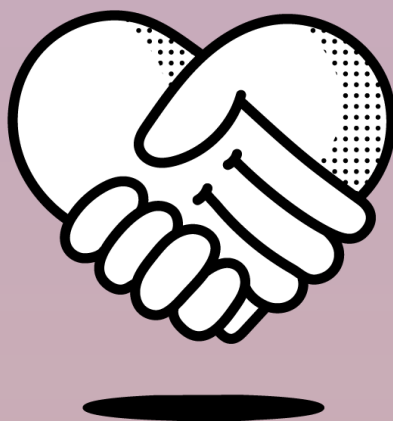


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Aimo Park Norway

Code of Conduct

Updated: 24. April 2025



1. Background and purpose

Aimo Park Norway is owned by Sumitomo Corporations, a Japanese enterprise with a long and proud history, setting compliance, integrity, and trust as cornerstones in its business. In alignment to our owner's values and principles, Aimo's vision is accelerating the transition towards a sustainable mobility ecosystem. Aimo's mission is to move people and planet into a better tomorrow through innovative mobility solutions. A big part of striving towards our vision and mission is sustainability in all we do; environmentally, financially, and ethically.

Aimo's core values are Courage, Accountability, Passion, and Cooperation. These values help us find the way to achieve our vision and mission, and how to act conducting our business. We encourage each other to try new things, breaking new ground – within the scope of legal and ethical terms.

To ensure compliance and upholding our ethical standards in all we do we want to cooperate with Suppliers that share our commitment to legal, ethical, and fair practices. When working with our Suppliers we need reliable and trustworthy partnerships. To achieve this we have a Supplier Code of Conduct that is equivalent to our internal Code of Conduct, where we state the standards that we expect ourselves and our partners to comply with. When entering into an agreement with Aimo, Suppliers confirm their commitment to complying with the rules, values and principles stated in the SCoC, lasting their full contract period, in all countries the Supplier operates, and even if the Code of Conduct sets out higher standards than required by national legislation. In addition, Aimo expects our Suppliers to demand the same standards and documentation from its Subcontractors.



2. General

This Code of Conduct is based on these conventions, regulations, and principles:

- The Ten Principles of the United Nations Global Compact
- The Norwegian Transparency Act (based on OECDs Guidelines for Multinational Enterprises)

Aimo employees are expected to monitor that the requirements and standards set out in this Code of Conduct are duly met. We have implemented and are to maintain relevant management systems and control mechanisms for conducting such monitoring and provide documentation of compliance, within the nature and scope of our business. In our Supplier Code of Conduct Aimo demands that our Subcontractors do the same.



3. Commitment to people (Human rights)

Human rights shall be respected by all Aimo companies and all our employees. We shall not violate or contribute to violation of Human Rights – in any matter. If such violation should occur, we must take appropriate action to remedy the violations and “do the right thing” in remedying the violation.

3.1 Fair Labor Conditions

Aimo companies must ensure that all employees: full time and part-time, temporary and permanent, staff has employment contracts in writing. The contracts must be clear and understandable to the employees and comply with national labor legislation. All employees must be treated in a fair matter and must under no circumstance be subject to corporal punishment, threats, violence, or unlawful detentions.

3.2 Fair Wages and Benefits

Aimo companies shall provide all employees with at least minimum wage, respect limits for working hours and overtime hours in accordance with national legislation in the country of operation. Equal pay shall be given for equal work performed by employees with the same qualifications.

3.3 Work environment

Aimo companies shall promote an inclusive and diverse work environment, free from harassment, bullying and discrimination: direct, indirect, verbal, mental or physical.

3.4 Freedom of Association

Aimo companies shall respect their employees' right to join unions, associations, and collective bargaining.

3.5 Modern slavery, forced or child labor

Aimo companies shall not participate in, use, or tolerate the use of forced labor, child labor, human trafficking, or any other form of modern slavery.

3.6 Health and safety

Aimo companies shall secure the health, safety and welfare of its employees and visitors, in accordance with international standards and national legislation applicable to its operations. Both our employees' mental and physical health shall be of concern. Any work-related injuries and accidents shall be prevented if possible. In case of such events occurring, the events shall be investigated and recorded.

3.7 Non-discrimination and Equal Opportunities

Aimo companies shall promote diversity in all forms, support equal opportunities and protect vulnerable groups. We shall provide equal opportunities to all employees, e.g., when recruiting, hiring, giving job assignments, promotions, and terminations. We shall not tolerate any kind of discrimination or harassment due to e.g., ethnicity, sexual orientation, religion, disability, gender (identity), political affiliation, union memberships, age, pregnancy/parenthood, or any other characteristics.



4. Commitment to Compliance with Law and Business Ethics

Aimo companies shall comply with all applicable local and international laws, regulations and business ethics. If a requirement of this Code of Conduct differs from national legislation or regulations, we shall comply with whichever is more stringent.

4.1 Corruption and bribery

Corruption and bribery are not tolerated by Aimo. Bribery, corruption, fraud, or any other form of illegal business practices must not take place in our business. We shall not accept, request, receive or offer any favors, gifts, or hospitality of significant value to retain, obtain or gain any form of business advantage. Aimo companies shall have applicable procedures to prohibit employees or other individuals acting on our behalf from taking part in such activities.

4.2 Privacy and confidentiality

Aimo companies must comply with GDPR, ensuring that sensitive and personal data is sufficiently protected. We shall also comply with contract requirements regarding confidentiality and shall not share confidential or business sensitive information with third parties. Aimo companies shall also protect any intellectual property that is obtained in our business relationships.

4.3 Money laundering

Aimo companies shall not take part in money laundering of any kind and shall take active measures to prevent this in our financial transactions and all other parts of our business.

4.4 Healthy competition and compliance with trade regulations

Aimo companies shall comply with anti-trust legislation and regulations, contributing to fair and healthy competition within our business area. We shall also comply with all relevant export control regulations and other trade regulations.

4.5 Conflict of interest

Aimo companies shall not have any conflict of interest with our Landlords and Suppliers. We shall give immediate notification to all affected parties if an actual or potential conflict of interest occurs in a contractual relationship.

4.6 Whistle-blowing channel

Aimo companies shall provide its employees and the public with a chance to anonymously "blow the whistle" on (possible) breaches of any relevant legal or ethical requirements.



5. Commitment to Society and the environment

Aimo companies shall minimize our negative environmental impact, leaving as little “footprint” as possible. In doing so we must identify our environmental risks and seek sustainable solutions. We shall comply with environmental legislation, the demands in our Eco Lighthouse certification (Norway), ISO certification or similar certification.

6. Breach

Any breaches of this Code of Conduct shall be reported to Legal or HR, depending on the type of breach. Legal or HR shall report the breach to the company’s Management Team, or to Aimo Group Management Team in case of severe breaches. The Management Team will handle the breach according to company policies.

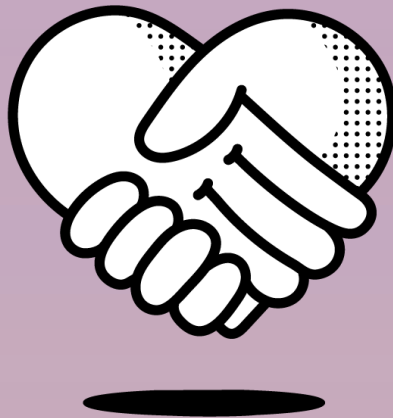
Possible or actual breaches can also be reported anonymously through Aimo’s whistleblowing system; WhistleB, which is available on AimoNet.

7. Update

Aimo companies shall have a pro-active approach to this Code of Conduct, updating the content and scope of the Code when needed.



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