



ALLIES IN RESPONSIBILITY

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

Allies in Responsibility is a means to support the collective discourse and become a trusted partner within the sustainable development agenda. Therefore, all 6 focus areas are carefully aligned with specific UN Sustainable Development Goals. This will cement Terma's position as a valued and trusted employer, business partner, and customer.

Aim: Our aim is to ensure compliance with relevant international and national anti-corruption legislation.

Aim: Our aim is to be an attractive workplace with high performing diverse teams and the ability to attract new diverse talents.

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



- Target:**
- All employees in high and medium risk job functions have undergone extended anti-corruption training
 - Train all Terma's external marketing consultants
 - Reach as a minimum Band C in the next publication of Transparency International Defense Anti-Corruption Index

- Target:**
- 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

- Target:**
- Increase employee survey score for Satisfaction & Motivation by 3 points and Immediate Manager by 2 points
 - Develop additional leadership courses for all leadership levels
 - Train all managers within wellbeing and stress management
 - Reduce female sick leave absence to 4.2%

Aim: Our aim is to provide our employees with a safe working environment, free from accidents and injuries.

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

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



- Target:**
- 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%

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

- Target:**
- All required active Terma suppliers have undergone our responsible supply chain management due diligence process