

Statement pursuant to the Transparency Act for Sirva AS for the reporting year 2026

About the Transparency Act

The Transparency Act is intended to promote enterprises' respect for fundamental human rights and decent working conditions in connection with the production of goods and the provision of services, as well as to ensure the general public access to information regarding how enterprises address adverse impacts on human rights and decent working conditions.

About us, our products, services and the market we operate in

Sirva AS is Norway's leading company within moving and relocation services, headquartered in Oslo and with roots dating back to 1937. We assist private individuals, businesses and the public sector with national and international moving processes and storage, as well as relocation services such as visa and immigration assistance, home search, and search and guidance regarding schools and kindergartens. Our goal is to create safe and efficient solutions tailored to each individual customer's needs.

Sirva AS is part of the global group Sirva Worldwide, Inc., headquartered in the USA and with a network in more than 190 countries. Through our solid global network, we have strong brands such as Allied and northAmerican, and we have access to strong professional capacity, modern technology and long experience – while retaining our local presence and flexibility in the Norwegian market.

We have a strong focus on responsibility and sustainability throughout our business. This includes environmental measures such as efficient transport planning, digitalisation of processes to reduce paper consumption, and continuous improvement of our resource use. In addition, we place great emphasis on good working conditions, inclusion and a safe working environment for both our own employees and our partners.

Ethics, morals and integrity are a natural part of our culture. We have clear guidelines for responsible business conduct and follow international principles for social and environmental sustainability. We work systematically with supplier follow-up, quality assurance and continuous improvement in all parts of our services.

By combining local knowledge, global experience and a strong commitment to sustainability, we aim to be a long-term and reliable partner for our customers and subcontractors.

How we work with the Transparency Act

Sirva AS is covered by the Transparency Act and has integrated the work with due diligence assessments into our overall strategy for responsible and sustainable business operations. The

assessments are carried out in accordance with the OECD Guidelines for Responsible Business Conduct, and cover both our own operations and our supply chain.

In accordance with Section 4 of the Transparency Act, we have mapped and assessed suppliers and business partners with whom we have recurring or significant business relationships, and where the total purchase value has exceeded NOK 400,000 during the past year. The assessments take particular account of geographical risk profile, regulatory conditions, industry-specific challenges related to working conditions and HSE, as well as the suppliers' practices within ethics, social sustainability and responsible business conduct. We also assess available documentation related to guidelines, policies and the follow-up of subcontractors.

As a basis for the assessments, we use document collection, written supplier surveys, dialogue and the gathering of information from open sources. This gives us a comprehensive risk picture and a basis for decisions regarding further follow-up where this is deemed necessary.

Sirva AS has established a risk-based process for the follow-up of suppliers. As part of the company's duty of oversight, document checks, supplier dialogue and spot checks of selected suppliers are carried out. Suppliers with total turnover with Sirva AS exceeding NOK 400,000 are considered for audit in accordance with the company's internal procedure. The scope of the audit is determined based on risk assessment and previous follow-up. Where audits have already been carried out by the Sirva group, these are included as part of the basis for Sirva AS's own due diligence assessments.

The work with the Transparency Act is broadly organised into the following work phases:

Preparation

- Establish the scope of the work with the Transparency Act and the due diligence assessments
- Involve participants in the work with the Transparency Act and due diligence assessments
- Identify and analyse stakeholders in the work with the Transparency Act

Due diligence assessments

- Anchor the work with the Transparency Act
- Anchor guidelines for responsible business conduct
- Map actual and potential adverse impacts on human rights and decent working conditions
- Implement measures for actual conditions and significant risk
- Monitor and document the effect of measures
- Communicate with stakeholders
- Provide remediation and compensation in the event of actual harm to human rights and decent working conditions

Statement

- Annual statement of results from the due diligence assessments (by 30 June each year)

Answering questions

- Ensure that everyone can get in touch with us and ask us questions about how we work with the Transparency Act and the results of our due diligence assessments

This procedure is based on methodology and digital work platforms from Tavler AS.

Sirva AS's guidelines for responsible business conduct

Sirva AS's guidelines are anchored in the board and have been implemented in the company.

Guideline	Use of guideline
Policies for responsible business conduct	The policy for responsible business conduct is to be used internally within our own company and also towards our suppliers and business partners, so that we all work systematically and in the same direction when it comes to safeguarding human rights and decent working conditions. The company's policy for responsible business conduct is an integrated policy document that covers all three focus areas (human rights, decent working conditions and the external environment) for responsible business conduct.
Ethical guidelines	Ethical guidelines are used internally within our own company and also towards our suppliers and business partners, so that we are all covered by the same guidelines for ethical business conduct.
Requirements for suppliers and business partners	This governing document is used as an appendix to standard contracts with suppliers/business partners, so that considerations of responsible business conduct are contractually established in all contract signings.

Responsibility and anchoring

The overall responsibility for the work with the Transparency Act lies with the company's management. The execution of due diligence assessments, supplier follow-up and audits is carried out as part of the company's established management systems and takes place in cooperation with relevant functions in the Sirva group where appropriate.

Results from our work with due diligence assessments

The risk has been assessed along two axes: likelihood and consequence, and is presented in a traffic light system with the following scale:

Category	Colour	Explanation
Likelihood	● Low	There are no indications of risk, and the industry or supplier has a documented low risk profile.
	● Medium	There is some risk based on known industry information, limited insight or unresolved matters.
	● High	There is documented risk, alerts or circumstances giving grounds for serious concern.
Consequence	● Low	A potential deviation would have little impact on workers' health, safety or rights.
	● Medium	A deviation could cause harm or a weakening of rights, but of limited scope or duration.
	● High	A deviation could lead to serious or long-lasting violations of rights, health damage or loss of income/security.

We have identified the following risks and/or actual incidents with an adverse impact on responsible business conduct:

Procurement of transport and storage services

Consequence ● High, Likelihood ● Low

What are we uncertain about?

Sirva uses external suppliers when purchasing transport and storage services in connection with the execution of assignments for our customers. These services are mainly performed by professional operators with business in Norway and internationally, who have established routines for compliance with relevant regulations, health, safety and the environment (HSE), and responsible business practices. To date, we have not received information or uncovered indications of violations of human rights, decent working conditions or HSE conditions at any of our direct suppliers.

We are nevertheless aware that the transport and logistics industry is associated with particular risk of violations of fundamental rights and HSE standards, especially related to pay and working conditions for drivers and warehouse workers. Challenges in the industry may include long working hours, low levels of unionisation, insufficient rest periods, informal employment relationships and limited follow-up of safety and the working environment.

The risk increases in cases where parts of the transport or storage are outsourced to subcontractors, or where hired labour is used through third-party operators. In such cases, it can be demanding to gain a full overview of actual working conditions and compliance with statutory requirements throughout the supply chain.

Work with HSE is considered an integrated part of our due diligence assessments under the Transparency Act, because weak HSE routines are often closely linked to violations of human rights and undignified working conditions. Lack of training, absence of safety representation, insufficient risk assessment or poor organisation of the working environment can lead to unhealthy, unsafe or degrading working conditions – particularly for workers with temporary or indirect ties to the enterprise. Ensuring a safe and health-promoting working environment is therefore not only an HSE matter, but also a prerequisite for safeguarding fundamental rights and decent working conditions, as required by national and international standards.

Although Sirva does not have direct operational control over working conditions at subcontractors, we recognise our responsibility to exercise due diligence in these cases as well. We therefore follow up on this risk area through dialogue with our suppliers, review of available documentation and assessment of the need for further measures. Where necessary, we require clear division of responsibilities, insight into the use of subcontractors, and assurances that the suppliers comply with requirements related to pay and working conditions, HSE and fundamental workers' rights.

Why has the risk received this assessment?

Sirva AS has established clear guidelines and systems for responsible business practices, and the work with human rights and decent working conditions is well integrated into the company's management systems. We have an overview of our own operations and mainly use suppliers with business in Norway or other low-risk areas, where there have historically been few instances of serious violations. Based on this, the likelihood of significant adverse incidents is assessed as low. We nevertheless carry out regular due diligence assessments through dialogue, document collection and the use of openly available information, to ensure that our suppliers comply with fundamental requirements for ethics, working conditions and social sustainability.

The consequences are assessed as high if violations of human rights or decent working conditions should nevertheless occur – either in our own operations or at a partner. Such incidents can have serious consequences for the persons affected, lead to loss of income or health damage, and at the same time damage trust in Sirva AS. This could constitute a breach of both legal requirements and internal guidelines, and may entail legal and financial consequences for the company. We therefore give this work high priority, even in cases where the risk appears limited.

Measures to manage risk

Monitoring of measures at our largest suppliers

For all significant suppliers, information is initially gathered from open and publicly available sources, including the companies' own reports, sustainability reports, ethical guidelines, public registers, third-party assessments and other relevant external documentation. This collection provides an initial basis for assessing how the suppliers work with responsible business practices, human rights and decent working conditions.

Furthermore, regular and systematic reviews are carried out of documentation received from the most central suppliers. This includes, among other things, the suppliers' own due diligence

assessments, internal guidelines, HSE systems and other policy and governance documentation. Through this work, in-depth insight is gained into how the suppliers identify, prevent and manage the risk of violations of human rights, working conditions and health, safety and the environment in their own operations and further along the value chain.

This continuous monitoring provides a better picture of how measures are actually implemented and complied with in practice, and makes it possible to identify any weaknesses, deviations or areas for improvement in the suppliers' work with responsible business operations.

Distribution of supplier requirements

Dedicated supplier requirements are prepared and distributed to all significant suppliers where relevant risk has been identified. The requirements clearly describe our expectations related to respect for human rights, the safeguarding of decent working conditions and systematic HSE work, both in their own operations and in any subcontractor tiers.

Through the written distribution of these requirements, a common framework is established that forms the basis for further cooperation. At the same time, it is made clear that these matters are an integrated part of the contractual relationship and are assessed on an ongoing basis in the follow-up of the supplier relationship. The requirements are also intended to encourage the suppliers to review their own routines, systems and practices to ensure compliance with the requirements imposed.

Distribution of surveys

For suppliers where there is limited or insufficient documentation through open sources, the supplier's own reporting or previously collected information, dedicated surveys are carried out. The purpose is to obtain additional information about how the supplier actually works with decent working conditions, fundamental human rights and HSE in practice. The survey covers subject areas such as working hours, pay and contract conditions, union organisation, equal treatment, training, HSE organisation and the use of any subcontractors.

The information received through the survey provides a more comprehensive basis for decisions in situations where other documentation is limited. The results are actively used in further risk assessments, prioritisations and follow-up activities towards the individual supplier.

Carrying out spot checks at selected suppliers

For certain suppliers with particular risk, or where the information basis is considered insufficient, spot-check-based controls are carried out. The purpose is to verify and quality-assure the information received, as well as to uncover any deviations or weaknesses in compliance with the requirements.

The spot checks may include a review of additional documentation, checks of how routines are actually followed up in practice, or dialogue with the supplier about specific matters. This control activity helps strengthen the quality of the overall risk assessment and provides a basis for

identifying the need for corrective measures or improvements in the supplier's work with human rights, decent working conditions and HSE.

Carrying out supplier audits

Sirva AS carries out audits of selected suppliers as part of the company's due diligence assessments. Suppliers with total turnover exceeding NOK 400,000 are normally covered by the company's audit programme if the risk assessment so indicates. The audits include, among other things, an assessment of compliance with requirements related to human rights, decent working conditions, health, safety and the environment, as well as the use of any subcontractors.

As part of Sirva Worldwide, audits are also carried out through the group's European organisation. Results from these audits form part of Sirva AS's overall basis for the follow-up of suppliers and further risk assessments.

HSE in our own work operations

Consequence ● **Medium**, **Likelihood** ● **Low**

What are we uncertain about?

Employees at Sirva AS perform tasks related to moving, logistics and relocation, which involves exposure to various working environment risks. In the operational part of the business, this may include physically demanding work, lifting and carrying heavy objects, working in various weather conditions, as well as risks related to transport and the handling of valuables on the premises of customers or third parties. There is also a risk of strain injuries as a result of repetitive movements and manual handling, particularly during busy periods with high activity.

In addition, Sirva AS has administrative positions and coordinating roles within project management and customer service, where risks may arise related to sedentary work, static working postures and high screen exposure. Psychosocial factors such as time pressure, high service levels, complex customer requirements and responsibility for coordinating assignments nationally and internationally can also lead to stress and reduced well-being over time.

These risk factors are to some extent inherent in the nature of the business, and require systematic prevention and awareness in daily work. Nevertheless, no significant uncertainty has been identified related to compliance with HSE routines in our own operations. Sirva AS has established routines for risk assessment, training, reporting and internal control, and the HSE work is well anchored in the operations. We have not recorded any serious violations of working environment regulations, but see the need to continue and strengthen the systematic HSE work in order to further reduce both physical and psychosocial strains.

Why has the risk received this assessment?

The working day at Sirva AS encompasses both physical operational work and administrative functions. In the operational part, related to moving and logistics, employees handle, among other things, heavy lifting, transport, and work in various surroundings and weather conditions. Although such work tasks entail certain risk factors, the likelihood of serious HSE deviations is assessed as low.

This is because the business has established routines for risk assessment, training and follow-up, and there is a clear focus on safety and prevention in daily operations.

On the administrative side, the work includes, among other things, customer dialogue, coordination and project management, often with a high degree of complexity and time pressure. The risk related to this mainly concerns sedentary work, screen use and psychosocial strains over time. The likelihood of adverse health outcomes is also assessed as low here, but not insignificant.

The consequence is assessed as medium. If deficiencies arise in the follow-up of health, safety and the environment, this can lead to musculoskeletal disorders, strain injuries or reduced well-being. Although such incidents are rarely serious, they can result in sick leave, reduced working capacity and negatively affect the working environment. This underlines the need for continued awareness and preventive measures, even where the immediate risk is assessed as low.

Measures to manage risk

Continuing the company's work with HSE

Sirva AS will continue and strengthen the work with health, safety and the environment (HSE) in line with the company's established routines, experience and risk picture. Regular risk assessments are carried out both in the operational business and in administrative functions. We emphasise that safety inspections, training, deviation registration and internal control are carried out systematically and with high quality, adapted to the practical working day for employees within logistics, moving operations, customer service and administration.

Our goal is to ensure that our HSE routines are relevant, understandable and useful in practice, and that all employees have the necessary knowledge and involvement to contribute actively to the preventive work. We will therefore continue to invest in training, awareness-raising and facilitation related to both physical and psychosocial risk factors – from strains caused by heavy lifting and demanding working postures to stress, time pressure and high expectations in coordination and customer service.

The desired effect of this work is to reduce the likelihood of serious HSE deviations, and to prevent both acute and long-term strain injuries. We want employees in all functions – whether they work with physical handling, transport, customer service or support functions – to experience a safe, health-promoting and inclusive working environment, where they are seen, cared for and valued.

The work shall also contribute to strengthening psychosocial safety in the organisation through clear frameworks, predictability, good communication and the opportunity to participate in matters concerning the working environment and well-being. This is particularly important in a business like Sirva AS, with varied work tasks, a fast pace and points of contact across departments and locations.

In addition, our systematic HSE work shall contribute to our compliance with the requirements of the Working Environment Act and other relevant regulations, while maintaining a high level of trust among employees, customers and partners. Good HSE work is a central part of our commitment to acting as a responsible and sustainable employer and service provider.

Notifications of actual and potential violations of human rights and decent working conditions in Sirva AS's operations

Sirva AS annually evaluates the effect of the due diligence assessments carried out, based on the results from supplier dialogue, spot checks, audits and other control activities. If deviations or areas for improvement are identified, these are followed up through corrective measures and a new assessment where needed. The experiences are actively used for continuous improvement of the company's work with responsible business conduct.

We encourage employees and others to report actual or potential violations of decent working conditions and fundamental human rights. If you wish to report possible violations, or have other questions about our work with the Transparency Act, you can contact us here: [Kontakt - Sirva](#), or you can use our whistleblowing channel, which you will find here: [Case | FaceUp](#).

Adopted:

A signed statement can be obtained by contacting us here: [Kontakt - Sirva](#).

Date	Signature, Board of Directors
30.06.2026	Atle Skaarud