



KONTAKTINFORMASJON

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2026 Statement on Due Diligence Assessments under the Transparency Act for Plexx AS

At Plexx AS ("Plexx"), our ambition is to contribute to sustainable development. We see a strong correlation between acting responsibly and simultaneously increasing our internationalization, profitability, and growth.

To ensure that we live up to our ambition of responsibility, we are committed to following the CSR policy of SP Group A/S. This policy reflects our core value of creating the best solutions to benefit both our customers and the surrounding environment. The CSR policy forms the framework for all our activities and our profile as an attractive employer and business partner.

Together with our suppliers, we will work for social and environmental improvements in the supply chain. Therefore, we have developed a Supplier Code of Conduct, which serves as the basis for positive development and improvements in the supply chain through dialogue, ongoing collaboration, and monitoring. In this cooperation, we will primarily focus on our suppliers of tools and raw materials.

Plexx aims to promote fundamental human rights, labor rights, environmental standards, and anti-corruption. At Plexx, we adhere to the CSR policy of SP Group A/S and the principles outlined in this policy, and we expect the same from our suppliers.

Plexx will strive to terminate business relationships with suppliers who repeatedly and knowingly violate this code and refuse to collaborate with Plexx to implement improvement plans. In cases of severe violations, such as gross violations of human rights and/or significant environmental damage, or cases of bribery, termination may occur with immediate effect.

ETHICS AND LEGAL COMPLIANCE

In addition to the CSR policy of SP Group A/S, we will operate in full compliance with all applicable international and national laws and regulations as well as prevailing industry standards.

Any observed cases of non-compliance must be reported to the CEO of Plexx AS. Contact information can be found at the top of this statement.



HUMAN RIGHTS

1. General Human Rights

Plexx will support and respect the protection of international human rights and address violations if we become involved in such cases.

2. Privacy

Plexx will respect the privacy rights of its employees and customers.

3. Non-Discrimination

Plexx will not discriminate against customers or others in the value chain on the basis of age, gender, race, color, disability, religion or belief, language, national or social origin, trade union membership, or any other status recognized by international law.

4. Community Impact

Plexx will assess and address the impact of our operations on the human rights of local communities.

5. Country Risk

Plexx will take measures to avoid involvement in human rights abuses caused by government or societal practices in the countries where we operate.

LABOR PRACTICES

1. Health and Safety

Plexx will provide employees with a safe and healthy working environment. Health and safety policies and procedures will be established and followed. Employees will receive the protective equipment and training necessary to perform their tasks safely.

2. Working Hours and Wages

Plexx will ensure that the working week does not exceed 48 hours, with a maximum of 12 hours of overtime per week. Employees will be given reasonable breaks and rest periods. All employees will receive fair and equal compensation in line with legal minimum standards or industry benchmarks.

3. Fair Treatment

Plexx will protect employees from any form of corporal punishment, mental or physical coercion, or harassment in the workplace.

ENVIRONMENT

4. Compliance and Management

Plexx will remain aware of applicable laws and regulations affecting the environment and ensure compliance through training, monitoring, and operational control.

5. Improvement Initiatives

Plexx will systematically work to prevent, minimize, and mitigate adverse environmental impacts of our operations.

6. Responsibility and Performance

Plexx will implement measures to reduce energy consumption and greenhouse gas emissions, limit the use of scarce resources, and reduce waste.

ANTI-CORRUPTION

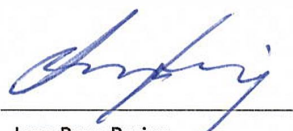
1. Policy and Procedures

Plexx will refrain from engaging in corruption, bribery, or extortion, and we expect the same from our business partners.

2. Third Parties

Plexx's anti-corruption policy also applies to agents, intermediaries, and consultants.

Fredrikstad, 30 March 2026
The Board of Directors of Plexx AS


Lars Ravn Bering
Chairman


David Bourghardt
Board member


Arild Sten Johnsen
Board member and CEO