

Transparency Act Statement

Neuver Maritime AS, organization number 933223612, is subject to the Norwegian Transparency Act (Åpenhetsloven). The Act requires companies to carry out due diligence assessments and explain how they manage actual and potential adverse impacts on fundamental human rights and decent working conditions.

Our company and value chain

Neuver Maritime is a Norwegian supplier of maritime maneuvering solutions, specializing in steering gears, high-performance rudders and deck machinery. We design and assemble equipment in Norway and source components such as steel structures, castings, hydraulics and control systems from suppliers in Norway, the European Economic Area (EEA) and selected other regions. Installation, commissioning, and service are carried out worldwide through our own organization and partners.

Our supplier base consists mainly of long-term partners for key components and manufacturing, complemented by project-specific suppliers, particularly steel fabrication, machining, and yard-related services.

Due diligence, main risks and measures

The Board of Directors has the overall responsibility for Neuver Maritime's work under the Transparency Act. The CEO is responsible for day-to-day follow-up. The executive management team, including Supply Chain, is responsible for integrating human rights and decent working conditions into procurement, supplier management, and project execution.

The company conducts risk-based due diligence in line with the OECD Guidelines, focusing on our own operations, key suppliers and subcontracted service and yard activities. This includes assessing country and sector risk, evaluating suppliers against our Supplier Code of Conduct and contractual requirements, following up with higher-risk suppliers and activities through closer dialogue and monitoring. Our assessments indicate elevated risk primarily related to manufacturing and component suppliers in higher-risk countries, and to subcontracted service where we have less direct control over working conditions.

Based on information reported for 2025, we have not identified specific violations of fundamental human rights or decent working conditions in our own operations or among the suppliers assessed. We recognize, however, that the risk is continuous and will maintain and further develop our due diligence processes going forward.

We address identified risks through:

- contractual requirements on labor standards, health and safety and business ethics, including requirements for our suppliers to impose similar standards on their sub-suppliers

- risk-based follow-up of higher-risk suppliers, for example through more frequent dialogue, requests for documentation and site visits or audits when appropriate
- clear expectations towards service partners regarding safe and responsible working conditions, and integration of these expectations into our project and service agreements
- internal training and awareness-raising for relevant employees involved in procurement, supplier management, and project execution.

Going forward, we will further develop our supplier risk assessment and follow-up processes and continue to prioritize suppliers, projects and geographies where the risk of adverse impacts is assessed to be higher.

More information about Neuver Maritime's Environmental, Social and Governance (ESG) work is available in **Neuver Maritime ESG Report 2025**, published together with this statement.

Right to information and contact details

Under the Transparency Act, any person has the right to request information about how Neuver Maritime addresses actual and potential adverse impacts on fundamental human rights and decent working conditions. Requests can be sent to: supplychain@neuver.com

Approval

This statement has been discussed and approved by the Board of Directors of Neuver Maritime 18.06.2026:

Knut Hovland
Chair of the Board

Jan Terje Aakre
Chief Executive Officer (CEO)