

The Transparency Act - Norsk Analyse AS - 2026

This report contains an account of our due diligence within labor and human rights and is in accordance with The Transparency Act that entered into force on 1st of July 2022.

About Norsk Analyse AS

Norsk Analyse delivers turn-key analytical solutions in the Oil & Gas, Power & Energy, Process, and Maritime Industry. The company was founded in 1988 and the main office is located in Tønsberg, Norway. Norsk Analyse AS is 100% owned by the Swedish company Addtech Nordic AB, which is listed on the Stockholm stock exchange (STO: ADDT-B).

Norsk Analyse AS has subsidiaries in Sweden, Denmark, Finland, Belgium and the US, in addition to a sales office in the United Arab Emirates. Norsk Analyse AS and its subsidiaries are commonly referred to as The Norsk Analyse Group. The subsidiaries in Denmark, Finland, Belgium and the US are dedicated sales companies serving their respective markets. The Swedish subsidiary, in addition to serving the Swedish market, also houses the production facility of the Norsk Analyse Group. The Norsk Analyse Group had a total revenue of about 494 MNOK in 2025 and its customers are spread all over the world.

Basis for human and labor rights work

The Addtech group wide *Code of Conduct* and *Supplier Code of Conduct* are the basis of our work within labor and human rights. Our *Code of Conduct* summarizes how we all should act in order to run our business in an ethically, socially and environmentally sound way. The codes cover all employees as well as how we expect our suppliers and other business partners to act. We do not accept any actions that breach the *Code of Conduct*. The code is based on the *UN's Global Compact*, the *ILO's core conventions*, *UN's Universal Declaration of Human Rights* and the *OECD's guidelines for multinational companies, competition legislation and anti-corruption regulations*. The codes are reviewed once a year by our group board. The codes are available on our website here: www.norskanalyse.com.

As a business in Norway, we follow Norwegian laws and regulations that are the pillars of our work within health, environment and safety.

We encourage employees, suppliers and other business partners to report relationships or incidents that may conflict with the Addtech group's Code of Conduct to their immediate company contact person or to higher management. If for any reason the person is unable to approach these individuals, the Addtech group's anonymous whistle-blower procedures are to be followed. There is more information and possibility to report at www.norskanalyse.com.

There will be no penalty or other negative consequences for people who provide information in good faith and in line with the aims of the Code of Conduct.

Process for risk assessment

To identify what labor and human rights negative impact and risks our company is related to and which of these are material, we have done a risk analysis (ref *NA-HMS-012-A_Risk Assessment and Env Aspects*). The risk analysis is reviewed each year.

To analyze risks internally and in our value chain we use a geographic, industry, company and product specific perspective. See more detail of the perspectives below:

- Internally based – what is our company structure and business?
- Industry specific – what are big risks within our sector sectors Oil & Gas, Power & Energy, Process, and Maritime Industry?
- Product specific – what material do our products/solutions include and how are they manufactured?
- Geography specific – what countries are we active in? What countries are our suppliers and business partners active in? Are these countries rated high, medium or low risk regarding labor and human rights?

Our identified material negative impact and risks

Based on our risk analysis we found the following areas are material:

- Internally:
 - Work environment.
 - Health and safety, especially related to our service and production department.
 - We have performed risk workshops for our service and production department and defined risk reducing measures.
- Suppliers:
 - Most of our suppliers are located in Sweden and Norway and many others from places in Europe which generally have low risk. What we consider as risk is new suppliers from areas outside Europe (and US) which is defined with higher risk. It is also considered a risk that we do not receive the required information which is requested from our suppliers. Important suppliers are followed up with physical audit.
- Customers
 - Several of our customers are located in countries who are rated as high risk regarding labor and human rights.
 - The oil & gas industry is an industry which, in especially development countries may have a negative effect on the surrounding environment. Because of this we only work with large corporations with a specified code of conduct. It should also be mentioned that the analytical solutions we sell to this industry are used to measure and analyze potential pollution, for example oil in water or quicksilver ratio.

Our work to cease, prevent and reduce our material impact and risks

Norsk Analyse AS have both ISO 9001 and ISO 14001 certification.

To meet internal negative impact and risks we ensure that we are working in accordance with *ISO 45001 Occupational health and safety management systems* (documented with gap analysis). We have safety delegates that regularly perform safety inspections and look after the employees' interests in matters concerning the working environment. At our head office we have a Working Environmental committee which participates in the planning of the protection and environmental work in the business and closely monitors the development of the working environment. Our non-conformity system is actively used by our employees to register non-conformities related to the working environment or suggest improvements to avoid potential non-conformities. All employees have received Code of Conduct training through a web-based training course.

Every year we have an employee satisfaction survey that among others asks specific questions about the work environment and discrimination and harassment. These questions are reviewed by both the management team and the board, and changes and improvements are done accordingly to better the work environment. To actively monitor and support the psychosocial working environment, our Safety Delegate conducts monthly interviews and discussions with randomly selected employees using a predefined set of relevant questions.

Our whistle blower system allows for incidents that are not according to our Code of Conduct to be reported anonymously. All reports submitted are handled confidentially and professionally by an internal council in our group.

Supply Chain

To meet negative impact and risks within our supply chain we have established a set of procedures (*NA-QE-048 Supplier qualification procedures*) to ensure systematic review of new and existing suppliers.

The basis for our sustainability work for suppliers is our Supplier Code of Conduct where we communicate our expectations to our suppliers. All our top 80% based on spend suppliers are asked to sign our Supplier Code of Conduct. If the supplier has its own Code of Conduct that is comparable to ours this is seen as aligned.

The same tool that is used for the geographic risk assessment, Kodiak, is also used to assess our suppliers work within labor and human rights together with other sustainability areas. Our top 80% based on spend receive self-assessments where key labor and human rights questions and documentation are requested.

If cases where labor and human rights have been violated are identified, either in our company or in our supply chain, the process for an eventual remediation shall be commenced.

Suppliers which in Kodiak system is defined with “*High Risk*”/red color is given status “*pending approval*” and need closer follow before we can continue to use as supplier. Suppliers defined with “*Early warning*”/orange color will need a new review and evaluate the reason for the early warning status and actively take a decision to continue to use supplier and consider necessary actions (see procedure *NA-HSSE-053 Transparency act procedure* for more details).

For further details, we refer to the following documents:

- *Early warning_30062026.xlsx*
- *Supplier COC approved by NA_30062026.xlsx*
- *Top 20 vendors 2504-2603.xlsx*

Our reporting

As a part of our business development plans and our group’s annual report we yearly measure and report KPIs regarding labor and human rights and following up on actions. To follow up internally we measure sick leave, accidents, gender and age equality, employee survey and whistle blower cases. For the supply chain we have KPIs within whistle blower cases, share of purchasing volume that is a) signed supplier code of conducts, b) assessed in Kodiak and c) audited based on sustainability.

These KPIs are audited by a third party following the framework of auditors limited assurance.