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## CSR POLICY COMMITMENT – PWT GROUP

### **Our Commitment**

As a participant in the UN Global Compact, PWT Group is committed to promoting and protecting human rights, labor rights, environmental sustainability, and anti-corruption. Our CSR Policy Commitment covers all three core areas and serves as the foundation of our overall sustainability efforts.

We base our commitment on internationally recognized principles for sustainable development; The International Bill of Human Rights, including the core labor rights from the ILO declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the UN Convention against Corruption.

We are committed to continuously identifying, preventing, and mitigating adverse impacts, as set forth in the UN Guiding Principles on Business and Human Rights (UNGPS, 2011) and implemented in the OECD Guidelines for Multinational Enterprises (2011). And ensuring that all relevant policies and procedures align with this overarching policy.

### **Own Operations**

This policy applies to the entire PWT Group and all our operations – regardless of geographical location.

We commit to:

- Establishing and maintaining due diligence processes that can identify, prevent, and mitigate risks related to human rights, the environment, and anti-corruption.
- Acting responsibly if we cause or contribute to an adverse impact – including supporting affected individuals and notifying relevant authorities if necessary.
- Equipping employees with knowledge and tools to act in accordance with our responsibilities – including the ability to report concerns without fear of retaliation.
- Evaluating potential negative impacts before making significant changes in our business, such as new investments, partnerships, or expansions.

In our annual financial report, we communicate on our progress and are transparent about how we manage significant impacts.

### **Our Business Relationships**

We recognize that our responsibility extends beyond our own operations. Therefore, we expect all our business partners, including suppliers and subcontractors, to:

- Establish and maintain their own due diligence systems.
- Comply with our Code of Conduct, which is based on the UN Guiding Principles and outlines shared expectations.
- Proactively inform us of any serious risks or actual adverse impacts.

If we become aware that a business partner is not managing their impact responsibly, we will use our influence to improve conditions and prevent recurrence.

### Compliance with Laws and Due Diligence

We expect compliance with all relevant laws and regulations in the countries where we and our business partners operate. We distinguish between being compliant with laws and regulations in any given jurisdiction and establishing and conducting management processes for due diligence on the mentioned sustainability areas. By establishing such due diligence processes, PWT Group and our business partners will be able to address challenges before they become severe issues and law violations.

If, in exceptional cases, national laws require actions that conflict with our principles, we will strive to find solutions that minimize negative consequences – without violating laws and regulations.

Reporting and Transparency

PWT Group values open and trusting dialogue. All stakeholders can report potential or actual adverse impacts to our grievance mechanism which is available on company website.

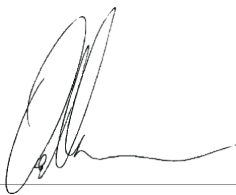
We guarantee that reports are treated confidentially and seriously – with no risk of retaliation.

PWT Group has established an internal whistleblower mechanism that allows employees to confidentially report concerns about unethical behavior, policy violations, or risks to society and the environment. All reports are initially handled by an independent external partner to avoid conflicts of interest.

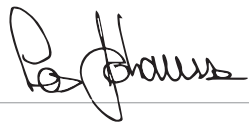
### Evaluation and Updates

This CSR Policy Commitment is evaluated annually by PWT Group's management to ensure effective implementation and alignment with the UN and OECD Guidelines. The policy is continuously updated in line with new legislation and best practices.

AALBORG, MAY 2025



Ole Koch Hansen  
CEO



Lars Johansson  
Chairman