

Statement regarding the Transparency Act in the Annual Report 2023

According to the Norwegian Transparency Act, we at Response Nordic are required to include a statement in the annual report that describes how we work with social responsibility, environmental responsibility, and ethical conduct. This statement is available on our website ([Åpenhetsloven Active](#) and [Åpenhetsloven Electronics](#)) and is publicly accessible to all stakeholders.

Response Nordic AS is a leading player in both the sports and electronics industries. The company currently represents a portfolio of several major brands, including GoPro, Haibike, GoalZero, GT, Woom, Volcom, Nitro, and Traeger, as well as various smaller and up-and-coming brands. In addition to the Norwegian market, we also supply parts of our portfolio to Sweden, Finland, Denmark, Iceland, the Netherlands, Belgium, and Luxembourg. We have our headquarters in Trondheim, as well as branch offices in Oslo, Sweden, Denmark, Finland, the Netherlands, and Belgium.

We take the Transparency Act and the guidelines for responsible business conduct seriously. Our company has established its own Code of Conduct with ethical guidelines that form the basis of our relationship with suppliers and business partners. These guidelines specify our expectations for supplier behaviour in terms of working conditions, human rights, health and safety, environmental protection, and ethics.

We require all our suppliers, including distributors, manufacturers, and service providers, to comply with our standards and requirements, as well as with all applicable local laws and regulations. We also expect them to adhere to internationally recognized standards for promoting social and environmental responsibility. These standards are also embedded internally within the company.

We continuously conduct due diligence assessments in line with the OECD guidelines. Accountability is embedded with the board members, and the responsibility for adhering to the guidelines in daily operations is delegated to the CEO and the Process & Quality Manager. Furthermore, all brand managers have received training on how to handle and incorporate the Transparency Act into daily operations. We continuously work on this and regularly address it in meetings with our suppliers to ensure that our expectations and requirements are understood and complied with.

Our procedures and guidelines ensure that all business partners are assessed for actual and potential negative impacts in relation to these standards. Any breach of these ethical guidelines will be systematically recorded and followed up to cease, prevent, or reduce any negative consequences in collaboration with the supplier. Based on the information available to us today, we have not uncovered any undesirable cases that require immediate action on our part, but we maintain ongoing focus on this in our cooperation with suppliers and business partners throughout the year.

This statement will be updated and published by June 30th each year, in accordance with the requirements of the Transparency Act. Significant changes in the company's risk assessments will also be followed up with updated information in the statement.

We sign this statement in accordance with the rules of the Accounting Act § 3-5.

Trondheim, date 28.06.23

Stein Grønnerøe

CHAIRMAN OF THE BOARD

Are Pedersen

CEO