

BUSINESS PARTNER CODE OF CONDUCT

Edition 1, 12 Feb. 2026



At Norbri Energi, we conduct our business based on the principles of health and safety, integrity and with care for people and the environment. We want to work with business partners who believe in the same principles and work collaboratively with us to comply with and improve upon them. This Code explains the behavior we expect from business partners in line with these principles.

We support the principles of the UN Sustainable Development Goals and are committed to conducting our business responsibly and sustainably. We integrate relevant environmental, social, and ethical considerations into our operations and expect our business partners to do the same in compliance with local legal requirements and international standards.

We conduct business in a safe way: Our business is built upon providing a healthy and safe work environment for our employees and business partners, and we expect our business partners, where relevant, to ensure that we achieve this.

Health and safety: Our business partners must ensure that their employees and contractors are aware of the Norbri Energi Health and Safety management system, and all relevant legal requirements pertaining to health and safety.

Business partners must confirm that they always comply with these requirements, at work, while visiting customers and while travelling.

Employees of business partners and any contractors they work with must always follow safety procedures. We expect our

business partners to promptly report and control all safety risks and incidents in our incident management system.

Alcohol and drugs: Our business partners must take ownership and comply with Norbri Energi policy on zero alcohol & drugs when working on behalf of Norbri Energi.

Working hours: Our business partners must ensure that their workers comply with local legal requirements.

Stop work policy: Anyone working for Norbri Energi or involved in the work done by or on behalf of Norbri Energi must stop working if the conditions are considered to be unsafe.

We conduct business with integrity: Integrity is a key behavior of Norbri Energi. We expect our business partners to meet all local legal requirements and operate with integrity in everything they do.

Operating license: Our business partners must comply with the licenses, registrations, permits and certifications according to local legal requirements.

Competition law: Our business partners must compete fairly and comply with local legal antitrust and competition laws. Business partners must not make agreements or carry out practices that are illegal, such as price-fixing, market allocation or abuse of a dominant position.

Anti-bribery and corruption: We expect our business partners to be committed to competing through the merits of their own products. This means never giving or accepting bribes or kickbacks or making facilitation payments. Norbri Energi expects business partners to comply with its policies concerning gifts and hospitality involving employees and representatives. Any form of extortion, corruption, or embezzlement is

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Edition 1, 12 Feb. 2026



strictly forbidden and may result in immediate termination of a contract.

Conflict of interest: Our business partners should do business in a way that is open and transparent and of the highest integrity. We request that our business partners immediately communicate any potential conflict of interest before starting a business relationship and/or during the business relationship. In addition, our business partners must not provide financial support to political parties to influence transactions with or for Norbri Energi.

Trade controls: Our business partners must comply with all relevant trade controls and provide accurate and truthful information about them to customs and authorities when required. They identify and manage trade restrictions applicable to their business with us, including those of sanctioned countries and parties. Norbri Energi does not accept any materials (Including LPG) or service from persons, entities, governments or countries if doing so violates applicable sanctions.

Data privacy: Our Business partners must process personal data in accordance with applicable privacy and data protection legislation, including the EU General Data Protection Regulation (GDPR), where applicable.

Our business partners must establish and implement an information security system to protect Norbri Energi's information – including data from its customers and employees – including data relating to customers and employees – against unauthorized access, disclosure, alteration, destruction, or misuse.

Personal data must only be used for its intended purpose and must be securely deleted or returned when no longer required.

Use of company resources: When it is necessary to use them for business purposes, our business partners should make use of Norbri Energi's resources – including systems, networks and facilities – in an appropriate way.

Intellectual property and confidential information: Our business partners need to respect intellectual property rights, including those of Norbri Energi. They must have in place appropriate measures to prevent disclosure or unauthorized use of any Norbri Energi confidential information made available to them.

Caring for people and working towards a more sustainable world are important priorities for our company and part of how we do business every day. We expect our business partners to care for people and the environment in their actions and policies when working for and with Norbri Energi.

Workers' welfare: Our business partners must respect the rights of employees and treat them fairly, in accordance with local legal requirements.

Anti-harassment and non-discrimination: We expect our business partners to create a work environment free from mental or physical coercion. Our suppliers do not harass or discriminate whether through culture, race, nationality, religion, gender, disability, sexual orientation, association, political preference or age.

Fair remuneration: Our business partners should provide employees with wages and benefits that at least meet the minimum amount required by local legal requirements.

Diversity and inclusion: We value business partners who create an inclusive working environment and ensure that their

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Edition 1, 12 Feb. 2026

employees and other stakeholders are always treated with dignity and respect.

Freedom of association: We expect our business partners to respect employees' freedom of association. Business partners must not retaliate or discriminate against any person in their workforce who chooses to exercise this right.

Child and compulsory labour: Our business partners must not engage in or support child labor practices or forced or involuntary labor, including indentured, bonded or slave labor.

Raising concerns: Norbro Energi has a mechanism in place where individuals can raise concerns about any violation or potential violation of laws and the principles outlined in this Code that affects Norbro Energi. Our business partners should provide their employees and other interested parties with a mechanism to raise concerns about any violation or potential violation of laws and the principles outlined in this Code. These concerns should be addressed in a fair and transparent way that protects confidentiality and prohibits retaliation against those raising concerns.

Environmental impact: Business partners must comply with all applicable environmental laws and regulations and ensure that all required permits and approvals are obtained and maintained.

We expect our business partners to use natural resources, raw materials, and energy efficiently and to minimize waste and environmental impact.

Business partners should implement systems to measure and monitor relevant environmental impacts, including CO₂ emissions, and establish targets and processes aimed at continuous environmental improvement.

Society and community: We expect our business partners to strive to be responsible citizens, who care about the communities they operate in and create positive impacts through the delivery of products and services.

Our business partners, and any party engaged by a business partner on behalf of Norbro Energi or to perform work for the benefit of Norbro Energi, must be made aware of the principles in this Code and will be held responsible for acting in accordance with them.

If you have questions around any of these principles, please reach out to your business contact or kundeservice@norbro.dk

Please be aware that non-compliance with this Code may lead to corrective measures, including termination of the business relationship.