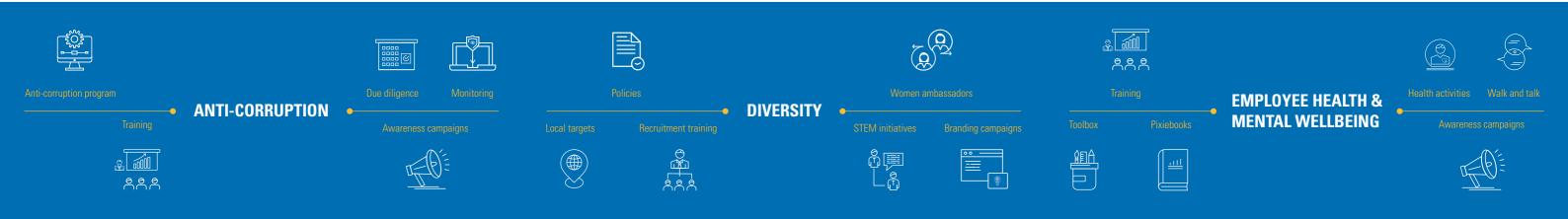


ALLIES IN RESPONSIBILITY

TERMA'S 3-YEAR CSR STRATEGY WITH 6 FOCUS AREAS



Our aim is to increase and strengthen employees' health and mental wellbeing, and thereby increase motivation and performance.



- All employees in high and medium risk job functions have undergone extended anti-corruption training
- Train all Terma's external marketing consultants

from accidents and injuries.

 Reach as a minimum Band C in the next publication of Transparency International Defense Anti-Corruption Index

Our aim is to provide our employees with a safe working environment, free

- Establish local targets for diversity
- 5% annual increase in number of female applicants
- 4% annual increase in number of female applicants hired
- 3% annual increase in the female composition of leadership

Our aim is to be in compliance with the procedural requirements set forth by the UN Guiding Principles.

Reduce female sick leave absence to 4.2%

Increase employee survey score for Satisfaction & Motivation by 3

• Develop additional leadership courses for all leadership levels

• Train all managers within wellbeing and stress management

points and Immediate Manager by 2 points

Our aim is to be in compliance with requirements and have robust processes in place to manage our supply chain responsibly.



- Reach a world class safety level in all Terma
- Improve safety culture and behavioral safety to a high performing "interdependent" safety culture
- Secure sustainable improvements by implementing a new Safety Management Framework (Terma Safety Excellence)
- Decrease Lost Time Injuries Frequency Rate (LTIFR) by 50%

- Terma has conducted human rights impact assessments
 - Terma has organized global human rights awareness campaigns

 All required active Terma suppliers have undergone our responsible supply chain management due diligence process