

StormGeo AS Transparency Act Statement 2025

General Information

This statement is issued by StormGeo AS in accordance with Sections 4 and 5 of the Norwegian Transparency Act (Åpenhetsloven). The statement describes the company's due diligence assessments and measures implemented to identify, prevent, mitigate, and account for actual and potential adverse impacts on fundamental human rights and decent working conditions during the financial year 2025.

StormGeo AS is a Norwegian company headquartered in Bergen, Norway, and is a wholly owned subsidiary of Alfa Laval Nordic AS. StormGeo AS forms part of the global Alfa Laval Group and aligns its work on responsible business conduct with Alfa Laval's global governance framework, policies, and sustainability commitments. This includes adherence to the Alfa Laval Business Principles, Human Rights Policy, Business Principles for Suppliers, and Group Procedure on Human Rights Due Diligence (HRDD).

While StormGeo benefits from group-wide governance structures and due diligence frameworks established by Alfa Laval, StormGeo AS remains independently responsible for complying with the obligations set out in the Norwegian Transparency Act. This statement therefore describes both:

- measures and assessments carried out specifically by StormGeo AS; and
- relevant group-wide policies, systems, and processes implemented by Alfa Laval that apply to StormGeo operations and suppliers.

StormGeo delivers weather intelligence and digital solutions to customers within the maritime, offshore, renewable energy, and media industries. The company operates globally with approximately 740 employees across 26 offices in 15 countries. Due to the international nature of our operations and supply chains, StormGeo recognizes the importance of conducting continuous risk-based due diligence related to human rights and decent working conditions throughout our own operations, supplier network, and business relationships.

StormGeo's due diligence work is based on internationally recognized standards, including:

- the OECD Guidelines for Multinational Enterprises;
- the UN Guiding Principles on Business and Human Rights (UNGPs);
- the ILO Core Conventions; and
- applicable local laws and regulations in the countries where we operate.

Our due diligence approach is risk-based and ongoing. The work includes:

- identifying and assessing actual and potential adverse impacts;
- implementing preventive and mitigating measures;
- monitoring effectiveness of actions taken;
- communicating with stakeholders; and
- facilitating remediation where appropriate.

StormGeo AS is ISO 14001 certified and participates in sustainability initiatives through both local and group-level activities, including Alfa Laval's broader sustainability and human rights programmes.

Further details regarding Alfa Laval Group's governance framework, human rights due diligence methodology, supplier management approach, and remediation mechanisms are described in:

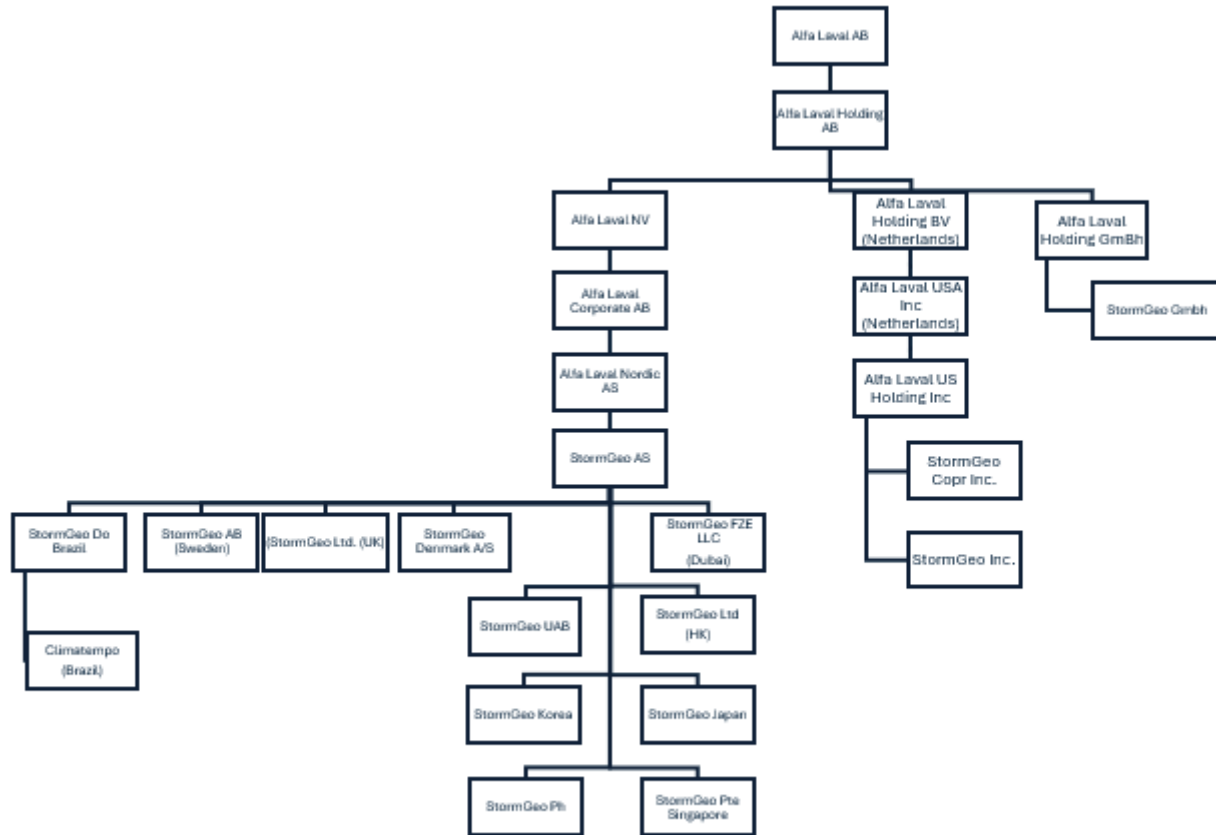
- Alfa Laval Annual & Sustainability Report 2025; and
- Alfa Laval Human Rights Report 2025.

This statement covers the period from 1 January 2025 to 31 December 2025 and has been approved by the Board of Directors of StormGeo AS in accordance with the requirements of the Norwegian Transparency Act.

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Organization Chart:



Due Diligence Framework and Company Efforts in Accordance with the Transparency Act

StormGeo AS conducts ongoing due diligence assessments in accordance with the Norwegian Transparency Act and internationally recognized frameworks, including the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights (UNGPs). The purpose of these assessments is to identify, prevent, mitigate, and account for actual and potential adverse impacts on fundamental human rights and decent working conditions connected to:

- our own operations;
- our supply chain; and
- our business relationships.

StormGeo's due diligence work is integrated into the company's governance structure, procurement processes, compliance activities, and sustainability initiatives. The work is carried out locally within StormGeo AS and supported by group-wide policies, procedures, and risk management systems established by Alfa Laval.

Our due diligence approach is based on continuous and risk-based assessments, where priority is given to areas with the highest likelihood and severity of potential adverse impacts.

a. Governance and Policies

StormGeo AS follows Alfa Laval's global governance framework related to responsible business conduct and human rights. This includes:

- Alfa Laval Business Principles;
- Human Rights Policy;
- Business Principles for Suppliers;
- Anti-Bribery and Anti-Corruption Policy;
- Inclusion and Diversity Policy; and
- Group Procedure on Human Rights Due Diligence (HRDD).

These policies establish expectations for employees, suppliers, contractors, and business partners regarding ethical conduct, labour standards, health and safety, anti-corruption, and respect for internationally recognized human rights.

StormGeo communicates these expectations internally through onboarding programmes, mandatory compliance training, and management processes, and externally through supplier onboarding and contractual requirements.

b. Risk-Based Supplier Due Diligence

StormGeo conducts annual and ongoing risk assessments of suppliers and business relationships to identify areas where there may be increased risk of adverse impacts on human rights or decent working conditions.

Supplier due diligence activities include:

- supplier onboarding assessments;
- contractual compliance requirements;
- evaluation of country and industry risk;
- screening against sanctions and regulatory restrictions;
- sustainability and ESG risk monitoring; and
- ongoing supplier evaluations and follow-up activities.

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Particular attention is given to suppliers considered critical to StormGeo's operations or operating in industries or geographic areas associated with elevated human rights risks.

To support this process, StormGeo utilizes a digital supply chain risk monitoring platform that provides continuous monitoring of suppliers across several risk domains, including:

- environmental, social and governance (ESG) risks;
- financial stability;
- cyber security;
- geopolitical exposure;
- regulatory restrictions and sanctions; and
- operational resilience.

The assessments are used to prioritize suppliers requiring enhanced follow-up, dialogue, mitigation measures, or potential escalation. Further details of our risk assessment methodology and supplier monitoring are provided in the following section.



c. Training and Awareness

StormGeo works actively to promote awareness of responsible business conduct and human rights throughout the organization.

Employees participate in mandatory training programmes related to:

- Code of Conduct and Business Principles;
- anti-bribery and anti-corruption (ABAC);
- GDPR and data privacy;
- cybersecurity and information security; and
- inclusion and diversity.

Relevant managers and employees involved in procurement, supplier management, and compliance activities receive additional guidance related to sustainability expectations and due diligence obligations.

StormGeo also promotes awareness through internal communication initiatives, workshops, and leadership engagement to ensure a consistent understanding of ethical expectations across all office locations.

d. Internal Reporting and Whistleblowing Mechanisms

StormGeo maintains internal reporting mechanisms enabling employees and external stakeholders to raise concerns related to unethical conduct, human rights risks, or breaches of company policies.

Through Alfa Laval's SpeakUp and whistleblowing channels, employees, suppliers, contractors, and other stakeholders may report concerns confidentially and without fear of retaliation. Reported concerns are handled in accordance with established compliance and investigation procedures.

The availability of reporting channels is communicated regularly through training and internal awareness initiatives.

e. Continuous Improvement

StormGeo recognizes that due diligence is an ongoing process requiring continuous development and improvement. The company therefore continuously evaluates:

- the effectiveness of existing measures;
- changes in operational and supplier risk exposure;
- regulatory developments; and

- opportunities to strengthen internal governance and supplier engagement.

Insights from risk assessments, supplier dialogue, audits, training activities, and reported concerns are used to improve processes and strengthen preventive measures over time.

Identified Consequences and Risks

a. Risk Assessments

Systemic Risk Assessment

In our approach to risk assessment, we utilize an advanced supply chain management service to ensure comprehensive and effective monitoring of our key customers and suppliers. This is essential for understanding and managing risks in our extensive value chain.

Proactive Risk Management:

We work proactively to map and analyze risks based on six key factors:

1. **ESG (Environmental, Social, and Governance):** We assess companies' environmental footprints, social practices, and governance structures to ensure they meet high standards and requirements.
2. **Finance:** We monitor financial stability and performance to identify potential economic risks affecting our value chain.
3. **Cyber:** Our cybersecurity analysis focuses on companies' ability to protect themselves against cyber-attacks and data breaches, which is critical in today's digital world.
4. **Catastrophic Risk:** We assess companies' preparedness and resilience to natural disasters and other unforeseen events that could disrupt their operations.
5. **Geopolitical Risk:** We closely monitor political and regulatory changes in various regions that could affect our supply chains.
6. **Restrictions:** We identify any trade restrictions, sanctions, and other regulatory hurdles that could impact our business.

Data Collection and Ranking:

Our risk assessment methodology is based on extensive data collection, including both public and proprietary sources. We use an AI-driven platform that continuously maps and monitors over 400 million companies and 18 billion business relationships. The platform leverages machine learning and natural language processing to analyze large datasets, helping us identify risks across multiple domains such as ESG, finance, cyber, geopolitical factors, restrictions, and catastrophic risk. Our comprehensive risk assessment is powered by a 24/7 monitoring service from Interos-MasterCard, ensuring continuous oversight and proactive management of our supply chain.

i-Score™:

To rank and assess risk, we use the i-Score™, an industry-leading methodology developed to measure supply chain resilience. The i-Score™ utilizes thousands of proprietary data points to detect vulnerabilities in ESG, cyber, finance, regulatory, geopolitical, and catastrophic domains. This enables us to identify and manage risks proactively before they cause disruptions.

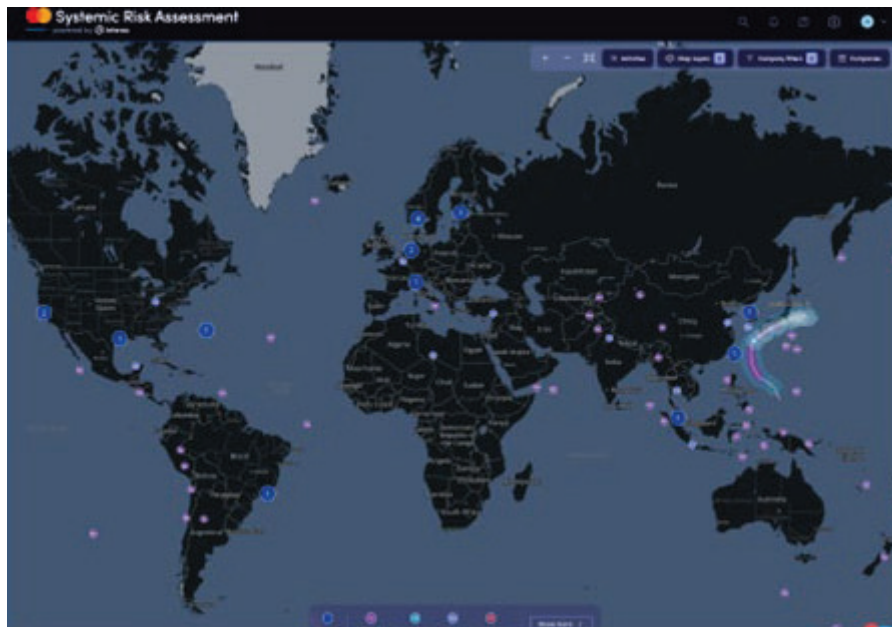
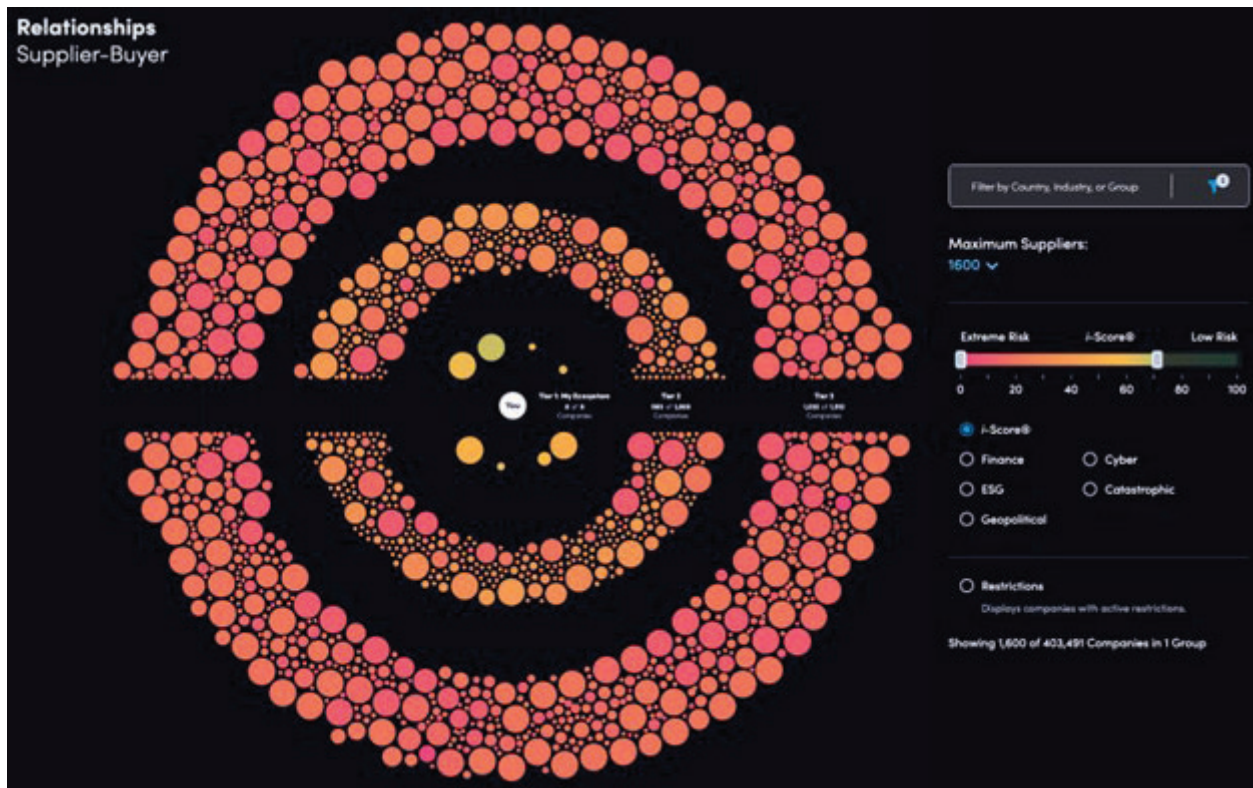
Top 10 Countries in Our Value Chain:

As of today, the data indicates that our Tier 1 suppliers maintain overall satisfactory scores, reflecting consistent efforts towards effective risk management and compliance with ESG standards:

Tier 1	Combined Tier 1, 2 and 3
1. USA	1. Norway
2. China	2. United States
3. Germany	3. Sweden
4. Japan	4. Malaysia
5. United Kingdom	5. Brazil
6. France	6. South Korea
7. India	7. Bermuda
8. Brazil	8 Taiwan
9. Canada	9.Netherlands
10. South Korea	10. Germany

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As of today, the data shows that none of our Tier 1 suppliers have poor scores, indicating that our most critical suppliers have satisfactory risk management and comply with ESG standards.

This systematic approach to risk assessment allows us to maintain sustainable operations and secure deliveries while protecting our interests and complying with the requirements of the Transparency Act.

b. Audits and Follow-up

StormGeo evaluates suppliers and have suppliers sign Compliance documents that include ethical guidelines and anti-corruption.

Please refer to Alfa Laval's Annual and Sustainability Report 2025 on due diligence assessments for further details on initiatives carried out at the group level that apply to StormGeo companies.

Measures

a. Updated Audit Plans

StormGeo continuously evaluates whether suppliers or business partners require enhanced follow-up or formal audits based on findings from our risk assessment and supplier monitoring processes. This risk-based approach helps ensure that audit and follow-up activities are prioritized toward suppliers with elevated human rights, ESG, compliance, or operational risk exposure.

Audit planning and supplier follow-up activities for 2026 will continue to be updated based on:

- ongoing risk assessments;
- supplier criticality;
- geographic and industry-specific risk factors; and
- identified findings or incidents.

Where relevant concerns are identified, StormGeo may initiate additional supplier dialogue, request corrective actions, or implement enhanced monitoring measures.

b. Internal Training

StormGeo maintains mandatory compliance training for employees related to:

- Code of Conduct and Business Principles;
- ethical business conduct;
- anti-bribery and anti-corruption (ABAC);
- human rights and responsible business conduct; and
- information security and data privacy.

The purpose of these training activities is to strengthen employee awareness of legal and ethical obligations and support a common understanding of acceptable business conduct across StormGeo's global operations.

Training activities form part of StormGeo's implementation of the Norwegian Transparency Act and broader due diligence framework.

c. Awareness Initiatives and Reporting Mechanisms

StormGeo maintains whistleblowing and reporting mechanisms that are available to employees throughout the year. Regular awareness activities and training are conducted to ensure that employees and managers understand how concerns may be reported safely, confidentially, and without fear of retaliation.

In addition to internal reporting channels, StormGeo utilizes Alfa Laval's SpeakUp portal, which enables employees, suppliers, contractors, customers, and other stakeholders to report concerns related to:

- unethical conduct;
- human rights risks;
- breaches of company policies; or
- concerns connected to StormGeo's operations or supply chain.

The whistleblowing mechanism forms an important part of StormGeo's efforts to identify, investigate, and address potential adverse impacts related to human rights and decent working conditions.

StormGeo also benefits from relevant group-wide sustainability and due diligence initiatives implemented through the Alfa Laval Group framework, including policies, supplier governance processes, and human rights due diligence procedures applicable to StormGeo companies.

This report covers the period from January 1 to December 31, 2025.

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Bergen, 15. June 2026

Kim Hedegaard Sørensen
Chairman of the Board

Svann Owe Haugland
Managing Director

Christian Fleischer Christiansen
Director

Steffen Karft
Director

Nina Winther-Kaland
Director

Marianne Middelthun-Moe
Director

Christina Heysæter
Employee Representative

Nivedita Kumar
Employee Representative