



Arribatec.

Report according to the Norwegian
Transparency Act

24/06/2025

Arribatec Group ASA operates across the Nordics, Europe, and the USA. This report covers the Norwegian subsidiaries: Arribatec EA&BPM AS, Arribatec Cloud AS, and Arribatec Norge AS. All three entities operate in Norway and provide software licenses through partner agreements with external software vendors. In addition, they offer consulting services, primarily focused on software integrations such as Qualiware, Unit4, Hypergene, and various Microsoft solutions. The customer base mainly consists of medium to large Norwegian organizations across diverse sectors, including energy, construction, public administration, engineering, and finance.

Arribatec has implemented comprehensive Ethical and Corporate Social Responsibility (CSR) guidelines, including a Supplier Code of Conduct. These guidelines are designed to uphold the integrity of the company and support employees in maintaining high standards of business ethics. They apply to all companies within the Group, their employees, and any individuals in positions of trust, including consultants acting on behalf of the Group.

These principles guide Arribatec's approach to human rights, fair working conditions, health and safety, environmental responsibility, business ethics, anti-corruption, and the elimination of child labor.

Arribatec is committed to ensuring that its business practices support the protection of human rights as outlined in the UN Universal Declaration of Human Rights. A key principle of this declaration is the right to express one's beliefs, opinions, and concerns in good faith and without fear of retaliation.

The Group conducts regular assessments of its supply chain and reviews its ethical guidelines accordingly. It continues to educate employees on relevant standards and principles.

In line with the Norwegian Transparency Act, Arribatec acknowledges its responsibility to promote and safeguard fundamental human rights and decent working conditions in connection with its service delivery. A risk assessment has been conducted, focusing on approximately one-third of company costs not related to internal salaries. These include software licenses, professional services, office supplies, and subcontractors.

To evaluate supply chain risks, Arribatec analyzed the country of origin for each supplier using the Transparency International Corruption Perceptions Index. This was followed by detailed questionnaires sent to selected suppliers and a review of publicly available information on their websites. No adverse findings were identified.

Key actions taken to mitigate risks and promote responsible business conduct:

- Supplier Code of Conduct established
- Annual risk assessments reported to company boards
- Annual evaluations of relevant suppliers
- Requirement for suppliers and their subcontractors to ensure decent working and wage conditions
- Incident registration and management system in place (including nonconformity reporting)

This statement covers the fiscal year 2024. In accordance with the Transparency Act, Arribatec will publish an annual summary of its efforts by 30 June each year on its website.

Oslo, 24 June 2025

Chairman and General managers for:

- Arribatec Norge AS
- Arribatec Cloud AS
- Arribatec EA&BPM AS



Ole Jakob Kjølvik

Chairman of the Board



Erik Sundet

General Manager



Anna Eiken Stangeland

General Manager