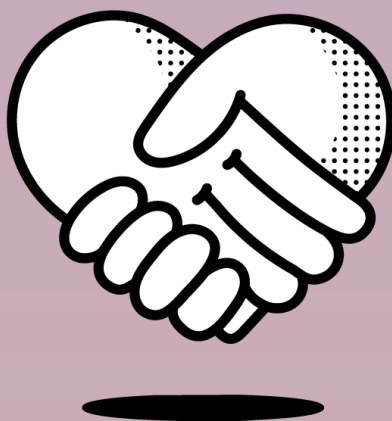




Aimo Park Norway

Supplier 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. In this Supplier Code of Conduct we state the standards that we expect our partners to comply with. When entering into an agreement with Aimo, Suppliers confirms their commitment to complying with the rules, values and principles stated in this document. Our Suppliers shall comply with these standards for the full contract period, in all countries the Supplier operates, and even if this Code of Conduct sets out higher standards than required by national legislation. Aimo expects its Suppliers to demand the same standards and documentation from its Subcontractors.



2. Definition - Supplier

In this SCoC "Suppliers" are defined as all entities from whom we purchase goods or services.

3. General

This Supplier 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's Suppliers are expected to monitor that the requirements and standard set out in this Supplier Code of Conduct are duly met. Suppliers shall implement and maintain relevant management systems and control mechanisms for conducting such monitoring and provide documentation of compliance, within the nature and scope of each Supplier's operations and business. The Suppliers shall demand that their Subcontractors do the same.



4. Commitment to people (Human rights)

Human rights shall be respected by Aimo's Suppliers. Our Suppliers shall not violate or contribute to violation of Human Rights – in any matter. If such violation shall occur, Supplier must take appropriate action to remedy the violations and “do the right thing” in remedying the violation.

4.1 Fair Labor Conditions

Suppliers 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.

4.2 Fair Wages and Benefits

Suppliers 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.

4.3 Work environment

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

4.4 Freedom of Association

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

4.5 Modern slavery, forced or child labor

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

4.6 Health and safety

Suppliers shall secure the health, safety and welfare of their employees and visitors, in accordance with international standards and national legislation applicable to their operations. Both the employee's mental and physical health shall be of supplier's 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.

4.7 Non-discrimination and Equal Opportunities

Suppliers shall promote diversity in all forms, support equal opportunities and protect vulnerable groups. Suppliers shall provide equal opportunities to all employees, e.g., when recruiting, hiring, giving job assignments, promotions, and terminations. Suppliers 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.



5. Commitment to Compliance with Law and Business Ethics

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

5.1 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 the Supplier's business. The Supplier 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. Suppliers are responsible for having applicable procedures to prohibit employees or other individuals acting on the Supplier's behalf from taking part in such activities.

5.2 Privacy and confidentiality

Suppliers must comply with GDPR or similar regulations applicable to the Supplier's business, ensuring that sensitive and personal data is sufficiently protected. Suppliers shall also comply with contract requirements regarding confidentiality and shall not share confidential or business sensitive information with third parties. If relevant the Supplier shall also protect any intellectual property that is obtained during the business relationship.

5.3 Money laundering

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

5.4 Healthy competition and compliance with trade regulations

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

5.5 Conflict of interest

Suppliers shall not have any conflict of interest with Aimo and will take effective measures to avoid such conflict. Suppliers shall give immediate notification to all affected parties if an actual or potential conflict of interest occurs.

5.6 Whistle-blowing channel

Suppliers shall provide its employees with a possibility to anonymously "blow the whistle" on (possible) breaches of any relevant legal or ethical requirements. When demanded by local legislation such whistleblowing shall also be available for the public.



6. Commitment to Society and the environment

Suppliers shall minimize their negative environmental impact, leaving as little "footprint" as possible. In doing so Suppliers must identify their environmental risk and seek sustainable solutions. Suppliers shall comply with environmental legislation, and shall be, or have started a process of getting an environmental certification, such as Eco Lighthouse (Norway), ISO certification or equivalent certification.

7. Audits

Aimo, or its representative, are entitled to audit Aimo's suppliers to scrutinize and verify compliance with the requirements of this Supplier Code of Conduct. This auditing right includes the Suppliers subcontractors and affiliates. Aimo is allowed to use third party auditors if they are not a direct competitor to the Supplier. Public regulatory or supervisory authorities also have the right to conduct Audits, within the scope of their legal authority.

When conducting audits, Aimo shall give the Supplier 14 days' notice. The Supplier shall cooperate with Aimo or its representatives when conducting the audit, providing all necessary information, access, and reasonable assistance within the scope of the audit. Aimo and the Supplier shall normally cover their own costs for the audit, including preparations and participation in the audit, also including external support. If the audit reveals that the Supplier has been operating in breach of this Supplier Code of Conduct, the Supplier must cover the full costs of the conducted audit, including Aimo's costs.

8. Final remarks

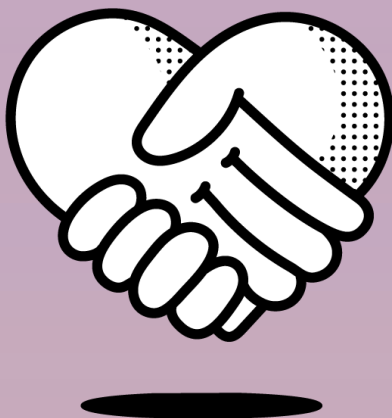
Aimo and its Suppliers shall have a pro-active approach to this Supplier Code of Conduct, discussing the content and scope of the Code when wanted/needed from any of the parties.

A breach of this Suppliers Code of Conduct, conducted by a Supplier or its sub-contractors, is considered a material breach of contract. Such breach entitles Aimo to terminate the relevant contract.

Aimo will inform its Suppliers when updating this Supplier Code of Conduct with material changes.



aimo



Aimo Park Norway

Ole Deviks vei 6C, 0666 Oslo
Telefon: 21 00 76 70, mail: kunde@aimopark.no