

## CSR Policy

We provide employees with fair and reasonable remuneration according to average levels in the industry and offer training programs for developing employees' competence and expertise.

We maintain healthy corporate governance, financial structures, and forward-looking business plans to provide our investors with appropriate returns.

We respect the community and society we live in and are willing to exercise our duty as a corporate citizen to offer our assistance.

We offer a healthy and safe workplace and implement systematic environmental-safety-management measures, doing our best to prevent environmental pollution and occupational injuries.

We are committed to striving for sustainable development. Our business strategies must include comprehensive considerations of economic, environmental, and social aspects to reach an optimal balance and continuous improvement.

We achieve high customer satisfaction with high quality and efficiency and maintain long-term partnerships with customers.

We only cooperate with suppliers complying with our CSR policies. Suppliers are required to strictly follow the laws and regulations that RODAN Technologies and its customers comply with.

April 2016

RODAN Technologies A/S

Peter Rydell, CEO