do.

This Sustainability Framework ensures that environmental care, social responsibility and strong governance are integrated across our operations. We are dedicated to responsible growth by embedding sustainability into every part of our business, prioritising employee well-being, reducing environmental impact and supporting the communities we serve.

Recognising the limits of our planet's resources, we continue to innovate, design and operate in ways that respect both people and the environment, securing long-term prosperity for future generations. The policy outlines our strategic approach, priorities and goals, forming the foundation for site-level action plans that enable us to deliver more sustainable solutions across the Group.



Sustainability &
Innovation centre



Ian Farquhar

Head of Sustainability at Rosti Group

Environment

With precision injection moulding at our core, we deliver sustainable supply chain solutions through design support, manufacturing, quality and logistics – from concept to reality. Our ambition is to be our customers’ most reliable and consistent partner, building a sustainable and prosperous organisation.

1. Vision

To be the preferred partner to bring sustainability from concept to reality by innovating circular sustainable solutions.

2. Strategic Sustainability Framework

At Rosti, we work collaboratively to understand the full extent of our operational impact and the influence we exert across the supply chain. Our ambition is to foster and maintain a culture built on six guiding principles: Reduce, Reuse, Replace, Respect, Recycle and Recover. These principles support our transition from linear to circular economic models.

To realise this vision, we benchmark both internally and externally, applying best practices to every stage of our process – from concept to reality. This approach is underpinned by our core values and behaviours, with sustainability forming an integral part of our organisational integrity. Our strategy is structured around three pillars where we can make the most significant impact:

Pillar	Focus Area	Strategic Direction
Technology	Design for Sustainability	Develop environmentally responsible designs, utilise low-impact materials and apply lifecycle assessments and product carbon footprint methodologies.
Operations	Leave no trace	Improve energy efficiency, eliminate waste, and pursue zero wastes to landfill.
Commercial	Partnering for Impact	Collaborate with customers and suppliers to promote sustainable sourcing, improve recyclability and reduce emissions throughout the value chain.



3. The 6 R's: Our Operational Principles

We foster a culture grounded in six sustainability behaviours that guide our daily decisions and long-term strategy:

- Reduce** Eliminate waste and inefficiencies across operations.
- Reuse** Repurpose scrap materials and components where possible.
- Replace** Innovate to replace high-impact materials and energy-intensive processes.
- Respect** Understand and mitigate our impact on people and the planet.
- Recycle** Implement robust internal and external recycling programmes.
- Recover** Energy and materials, aiming for closed-loop systems.

These principles shape our decisions and define how we build a sustainable future.

4. Goals to 2030

To earn and maintain trust as a sustainability partner, Rosti has committed to a set of measurable and impactful goals to be achieved by 2030.

- Reduce emissions within our control by 50 percent intensity (Scope 1, 2 and 3.2–7)*)
- Achieve 100 percent clean energy use – defined as renewable and nuclear sources.
- Always offer a green material alternative – ensuring customers who wish to use renewable or recycled materials have a viable option.
- Always offer a recyclable design – enabling full disassembly into single materials for reuse at end of life.
- Achieve zero waste to landfill at all sites.
- Improve energy efficiency by 25 percent – delivering the same output with reduced energy input.

*) We acknowledge that intellectual property rights for the products we manufacture remain with our customers. Therefore, our ability to reduce Scope 3 emissions depends on customer collaboration and a shared commitment to reviewing design and material selection.



“The details in the design can reduce the emissions dramatically.”



5. Key Actions & Focus Areas



To achieve our 2030 targets, Rosti is implementing the following actions:

- Implement Carbon Footprint Reduction actions.
- Conducting regular Double Materiality Assessment process to review material aspects of organizational impact.
- Conduct energy audits at all production sites and implement efficiency plans.
- Source renewable energy or enter into Power Purchase Agreements (PPAs). Develop eco-design and Life Cycle Assessment (LCA)/Product Carbon Footprint (PCF) business capabilities.
- Encourage customers to sustainable raw materials usage (e.g., post-consumer recycled plastics, bioplastics).
- Develop recycling programs for production waste.
- Heading towards 0 waste in landfills in every site.
- Establish internal Communities of Practice for continuous improvement.

6. Metrics & Audit Readiness

Rosti monitors sustainability performance continuously, using defined KPIs and reporting outcomes to both internal and external stakeholders in full alignment with CSRD and ESRS standards.

Monitoring and Reporting

Reporting: Annual sustainability report aligned to ESRS standards.

Compliance: Regular internal and external audits will validate progress.

Goals and Key Performance Indicators (KPIs)

- We set clear, measurable sustainability goals aligned with ESRS reporting requirements and in line with Paris Agreement pathway.
- KPIs are regularly reviewed to track performance and guide continuous improvement.
 - ✓ Green material usage
 - ✓ Scrap reuse (recycled)
 - ✓ Energy efficiency
 - ✓ Operational carbon footprint
 - ✓ Waste reduction and going to landfill
 - ✓ Water reduction
 - ✓ Fossil free energy
 - ✓ Quotes with sustainability sections
 - ✓ Awards with green materials



What gets measured gets improved!

At Rosti, our sustainability metrics drive accountability, transparency, and continuous progress.

7. Roles and Responsibilities

At Rosti, sustainability is everyone's responsibility. From boardroom decisions to daily operations, each role contributes to our global goals.

Board of Directors

- Provide strategic oversight and ensure accountability for sustainability performance and compliance with regulatory requirements.
- Approve ESG policies, targets, and investment priorities.

Head of Sustainability

- Lead the development and execution of the Group-wide sustainability strategy.

Executive Management Team (EMT) and Head of Sustainability

- Implement, monitor and review the Sustainability Policy.
- Integrate sustainability into risk management and operational decision-making.
- Track progress against ESG targets and ensure transparent reporting in line with CSRD and ESRS standards.

Managing Directors (MDs)

- Champion a culture of sustainability through leadership, structure, resources, Rosti values and behaviours.
- Ensure sustainability commitments, risks and opportunities are clearly communicated and understood across the business.

Sustainability Champions

- Support the site leadership in developing credible improvement plans and driving the 2030 Commitments.
- Train and empower first-line management to understand and reduce the organization's CO₂ footprint and other environmental impacts.
- Share best practices and raise sustainability awareness across teams.

Energy Site Leaders

- Drive energy initiatives at site level, aligned with Group sustainability goals.
- Monitor, benchmark, and reduce energy consumption and emissions.

Every Manager

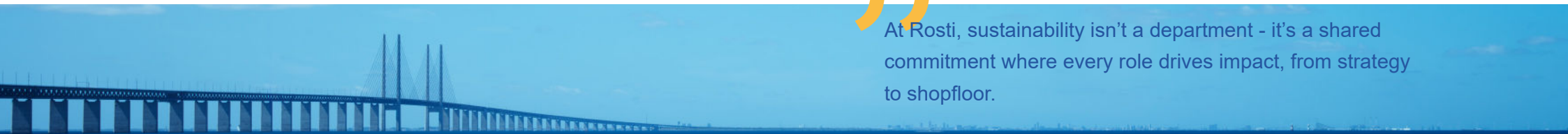
- Foster a mindset that recognises environmental and social impacts.
- Encourage teams to challenge existing processes and implement circular economy solutions.

Every Employee

- Work according to standards, applying knowledge and experience to minimize environmental and social impacts.
- Contribute to accurate ESG reporting by following sustainability guidelines and sharing relevant data.



At Rosti, sustainability isn't a department - it's a shared commitment where every role drives impact, from strategy to shopfloor.



Want to Know More?

Contact your line manager or local sustainability champion to highlight issues or to suggest more sustainable working methods or use the Green Kaizen card.

8. Alignment with Global Standards

Our sustainability program supports:

- ISO 14001: Environmental Management Systems
- United Nations Sustainable Development Goals (SDGs)
- Corporate Sustainability Reporting Directive (CSRD)
- European Sustainability Reporting Standards (ESRS)
- In line with 1,5 °C Paris Agreement pathway

