

Transparency Act Report 2025

MER AS



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This report has been published in accordance with the requirements of the Norwegian Transparency Act. The document covers the full operations of Mer AS and its subsidiaries, Mer Norway AS, Mer Germany GmbH, Mer Austria GmbH, Mer Sweden AB, Mer Charging UK Limited and Mer Fleet Services Limited.

It sets out the steps taken by Mer to continue its work to assess, prevent, and mitigate the risks of adverse impacts on human rights and decent working conditions in its business operations, supply chains and other business relationships, during the fiscal year from 1st January 2025, ending 31st December 2025.

The report starts by presenting Mer and how responsible business conduct is embedded into roles, policies, and management systems. It then describes the methodology used for assessing impacts on human rights and decent working conditions in our own operations, with suppliers and business partners. It next reports findings of the risk assessment and description of mitigation actions. Development plans are detailed in the last part of the document.

1 Who we are

Mer is a European electric vehicle (EV) charging company with a mission to accelerate sustainable electric mobility by making EV charging easy and reliable for drivers and companies across Europe. We envision all businesses and drivers to confidently embrace sustainable electric mobility.

We were formed in 2021 through consolidation of previous company acquisitions by Statkraft, and as of 2025 had subsidiaries in Norway, Sweden, UK, Austria, and Germany. Together we have extensive expertise in the EV charging industry and combine charging with renewable energy. We are owned by Statkraft, Europe's largest producer of renewable energy.

1.1 Our values

We are Sustainable.

Every day, we strive to grow our business in a sustainable manner, considering our impact on people, the environment and our society.

It also means that we value togetherness, and we focus on creating a safe and inclusive environment that fosters trust, transparency and equality through open communication.

We are Passionate.

We are passionate about what we do, and we value curious mindset and seek to grow and learn from failing.

We believe in bringing fun and positivity to our colleagues and customers by embracing change and continuously look to improve from our learnings.

We are Entrepreneurial.

We value our creativity and ability to craft and build a sustainable, powerful and successful company together.

We reward curiosity and new ideas, while also focusing on delivering to our promise - to build customer centric solutions.

1.2 United Nations Guiding Principles on Business and Human Rights

Mer is committed to respecting human rights as set out in the United Nations Guiding Principles (UNGP) on Business and Human Rights, and as a member of the UN Global Compact (through Statkraft) supports the protection of internationally recognized human rights. This means respecting the dignity and fundamental rights and freedoms of all individuals affected by our activities.

We actively work to support the United Nations Sustainable Development Goals (SDGs) and share the view that business has a key role to play in delivering on and contributing to the goals.

We support all defined SDGs and have selected some specific goals that we especially aim to contribute to through our operations in the future.



1.3 Governance

The Mer Board of Directors is responsible of overseeing that Mer adheres to national laws and regulations, wherever it operates, which includes adequately managing any risks related to adverse impacts on human rights and decent working conditions. The Board is informed of relevant risks and developments through regular management reporting.

At Mer, we take our responsibility for having a positive impact on the people and communities where we work seriously. We are committed to protecting the human rights of people who work throughout our value chain and interact with our products. We are committed to:

- Conducting activities in a way that avoids or minimizes negative consequences.
- Not tolerating, and working actively against, corruption in all its forms in the public and private sector. We do not offer, give, accept, or receive bribes or other improper advantages, whether directly or indirectly, for business or private gain, whether for ourselves or for others.
- Fairness, transparency, verifiability, and accuracy in all our dealings. We act in an ethical and responsible manner and comply with all applicable legal requirements wherever Mer operates. Clear requirements and consistent business conduct build trust and loyalty among employees, business partners, customers, and communities.

Mer has policies and requirements in place to translate this into daily business practice. Mer has adapted most of its policies and procedure from Statkraft and continuously works on personalizing and implementing them across the business units. Since 2022 we have a comprehensive management system in place as part of our governance structure, called "The Mer Way". It describes how we execute

our daily business to deliver our mission, ambition, and values. We document our requirements, processes, and best practice to ensure:

- We know the dos and don'ts for how we act
- We have clearly defined roles and responsibilities
- We enable continuous improvement of our common standards

Our most relevant policies and requirements for this report are the Mer Code of Conduct and related Supplier's Code of Conduct, the policies on Sustainability and Business Ethics, Anti-Corruption & Economic Crime, the policy on Equality, Diversity and Inclusion, the requirement to carry out integrity reviews of third parties and the inclusion of business ethics clauses into contracts. Mer also has a procurement procedure, which includes the Supplier Code of Conduct and the Guide on Supplier Qualification, that both Group Procurement staff and local business units are expected to follow. Our Supplier Code of Conduct sets out our expectations for our suppliers and other business partners in relation to business ethics, people, society, and the environment based on national laws, international standards, and applicable UN and International Labour Organisation (ILO) conventions. Our Supplier Code of Conduct is available in English, German, Swedish and Norwegian to ensure that all suppliers understand the requirements set by Mer.

We work to identify and manage our impacts and risks, also in the supply chain. All employees are required to complete training on business ethics topics through our training portal on a regular basis. Our goal is to develop trainings on all relevant policies included in The Mer Way, to ensure that all employees are familiar with our policies and adhere to the requirements set by Mer.

We have high standards and are continuously seeking to improve our compliance processes. We assess that the quality and degree of coverage of the policies and requirements in The Mer Way is sufficient, and we continue to work on improving the implementation of our policies and requirements in our day-to-day business, so that they meet the standards we set ourselves.

1.4 Roles and responsibilities

“Sustainability and responsibility are at the core of how Mer operates and scales. As we expand EV charging across Europe, we turn our ESG ambitions into measurable actions—working closely with suppliers and partners to strengthen transparency, raise standards, and deliver lasting impact.”

– **Kristoffer Thoner, CEO, Mer AS**

Business ethics, human and labour rights, and the environment, are areas that are prioritized in Mer. The policy and process owners are responsible for continuously improving and implementing the policies and requirements related to sustainability and business ethics in our daily business, that have been in place since 2022. We acknowledge that delivering process excellence requires continuous attention and efforts. Line management continues to be accountable for compliance with policies and requirements for the activities and resources under their command.

Group Compliance Lead

- Reporting to Head of Legal
- Process and policy owner for the contents of the Code of Conduct, Business Ethics, which covers corruption, fraud, economic sanctions, money-laundering, export control, competition law, and data protection
- Responsible for courses on all the above

Head of FP&A & Strategic Finance

- Reporting to Group CFO
- Responsible for Enterprise Risk Management (ERM) and the Health & Safety (H&S) network reporting
- ERM is integrated into and systematically followed up through regular business reviews.

Group Sustainability

- Covered by Head of Group Strategy, Business Development and Execution
- Owner for overarching Sustainability policy. This is again intertwined into other policy and process areas for execution by line management.
- Support in collaboratively increasing transparency in the supply chain

Head of Group HR

- Head of HR at Group level is the common HR process and policy owner for Mer
- Local HR roles mainly reports solid line to Head of Group HR with dotted line to local Managing Director
- HR is responsible for developing and running all people processes such as recruitment, onboarding, compensation, employee surveys, learning and development, HR compliance and offboarding.

Head of Group Procurement & Supply Chain

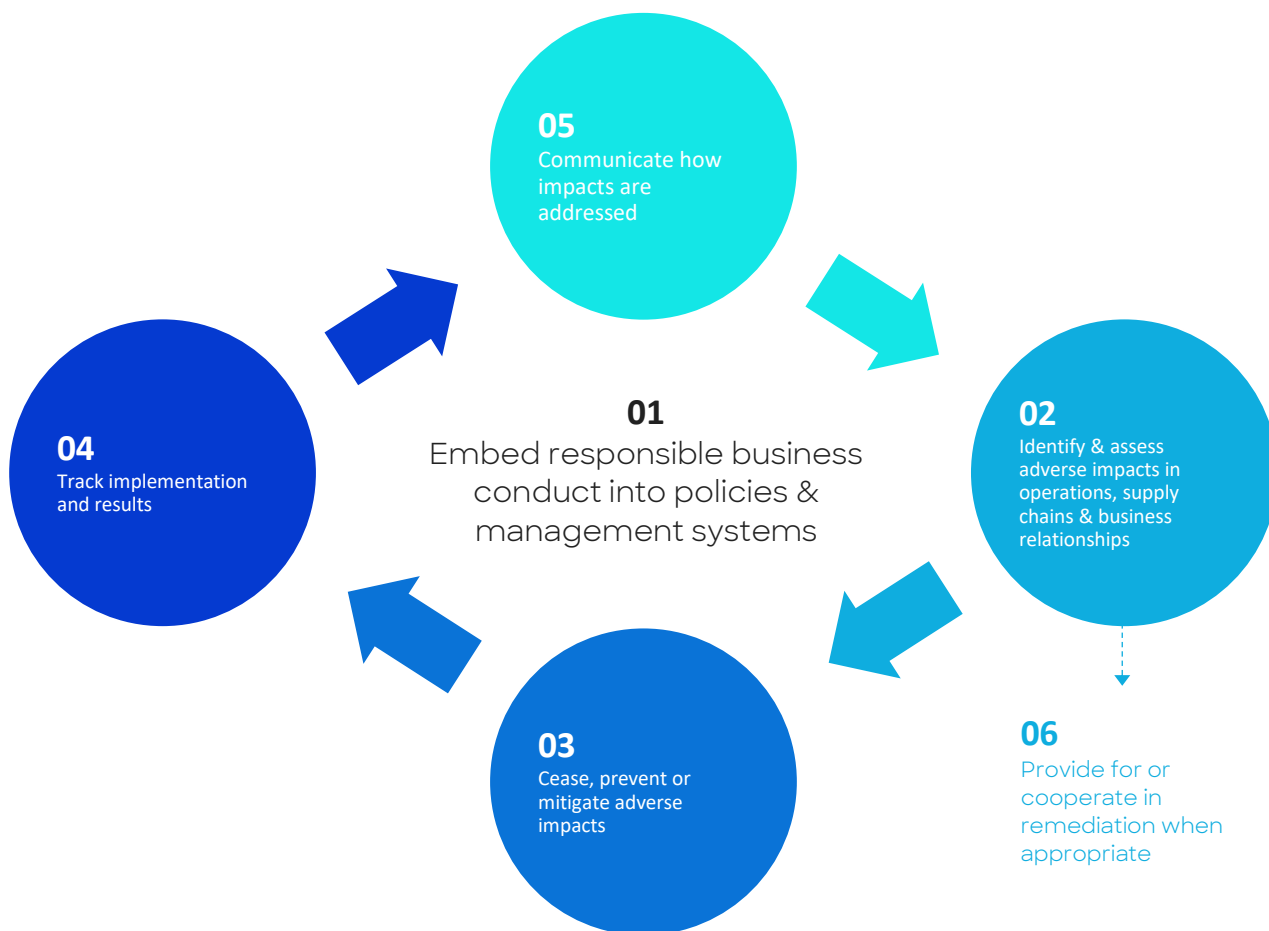
- Reporting to CFO
- Responsible for implementation of Sustainability, Human and Labour Rights and Business Ethics policies and requirements during the procurement process and with our contracted suppliers and business partners
- Responsible for internal courses on procurement

Business continuity, governance processes, quality management (ISO 9001 alignment), and related operational elements is carried out by the country teams, with the respective Managing Director being responsible.

2 Methodology: Mapping Mer's operations, suppliers and business partners

Mer uses the United Nations Guiding Principles (UNGP) and OECD guidelines for multinational enterprises' approach to due diligence and recognises the need to have processes in place to identify, prevent, mitigate, and account for how the impact on human rights is addressed. It is understood that this is an ongoing activity, as risks may change over time in line with operational changes or external influences. Mer understands that the report must be linked to the specific due diligence assessments that the business has carried out.

OECD Guidelines – Steps of HRDD:



2.1 The methodology we follow

We established the initial risk assessment of Mer's supply base in 2023, together with the consultancy PricewaterhouseCoopers (PwC), for the Transparency Act Report of 2022. Our initial risk assessment of our suppliers and business partners, still valid for this report, builds on the list of high-risk products from the Norwegian Government Agency for Financial Management (DFØ) and the list of industries with their own collective agreements (see the Norwegian Labour Inspection Authority). These agreements contain their own set of minimum legal requirements regarding wage and labour rights.

The Norwegian Government Agency for Financial Management defines products as high risk “[...] when there is a systematic documented high risk of human rights abuse occurring in the supply chain, meaning the value chain from raw material extraction to component production until finishing assembling.” The documentation is based on reports and studies by ILO and other relevant sources (for example research reports and reports from acknowledged civil society and union organizations). To make the list relevant in the daily practice of public procurers, specific product categories have been selected based on Norwegian public procurement activities. The high-risk list is a guidance tool, and not exhaustive. Products not on the list could therefore also be high risk purchases. The list of high-risk products includes products such as office supplies, electronics and ICT, construction and landscaping materials, furniture, vehicles, textiles and workwear, medical consumables, play and sports equipment, as well as food and beverages.

The high-risk industries are defined as the construction industry, the maritime construction industry, cleaning workers, fish processing enterprises, electricians, freight transport by road, passenger transport by road, hotel, restaurants, and catering. As far as Mer is concerned, the installation of charging infrastructure includes construction as well as electrical works. Hence, Mer’s installations are considered high-risk. Based on the same categorization principles, Mer’s services and products with similar risk profiles have been classified as medium or high depending on our knowledge of the industry, product or service. Other products and services have been considered as low risk.

For some categories of product/services, the risk depends on the country risk for human rights and decent working conditions. When assessing country risk, we use the Global Rights Index, Labor Rights Index and Transparency International’s Corruption Perception Index.

To establish the responsibility of Mer, we assessed whether there is a risk of causing, contributing to, or being directly related to, the risk of adverse impact on human rights and decent working conditions:

- When causing: Mer’s own actions or omissions are in themselves resulting in harming human rights and decent working conditions.
- When contributing: Mer’s actions or omissions significantly facilitates or enables such harm along with another actor.
- When directly related: Mer is directly related to an adverse impact when Mer has business relationships or connections with another entity that is causing harm. This is typically the case when buying off-the-shelf products and the risk lies in the lower tiers of the supply chain.

Since 2024 we are updating our methodology for the risk assessment. In 2025, Mer has implemented a procurement system that includes a supplier management suite. Suppliers are onboarded to the system and assigned an initial risk assessment score based on geography risk, social risk, and industry risk. The industry risk is derived from the company’s NACE code, while geography risk is based on country-specific data.

The system utilises external data sources to inform the risk assessments, with industry risk levels based on data from the European Bank for Reconstruction and Development (EBRD) and geography risk based on data from the International Trade Union Confederation (ITUC). Social risk is calculated within the system, using EBRD and ITUC data as a foundation.

2.2 Risk assessment

The risk assessment in our procurement system follows similar principles as our initial risk assessment. For example, also in the new procurement system, production and distribution of electricity or installation works are classified as high-risk industries, including high social risks. In our risk assessment findings, we thus follow the same category structure as in the last two reports.

3 Risk assessment findings

The Transparency Act requires companies to undertake human rights due diligence in our own operations and in the full supply chain. As a service provider, Mer has no production sites or factories of its own and most of our goods and services are acquired in the supplier market.

3.1 Our own operations

Mer requires that all employees in the Mer Group complete compulsory training on Mer's Code of Conduct, as well as courses focusing on other topics such as business ethics and equality, diversity and inclusion, and conscious travel. Trainings related to other topics were launched in 2024 to continue to offer development and increase competency.

Mer is working actively on equal opportunities and non-discrimination. Mer AS employs 43 percent women, with 38% in management positions. The broader Group has 30 percent women in management positions and 38 percent in its broader staff.

Mer's whistleblower channel continues to be accessible to all employees, suppliers, partners, customers and external stakeholders through the website and all reports are taken seriously and investigated. In 2025, six matters were notified and although only three were reportable concerns, all matters were followed up in line with Mer policies.

Electrical installation involves physically demanding and high-risk tasks, subject to strict HSE and labour standards. According to Norwegian reference bodies, the sector poses an elevated risk for HSE and labour rights violations. To mitigate these risks, Mer maintains strong HSE leadership towards suppliers

A Modern Slavery and Corporate Responsibility Statement is reviewed annually at the end of each financial year.

3.2 Supply chain and business partners

The main part of Mer's risk assessment covers suppliers and business partners. Suppliers are defined as entities providing goods and services forming part of Mer's core delivery, while other relationships are classified as business partners.

Mer has established a structured approach to identifying and mitigating risks related to human rights and decent working conditions. This includes clear governance, defined roles, and integrated procurement processes.

3.2.1 Suppliers

The risk assessment shows that high-risk suppliers are mainly companies delivering hardware and software related to Mer's electric vehicle chargers, as well as installation works, logistics and call centres. The electricity and grid suppliers related to the electric vehicle chargers are also defined as high-risk. To reduce the risk, we continuously work on improving and developing the procurement process in Mer.

Installation work on Mer's building sites requires manual labour, making it inherently considered as high-risk of breaching HSE-standards and labour rights of the workers. This is a large direct spend category for Mer, with many suppliers in the category. Due to the direct contractual relationship, Mer considers itself to

be potentially causing or contributing to these risks. Hence, following up installation suppliers is a prioritised action for Mer.

In addition, there is an inherent high-risk related to the materials, components and equipment used in the installations. The main equipment on the sites, e.g., chargers and transformers, is followed up by the Category Manager Hardware, but our installations suppliers also use tools, materials, or components to carry out their work. The sourcing and processing of these components potentially carry a high risk of negatively affecting human rights and decent working conditions of local communities near production sites. However, Mer considers itself to be merely directly (see section 2.1) related to these potential risks and will not prioritise further investigations at this point of time.

Risk mitigation is embedded through structured procurement processes, including supplier prequalification, use of standard contracts with ESG/CSR requirements and the Supplier Code of Conduct, and ongoing risk-based follow-up. This approach supports continuous monitoring and improvement across installation suppliers.

Mer has established a structured approach to responsible procurement, integrating ESG/CSR considerations into supplier selection, contracting and follow-up. Standard contract templates include requirements on business ethics, environmental responsibility and HSS, with the Supplier Code of Conduct forming part of all relevant agreements.

Procurement is responsible for supplier prequalification, combining commercial, technical and financial assessments with ESG/CSR due diligence supported by external compliance tools and category-specific questionnaires.

All new suppliers are assessed as part of onboarding, while existing suppliers are subject to a risk-based follow-up approach. Suppliers in higher-risk categories are prioritised and subject to enhanced verification. ESG/CSR requirements are also integrated into tenders, including environmental considerations and relevant documentation where applicable.

Based on the assessments performed to date, no actual negative consequences have been identified within the reviewed scope.

Hardware is a key spend category with inherent risks linked to complex global supply chains and the sourcing of high-risk materials such as metals and electronic components. These risks are primarily associated with extraction and processing activities, often taking place outside Europe, with potential impacts on both workers and local communities.

Mer considers itself primarily directly related to these risks, but prioritises follow-up of key suppliers through enhanced due diligence measures, including supplier assessments, external screenings, and targeted verification activities. The Supplier Code of Conduct is used to set expectations, and follow-up is focused on critical suppliers and high-risk geographies.

Software and IT services involve risks related to working conditions for developers and consultants, as well as indirect risks linked to the sourcing of IT equipment. Where Mer engages directly with service providers, there is a risk that the company may cause or contribute to impacts on decent working conditions.

Mer prioritises follow-up of IT service suppliers through supplier prequalification, ESG/CSR assessments, and category-specific requirements covering labour conditions, data protection and IT security. Standardised questionnaires and contract requirements are applied to support consistent due diligence and supplier monitoring.

Mer's **call centres** are in different countries in Europe. The current providers are solely located in Sweden, Norway, Germany and the United Kingdom - recognised for having high standards of labour law. Furthermore, as a part of the review process, Mer communicated requirements as stated in the Supplier Code of Conduct and applied a supplier self-assessment questionnaire on human and labour rights, business ethics and the environment. Suppliers were also checked for adverse media reports and against the global sanctions list, and other databases within the Dow Jones screening tool. Lastly, as with all our suppliers, we continue to review the suppliers on an ongoing basis to ensure we follow up on any inconsistencies.

Logistics and transportation entail a high risk of breaching HSE-standards and labour rights for drivers according to the Norwegian reference bodies used for our work. For Mer, this service is organized in two ways:

- 1) The supplier chooses the logistics operator and owns the contract, or
- 2) Mer has the contractual relationship with the logistics supplier

For the former, Mer is only directly related to these risks (see section 2.1). For the latter, Mer potentially causes or contributes to the risks. Mer has assigned the responsibility for the warehouses in Germany, Austria and Sweden under the Head of Group Procurement & Supply Chain. The new strategy will entail centralising warehouses in fewer, external locations. The main warehouse for Germany is an external service provider in Stuttgart. The service provider is a significant player within warehousing and logistics.

Electricity and the connection of charging stations to the power grid are key parts of Mer's business of providing EV charging. The supply chain of electricity can be divided into:

- 1) Power production (the construction of powerplants and production), and
- 2) The power grid network, that transports the electricity to the charging point

The supply chain for equipment used for power production includes mining of high-risk materials, production of high-risk metals, manufacture and assembly of components, and transportation between sub-suppliers. For example, Statkraft has stated that poor working conditions and inequality at sub-suppliers is a risk related to hydropower equipment, while production of GRP-composite wind turbine blades is related to the risk of forced labour and discrimination of women. The process of extracting and processing high-risk materials also poses a risk for local communities' whose environment might be negatively impacted. For workers at power production sites, the inherent HSE risks include transportation, working from heights, lifting operations, electrical work, and heavy equipment. The installation of power stations entails HSE risk and the risk of breaching labour standards, including minimum wage requirements.

The supply chain for the power grid networks consists of power cables, masts and transformer stations. Power cables typically consist of high-risk materials such as aluminium alloy and reinforced steel or aluminium conductor steel reinforced (ACSR) and insulation materials. Aluminium is a high-risk material, where high inherent risks for workers and nearby local communities are associated with the mining operations of bauxite in countries such as China, Guinea, and Brazil, and alumina refineries in high-risk countries such as China. Alumina refineries produce red mud, a highly caustic material that causes human harm upon contact, as well as pollution of waterways, and affects local ecosystems which in turn affect local communities. For workers installing and maintaining the power grid network in the countries where Mer operates, we consider the risk as medium for breaching decent working conditions for non-electrical works and high for electrical works.

Masts carrying the power cables are typically made of concrete, wood, aluminium, or steel, which are materials considered as inherently high risk. These materials' risks are related to workers and local communities affected by the extraction and processing of raw materials. The installation of masts entails HSE risks including working from heights, operating heavy equipment, transportation, and electrical installation. This work likely falls under construction work as an industry with collectively applicable agreements in Norway.

Transformer stations are made of several materials and components including silicon steel, copper, oil (used as a cooler and insulation) as well as electrical components. Additionally, the enclosure of the transformer could consist of concrete, wood, brick and/or sheet metal. The materials' risk is similar to the above descriptions for workers in the supply chain and local communities. The installation of transformer stations likely falls under construction work as an industry with collectively applicable agreements.

Mer considers itself to be only directly related to the risks described above (see section 2.1) and has decided to postpone its own risk mitigation actions. This is because some of Mer's suppliers in this category, for example Statkraft, are also subject to The Transparency Act. We will assess the due diligence reporting of these companies to define potential future actions from Mer.

3.2.2 Business partners

Business partners such as waste management, accommodation, mobility, cleaning, restaurants, and facility management (including services such as cleaning and catering) are considered inherently as high risk. In Norway, apart from waste management, these industries are by law required to have minimum wages and industry specific labour rights, which has a risk reducing impact. In Mer, we have chosen to use the same risk profile for these industries beyond Norway, based on the assumption that such high risks are prevalent in the other countries we operate, too. In cases where Mer has a direct contractual relationship with such business partners, there is a risk of Mer causing or contributing to risks in these industries.

Waste management and resource productivity are critical elements in Mer's product life cycle. As waste management requires manual labour, it is inherently considered high risk of breaching HSE-standards and labour rights, for example regarding worker's living wages. Mer considers itself to be directly related to these risks (see section 2.1) and will review contractual agreements, ensuring the use of the Supplier Code of Conduct and that contracts include clauses safeguarding human rights.

From a sustainability perspective, Mer understands that charging infrastructure is a commodity-intensive product. As many raw materials are used in the construction of charging stations, circular products and recyclable materials in supplier choices will be considered where possible. In Mer, we believe products should have the longest possible life cycle and are looking into the most effective way forward. As an example, shipping packaging material gets re-used as much as possible. We want to reduce the amount of waste produced in our value chain by taking further steps in the future. By implementing an asset decommissioning strategy, we aim to reuse products and resources instead of disposing of them.

For some of our business partners, such as businesses within **accommodation, mobility** and **catering**, we are yet to gain full overview of our supplier base. For now, the costs for these services are reimbursed through expense reimbursements.

Mer does not have direct contracts for **cleaning** or **facility management**. Our office spaces are rented in established office complexes, for example in Statkraft offices in Oslo and London, and these services are part of the rent. Where Mer does have direct contracts, these will be reviewed, ensuring contracts include clauses safeguarding human rights and the use of the Supplier Code of Conduct.

The above-mentioned follow-up activities on high-risk business partners will be prioritized after implementing mitigating activities and strengthening the overview and control with our suppliers in the prioritised high risk categories installations, hardware, and IT (software).

4 Actual negative consequences

In the work completed in prioritised high-risk categories, Mer has not uncovered any actual negative consequences related to its own operations, suppliers, or business partners. However, we acknowledge that this does not necessarily mean there are no actual adverse impacts.

5 Grievance mechanisms / Whistleblower channel

Mer has grievance mechanisms and a whistleblower channel available for both employees and external parties. Under our Code of Conduct, if an employee of Mer suspects that a decision or action would violate or violates Mer's legal or ethical commitments, he or she has a right and a responsibility to raise the issue. Mer's whistleblowing policy explains how to report a concern and the procedures for handling reported concerns.

Mer has a separate inbox in place for requests and concerns related to The Transparency Act.

6 The way forward - our responsibility path

6.1 Procurement

The mission of Mer Procurement is to secure the supply of high-quality products and services, drive innovation and sustainability through the supply chain, and ensure cost efficiency. Sustainability is understood holistically, covering environmental, social and governance aspects, with a focus on responsible business conduct in relation to people, society and the environment.

Procurement collaborates closely with internal policy and process owners to implement Mer's requirements related to sustainability, human rights, decent working conditions and business ethics. These requirements are integrated into both new procurement processes and the ongoing management of suppliers and business partners.

Mer has adopted a category management approach to manage supplier markets in a structured and consistent manner, including sustainability considerations. This supports standardisation, improved supplier oversight, and more effective follow-up across categories. Procurement plays a central role in supplier prequalification, tender processes and contract management, with a focus on strengthening compliance and consistency across the organisation.

Training on procurement processes is implemented as part of internal governance, supported by documented procedures in The Mer Way and internal learning tools.

Procurement activities are supported by a procurement system and supplier management tools, enabling structured onboarding, risk assessment and follow-up of suppliers. This supports improved data quality, transparency of supplier risks, and systematic documentation of mitigation actions across the supplier base.

6.2 Compliance

In 2024 we enhanced our due diligence process for high-risk suppliers as noted above.

In 2025, we have been working on operationalizing the supplier qualification process and the regular monitoring of higher risk suppliers. We also implemented a fraud risk management policy with the principal objective to protect the assets of Mer and ensure strict adherence to legal and ethical standards. Employees are expressly forbidden from engaging in fraudulent activities. Furthermore, we implemented a policy for the use of AI that applies to everyone working at Mer. Mer permits the informed and responsible use according to the policy of certain defined GenAI applications (authorised by Mer) in carrying out identified business activities. Lastly, during 2025, we introduced a new policy that Mer should avoid engaging with any of the third parties included in the UN OHCHR database of all business enterprises involved in the expansion of Israeli settlements in the disputed territories (including the Gaza Strip, the West Bank, and East Jerusalem). We also conducted a review of existing third parties to check if there is any third party Mer should stop engaging with. No third party was identified.

6.3 Health and Safety (H&S) Management System

Mer cares for the health and safety of people, including employees, contractors, and customers/visitors. Thereby, Mer continuously cooperates with qualified business partners and ensures that its products, tools, and equipment meet the recommendations according to relevant local and international standards, e.g., ISOs 45001, 9001, or 14001.

Mer's H&S management is a risk-based (proactive and reactive) system, integrating the following group-wide approach to ensure, that Mer satisfies all internal and external requirements:

- Monthly reporting of H&S KPIs and further H&S-relevant statistics to top management and Statkraft as an owner, including reporting of H&S observations and incidents through a standardised evaluation and response process
- Quarterly H&S management network meetings

6.4 Sustainability

During 2025, the following actions were carried out in Mer:

- The calculation of our extensive corporate carbon footprint (CCF) was continued on the already very detailed level across Scope 1 (direct emissions), 2 (indirect energy emissions) and 3 (indirect emissions, e.g. supply chain) along the value chain. This provides Mer with valuable insights about the sources of **emissions** and identifies opportunities for reduction. The CCF forms the basis for the decarbonisation strategy, consisting of mid-term reduction targets, a net zero emissions target and related decarbonization initiatives.
- A close collaboration between the Sustainability and Procurement teams in Mer, resulting in **supplier prequalification** and efforts to increase transparency in the supply chain. This will ensure Mer's suppliers are committed to sustainability and contribute to the overall efforts in reducing the environmental impact in Mer's value chain.

Oslo, 15 June 2026

Maja de Vibe

Maja de Vibe

Maja de Vibe
Chair of the Board

Anniken Berg

Anniken Berg

Anniken Furseth Berg
Member of the Board

H. Hoch

Harald Hoch

Harald Hoch
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Matteo S. G. de Renzi

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<p> Anniken Berg Statkraft</p> <p>Email: anniken.berg@statkraft.com Device: Edge 149.0.0.0 on Unknown Windows 10.0 (desktop) IP number: 51.175.105.88</p>	<p>Trusted timestamp: 2026-06-16 06:12:01 UTC</p> 
<p> Ruben Ravndal Statkraft</p> <p>Email: ruben.ravndal@statkraft.com Device: Edge 149.0.0.0 on Unknown Windows 10.0 (desktop) IP number: 51.174.47.157</p>	<p>Trusted timestamp: 2026-06-21 13:43:04 UTC</p> 
<p> Simon Gallasch Mer UK Confidential</p> <p>Email: Simon.Gallasch@mer.eco Device: Chrome 149.0.0.0 on Unknown Windows 10.0 (desktop) IP number:</p>	<p>Verified with login Trusted timestamp: 2026-06-15 10:02:10 UTC</p> 

This document was completed by all parties on:

2026-06-21 13:43:04 UTC



Audit log

Trusted timestamp

2026-06-21 13:43:04 UTC

Event with collected audit data

Document was signed by Ruben Ravndal (ruben.ravndal@statkraft.com)
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IP number: 51.174.47.157

2026-06-21 13:43:00 UTC

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2026-06-21 13:42:47 UTC

Document was reviewed by Ruben Ravndal (ruben.ravndal@statkraft.com)
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2026-06-21 13:42:25 UTC

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Document was signed by Anniken Berg (anniken.berg@statkraft.com)
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2026-06-16 06:11:58 UTC

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2026-06-15 14:29:22 UTC

Document was signed by Marit Grimsbo (marit.grimsbo@statkraft.com)
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2026-06-15 14:29:19 UTC

Document was verified via handwritten signature by Marit Grimsbo (marit.grimsbo@statkraft.com)
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2026-06-15 14:28:39 UTC

Document was opened by Marit Grimsbo (marit.grimsbo@statkraft.com)
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Document was signed by Maja de Vibe (maja.devibe@statkraft.com)
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Document was verified via handwritten signature by Maja de Vibe (maja.devibe@statkraft.com)
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2026-06-15 11:29:33 UTC Document was signed by Harald Hoch (harald.hoch@statkraft.com)
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2026-06-15 10:05:15 UTC Document was signed by Matteo de Renzi (msg.derenzi@gmail.com)
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IP number: 163.116.165.121 - IP Location: Manchester, United Kingdom

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2026-06-15 10:02:18 UTC Document was sent to Anniken Berg (anniken.berg@statkraft.com)
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IP number: 79.252.118.82

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2026-06-15 10:02:15 UTC Document was sent to Marit Grimsbo (marit.grimsbo@statkraft.com)
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2026-06-15 10:02:13 UTC

Document was sealed by Simon Gallasch (Simon.Gallasch@mer.eco)
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2026-06-15 10:02:10 UTC

Document was signed by Simon Gallasch (Simon.Gallasch@mer.eco)
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2026-06-15 10:02:09 UTC

Document was verified via handwritten signature by Simon Gallasch
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2026-06-15 09:44:12 UTC

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