

FERD

2024

Transparency Act Report

FERD'S 2024 REPORT IN ACCORDANCE WITH THE TRANSPARENCY ACT

In accordance with the Norwegian Transparency Act, Ferd annually conducts due diligence assessments and prepares this report as a summary of the assessments. The purpose of the Transparency Act is to promote companies' respect for fundamental human rights and decent working conditions. This report includes the due diligence assessments we have conducted in Ferd in 2024.

The report applies to Ferd AS and Ferd's holding companies ("Ferd") as listed in the appendix on page five. Ferd's Norwegian subsidiaries conduct their own due diligence assessments for their respective businesses in accordance with the Transparency Act and will report on the results of this work. Ferd's subsidiaries and links to their websites are listed in the appendix on page five.

Ferd is based in Norway with headquarter at Dronning Mauds gate 10 in Oslo. Several of Ferd's holding companies are below the reporting requirements in the Transparency Act but are included in the due diligence assessments to ensure a comprehensive assessment. Ferd AS is the only company with an operating business with employees. The remaining companies covered by this report are mainly holding companies with limited activity and few suppliers.

Any inquiries about this report should be directed to:

Erik Rosness, Chief Financial Officer in Ferd AS, ero@ferd.no.

Ferd's business activities

Ferd is a family-owned investment company owned by the fifth and sixth generations of the Andresen family. Ferd's business activities are divided into the areas of Active Owner, Active Investor, and Effect/Impact.

As an *active owner*, Ferd leverages its influence to contribute to the development and growth of individual companies, always with the aim of solid and sustainable value creation over time.

As an *active investor*, Ferd invests in international funds and maintains close contact with the investment managers during the investment throughout the period of its investment.

Effect/Impact: Innovation and adventurous initiatives are a key part of Ferd's history and an important aspect of our vision. Ferd Impact Investing invests in early-stage companies that have the potential to deliver a positive impact on the UN's sustainability goals, as well as a solid risk-adjusted return. Ferd Social Entrepreneurs seeks to deliver measurable social benefits by investing in social entrepreneurs and strengthening their market presence.

Ferd's income comes from dividends and realizations of investments. We use suppliers and business partners who contribute to the follow-up of our investments, as well as assessments of new investment opportunities. In addition, we use suppliers for the daily operations of our business.

Internal guidelines

Ferd has its own routines for how we anchor our work with fundamental human rights and decent working conditions. The routine includes the company's work to fulfill the requirements in the Transparency Act.

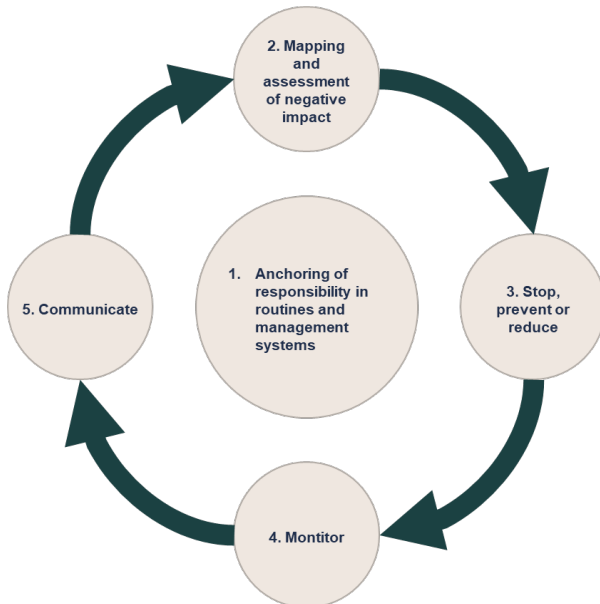
The routine is established and approved by the company's board and is available in Ferd's personnel handbook.

The routine describes how we conduct the due diligence assessment, implement possible actions, and contains information about the company's whistleblowing channel.

Our due diligence assessment

We conduct periodic assessments of the risk of adverse impact on fundamental human rights and decent working conditions linked to the company's activities.

The work with our suppliers is a continuous process:



A digital platform developed by Ignite Procurement is used in the risk mapping and assessment of our suppliers. The platform simplifies the implementation of the due diligence assessment in line with the requirements of the Transparency Act.

The steps in the assessment are as follows:

1. Based on supplier data obtained from our ERP system, a complete overview of Ferd's suppliers is created.
2. Supplier information is enriched in the platform through third-party collaboration with ENIN and Infobel. Through Ignite Procurement, information and financial information is obtained about Ferd's suppliers such as industry codes (NACE) and company structure.
3. An initial risk classification is made of the suppliers based on a classification system. The following classification rules have been assessed as relevant for Ferd's supply chain: geography and industry. The suppliers are classified according to high, medium, and low risk of negative impact.

4. For those suppliers who are classified as high and medium risk, a more detailed risk assessment is carried out where we look at the findings in step 3 against the documentation and the knowledge Ferd has of the relevant suppliers. Normally, the supplier's risk will be assessed, and the supplier will be given a new status with a lower risk. For those suppliers where the risk has not been assessed at an earlier stage, we will obtain the necessary information and documentation to be able to map the risk. The suppliers assessed are suppliers where Ferd has a spend above NOK 100 thousand during 2024.

5. Based on the findings, an assessment is made of which actions should be taken to investigate possible adverse impacts on fundamental human rights and decent working conditions.

6. Ferd will involve stakeholders, suppliers, and business partners if any actions are taken.

Ferd's supply chain

Ferd has approx. 400 first-tier suppliers in the reporting year. The majority of Ferd's suppliers are in the Nordic region, as well as a small number in the rest of Europe and the USA.

The term "supplier chain" includes any actor in the chain of suppliers and subcontractors who supply services and goods. Ferd has limited the mapping to our first-tier suppliers.

Our business partners provide advisory services, legal assistance, and information and audit services. In addition, other operational services such as IT operations, canteen services and cleaning of our offices, are considered part of our primary supply chain and included in the due diligence assessments.

No adverse impacts of fundamental human rights or decent working conditions has been discovered in Ferd's supply chain in the reporting year.

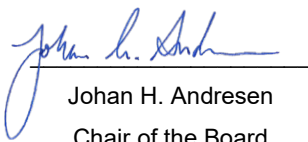
Actions to stop, prevent and reduce adverse impact

As described above, no adverse impact of fundamental human rights or decent working conditions were discovered in the reporting year, and therefore no actions were implemented with individual suppliers.

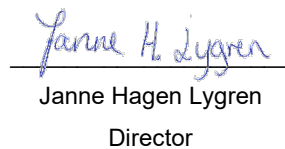
We have created an external whistleblowing channel that is publicly available at www.ferd.no, as well as internal routines for receiving and handling any requests. We aim to have a solid collaboration with our existing suppliers of services and goods, as well as responsible purchasing practices when we are assessing possible new suppliers.

Oslo, 30 April 2025

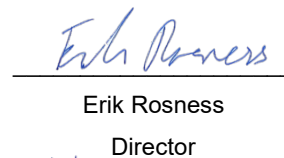
The Board of Directors of Ferd AS



Johan H. Andresen
Chair of the Board



Janne Hagen Lygren
Director



Erik Rosness
Director



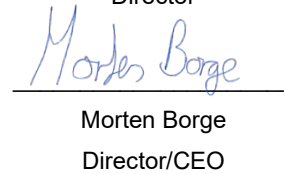
Jannike Rosén
Director



Tom Erik Myrland
Director



Rikke K. Bjerke
Director



Morten Borge
Director/CEO

Appendix

This report applies to the following companies:

Ferd AS	Ferd Forte Holding AS
Ferd Holding AS	Ferd GO Holding AS
Ferd JHA AS	Ferd Lab Invest AS
1912 Top Holding AS	Ferd MG Holding AS
AS Norse Crown Company Ltd	Ferd Mnemonic Holding AS
Debattene om Norges fremtid AS	Ferd Norkart Holding AS
Effektkontrakt Drift AS	Ferd Seagust AS
Eventyrlyst AS	Ferd Simployer Holding AS
FC Well Invest AS	Ferd Sosiale Entreprenører AS
Ferd Aibel Holding AS	Ferd Vekstpartner AS
Ferd Aidian Holding AS	Flow US Holding AS
Ferd Brav Holding AS	Minerva Topco AS
Ferd Fjord Line Holding AS	Oslo-satsningen AS

Ferd's Norwegian subsidiaries:

Brim Explorer AS	www.brimexplorer.com
Brav AS	www.brav.com
Elopak ASA	www.elopak.com
Ferd Eiendom AS	www.ferdeiendom.no
Interwell AS	www.interwell.com
Mestergruppen AS	www.mestergruppen.no
Mintra Holding AS	www.mintra.com
Norkart AS	www.norkart.no
Servi Group AS	www.servi.no
Simployer Group AS	www.simployer.no
TRY AS	www.try.no