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NTEX AS

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Document title:
Statement on Due Diligence
Assessments 2025_2026

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Statement on Due Diligence Assessments 2025/2026

This statement describes NTEX AS' work related to due diligence assessments, supplier follow-up and internal risk assessments carried out during the period from June 2025 until the publication date in 2026.

Background

In accordance with the Norwegian Transparency Act (Åpenhetsloven), companies covered by the Act are required to conduct due diligence assessments and publish a statement describing this work. This statement outlines NTEX AS' work related to due diligence assessments, supplier follow-up and internal risk assessments carried out during 2025/2026.

Description of the Business

NTEX AS provides services within transport, freight forwarding, terminal operations and warehousing/logistics (3PL). The company utilizes both internal resources and purchased transport and logistics services through Norwegian and international suppliers and business partners. The company is a wholly owned subsidiary of NTEX AB in Sweden, which is part of NTEX Group. This statement covers the Norwegian operations of NTEX AS. The company is certified according to ISO 9001 and ISO 14001, and the work related to the Transparency Act is integrated into the company's systematic work within quality, environment, HSE and supplier follow-up.

Organization, Responsibility and Governance

The Managing Director and the management team of NTEX AS hold the overall responsibility for the company's work related to the Transparency Act and due diligence assessments. The work is carried out in cooperation between management, HSE/quality functions, HR and relevant operational departments.

The follow-up activities form part of the company's management system and are addressed through:

- management reviews
- internal audits
- supplier evaluations
- deviation management systems
- HR processes
- risk assessments

NTEX AS has established guidelines and policies related to:

- ethics and business conduct
- human rights
- working conditions
- equality and non-discrimination
- HSE and whistleblowing

NTEX Group's whistleblowing channel (WhistleB) is available to employees and business partners who wish to report concerns regarding unacceptable conditions.



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Methodology for Due Diligence Assessments

NTEX AS applies a risk-based approach to due diligence assessments related to suppliers, business partners and internal conditions.

The assessments are based on factors including:

- type of service
- geographical affiliation
- use of subcontractors
- previous experience
- documentation and supplier responses
- dialogue and follow-up

The company utilizes management systems and digital tools to structure documentation and follow-up activities. This contributes to more systematic assessments, improved traceability and strengthened follow-up of suppliers and identified risks.

During 2025, NTEX AS continued and further developed the use of the electronic survey system Complete Control / House of Control for supplier follow-up and documentation of due diligence assessments.

Supplier Follow-Up and Measures Implemented

During 2025 and the beginning of 2026, NTEX AS worked systematically with the follow-up of transport suppliers and other relevant business partners.

The follow-up activities include:

- distribution of surveys and self-assessment forms
- collection and assessment of documentation
- follow-up of missing responses
- assessment of wage and working conditions
- continued follow-up of the company's ethical guidelines and supplier requirements

The company has further developed its due diligence work through the use of the electronic survey system Complete Control / House of Control, as well as the establishment of more structured follow-up and assessment routines within the company's ISO management system.

In spring 2026, the company's Code of Conduct and self-assessment form related to wage and working conditions were distributed to all transport suppliers as part of the ongoing supplier follow-up. Response rates and the quality of submitted documentation are continuously evaluated, and the company works continuously to improve methodology, follow-up and dialogue with suppliers in order to strengthen the quality of due diligence assessments and contribute to responsible supplier management over time.

Supplier visits and additional follow-up activities are planned during autumn 2026 as part of the continued improvement work following the completed supplier surveys.

Working Conditions, Human Rights and Equality

NTEX AS works to ensure decent working conditions and respect for fundamental human rights both internally within the company and throughout the supply chain.



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The company focuses on:

- working environment and HSE
- equality and non-discrimination
- responsible working conditions
- whistleblowing and follow-up of unacceptable conditions
- systematic improvement work

The company is also engaged in structured employee and management follow-up through discussions, follow-up measures and departmental improvement plans. The work aims to contribute to good dialogue, systematic follow-up of the working environment and continuous improvement of working conditions within the company.

NTEX AS follows the principle of equal pay for work of equal value. Salaries are determined based on objective and gender-neutral criteria such as responsibility, competence, experience and role.

As part of the company's continued work related to equality and decent working conditions, a more structured process for pay mapping and assessment of gender-related pay differences was initiated in 2026. The work aims to contribute to increased transparency and ensure that the company is well prepared for future regulatory requirements related to equal pay and pay transparency. The work will also contribute to increased awareness and improved structure related to equality and salary determination within the company.

Internal Risk Assessments and Improvement Work

NTEX AS continuously carries out internal risk assessments as an integrated part of the company's work within quality, environment, HSE and responsible business practices.

The work includes:

- internal audits
- management reviews
- deviation handling
- HR processes
- supplier evaluations
- risk assessments
- continuous improvement of routines and documentation

This work aims to contribute to early identification of risks and strengthened internal control related to working conditions, supplier follow-up and responsible business practices.

The company works systematically to improve internal processes and documentation in order to strengthen the work related to due diligence assessments and responsible supplier management.

No significant actual adverse impacts or substantial risks related to breaches of fundamental human rights or decent working conditions have been identified within the company's own operations during the period. Nevertheless, the work is considered an ongoing area of focus.

Further Work and Areas for Improvement

NTEX AS will continue and further develop its work related to:



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- structured supplier follow-up
 - documentation of due diligence assessments
 - risk-based assessments
 - follow-up of wage and working conditions
 - pay mapping and equality work
 - improvement of internal routines and management systems

The company will also continue working to strengthen the quality of supplier dialogue, response rates and documentation through further development of methodology and follow-up. This work is important in order to ensure sound due diligence assessments, responsible supplier management and increased transparency in the company's work related to human rights and decent working conditions. The company also monitors developments in regulations and expectations related to equal pay, pay transparency and responsible business conduct.

Conclusion

NTEX AS works systematically with due diligence assessments and responsible supplier management as an integrated part of the company's management system and daily operations. The company is committed to continuing its work to ensure respect for fundamental human rights, decent working conditions and responsible business practices throughout the value chain.

Signed:

Andreas Nikolic, Charman of the Board, NTEX AS
Kåre Thuesen, General Manager, NTEX AS

A blue ink signature of Andreas Nikolic, consisting of a large, stylized 'A' followed by a horizontal line.

Andreas Nikolic
Chairman of the Board, Ntex AS

A black ink signature of Kåre Thuesen, featuring a cursive 'K' and 'T' followed by a horizontal line.

Kåre Thuesen
General Manager, Ntex AS