

ACCOUNT OF DUE DILIGENCE PURSUANT TO THE TRANSPARENCY ACT 2024

Uno-X Mobility AS



Content

Account of due diligence pursuant to the Transparency Act 2024	1
Introduction.....	3
Contact.....	3
Reporting obligation	3
Organisation, products and services.....	3
Employees	4
Environment, health and safety.....	4
Ethical value chain.....	5
Guidelines for implementation of the Transparency Act and ethical guidelines.....	5
Code of Conduct (CoC)	6
Supplier Code of Conduct (SCoC)	6
Supplier Assessment	6
Data collection	7
Negative consequences and significant risk of negative consequences.....	7
Duty of disclosure.....	7
Signatures.....	8

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.

Contact

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

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.

Organisation, products and services

Uno-X Mobility offers ultrafast charging for electric cars and heavy-duty vehicles, car washes and fuel from over 700 outlets in Norway and Denmark. Uno-X Mobility is one of the largest market players in both countries.

Uno-X Mobility also offers lubricant products to the corporate market 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 Sjørøya 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.

This statement covers Uno-X Mobility's operating companies in Norway and Denmark. The companies refer to the report from their own websites.

Below is an overview of Uno-X Mobility AS's operating companies in Norway and Denmark. During the first half of 2025, Uno-X E-Mobility Norge AS was merged into Uno-X Mobility Norge AS, and Uno-X E-Mobility Danmark A/S was merged into Uno-X Mobility Danmark A/S.

Norway:

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

Denmark:

- Uno-X Mobility Danmark A/S
- Uno-X Smøreolie A/S

Employees

Our employees are, of course, 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 AS	0 %
Uno-X Mobility Norge AS	100 %
Uno-X Mobility Cycling AS	0 %
Uno-X Smøreolje AS	100 %
Uno-X Mobility Danmark A/S	0 %
Uno-X Smøreolie A/S	0 %

Environment, health and safety

At Uno-X Mobility, environment, health and safety (EHS) 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 EHS 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 fuel 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 environment, health and safety. 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 EHS 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 EHS key performance indicators.

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. 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 take a cautious and informed approach to biofuel sourcing and distribution, ensuring compliance with regulations and focusing on solutions that contribute to lower emissions.

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. Additionally, a common procurement policy has been developed and adopted during 2024 to ensure responsible purchasing across all business areas in Reitan Retail.

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.

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.

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. 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.

Supplier Assessment

In 2024, we strengthened our approach to supply chain risk assessment by shifting our primary focus from commercial risk to risk of human rights and labour rights violations. This shift reflects our commitment to further aligning with regulatory expectations and ethical standards, while ensuring that our due diligence efforts prioritize the protection of workers and local communities throughout the supply chain.

By further developing our risk assessment methodology, we aim to gain deeper insight into potential human rights and labour-related risks and to implement appropriate measures to prevent and mitigate adverse impacts. This marks an important step towards greater transparency and accountability in our supply chain management.

Data collection

Due diligence of suppliers is an ongoing task in daily operations. As of 31 December 2024, 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 31.12.24
Suppliers total	3,272
Risk-assessed suppliers	3,272
Suppliers - very high risk	0
Suppliers - high risk	87
Suppliers - medium risk	1,436
Suppliers - low risk	1,749

Negative consequences and significant risk of negative consequences

No significant negative impacts have been identified as of 31 December 2024.

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

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 2024:

Obligation to provide information	Number as of 31.12.24
Information requests	1
Answers within three weeks	1
Answers within two months	0

Signatures

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

The document is signed electronically.

Oslo, 25. June 2025

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 Smørelje AS

Vegar Normann Kulset Chairman and CEO Uno-X Mobility AS	Thomas Kristian Bakke Board member
Torild Olaug Bråthen Board member	Thor Kristian Korsvold CEO Uno-X Smørelje AS

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

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