



Account of due diligence pursuant to the

Transparency Act

Uno-X Mobility 2023



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1.1. Introduction

The Transparency Act came into force on 1 July 2022, and is intended to promote companies' respect for fundamental human rights and decent working conditions in connection with the production of goods and the provision of services, as well as ensure public access to information on how businesses deal with negative impacts on fundamental human rights and decent working conditions.

The Transparency Act also states that enterprises must conduct due diligence in line with the OECD Guidelines for Multinational Enterprises and publish a report on this work by 30 June every year.

1.2. Contact

Questions about this statement can be directed to: Jacob Berner, email: jacob.berner@unox.no.

1.3. Reporting obligation

Uno-X Mobility is a business area in Reitan Retail next to REMA 1000 Norway, REMA 1000 Denmark and Reitan Convenience.

Uno-X Mobility is subject to reporting requirements pursuant to the Transparency Act.

1.4. Organization, products and services

Uno-X Mobility offers ultrafast charging for electric vehicles, car washes and fuel from over 800 self-service outlets in Norway and Denmark. Uno-X Mobility is one of the largest market players in both countries.

As part of its fuel business, Uno-X Mobility owns and operates tank facilities for fuel storage in Norway and Denmark. In Norway, the company owns and operates tank facilities on Sjørsøya in Oslo, Mo i Rana and in Stavanger. In Denmark, the company owns and operates a tank facility in Rønne on Bornholm, in addition to having 50% ownership in Samtank A/S, which operates several tank facilities for fuel storage in Denmark.

As of 31 December 2023, Uno-X Mobility operates 526 outlets in Norway and 297 in Denmark.

This statement covers Uno-X Mobility's operating companies in Norway and Denmark. The companies refer to the report from their own websites, with the exception of Uno-X E-Mobility companies who does not have their own websites.

Below is an overview of Uno-X Mobility AS's operating companies in Norway and Denmark.

Norway:

- Uno-X Mobility AS (parent company)
- Uno-X Mobility Norge AS
- Uno-X Mobility Cycling AS
- Uno-X E-Mobility Norge AS
- Uno-X Smøreolje AS
- YX Betjent AS

Denmark:

- Uno-X Mobility Danmark A/S
- Uno-X E-Mobility Danmark A/S
- Uno-X Smøreolie A/S
- Ipart ApS

1.5. Employees

Our employees are our most important resource. Uno-X Mobility is developed and operated based on the REITAN philosophy, which is based on belief in the individual. Our goal is for everyone who works in our company to feel valuable and be themselves. At the same time, we are a performance culture where we place great emphasis on implementation, further development and growth. Recruitment and internal promotions take place regardless of age, gender, religion, ethnicity, etc. Standards for recruitment, training, communication and care (RTKO) are described in personnel handbooks in both countries, including internal ethical guidelines. The share of personnel covered by collective bargaining agreements are shown by company below:

Company	Percentage
Uno-X Mobility	0 %
Uno-X Mobility Norge AS	100 %
Uno-X Mobility Cycling AS	N/A
Uno-X E-Mobility Norge AS	0 %
Uno-X Smøreolje AS	100 %
Uno-X Mobility Danmark A/S	0 %
Uno-X E-Mobility Danmark A/S	0 %
Uno-X Smøreolie A/S	0 %
Ipart ApS	58 %
YX Betjent AS	100 %

1.6. Health, safety and environment

At Uno-X Mobility, health, safety and environment (HSE) standards are an integral part of our operations and the safety of our customers, employees and communities is of the highest priority. Our goal is not to harm people or the environment.

Risk identification and evaluation are carried out continuously, involving relevant personnel and coordinated by the HSE responsible. These routines are crucial for anticipating possible hazards and preventing.

While most of Uno-X Mobility's employees work in office-based administrative roles, the company operates tank facilities and self-service fuel sales stations that pose another form of risk. Given the inherent risks associated with our industry, there are extensive laws and regulations in the areas of health, safety and the environment. In addition, we have chosen to have several ISO certifications for our subsidiaries. For example, the utilities business in Norway maintains an ISO 9001 certification annually and ISO 9001 standards have been implemented for our lubricating oil business. All internal employees are covered by company specific HSE routines and policies, and employees are trained in emergency preparedness.

Uno-X Mobility and its subsidiaries regularly report to the Board of Directors on selected HSE key performance indicators.

1.7. Ethical value chain

Uno-X Mobility's main business lies within the liquid fuel value chains, i.e. fossil fuels and biofuels.

The company wants to minimise any negative social or environmental impact by working closely with suppliers. Topics such as health, safety, human rights, labour rights, integrity, climate and the environment are key topics in the cooperation. Uno-X Mobility recognizes that there are specific questions about human rights compliance with the world's oil and gas industry in general. The company has therefore chosen to procure our sales products mainly from large companies located in Scandinavia where our suppliers have strict internal guidelines and monitor their value chains closely.

On the other hand, biofuels may be exposed to risks associated with land-use change. Uno-X Mobility therefore distances itself from palm oil and soy in purchased biofuels. There are sustainability certificates for all purchases of biofuels in accordance with official requirements in Norway and Denmark.

Furthermore, the company has internal ethical guidelines and ethical guidelines for suppliers to address both environmental and social risks in its own operations and supply chains. These also entail that we map and monitor our supply chains for possible risks under the Norwegian Transparency Act.

1.8. Guidelines for implementation of the Transparency Act and ethical guidelines

Uno-X Mobility has prepared guidelines for the implementation of the Transparency Act, as well as the company's ethical guidelines and ethical guidelines for suppliers, which cover all subsidiaries. All guidelines and policies are submitted to and approved by the Board of Uno- X Mobility AS. All guidelines are available on the company's website (www.unoxmobility.com).

A whistleblowing channel has also been published on the website, which can be used by stakeholders who wish to report negative consequences of the company's activities.

Notification goes via a third party.

1.8.1. Code of Conduct (CoC)

Uno-X Mobility's ethical guidelines serve as a basis for daily operations. The guidelines have been developed based on the attitudes and values of the REITAN philosophy. The Board of Directors and the subsidiaries' management are responsible for ensuring compliance with the ethical guidelines. Uno-X Mobility also expects suppliers and partners to follow the ethical guidelines.

1.8.2. Supplier Code of Conduct (SCoC)

Uno-X Mobility procures products from suppliers in different countries and can affect society directly and indirectly through the products' value chains. It is essential for the company to minimise any negative social and environmental impact through cooperation with suppliers. Uno-X Mobility believes in getting better together with its suppliers. For example, the company's Supplier Code of Conduct (SCoC) outlines expectations for anti-corruption, protection of human rights and environmental practices, which all suppliers must follow. The ethical guidelines for suppliers include a risk-based approach in line with the Norwegian Transparency Act. Management and key personnel in the companies have been trained in the Transparency Act.

1.9. Supplier Assessment

Uno-X Mobility guidelines for mapping suppliers/ partners include due diligence and risk evaluation regarding human rights and labour rights. The mapping done initially is based on a set of criteria where all suppliers/partners are categorized from A - D as described below. A risk assessment of human or labour rights violations is then carried out per supplier in each category:

- Category A: Suppliers/partners directly included in the company's delivery (e.g. resold products).
- Category B: Suppliers/partners that are essential to the company's ability to deliver (e.g. IT systems).
- Category C: Suppliers/partners that do not pose a major commercial risk, but a significant liability risk.
- Category D: Suppliers/partners who pose neither commercial nor liability risks.

1.10. Data collection

Due diligence of suppliers is an ongoing task in daily operations. As of 31 December 2023, data was collected from the operating companies in Norway and Denmark that provide a good overview of the status. This data was reported to Uno-X Mobility's owner, Reitan Retail. See the table below:

Supplier assessment*	Number as of 31.12.23
Suppliers total	2 874
Risk-assessed suppliers	2 874
Suppliers - very high risk	0
Suppliers - high risk	10
Suppliers - medium risk	60
Suppliers - low risk	2 804

** Ipart ApS did not conduct supplier assessments in compliance with the Transparency Act in 2023. Following its acquisition by Uno-X Mobility in November 2022, Ipart ApS has concentrated on restructuring its operations throughout 2023. Due to insufficient orders in a challenging market, a decision has been made to scale down operations by the end of 2024.*

1.11. Negative consequences and significant risk of negative consequences

No significant negative impacts have been identified as of 31 December 2023. Nor has a significant risk of negative consequences been identified through the due diligence assessments.

The risk level is estimated to be the same as of today.

1.12. Duty of disclosure

The Norwegian Transparency Act imposes a duty of disclosure to the public in connection with enquiries which is done with reference to the law. The table shows inquiries received and answered in 2023:

Obligation to provide information	No. as of 31.12.23
Information requests	0
Answers within three weeks	0
Answers within two months	0

Signatures

Signatures from the Board of Directors of all covered companies follow below

The document is signed electronically

Oslo, 20. June 2024

Uno-X Mobility AS

Ole Robert Reitan Chairman and CEO Reitan Retail AS	Monica Ødegaard Board member
Kristin Solheim Genton Board member	Vegar Normann Kulset CEO Uno-X Mobility AS

Uno-X Mobility Norge AS

Vegar Normann Kulset Chairman and CEO Uno-X Mobility AS	Thomas Kristian Bakke Board member
Torild Olaug Bråthen Board member	Anne Kamfjord Employee representative
Erik Glimsjø-Tvinnereim Employee representative	Thor Kristian Korsvold CEO Uno-X Mobility Norge AS

Uno-X Mobility Cycling AS

Ole Robert Reitan Chairman and CEO Reitan Retail AS	Vegar Normann Kulset Board member
Emma Karolina Gillebo Johansson Board member	Birgit Lovise Røkkum Skarstein Board member
Thor Hushovd CEO Uno-X Mobility Cycling AS	

Uno-X E-Mobility Norge AS

Vegar Normann Kulset Chairman and CEO Uno-X Mobility AS	Thomas Kristian Bakke Board member
Torild Olaug Bråthen Board member	Tina Dalseide Staude Board member
Ole Johannes Tønnessen CEO Uno-X E-Mobility Norge AS	

Uno-X Smøreolje AS

Vegar Normann Kulset Chairman and CEO Uno-X Mobility AS	Thomas Kristian Bakke Board member
Torild Olaug Bråthen Board member	Elo Andersen CEO Uno-X Smøreolje AS

YX Betjent AS

Vegar Normann Kulset Chairman and CEO Uno-X Mobility AS	Thor Kristian Korsvold Board member og CEO YX Betjent AS
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Uno-X E-Mobility Danmark A/S

Vegar Normann Kulset Chairman and CEO Uno-X Mobility AS	Thomas Kristian Bakke Board member
Torild Olaug Bråthen Board member	Tina Dalseide Staude Board member
Ole Johannes Tønnessen CEO Mobility Danmark A/S	

Uno-X Smøreolie A/S

Vegar Normann Kulset Chairman and CEO Uno-X Mobility AS	Thomas Kristian Bakke Board member
Torild Olaug Bråthen Board member	Elo Andersen CEO Uno-X Smøreolie A/S

Uno-X Mobility Danmark A/S

Vegar Normann Kulset Chairman and CEO Uno-X Mobility AS	Thomas Kristian Bakke Board member
Torild Olaug Bråthen Board member	Tina Dalseide Staude Board member
May Rytkjær Kronbach Employee representative	Anja Majbrit Andersen Employee representative
Søren Lund Nielsen Employee representative	Elo Andersen CEO Uno-X Mobility Danmark A/S

Ipart ApS

Elo Andersen Chairman and CEO Uno-X Mobility Danmark A/S	Thor Kristian Korsvold Board member
Ole Johannes Tønnesen Board member	Allan Brenold Harming CEO Ipart ApS