



Salaspils,  
February 8, 2019

## CORPORATE SOCIAL REASONABILITY

CSR is Volburg's approach to sustainability management, a journey to unleash the power of human collaboration and create long-term value for our business and society. We understand the importance of prioritizing and evolving based on the issues that matter the most to stakeholders and to the long-term success of our company.

The company Volburg is committed to building a world better. There are the following main areas that we ensue...

### Environmental

Nowadays, environment is rather dull therefore it needs utmost care. Company Volburg is interested in saving the environment thus takes care of it by performing the following tasks:

- ◆ Utilizing recyclable materials in our packaging;
- ◆ Applying conversion of natural resources, raw materials, and components into a finished product;
- ◆ Meeting current environmental standards and exceeding them;
- ◆ Featuring ISO14001 environmental managing system;
- ◆ Choosing suppliers with presence of ISO14001;
- ◆ Participation in the development and management of The Latvian Register of Battery and Accumulator Producers.

### Social

Social problems and solution to them are of utmost importance given in the fact that it is a step into our future. Our social investment strategy is based on our vision to help the world run better and improving people's lives. That is why Volburg appreciates activities made for future's development and tries to make all reasonable steps to make it better. This can be discerned through the following:

- ◆ Volburg is involved in development of the educational programs covering engineering sector for high schools in Latvia, our suggestions taken into account by Latvian Ministry of Education;
- ◆ Volburg, being a member of Latvian Electronics Industry Association LETERA and Viktor Kononov (MD) LETERA's member of the board, is involved in many social

# VOLBURG

aspects such as European Social fund projects, training/education of people working for Electronics sector in Latvia, etc.;

- ◆ Support of technical study groups in schools;
- ◆ Volburg was one of the sponsors supporting new Technical school established by Riga Technical University in 2015;
- ◆ Membership in local Business Association, activities in Salaspils infrastructure development, employment programs for local employees;
- ◆ Regular media appearances about the company and Electronics Industry in Mass Media;

## Employees and Workplace

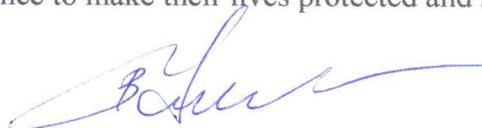
Volburg is, at its core, an open community dedicated to bringing the world closer together by fostering meaningful, shared experiences among people from all parts of the world. That is why our employees are so important for us. Raising our employee awareness and understanding we can reach prosperity of our company.

We also respect human rights and employ people with no matter of their race, color, ethnicity, national origin, religion, disabilities, sexual orientation, gender identity, or marital status.

Reasonable conditions of work make people's lives and work performance better therefore company should care about it with the particular attention. Company Volburg does its best to improve the conditions of work and make them better. Particularly this can be discerned through the following:

- ◆ To make air cleaner in our company we have air conditioning. Conducted through all the building air conditioning provides employees with fresh and cleaned air thus making work performance better;
- ◆ Due to heating working in the winter, it causes drying of the air therefore making work difficult. During the last few years humidified air has also been provided through the building to maintain minimum 40% humidity level throughout the year;
- ◆ Volburg provides new furniture to make workplace more convenient.
- ◆ Lighting in the working area to make visibility the best;
- ◆ Internal corporate events are made by administration to make internal environment better and to maintain friendly relationships between employees;
- ◆ Caring about health of employees is one of the most important tasks of the company Volburg. Company holds regular medical inspection of employees and gives them health insurance to make their lives protected and safe.

Sincerely,



Viktors Kononovs  
Managing director