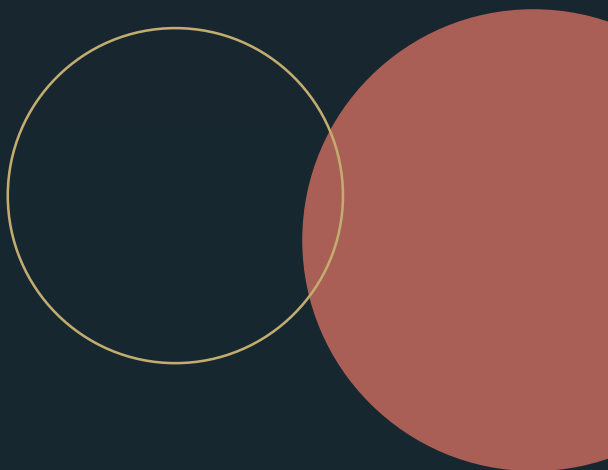


# Arribatec.



Report according to the Norwegian Transparency Act

27.06.2024

# Arribatec.

Arribatec Group ASA operates in the Nordics, Europe, and in the USA. This report covers the subsidiaries Arribatec EA&BPM AS, Arribatec Cloud AS and Arribatec Norge AS. All three operate in Norway and offer software licenses through Partner agreements with external software owners. Additionally, they provide consulting services, mainly concerning software integrations like Qualiware, Unit4 Business World (UBW), Hypergene, and different Microsoft solutions. Most customers are medium to large Norwegian entities within a wide range of industries such as the energy-, the entrepreneur-, the public-, the engineering- and the financial sector.

Arribatec has implemented Ethical and Corporate Social Responsibility guidelines, including a supplier code of conduct. The purpose of these guidelines is to preserve the integrity of Arribatec by helping employees to promote standards of good business practice. Arribatec's guidelines on Ethical and Social Responsibilities apply to all Group companies, its employees, and anyone who holds a position of trust in the Group, including consultants acting on behalf of the Group. These guidelines are instrumental for Arribatec's approach to human rights, a fair working environment and equal rights, health and safety, environment, business ethics, anti-corruption, and avoidance of child labor.

Arribatec shall ensure that the company's business conduct is being performed to secure human rights as described in the UN's universal "Declaration of Human Rights". One of the main topics in the declaration describes the right to express one's own convictions, opinions, and concerns in good faith and without retaliation.

The Group regularly assesses the supply chain and reviews the guidelines and will continue its ongoing efforts to educate the organization on the prevailing standards and principles.

Arribatec recognizes our responsibility to promote and comply with fundamental human rights and decent working conditions in connection with the provision of our services, cf. the Norwegian Transparency Act. Arribatec has conducted risk analyses. As approximately 2/3 of the company's costs are internal salary expenses the focus has been to assess the remaining 1/3 of the costs, which include software licenses through the partner agreements, professional services, office supplies, and subcontractors.

To assess the overall risks associated with the supply chain, we analyzed each supplier's country of residence using the Transparency International Corruption Perceptions Index. The assessment was followed by detailed questionnaires sent to selected suppliers supplemented by actively searching information from the Companies web sites relating for information. We have managed to find available information and have not uncovered any negative findings.

Below is an overview of the key actions taken to limit/prevent negative consequences for fundamental human rights and decent working conditions under the Transparency Act.

- Supplier Code of conduct established
- Annual risk assessment reported to company boards.
- Annual supplier evaluation of relevant suppliers

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- Relevant suppliers to confirm that they and their subcontractors will have decent working and wage conditions.
- Incident registration system with subsequent incident management and reporting (cf. nonconformity registration in connection with incident registration).

The statement covers the fiscal year 2023. Each year before the deadline of 30.06. Arribatec will publish a summary of last year's work on the website.

Oslo 27 June 2024

Board of Directors of

**Arribatec Norge AS**

**Arribatec Cloud AS**

**Arribatec EA&BPM AS**

**Geir Johansen**

Chairman of the Board

**Ole Jakob Kjølvik**

Board Member

**Bente Brocks**

Board member

# Participants

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## ARRIBATEC GROUP ASA Norway

***Signed with E-sign***

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Bente Brocks  
bente.brocks@arribatec.com

***2024-06-27 14:15:49 UTC***

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Date

Delivery channel: Email  
IP Address: 89.8.252.178

***Signed with E-sign***

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Geir Johansen  
Chief Executive Officer  
geir.johansen@arribatec.com

***2024-07-02 07:39:15 UTC***

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Date

Delivery channel: Email  
IP Address: 88.94.17.37

***Signed with E-sign***

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Ole Jakob Kjølvik  
olejakob.kjolvik@arribatec.com

***2024-06-27 14:36:15 UTC***

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Date

Delivery channel: Email  
IP Address: 104.28.64.45