

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 sustainable future*. Understanding and meeting customer needs is 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 environmentally friendly solutions. We strive to meet our stakeholders' expectations even better than before through 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.

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.
- Improving energy- and resource-efficiency and decreasing emissions from our products are key aspects to our environmental responsibility.
- One of our main objectives is to develop heating and cooling technology based on use of renewable energy sources.
- Oilon provides information and trains its stakeholders so as 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.

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 communication with our customers and 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 its responsibility for the safety of its staff and other stakeholders throughout its operations, and we strive to prevent accidents and occupational illnesses.

We want to do our part to promote 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.

In Lahti, on August 8, 2022

A handwritten signature in blue ink, appearing to read "Tero Tulokas".

Tero Tulokas
CEO
Oilon Group Oy