

Transparency Act Report 2025

Introduction

The main purpose of the Transparency Act (also known as åpenhetsloven), is to promote businesses' respect for fundamental human rights and decent working conditions.

The second purpose is to promote transparency by ensuring public access to information on how businesses handle adverse impacts on fundamental human rights and decent working conditions.

The main obligation according to the Transparency Act is to conduct due diligence assessments, in line with the OECD guidelines for multinational enterprises. However, the law also applies to businesses that are not multinational.

Logent's subsidiary in Norway (Logent AS and its subsidiaries) is covered by the Transparency Act for its operations in Norway. This report has been developed to comply with the legal requirements as stated in the Transparency Act (Åpenhetsloven).

This document is a disclosure of Logent AS' due diligence assessments for the reporting period from July 1st 2025 to July 1st 2026.

About Logent AS

Logent AS is part of The Logent Group, SSCP Lager BidCo (publ) AB, (Logent).

SSCP Lager BidCo AB (publ) is owned by SSCP Lager MidCo AB, corporate identity number 559109-9170, with registered office in Stockholm

Logent is an independent logistics partner and operates in contract logistics offering services in warehouse operations, production logistics, transport management, customs management and ports, as well as in staffing and recruitment.

Logent AS aims to play an active role in the society we are part of and our sustainability strategy's objective is to ensure sustainability in all its operations. The sustainability strategy is anchored at the group level.

Logent Group has identified three strategic areas, People, Planet and Partner.

At Logent we work actively to ensure that we comply with human rights, as well as to ensure decent working conditions in our own operations and in the supply chain. Every year, Logent employs over 3000 people from different backgrounds. Our employees are our most important asset and being an inclusive and attractive employer is our highest priority. Health and safety, gender equality and opportunities for career and skills development are the cornerstones of Logent. We are proud of our great diversity and know that it makes us a better and more enjoyable workplace, where everyone can develop and thrive.

We conduct our operations on an ethical foundation, encouraging and enabling employees and suppliers to operate within the same principled structure. We are committed to preserving human rights and decent working conditions. This report reflects the group's commitment and approach across our value chain, including that of our Norwegian subsidiary Logent AS.

Entities covered by the Transparency Act

Logent AS and its subsidiaries:

- Logent AS avd. Halden
- Logent AS avd. Toveien
- Logent AS avd. Vestby
- Logent AS avd. Oslo
- Logent AS avd. Buskerud og Vestfold

Logent Produksjon AS and its subsidiaries:

- Logent Produksjon AS avd. Langhus
- Logent Produksjon AS avd. Våler

Segment and Business Areas

Warehousing

Logent creates tailor-made and scalable logistics solutions. Our expertise includes warehouse development, project management, automated solutions, continuous improvement, optimization and efficiency

Transport Management

We specialise in transport optimisation and take care of the development, administration and control of your goods and material flows.

Staffing & recruitment

Logent is a partner for staffing in logistics, warehousing, production industry and administration. We specialize in providing competent and reliable staff to meet specific needs.

Production Logistics

Logent is an operation and development partner in production logistics. We optimize production flows and production-related flows.

Customs

Logent is a full-service provider of customs services. We provide customized customs management solutions to ensure smooth customs processes for all types of shipments.

Ports & Terminals

Logent is an expert in port and terminal operations.

Purpose and Objectives

Fundamental human rights and decent working conditions are part of Logents core values.

In accordance with Logent's strategy, Logent AS shall be an attractive and safe workplace for everyone. Our focus areas are:

- Diversity, gender equality and inclusion
- Health and well-being
- Work environment and safety
- Career and skills development

Logent strives to conduct its business activities in accordance with the highest possible ethical standards, and we respect and support international standards and guidelines regarding human rights. This includes the UN Universal Declaration of Human Rights and the International Labour Organisation's (ILO) Declaration on Fundamental Principles and Rights at Work. In 2024, as part of our ongoing commitment to quality, environmental responsibility, and occupational health and safety, Logent was certified in accordance with ISO 9001 (Quality Management), ISO 14001 (Environmental Management), and ISO 45001 (Occupational Health and Safety Management).

During 2025, Logent will continue to ensure that we identify and manage any negative impact on human rights and will work to incorporate additional considerations of human rights in the company's existing processes.

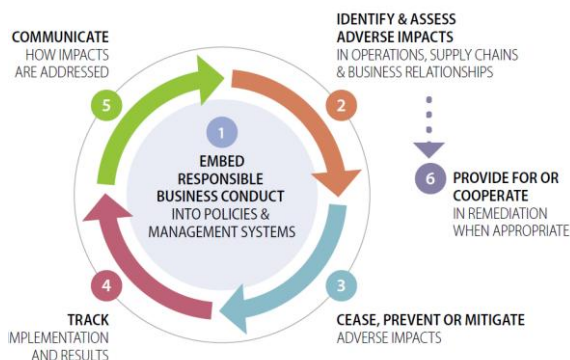
Logent AS' Due Diligence Assessments

OECD's method

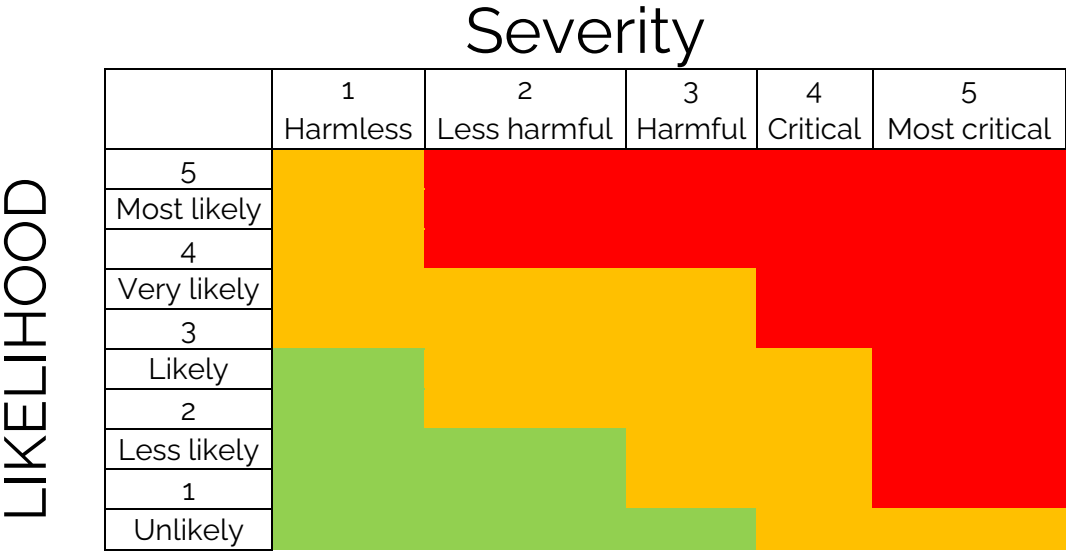
These due diligence assessments aim to map, prevent and mitigate any potential negative impact on fundamental human rights and decent working conditions, caused by how Logent AS conducts its business.

Logent AS's due diligence assessments are based on the OECD's guidance for Responsible Business Guidance. Due diligence assessments may be subject to risk-based priorities in terms of measures. Logent AS's priorities are based on the above mentioned guidance.

The due diligence process and supporting measures, as illustrated below, follows OECD's guidance for Responsible Business.



Logent AS's risk assessments review the likelihood and severity. The measure shall be commensurate with the likelihood and severity of the adverse impact based on the below illustrated risk matrix.



Management Systems – Policies and Procedures

As part of the implementation of the Transparency Act, Logent AS has reviewed its existing policies and procedures related to fundamental human rights and decent working conditions.

The overall responsibility for compliance with the Transparency Act lies with the head of the Norwegian entity.

Logent AS's governing documents for how we manage risk of any violation on fundamental human rights and decent working conditions, are anchored on group level.

Governing document	Approved by
Code of Conduct	CEO, Board of Directors
Supplier Code of Conduct	
Personal Data Protection Istruction	
Personal Data Protection Declaration	
Whistleblower Policy	
HES Declaration	

Procedure for Due Diligence Assessment of Own Operations

Logent has established routines and systems to assess its own operations in line with the Norwegian Transparency Act and relevant ISO standards. The purpose of these measures is to identify and manage actual and potential risks related to human rights and decent working conditions.

All new employees undergo a structured onboarding process to ensure they are familiar with our ethical guidelines, internal policies, and routines. Our internal systems ensure that employees have ongoing access to key procedures and updated documentation relevant to their roles.

We operate a digital incident and deviation management system (IA), which enables employees to report and follow up on non-conformities, incidents, and occupational health and safety risks. The system supports transparency and improvement by tracking case volumes, response times, and risk status.

Logent collaborates with occupational health services and conducts regular workplace inspections, internal risk assessments, and employee engagement surveys through CatalystOne. These surveys provide insights on working conditions, motivation, and well-being, helping guide improvements.

For employees placed with our customers, we require written confirmation that safe and responsible working conditions are in place. Customers must document that they perform regular risk assessments. If such documentation is lacking, Logent reserves the right to conduct its own assessments on site.

Through these measures, Logent ensures continuous oversight of its operations with a strong focus on employee rights, safety, and decent working conditions.

Ongoing Projects

During 2025, we will continue focusing on ensuring that our suppliers comply with our requirements and guidelines as described in our Supplier Code of Conduct.

This work is ongoing, and we will continuously improve this process.

All suppliers are required to comply with our Supplier Code of Conduct, the ILO's eight core conventions and the UN Guiding Principles on Human Rights. In addition, specific requirements have also been adapted depending on industry and risk factors such as REACH, AFIRM's Restricted Substances List, OEKO-TEX regarding workwear.

Mitigation of Impacts

We recognize that we have better control and improvement opportunities of risks related to our own employees at Logent than in the supply chain. It is, however, important to address risks and implement mitigation plans for all areas, both to comply with our Code of Conduct, and obligations and expectations in legislation and recognized international standards. We work systematically across countries, and functions to ensure that our employees have a safe, fair and stimulating workday. We will respect human rights in

every part of the group, and we will be a diversified and inclusive workplace that guarantees equal opportunities and adequate conditions for all.

During 2023 a new Purchasing Manager was appointed at Logent and will be responsible for driving sustainable procurements and ensuring that we include sustainability aspects in the procurements, such as labour law issues, human rights and environmental aspects to ensure that suppliers comply with Logent's requirements and guidelines.

The Way Forward

In line with our commitment to responsible business conduct and in compliance with the Transparency Act, we are pleased to announce that we have adopted the Stratsys ESG Due Diligence platform. Throughout 2025, we will systematically follow the model provided by the platform to strengthen our processes for identifying, assessing, and managing risks related to human rights, labour conditions, and environmental impact within our supply chain. This initiative is a key part of our strategy to ensure a systematic and effective approach to managing potential and actual adverse impacts associated with our business activities. During 2025, Logent AS will implement the platform and continue to focus on reducing risks related to human rights, as well as other sustainability risks of an environmental or ethical nature.

Our due diligence work will be structured around the following core components, in accordance with the Transparency Act's requirements for ongoing risk assessment and transparent reporting:

Supplier Verification and Screening

All suppliers are verified across more than 100 jurisdictions to confirm their legitimacy and to ensure they are not listed on warning, sanctions, or PEP lists.

Risk Analysis

We conduct tailored risk analyses to identify and prioritize the most significant risks in our value chain. This enables us to allocate resources efficiently and address areas of highest concern.

Supplier Self-Assessment (SAQ)

Suppliers complete customized self-assessment questionnaires covering all relevant sustainability areas. This process supports ongoing dialogue, effective information gathering, and proactive management of identified risks and deviations.

On-Site Visits and Inspections

Sustainability performance data is collected through site visits and, when necessary, comprehensive inspections. These activities are documented using standardized and customizable protocols to ensure thorough and consistent data collection.

Reporting and Transparency

We will provide regular updates on our due diligence activities, findings, and actions taken to address identified risks and impacts. This reporting forms part of our annual public disclosure and demonstrates our ongoing commitment to transparency and accountability.

Another important aspect of Logent AS's work has been the early integration of sustainability considerations into our procurement processes—including labor law, human rights, and environmental issues—to ensure supplier compliance with our requirements and guidelines.

Throughout 2025, Logent AS will maintain a strong focus on identifying and managing any negative impacts on human rights and will continue to enhance the integration of human rights considerations into our existing processes



Kenneth Thoresen
(Managing Director)