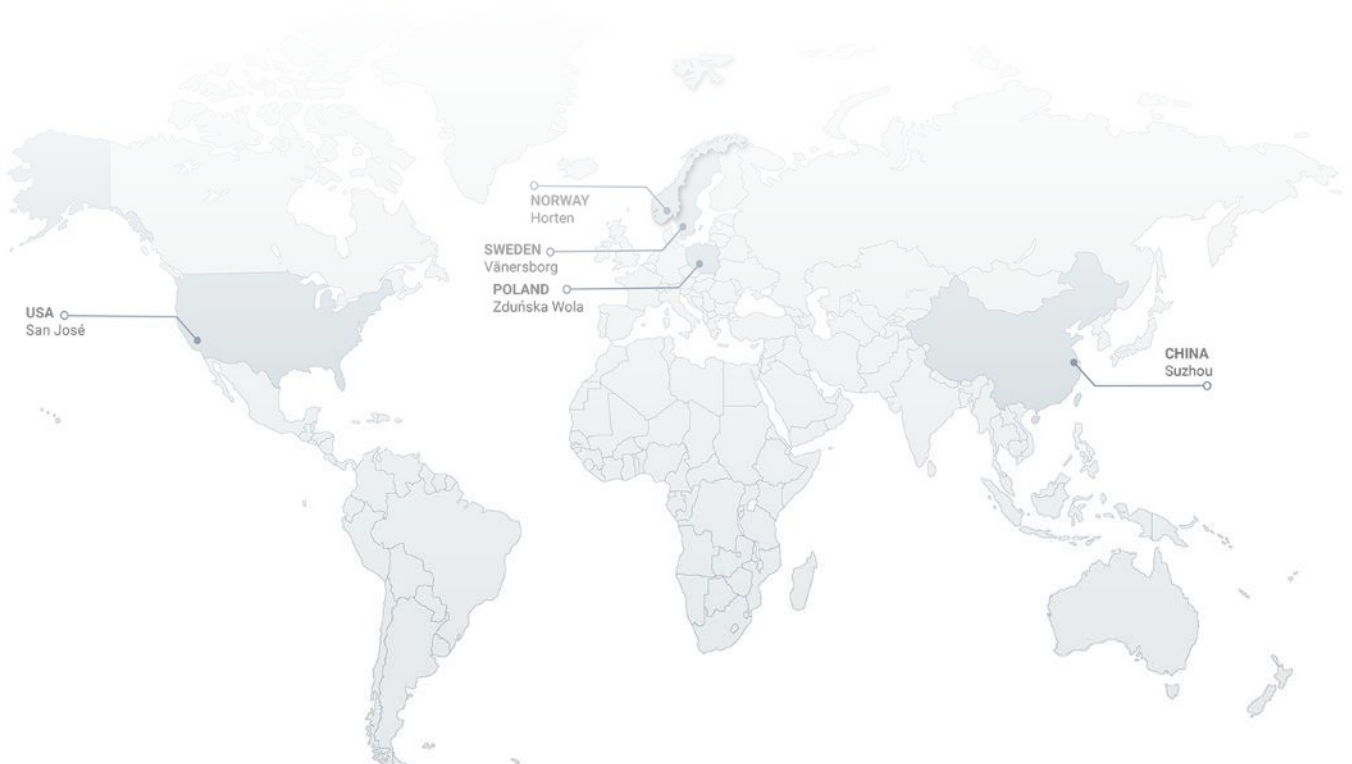


Transparency Act Due Diligence Report

2025



Dear Readers,

I am pleased to present Norautron's Transparency Act report for 2025. This report reflects our continued commitment to conducting business in a responsible, ethical, and transparent manner, across a value chain that is both global and increasingly complex.

As an electronics manufacturing services provider operating in international markets, we are closely connected to developments and production in a global environment. Geopolitical tensions, shifting trade patterns, and increasing regulatory expectations are shaping the context in which we operate. These factors reinforce the importance of maintaining robust processes for managing risk, safeguarding human rights, and ensuring responsible business conduct throughout our value chain.

We remain committed to the OECD's due diligence framework as the foundation for our work. This report outlines how we identify and assess risks, implement measures, and follow up on our efforts to prevent and mitigate adverse impacts on people and communities connected to our business. While we continue to make progress, we recognize that this requires ongoing attention and continuous improvement.

Transparency is essential to building trust with our stakeholders. By sharing both our progress and the challenges we encounter, we aim to provide a realistic and credible account of our work.

I would like to thank our employees across all locations for their dedication and commitment, and our partners for their constructive collaboration. Their contributions are essential to strengthening our approach and driving further improvements.

Norautron remains committed to responsible growth and to further developing our due diligence processes in the years ahead.

Warm regards,



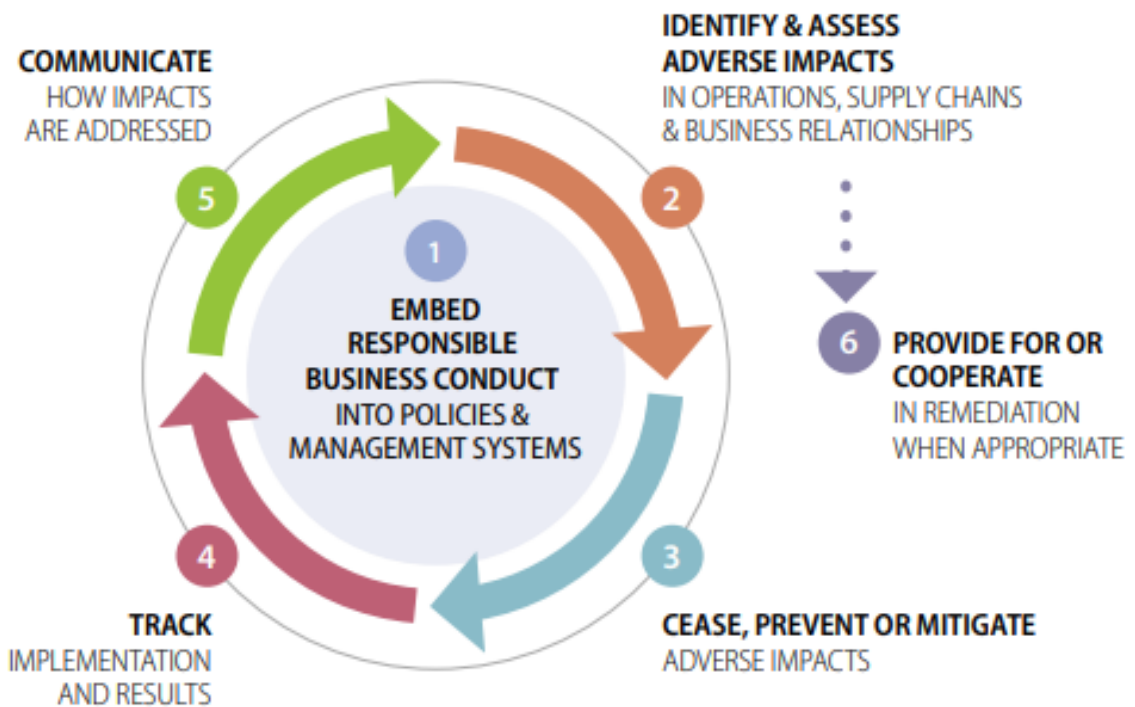
Bjørn Einar Brath
CEO/ President



Due Diligence

This report is structured in line with the United Nations Guiding Principles on business and human rights, along with the OECD's framework for evaluating responsible business practices. This forms the basis for how we structure and carry out our work on responsible business conduct. The framework is divided into six stages, outlining how companies can work systematically to identify, assess and address impacts.

It is crucial to understand that excelling in these assessments does not mean a company has no negative impact on individuals, communities, or the environment. Instead, it signifies that the company is transparent and honest about the challenges it encounters and actively works to manage them effectively, in collaboration with its stakeholders. The chapters of this report are structured in line with these six stages, providing a consistent framework for our due diligence work.



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Responsible Business Conduct

Management systems & Policies

General description of the company's organization, scope of operations, policies, and procedures for addressing actual and potential adverse impacts on fundamental human rights and decent working conditions.

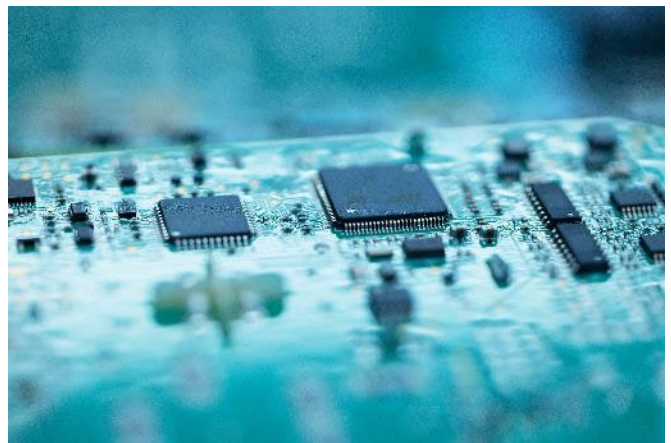
Our organizational structure

Norautron AS, along with its subsidiaries in Sweden, China, Poland, the USA, and Malaysia, operates as an international electronics manufacturing services (EMS) provider. The group has a global footprint, with activities spanning multiple locations and markets.

Until January 2026, Norautron was part of Embron Group. Following a change in ownership, the company is now owned by Norvestor. This change does not affect the reporting scope for 2025 but is relevant for the company's future organization and development.

Norautron operates with a group management structure with global responsibilities, supported by local management at each site. Collaboration across locations is an important part of how the group operates, including in relation to supply chain management and responsible business conduct.

As an EMS provider, Norautron's operations are closely linked to its customers and their requirements, which also influence supplier selection and sourcing decisions. This highlights the importance of cooperation with customers in managing risks related to human rights and working conditions in the supply chain.



This structure provides the basis for how Norautron manages and follow up on risks related to human rights and working conditions across its operations and supply chain.

Products and services

With integrated Human Capital Management, Quality Management Systems, Manufacturing Execution System, and Enterprise Resource Planning, Norautron's services encompass the following:

NPI & Prototyping

Design advice, rapid prototyping, and test development for both software and hardware.

Manufacturing

Electronics, electromechanical assembly, and mechanics.

Industrialization

Product ramp-up, automation/robotization of assembly lines, sourcing and procurement, as well as logistics and distribution.

Product Life Cycle Management:

Lifecycle management, sourcing analytics, end-of-life management, and after-sales services. Norautron also supports customers in product development projects and work closely with dedicated product development partners.

Markets

Norautron operates across several market segments. While the end-markets vary, the underlying supply chain characteristics and associated risks are largely similar, primarily driven by the global and multi-tiered nature of the electronics supply chain.

Different market segments also involve varying regulatory requirements and customer expectations, which influence supplier selection and follow-up.



Oceans & Technology

Norautron has been a supplier to global players in this sector for decades. Our track record and competencies have kept us at the forefront of process knowledge in an industry grappling with technology-driven globalization. Our specialization lies in high-tech, high-end, low-volume builds, as well as globally price-competitive high-volume production, covering a wide range of products from simple data processing units to complex system builds.



Electricity & Energy

Over the past few years, we have elevated our expertise to meet the evolving needs of our customers in this sector. This segment of electronics manufacturing encompasses energy storage, delivery, and control systems through prototyping, test services and production processes.



Connectivity & Computing

In an increasingly interconnected world, businesses can leverage digital tools like cloud computing, big data analysis, signal interpretation, and artificial intelligence to transform the way we live. Norautron plays a role in enabling this connectivity and computing infrastructure.



Industry

With a customer-focused approach, we deliver complete products, sub systems and components to various customers within general industry. By being present in multiple market segments across different continents, we share the competitive advantages we gain with our customers. Our objectives include continuous product upgrades and ensuring product lifecycles.



Healthcare

Norautron collaborates with several customers in the medical technology field. Our applications range from cardiology to quality assurance in diagnostic radiology and equipment for the pharmaceutical industry.



Defense & Aerospace

Over the years, Norautron has been involved in numerous programs within the defense market, delivering high-end surveillance systems and command & control systems featuring the most sophisticated technologies available. We produce equipment for applications ranging from mobile subsea platforms to airborne systems.

Guidelines, procedures, policies

Guidelines, procedures and policies for handling actual and potential adverse impacts on fundamental human rights and decent working conditions include:

- *Ethical Guidelines and Social Responsibility*
- *Supplier Conduct Principles*
- *Supplier Assessment form*
- *IQP HRE.1 Business Conduct and Ethical Guidelines*

A large background image of an iceberg floating in the ocean. The top part of the iceberg is visible above the water, while the much larger part is submerged below the surface. The sky is blue with scattered white clouds.

2

Identification & Assessment of Adverse Impacts

In operations, supply chains & Business Relationships

Identify and assess potential adverse impacts of activities on stakeholders, such as workers, local communities, and the environment. This involves conducting comprehensive assessments and engaging with stakeholders to understand their concerns.

Information regarding the supply chain

General description of the company's procurement model and supply chain

As an electronics manufacturer Norautron's procurement model and supply chain involve the process of sourcing and acquiring components, materials, and equipment necessary to produce electronic devices. It encompasses the entire lifecycle, from the initial identification of suppliers to the delivery of finished products to our customers.

The procurement model and supply chain of our organization are heavily influenced by customer requirements. The customer's preferences and specifications are paramount in determining our purchasing decisions, including the choice of suppliers and where to procure the necessary parts. As a result, establishing a strong collaboration with our customers becomes crucial, to ensure that our suppliers adhere to human rights and maintain decent working conditions.

Supplier population and scope of due diligence

Norautron had a total of 655 suppliers in 2025, representing all commercial transactions, including low-value and non-critical purchases such as local services, office expenses, and community support activities (e.g. local suppliers, service providers, sponsorships).

To ensure an effective and risk-based due diligence process in line with the Norwegian Transparency Act and OECD guidelines, Norautron applies a materiality and risk prioritization approach.

The detailed due diligence assessment therefore focuses on:

- Suppliers with annual spend above 100,000 EUR
- Suppliers with higher inherent risk exposure based on geography, complexity, or category

The remaining supplier base primarily consists of:

- Low-value, local, or transactional suppliers
- Suppliers with limited or no relevance to high-risk supply chains

These suppliers are not excluded from the scope, but are subject to:

- General ethical requirements
- Standard purchasing controls
- Ongoing evaluation for inclusion if risk exposure changes

General description of the company's procurement model and supply chain

Norautron AS has collected input from our subsidiaries regarding their supplier management practices, supplemented by an internal mapping of ESG-related processes. This work indicates that there are differences in how supply chain activities and follow-up are managed across locations. While many elements are in place, the level of structure and maturity varies.

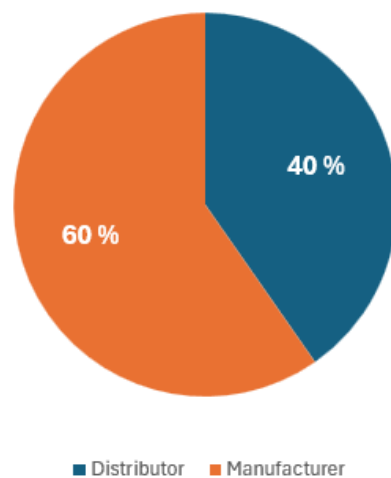
These findings are used as input to Norautron's ongoing work to strengthen responsible business conduct and will support further development of a more consistent approach across the group. A key focus going forward is to improve alignment across locations, including supplier follow-up and risk assessment.



Type of sourcing/ supplier relationship

Our supplier base is grouped into two primary categories: *Manufacturers* and *Distributors*. The share of the two categories are indicated on the pie chart to right.

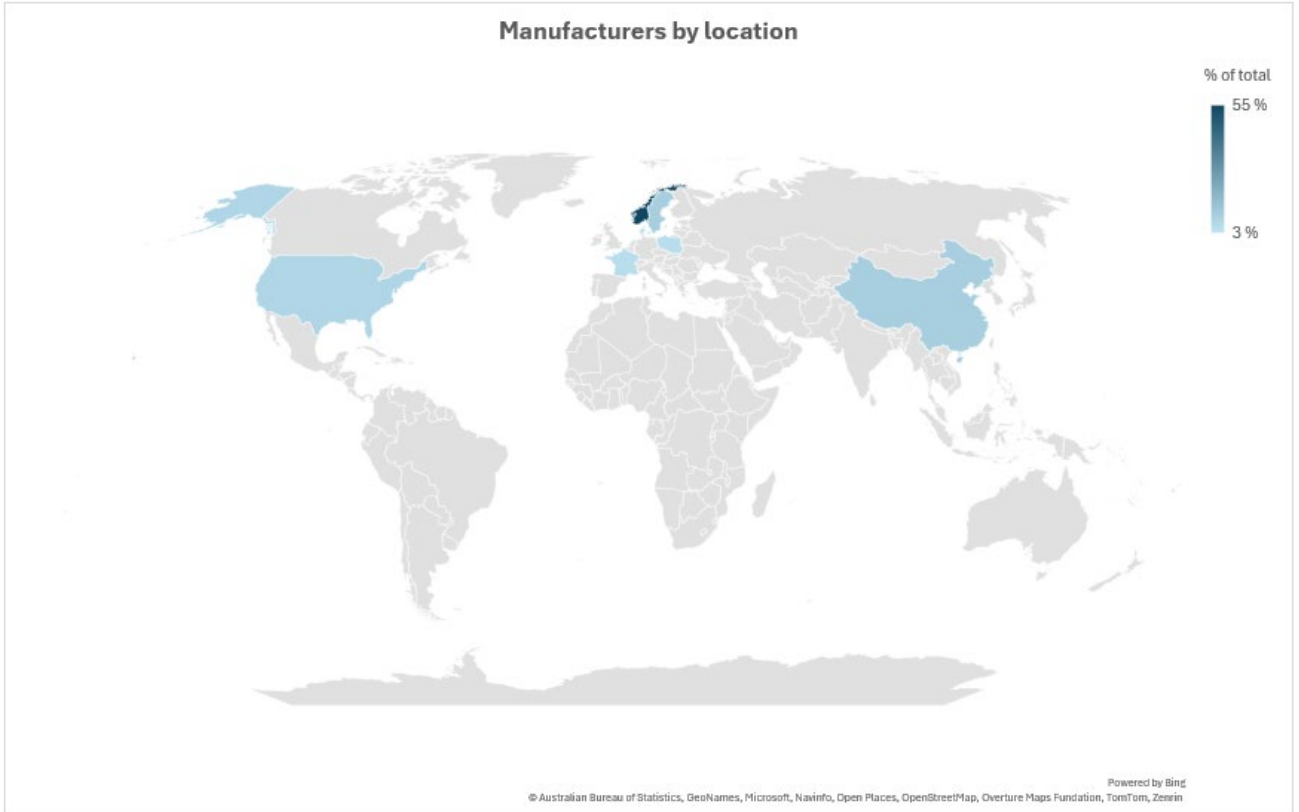
Both manufacturers and distributors supply our manufacturing process directly. The main distinction lies in the sourcing location. Manufacturers deliver directly from their production facilities, while distributors serve as mid-stream suppliers, connecting us to manufacturers further down in the supply chain. In general, it is more challenging to map the complete supply chain for distributors. This represents a key area of focus in our due diligence work, due to reduced visibility further down the supply chain.



Share of Manufacturers/Distributors

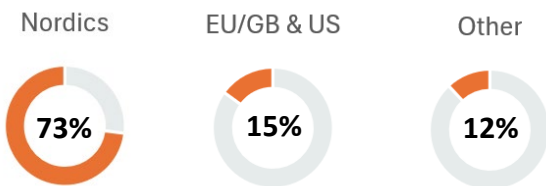
Manufacturers by Region/Country

Below manufacturers in our supply chain plotted on the world map.

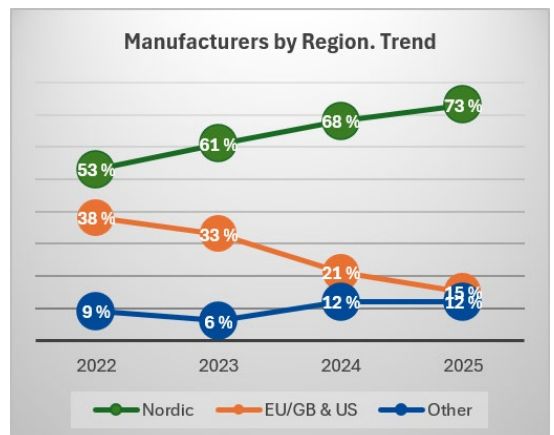


Manufacturers grouped by region

Below share of manufacturers by region



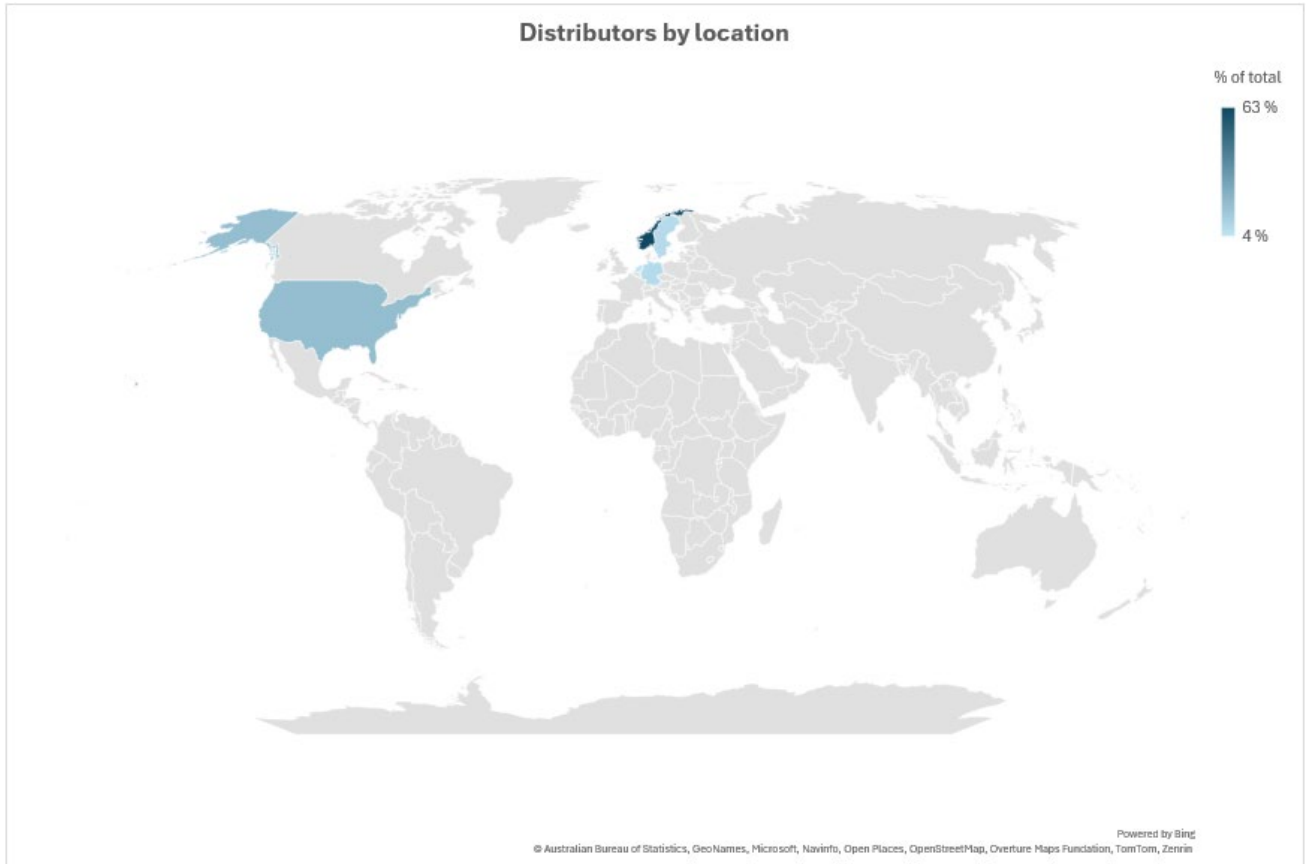
Share of Manufacturers grouped in regions



Trend shows increased use of manufacturers in the Nordic region. Increased trend for “Others” from last year is due to inclusion of our subsidiaries in Asia

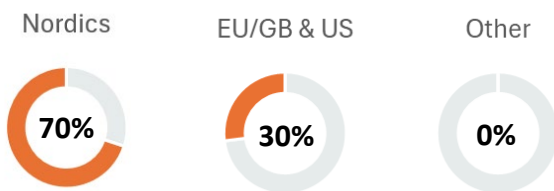
Distributors by Region/Country

Below distributors in our supply chain plotted on the world map.

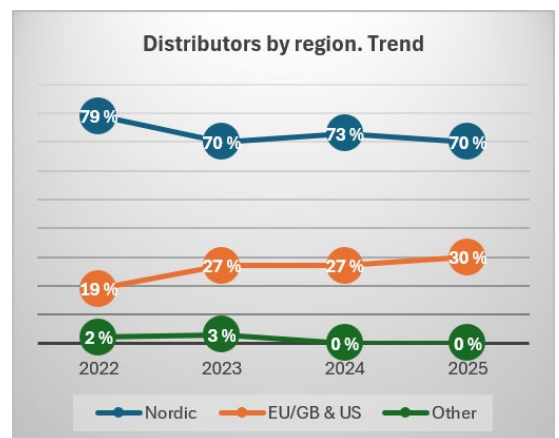


Distributors grouped by region

Below share of distributors by region



Share of Distributors grouped in regions

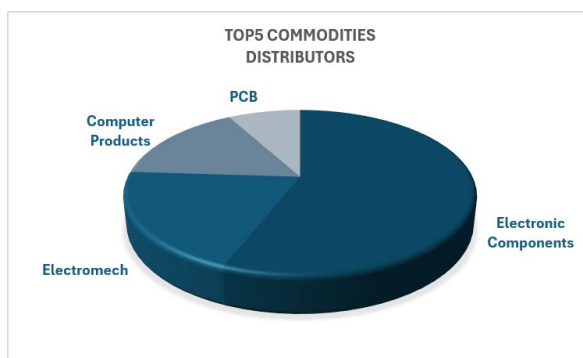
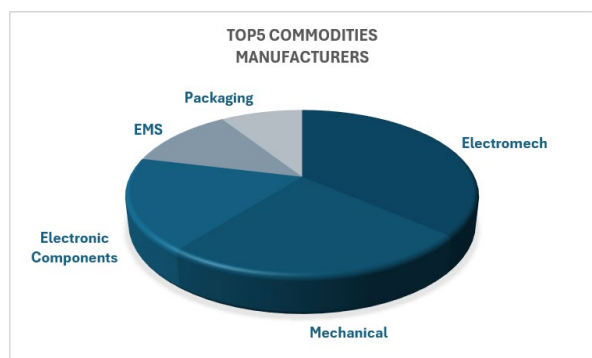


Trend is stable from last year. "Others" is down to zero this year

Key inputs, commodity and origin/geography

Within Manufacturing we have grouped the suppliers in 12 segments or commodity groups.

For Distributors, the number of commodity groups are 6.



The top 5 commodities are listed below, showing share of suppliers in relation with total for each commodity. Suppliers' country of origin in right column.

Top Commodities	% of tot. suppliers	Country (order by size)
Electronic components	30%	USA, Norway, Sweden, Germany, France, China
Electromechanical	25%	Norway, Sweden, Israel, Denmark, China, France
Mechanical	12%	Norway, Poland, Denmark,
Computer products	9%	Norway, USA, Netherlands
EMS	6%	China, Sweden, Poland

Key inputs, commodity and origin/geography

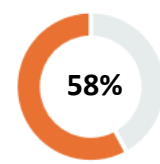
To streamline the process of mapping our suppliers and the actors involved in the production of final products or components, we have categorized our suppliers into two groups: “**complex**” and “**non-complex**.” This classification enables us to distinguish between suppliers with intricate, multi-tiered supply chains and those with more direct and transparent structures.

Suppliers classified as complex include all distributors and manufacturers operating within multi-tiered supply chains. These suppliers often involve several layers of subcontractors or intermediaries, making it more challenging to trace the full supply chain. By identifying and grouping these suppliers, we can allocate appropriate resources and implement targeted due diligence measures to effectively manage and monitor potential risks related to human rights and working conditions.

We have categorized our suppliers as shown on the right. 100% of our distributors and 58% of our manufacturers have a complex supply chain.

Distributors

Manufacturers



Share of Suppliers with complex supply chains



Key areas for adverse impact/harm on people, society or environment

The electronics industry, like many other global industries, does carry a risk of human rights violations and poor working conditions within its supply chain. The complex and global nature of the electronics supply chain, involving multiple tiers of suppliers across different countries, can create challenges in ensuring respect for human rights and decent working conditions.

For Norautron, these risks are particularly linked to the global nature of our supply chain and the use of multi-tiered supplier structures, including both manufacturers and distributors.

Issues such as forced labor, child labor, excessive working hours, unsafe working conditions, inadequate wages, and lack of workers' rights are risks within the electronics industry that can occur at different stages of the supply chain e.g., the extraction of raw materials, manufacturing, assembly, and component production. Based on this, key risk drivers in our supply chain include:

Complex supply chain: As mentioned on previous pages, electronics supply chain is often complex, with numerous suppliers involved in the production of a single device. This complexity can make it difficult for companies to have complete visibility and control over all stages of production, increasing the risk of labor rights violations and poor working conditions going undetected.

Outsourcing and Subcontracting: Electronics manufacturers frequently outsource production or subcontract parts of the manufacturing process to third-party suppliers. While outsourcing can bring cost efficiencies, it also increases the risk of labor rights abuses if proper due diligence and monitoring systems are not in place.

Raw Material Extraction: The extraction of minerals and metals used in electronics, such as coltan, cobalt, and gold, has been associated with human rights violations, including forced labor and hazardous working conditions, particularly in certain regions of the world.

Mapping and addressing these risks across the supply chain requires significant effort and continuous improvement. This is an ongoing process that depends on cooperation across the supply chain.

As a contract manufacturer, close cooperation with customers is essential. Customer requirements play a key role in supplier selection and sourcing decisions and therefore influence how risks related to human rights and working conditions are managed.

Key risk areas related to identified geographies in the supply chain

(identified in the “other” category p.9 & 10)

The geographical risks presented below are based on identified exposure in our supply chain and publicly available sourced. The overview reflects areas where there may be increased risk, and does not necessarily indicate that such impacts have been identified in Norautron’s own supply chain.

Preliminary list of countries in our direct supply chain is an ongoing task.

Table 1 – Direct Supplier Risk Assessment

Identified adverse impact	Description	Geography Direct Suppliers	Status	Reference Source
Forced Labour	Coerced work, debt bondage, trafficking, withholding wages.	China	Risk Identified	U.S. Department of Labor (2024, 2025); Human Rights Watch (2024)
Child Labour	Work harmful to children or interfering with education.	China	Risk Identified	U.S. Department of Labor (2024)
Working Conditions	Unsafe workplaces, excessive hours, inadequate PPE.	China	Risk Identified	U.S. Department of Labor (2024); Human Rights Watch (2024)
Discrimination	Discrimination based on religion, age, sex, nationality, disability or race.	China, Israel, USA	Risk Identified	EEOC (2026); Israel Ministry of Labor (2026)
Wages and Benefits	Unfair compensation, unpaid wages, denial of benefits.	China	Risk Identified	U.S. Department of Labor (2024)
Health and Safety Risks	Occupational hazards, injuries, hazardous substances.	China, USA	Risk Identified	USA.gov (2026); U.S. Department of Labor (2024)
Freedom of Association	Restrictions on unions and collective bargaining.	China	Risk Identified	U.S. Department of Labor (2025); HRW (2024)
Corruption and unethical behaviour	Bribery, fraud, unethical conduct.	China, Israel, USA	Risk Identified	OECD Due Diligence Guidance

Table 2 – Complex Supply Chain / Indirect Supplier Risk Assessment

Identified adverse impact	Description	Geography Complex	Status	Reference Source
Forced Labour	Lower visibility in Tier 2+ supply chain increases exposure risk.	Under investigation	Complex supplier investigation ongoing	OECD Due Diligence Guidance; U.S. Department of Labor
Child Labour	Potential hidden risk in upstream suppliers.	Under investigation	Complex supplier investigation ongoing	U.S. Department of Labor
Working Conditions	Limited supplier transparency may conceal workplace issues.	Under investigation	Complex supplier investigation ongoing	OECD Guidance
Conflict Minerals	Potential 3TG sourcing from high-risk areas.	Under investigation	Complex supplier investigation ongoing	Responsible Minerals Initiative; OECD Guidance
Corruption & Ethics	Indirect sourcing may increase governance risk.	Under investigation	Complex supplier investigation ongoing	OECD Guidance

Work is ongoing to gain better visibility into these areas, particularly in relation to complex supply chains where traceability is limited.

Norautron has identified supplier exposure in China, Israel, and the United States. Enhanced due diligence measures have been implemented for suppliers operating in higher-risk jurisdictions. These measures include supplier audits, conflict-mineral reviews, sanctions screening, adverse-media monitoring, supplier questionnaires, and review of labour-rights practices. Mapping of indirect suppliers remains ongoing as part of the company's continuous due diligence process under the Norwegian Transparency Act and OECD Due Diligence Guidance.

Table 3 – Country Risk Justification

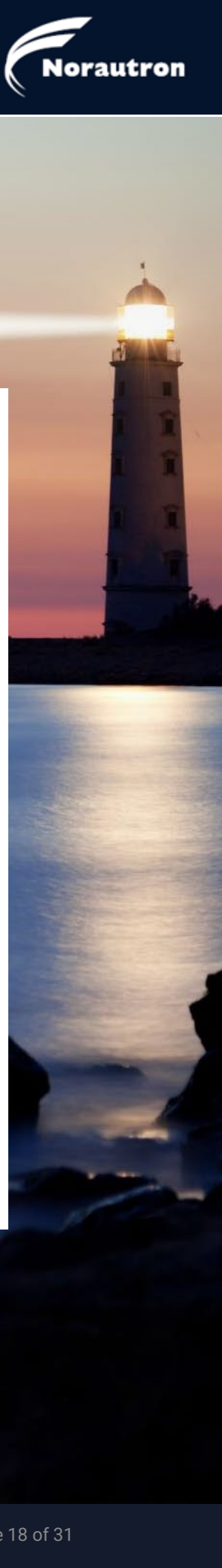
Country	Risk Level	Key Justification	Reference Source
China	High	Forced labour concerns, freedom of association restrictions, transparency challenges, working-condition risks and heightened supply-chain scrutiny.	U.S. Department of Labor (2024, 2025); HRW (2024)
Israel	Medium-High	Strong labour protections but elevated conflict, geopolitical and reputational risks requiring enhanced due diligence.	Israel Ministry of Labor (2026); Employment Law Sources
USA	Medium	Strong legal protections and enforcement mechanisms, though discrimination, health and safety, and sector-specific labour issues remain.	EEOC (2026); USA.gov (2026)

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Cease, Prevent or Mitigate

Adverse Impacts

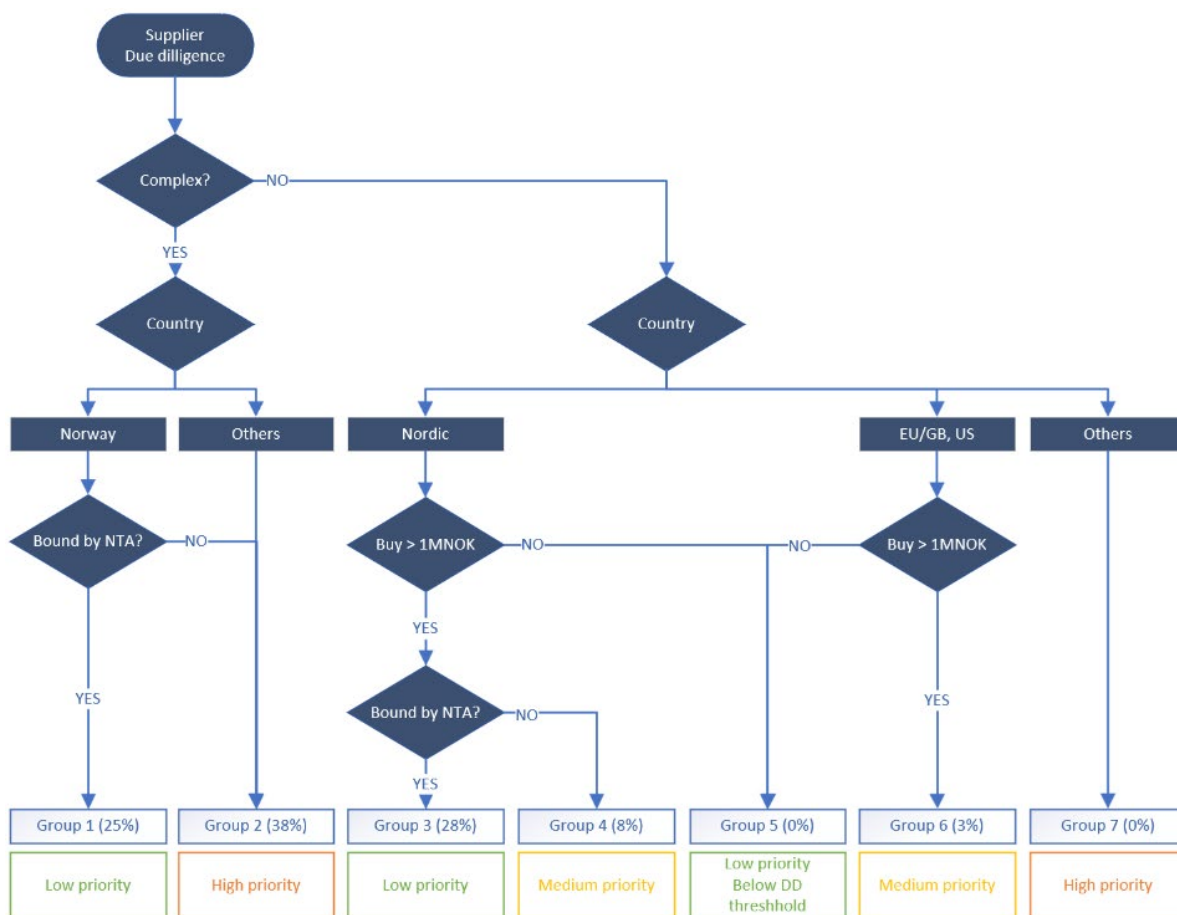
Taking action to cease, prevent, or mitigate impacts. Implement measures, such as changing business practices, adopting safeguards, and implementing risk management strategies to minimize negative consequences.



Management of prioritized adverse impact – The definition of risk groups

Following the analysis from section 2, we have categorized our supply chain into seven action groups. See flow chart below. Each group will be managed individually and with different priority to ensure compliance with the transparency act.

Implementing differentiated management approaches for these groups will enable us to effectively monitor and address any potential risks or non-compliance issues that may arise.



*NTA – Norwegian Transparency Act

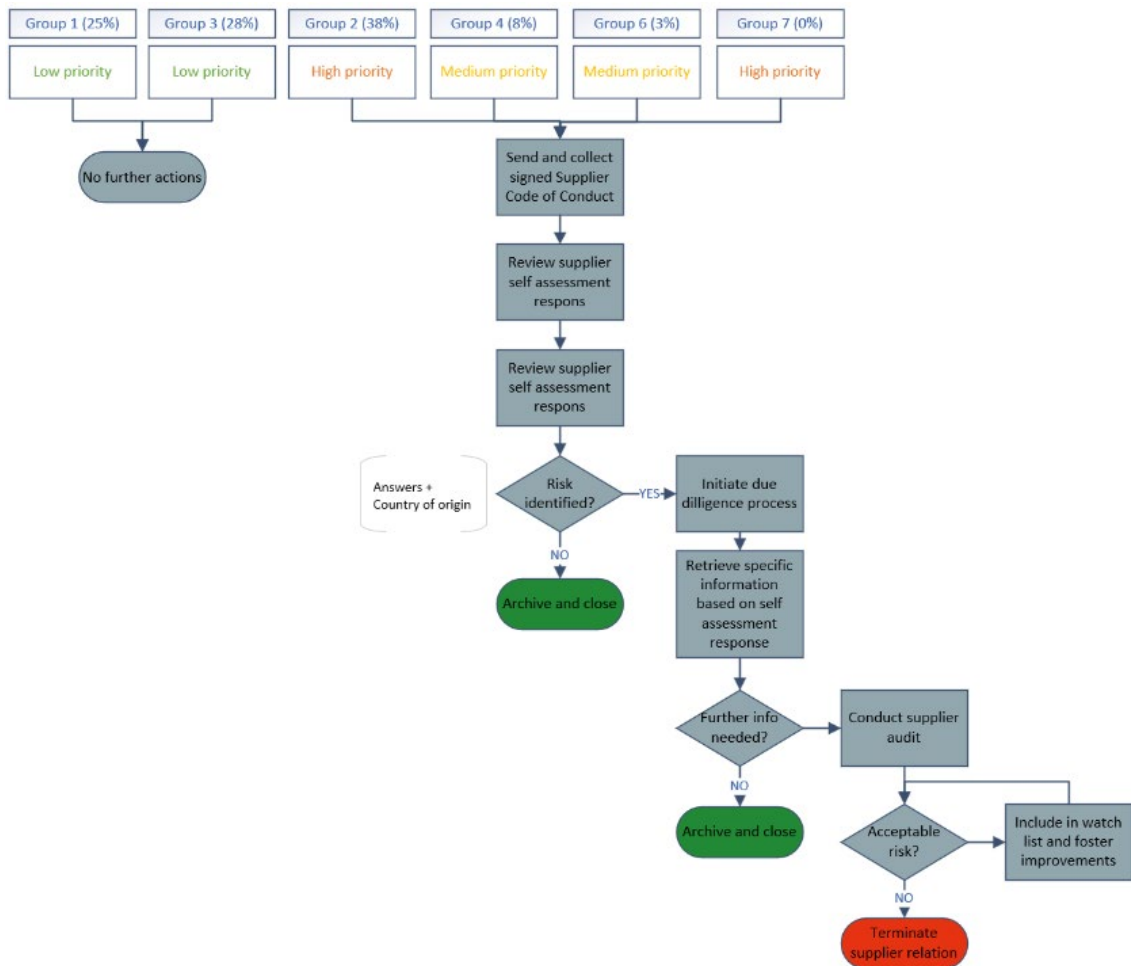
Logic flow of supply chain grouping

Action group no.	Main risk sorting criteria
1, 3, 5	Suppliers below 100k EUR and suppliers assessed as low risk are subject to simplified due diligence procedures, including standard controls and periodic evaluation, rather than full due diligence assessments.
2, 4, 6, 7	Complex suppliers outside Norway and all non-complex suppliers outside the Nordics, will be subjected to further analysis and part of the due diligence program

Management of prioritized adverse impact – The action plan process

Following the risk grouping from previous page, we have defined a corresponding action flow. See flow chart below. While group 1 and 3 are considered to be low risk, group 2,4,6 and 7 are subjected to further investigation and mitigating actions.

We have developed a country specific action plan (annually updated), targeting relevant risk topics based on public resources (e.g. U.S. Department of Labor (2024, 2025); Human Rights Watch (2024), OECD Due Diligence Guidance).



Logic flow of risk mitigating actions

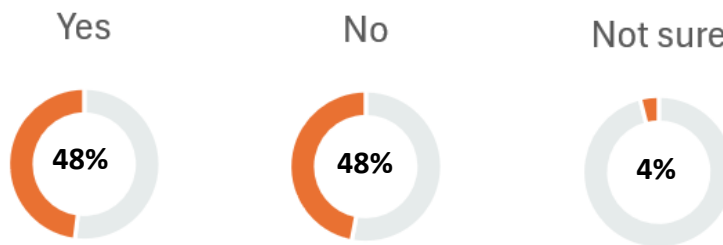
The due diligence process and action plan are based on each supplier’s self-assessment response in combination with the supplier’s country of origin. Supplier responses are supplemented with external data sources, audits, and risk screening where applicable.

Our country specific action plan specifies a list of mandatory documents that must be retrieved from the supplier in addition to follow up actions e.g. periodic audits, monitoring and reviews.

Result from Survey related to human rights and labor conditions

We distributed a questionnaire to assess our suppliers' adherence to human rights and labor conditions. Out of 62 forms sent, we have received 48 responses, which is a 77% response rate. The remaining suppliers are assessed through publicly available information and external sources.

To single out suppliers in action groups 1 and 3, one of the first questions in the questionnaire was about their obligation to the Norwegian Transparency Act, specifically whether they were a Norwegian company fulfilling the financial criteria. 48% of the respondents confirmed this. At this point, we have collected their annual due diligence reports without further action.



Share of suppliers bound by NTA










For the 48% who responded “NO” or “Not sure” (4%) to the same question, a set of follow-up questions was provided. These questions were grouped into the following topics:



- Human Rights & Labor
- Health & Safety
- Your Supply Chain









The results are shown on the next page.



Result from Survey related to human rights and labor conditions

Human Rights & Labor	YES	NO
<i>Does your company have measures in place to prevent child labor, forced labor and any kind of slavery?</i>		
<i>Does your company have measures in place to actively prevent discrimination and ensure equal rights for all employees?</i>		
<i>Is there a grievance mechanism for employees to report violations of their rights?</i>		
<i>Do you conduct regular assessments to ensure fair wages for workers?</i>		
<i>Do you monitor working hours to prevent excessive overtime?</i>		
<i>Is your company committed to recognize and promote the fundamental right of employees to form trade unions, as well as collective bargaining?</i>		

Health & Safety	YES	NO
<i>Is a member of your company's management responsible for compliance with local occupational health and safety laws?</i>		
<i>Have you implemented measures to promote workplace safety and health?</i>		
<i>Does your company have processes in place to record and evaluate safety risks and correct identified weaknesses?</i>		

Your Supply Chain	YES	NO
<i>Is your supply chain structure transparent and well-documented?</i>		
<i>Do you regularly conduct due diligence assessments for human rights and working conditions in your supply chain?</i>		
<i>Are you trying to influence your subcontractors/business partners to enhance their transparency, accountability, and respect for fundamental human rights and decent working conditions?</i>		
<i>Have you identified major risks in your supply chain?</i>		

Finally, all respondents got this final question:

Is your company a member of the Responsible Business Alliance (RBA) or similar recognized initiative?



High-level action plan

Based on the action plan process we have identified several mitigating action items. The list below is a high-level representation of all tasks defined.

Topic	Mitigating/ preventive action	Status
Norautron group alignment	Secure global alignment and practice in accordance with NTA	Ongoing. NTA requirements is embedded in Norautrons Global Compliance program and ESG strategy
Risk Assessment	<ul style="list-style-type: none"> - Supplier grouping according to risk - Define country specific action plan - Review supplier self-assessment response - Gain better insight and expose risk factors in our complex supply chain, 2nd+ tiers 	Done Done Ongoing Ongoing
Risk mitigation	<ul style="list-style-type: none"> - Retrieve additional information from selected suppliers acc. to country specific action plan - Define appropriate follow-up activities (as defined in the action plan) 	Continuous activity for existing and new suppliers in 2025
Monitoring	<ul style="list-style-type: none"> - Update general supplier audit procedure to harvest compliance information - Improve visibility for supplier NTA compliance 	Partially done Ongoing

Roles and responsibility

The Procurement organization holds primary ownership of the supplier base, including responsibility for supplier selection, onboarding, and ensuring adherence to Norautron’s ethical standards and contractual requirements.

Supplier Quality functions are responsible for operational follow-up, including supplier assessments, audits, and the identification of non-conformities related to quality, working conditions, and compliance.

ESG and Compliance functions support the process by defining frameworks, methodologies, and risk criteria, as well as contributing to supply chain mapping, risk analysis, and alignment with the Norwegian Transparency Act and OECD Due Diligence Guidance.

The due diligence process is carried out as a cross-functional effort, where Procurement, Supplier Quality, and ESG collaborate to identify, assess, and manage risks in the supply chain.

Overall governance is anchored at group level, with ongoing work to strengthen alignment, standardization, and accountability across all locations.

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Track

Implementation & Results

Monitoring and tracking the implementation of responsible business practices and evaluating their effectiveness. It involves collecting data, measuring performance, and assessing progress towards achieving desired outcomes.

Objectives and KPI's

Norautron focuses on initiatives that support continuous improvement in how we manage human rights risks across our operations and supply chain.

Our approach is based on identifying and addressing the most relevant risks, supported by supplier follow-up, collaboration with business partners, and alignment with recognized frameworks such as the Responsible Business Alliance (RBA) or the UN Global Compact. Transparent reporting and stakeholder dialogue are important elements of this work.

Internally, Norautron prioritizes awareness and competence development related to human rights and responsible business conduct. Training and internal communication support employees in identifying and managing relevant risks.

The work is carried out in a stepwise and risk-based manner, aligned with available resources, with a focus on practical measures that improve oversight and supplier follow-up over time.

As part of strengthening our approach to responsible business conduct, Norautron is implementing a global compliance program. This work aims to establish clearer structures for governance, follow-up, and alignment across the group, including in relation to supply chain due diligence. The program is currently being implemented and will be further developed going forward.

The objectives and KPIs below support the follow-up of Norautron's due diligence work and reflect key areas for improvement identified in the assessment.

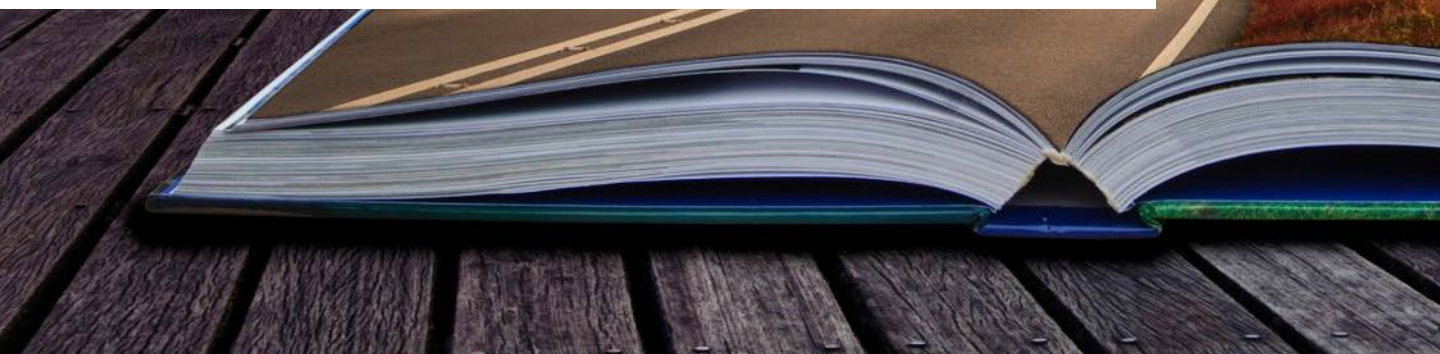
Objective	Target	KPI
Training and Capacity Building in the supply chain	Norautron will encourage suppliers to align themselves with recognized initiatives such as the Responsible Business Alliance (RBA). By promoting these requirements, Norautron aims to ensure that human rights are upheld throughout its supply chain and that suppliers actively engage in promoting responsible business practices.	% of suppliers in RBA (or similar)
Awareness training Norautron group	Norautron plans to conduct training to raise awareness about human rights among employees. Through educational materials, we aim to promote understanding of human rights principles and their practical application, empowering individuals to identify and prevent violations.	% of personnel that have completed training
Auditing	Based on supplier's self-assessment result and other relevant input Norautron will extend its audit plan.	#of NTA related audits

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Communicate

Share information of how impacts are addressed

Transparently sharing information with stakeholders about the measures taken, progress made, and lessons learned in addressing impacts.



Commitment to Transparency

Norautron is committed to communicating transparently about our efforts to address human rights impacts. As part of this, Norautron publishes an annual Transparency Act report covering our work related to human rights and decent working conditions across operations and the supply chain.

The annual report outlines how Norautron identifies, assesses, and addresses potential and actual impacts, and is made publicly available.

Relevant information regarding Norautron's policies and approach to responsible business conduct is made available through the company's website.

Through reporting and communication, Norautron aims to ensure openness and provide relevant information to stakeholders regarding our due diligence work.



6

Provide for or Cooperate

In remediation when appropriate

If adverse impacts have occurred, this stage focuses on providing appropriate remedies or cooperating in remediation efforts. It involves establishing mechanisms for grievance resolution, compensation, and remediation, as well as collaborating with relevant stakeholders to address any harm caused.



Approach to Addressing Adverse Impacts

Norautron has established a channel that enables individuals or communities to raise their concerns related to potential or actual adverse impacts. This channel operates by allowing individuals to submit a *notification of concern*, thereby initiating a process to address their grievances. Norautron is committed to handling these concerns in a fair and transparent manner, ensuring that each issue is given proper attention and consideration.

Norautron is committed to conducting business in accordance with the OECD Guidelines for Multinational Enterprises. This includes taking appropriate measures in collaboration with relevant stakeholders to address and, where necessary, contribute to remediation when adverse impacts occur.

Based on the current due diligence activities and available information, Norautron has not identified cases that have required remediation or compensation. The company continues to strengthen its detection and follow-up mechanisms.



Form and Contact info

If you have any concerns regarding human rights violations related to Norautron's operations, please fill out the "Notification of Concern" form on our website.

For additional questions regarding our due diligence work related to the Norwegian Transparency Act, or this report.

Refer to our website form (Request for information) or contact:

Company contact for this report

Anja Ottervang Homleid, ESG & Compliance
Manager

anja.homleid@norautron.com

Address

Nedre vei 8, bygg 25, 3192 Horten, Norway

Board of Directors of Norautron AS

Horten, June 26 2026

Per-Ola Baalerud
Chair

Martin Kildahl
Board member

Kjell Magne Leirgulen
Board member

Elke Eckstein
Board member

Sofia Axelsson
Board member

Hanne-Mari Nygård
Board member
Employee representative

Trond Viggo Mora
Board member
Employee representative

Ole Martin Perskaas
Board member
Employee representative

List of Signatures

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