



Guides for Corporate Social Responsibility in Norwegian Property ASA

1. Introduction

- 1.1. The guidelines have been approved by the board of Norwegian Property ASA on the 1st of February 2024.
- 1.2. The purpose of the guidelines is to ensure that Corporate Social Responsibility (CSR) will be practised according to the values and ethical guidelines, guidelines for corporate governance and the group's long-term value creation for shareholders, employees, clients, and society.
- 1.3. The guidelines apply to all employees in Norwegian Property and the subsidiaries, as well as to the board members when they act on behalf of the company.
- 1.4. The responsibility to ensure compliance with the guidelines lies with the board.

2. Main principles

- 2.1. Norwegian Property shall comply with laws and regulations in the countries where they operate.
- 2.2. Norwegian Property bases its guidelines for social responsibility on the three dimensions of sustainability: Environmental, Social and Corporate Governance. The group has selected 4 of the UN's SDGs to focus on towards 2030:
 - SDG 8: Decent work and economic growth
 - SDG 11: Sustainable cities and communities
 - SDG 13: Climate action
 - SDG 14: Life below water
- 2.3. Norwegian Property aim to operate responsibly, as a property company, as a contributor to shaping policy for the industry, and as an employer and buyer of goods and services. Norwegian Property's most important contribution is to conduct a profitable business while at the same time acting accountable and responsible for the consequences the main activities might have on both the social and environmental part of the society it operates in. Long-term profitability is a prerequisite for exercising corporate social responsibility in such respects as providing good and secure jobs, implementing environmental measures in the property portfolio, the marina and the surroundings, ensuring good working conditions for the group's tenants, and contributing to positive development in those urban districts where Norwegian Property conducts its business.



3. Guidelines

- 3.1. Norwegian Property will treat everyone without discrimination based on gender, pregnancy, parental or adoption leave, care responsibilities, ethnicity, religion, outlook on life, disability, sexual orientation, gender identity or gender expression. Respect for the individual represents a fundamental guideline for the group, and everyone will be treated with dignity and respect.
- 3.2. Norwegian Property shall secure and respect human rights and decent working conditions, conduct due diligence in accordance with the OECD guidelines and report on them.
- 3.3. Norwegian Property observes established standards of working life and will comply with all requirements in the relevant legislation. The group seek to apply working methods which ensure good working conditions, with high standards of HSE.
- 3.4. Norwegian Property wish to contribute to young professionals gaining work experience and apprenticeships that provide a positive entry to working life. Children under the age of 15 will not be used as labour, and in case of employment of youth above the age of fifteen, it should be in a way that does not hinder their education or development opportunities.
- 3.5. Norwegian Property seeks just and open competition in all markets it operates. The group set high requirements for personal and professional integrity and does not tolerate any form of corruption or bribery.
- 3.6. Norwegian Property shall conduct an open, reliable, and attentive dialogue with stakeholders and society in general.
- 3.7. Norwegian Property shall seek to prevent or reduce unwanted effects on the environment as a result of its business. Norwegian Property has clear targets for energy efficiency, reduced emissions, and waste sorting in the property portfolio. Environmentally friendly materials, re-use of materials and solutions which reduce energy consumption shall be prioritized in refurbishment projects.
- 3.8. Norwegian Property shall take into account the cultural heritage by taking care of old buildings in its property portfolio.
- 3.9. Norwegian Property shall create safe and accessible premises and outdoor areas for tenants and society in general.
- 3.10. Norwegian Property's properties must be accessible by public transportation, and arrangements must be made to be able to use other environmentally friendly means of transport.
- 3.11. Norwegian Property shall conduct sound business regarding infection control. Measures must be implemented in accordance with recommendations from the authorities, and both employees and tenants must be informed of this.

4. Compliance, control and sanctions



NORWEGIAN
PROPERTY

- 4.1. As an integrated part of the internal control and external audit, Norwegian Property will regularly ensure that the group complies with all sides of the guidelines for corporate social responsibility.
- 4.2. Norwegian Property will constantly consider the effects on society of its business, and introduce improvement measures if necessary to prevent, mitigate or stop negative consequences, as well as evaluate mentioned measures.
- 4.3. Norwegian Property seeks to utilize suppliers which comply with the same main principles as mentioned in 2.2. All suppliers are required to register in Startbank and to commit to Norwegian Property's requirements to its suppliers – ethical guidelines for suppliers.
- 4.4. Norwegian Property shall secure transparency on their work on sustainability, including their work on equality, human rights, decent working conditions, emissions and other environmental impacts and will on a yearly basis, before the 30th of June, report on goals, risks and measures that have been conducted or planned, and the results of mentioned measures.
- 4.5. Any breach of the guidelines should be notified the same way as a breach of ethical guidelines. Any substantial breach of the guidelines shall be reported to the board of Norwegian Property ASA.