

ANNUAL TRANSPARENCY REPORT

The Elkjøp Nordic Group is committed to operating responsibly and respecting human rights and decent working conditions in its own operations and throughout its supply chain, in accordance with the Norwegian Transparency Act (Åpenhetsloven).

This act requires companies to conduct human rights due diligence activities, which include identifying, addressing, preventing, and limiting any potential or actual adverse impacts on human rights or decent working conditions, as well as providing remedy for any violations.

This report provides an overview of Elkjøp Nordic's commitment to responsible operations and ethical supply chain management. The report details the due diligence activities conducted, such as risk assessments and social audits, and the policies and processes implemented to address potential adverse impacts on human rights. It also outlines the company's approach to managing risks, including the use of the OECD model for due diligence assessments and the expectations set for suppliers to comply with international standards. Additionally, it provides insights into the company's own brands, the geographical distribution of suppliers, and the specific risks associated with different product categories and services. This report covers the Elkjøp Nordic Group for the fiscal year 2025/2026, spanning the period from May 4th, 2025, to May 2, 2026.

About us

Elkjøp Nordic AS is the leading consumer electronics retailer in the Nordics. We primarily sell consumer electronics, mobile phones, computers, white goods, domestic appliances, kitchens (Epoq), and services related to these products both directly to consumers and to businesses. We are an omnichannel retailer, serving our customers both online and through our 395 stores, which include both fully owned and franchise

locations. The Group consists of more than 10 000 engaged colleagues working in Elkjøp Nordic AS, Elkjøp Norge AS, Elgiganten AB, Elgiganten A/S, Gigantti Oy, Elcare Nordic AS and Elgiganten Logistik AB.

Elkjøp Nordic AS is fully owned by Currys plc and reports on behalf of the Elkjøp group to the Currys Board. Currys plc issues an annual [Modern Slavery & Human Trafficking Statement](#) available on their website according to the requirements of the UK Modern Slavery Act.



RESPONSIBLE SUPPLY CHAIN

Elkjøp Nordic wants to take responsibility for promoting ethical trade in our supply chain, as a responsible business we are committed to using our scale and expertise to be a force for good in the world.

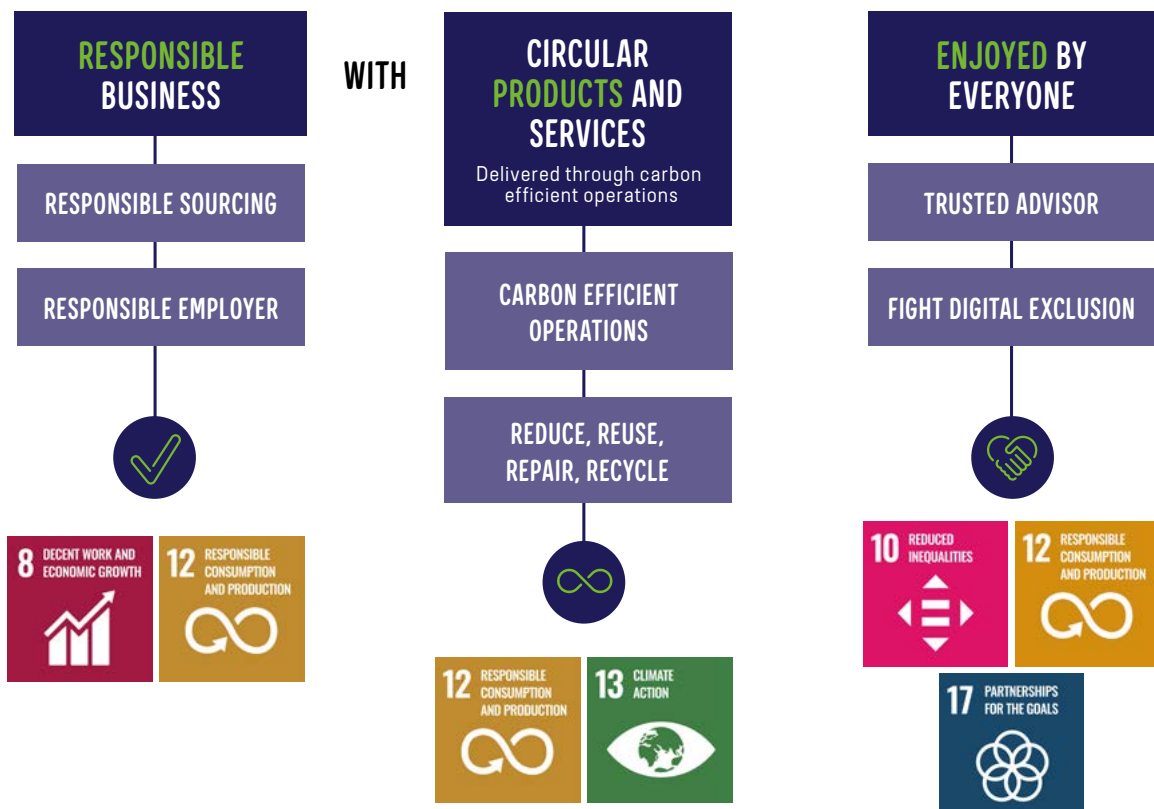
Responsible sourcing

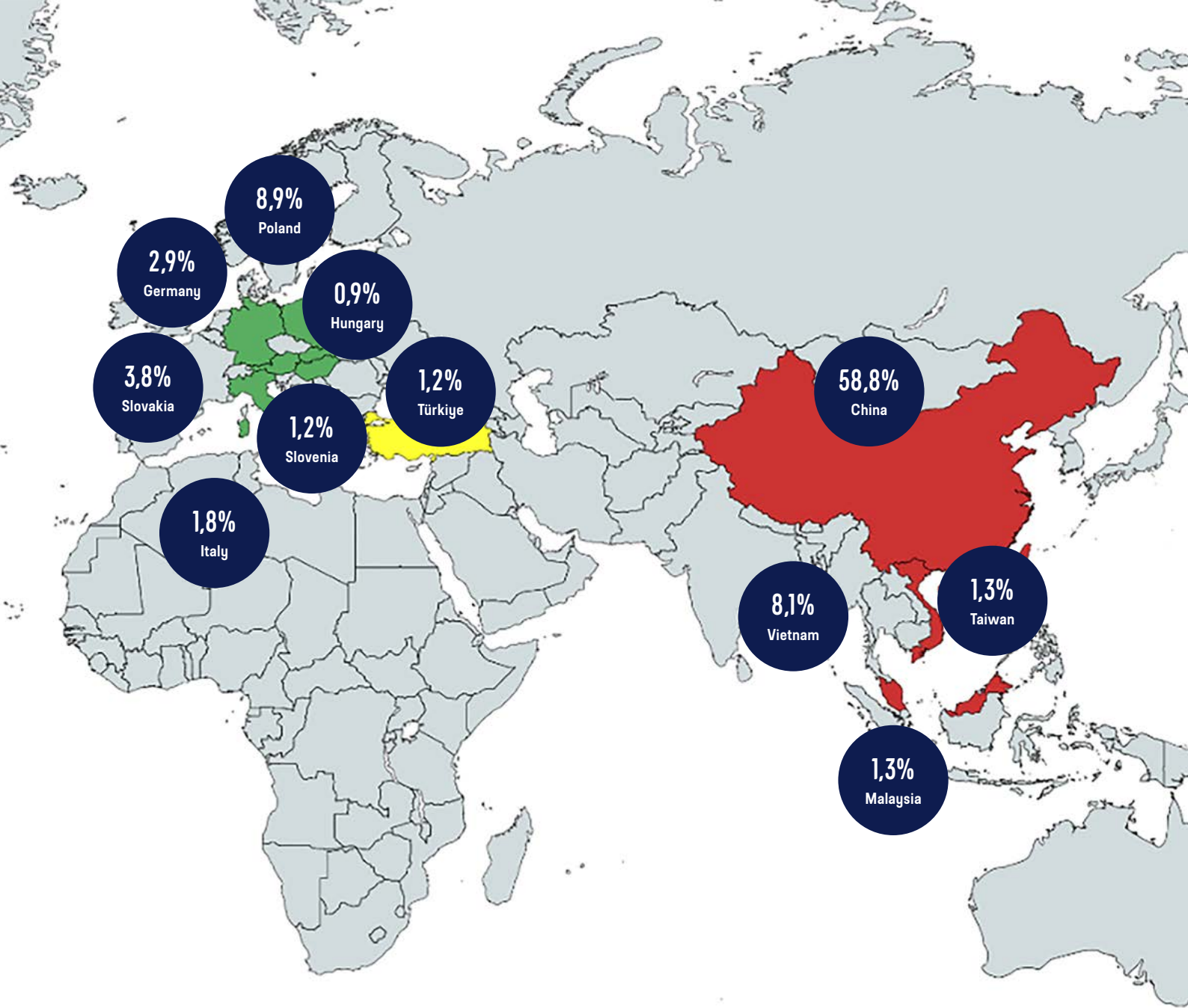
Elkjøp Nordic is committed to promoting ethical trade within our supply chain. As a responsible business, we leverage our scale and expertise to be a force for good globally. Responsible sourcing is integral to our sustainability strategy.

The electronics industry's supply chains are often long and complex, involving numerous sub-suppliers from various countries for raw materials and components.

We strive to influence these actors to uphold basic human rights and ensure decent working conditions for everyone involved.

As a retailer, we believe the best way to fulfill our responsibility is by collaborating with our suppliers and demanding robust control systems from those directly impacting the supply chain.





Map shows top 11 countries that cover 90% of Elkjöp Nordic revenue

Upstream supply chain

With a network of 256 goods-for-resale suppliers providing over 400 brands from 59 countries, our suppliers are crucial to our business success. Notably, around 25 key suppliers account for approximately 80% of our total spending. While our supplier base is global, most suppliers have companies registered in Sweden, Norway, the Netherlands, Finland, Denmark, and Germany. Interestingly, 90% of our revenue comes from products sourced from just 11 countries, led by China (58.8%), followed by Poland (8.9%), Vietnam (8.1%), Slovakia (3.8%), Germany (2.9%), Italy (1.8%), Malaysia (1.3%), Taiwan (1.3%), Türkiye (1.2%), Slovenia (1.2%), and Hungary (0.9%).



Own operations and downstream suppliers

The Elkjøp Nordic group engages in indirect procurement, also known as “goods not for resale,” to acquire products and services for both our operations and downstream activities. These suppliers provide essential services and products that support our operations across the Nordics, with most being registered within the Nordic region. Out of a total of 4,887 suppliers, approximately 250 account for 80% of our total indirect procurement spending.

Our approach

At Elkjøp Nordic, we adhere to the OECD model for due diligence assessments to ensure responsible business conduct. This model outlines six essential steps for companies to foster more responsible and sustainable business practices. Despite our unwavering commitment to operate responsibly, we recognize that our operations may unintentionally impact people, society, and the environment. We are transparent about the challenges within our supply chain and believe that collaboration with our suppliers is the most effective way to address these issues.

Our expectations towards suppliers

At Elkjøp Nordic, we expect our suppliers to comply with rigorous [standards for responsible sourcing](#). This includes adherence to human rights and workers’ rights as outlined by the International Labour Organization (ILO) and sourcing conflict minerals from suppliers listed on the Responsible Minerals Initiative (RMI) Conformant Smelter & Refiner lists. Given the known industry risks of human rights and workers’ rights violations in both mineral extraction and production processes, we align our policies accordingly.

As part of our contract framework, we require our goods-for-resale suppliers to adhere to our standards and policies, or to equivalent standards within their management systems, to ensure responsible sourcing. More information on our standards and policies can be found at currysplc.com.

One of our key focus areas is to encourage as many of our suppliers as possible to be assessed by the international sustainability ratings company, EcoVadis. EcoVadis evaluates suppliers’ performance across several criteria, including environmental impact, ethics, labor and human rights, and sustainable procurement. Learn more about our efforts at Elkjop.no

If we identify a serious violation within our supply chain, we will investigate how the supplier intends to rectify the issue and offer our support if necessary. In cases of repeated or severe breaches, we will consider terminating the contract.

Mapping of risks

We have performed risk assessments across our supply chain to identify areas with potential human rights and labor rights violations. For brand suppliers, our focus is on Tier 1—our direct supply base. In the case of own-label and licensed brand suppliers, we extend our assessments to Tier 2 where specific risks are present, particularly related to safety-critical components such as batteries and gas elements.



**Goods for resale
suppliers assessed**

For indirect sourcing, our primary focus remains on high-risk Tier 1 suppliers. However, we also include certain exceptions, such as distribution services in the Norway, where we assess both our partners and their subcontractors.

Risk assessments are conducted at the product group level (e.g., headphones, speakers, phones) or by service type (e.g., transportation, cleaning, security, waste management), to evaluate the likelihood of human rights violations and poor working conditions. Inherent risk is assessed based on the following factors:

- Country of production
- Whether conflict minerals are used in the products
- Whether dangerous chemicals are used in production/service
- Whether there are other conditions dangerous to health and safety
- What impact we have within this product category/service
- Other known industry factors

To evaluate country-level risk, we developed a model that incorporates data from two key sources: “List of Goods Produced by Child Labor or Forced Labor” published by the U.S. Bureau of International Labor Affairs, and the “Trafficking in Persons Report” issued by the U.S. Department of

- **High risk:** China, Malaysia, Taiwan, and Vietnam
- **Medium risk:** Türkiye and Romania
- **Low risk:** Germany, Poland, Hungary, Slovakia, and Italy

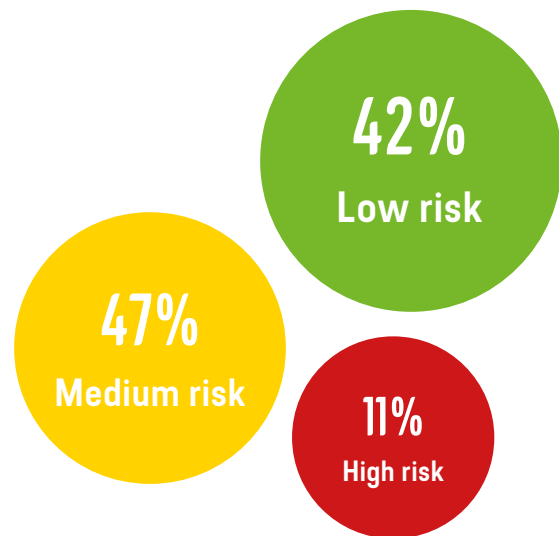
To determine the residual risk, suppliers are assessed as high, medium or low based on knowledge of established control systems, [EcoVadis score](#) and experiences from factory visits or other interactions with the supplier. Suppliers and/or Brands accounting for 96% of our goods for resale revenue are covered in this year’s assessment. The assessments cover product/spare part procurement to our repair centers and stores in the Nordics, including franchise stores.

Managing supply chain risks

An important aspect of our commitment to responsible sourcing is the implementation of the most impactful

strategies to influence our value chain positively.

We concentrate our efforts where our influence is greatest, in our case this is related to production of our own brands and the procurement of services like transport and cleaning. Moreover, we advocate for ethical trade practices throughout our supply



Overview of the distribution of residual risk among goods-for-resale suppliers.

chain, imposing these standards in negotiations with international brand suppliers, regardless of our position in the manufacturing hierarchy.

Three elements notably influence the risk of violations against human rights and workers’ rights within the downstream supply chain of electronic products:

1. Use of conflict minerals

A significant proportion of our products contain one or more conflict minerals, with kitchen products being an exception. It is widely acknowledged that the procurement of these minerals—tantalum, tin, tungsten, and gold—can contribute to human rights abuses and the funding of armed conflict. In our due diligence evaluations, we recognize that the presence of conflict minerals and cobalt represents a critical risk factor, heightening the potential for severe human rights violations within our product supply chains.

During a mapping exercise, we observed that the majority of our top 20 suppliers comply with the Responsible Minerals Initiative (RMI) guidelines. This demonstrates that leading electronics suppliers are

committed to responsible mineral sourcing. These companies enforce strict standards and require sub-suppliers to undergo third-party audits.

These suppliers have established conflict-free minerals management systems, requiring sub-suppliers to comply with the Responsible Minerals Assurance Process (RMAP). Additionally, they collaborate with organizations like the Responsible Business Alliance (RBA) and the European Partnership for Responsible Minerals (EPRM) to ensure compliance, transparency, and promote ethical practices within their supply chains.

Several of our top suppliers provide detailed reports on their conflict minerals sourcing, including efforts to mitigate risks associated with minerals from the Democratic Republic of the Congo (DRC), known for its vast natural resources and conflicts related to cobalt. Our parent company, Currys plc, manages own-brand (OEM) sourcing from China and leads engagement with these suppliers on responsible mineral sourcing. Drawing on information from Material Insights—a collaboration between the Responsible Minerals Initiative (RMI) and TDi Sustainability—Currys has developed and shared dedicated resources with selected OEM suppliers, covering the specific risks associated with sourcing tin, tantalum, tungsten, gold and cobalt, the components in which these minerals are typically used, and the regulatory framework (the U.S. Dodd-Frank Act, the EU Conflict Minerals Regulation, and the OECD Due Diligence Guidance). The aim of this engagement is to raise supplier awareness of mineral-related human rights risks, to communicate that responsible mineral sourcing is a priority for the group, and to encourage suppliers to strengthen their own due diligence practices, traceability, and adherence to recognized industry standards such as the Responsible Minerals Assurance Process (RMAP). The materials also included training resources accessible through Currys' memberships in RBA. Currys continues to participate in Responsible Business Alliance (RBA) webinars to stay informed on emerging policy developments, including the Corporate Sustainability Due Diligence Directive (CSDDD) and the EU Forced Labour Regulation (EUFLR).

2. Working conditions in the country of production

The manufacture of electronic products is somewhat concentrated in regions where compliance with International Labour Organization's (ILO) standards on working hours, occupational health and safety, and freedom of association is not consistently upheld. Additionally, the use of hazardous chemicals in the production process can pose health risks to workers directly exposed to them if safety measures are inadequate.

Generally, our goods-for-resale suppliers have management systems in place to address these risks, setting high standards and holding sub-suppliers accountable. Best practices include code of conduct shared throughout the supply chain, close follow ups with factory audits, separate whistleblowing channels at factories and reporting of non-compliance cases.

The most common non-compliance cases are related to health and safety and falsifications. Most falsification cases involve the misrepresentation of working hours data to demonstrate compliance with requirements. Examples of health and safety issues are inadequate fire safety documentation, insufficient temperature



and humidity controls across production and storage areas and gaps in building occupancy permits facilities. On a sample basis during the year, we collected and reviewed approximately 24 social audit reports from a range of Computing and SDA suppliers. No serious violations were discovered.

3. Land rights and rights of vulnerable groups

In some sourcing countries, additional risks arise that go beyond standard working-condition concerns and affect the broader human rights of communities and vulnerable groups. We are aware of three such risks relevant to the electronics value chain.

First, factories may be located on land whose status is contested, or which is recognized by the United Nations as occupied territory, with associated risks of adverse impacts on local communities. As part of our due diligence, we assess relevant suppliers against this risk, drawing on sources such as the OHCHR database of business activities as well as review documentation on labour conditions, non-discrimination, and grievance mechanisms at the relevant production site.

We have not identified actual adverse impacts in our value chain on this issue during the reporting period.

Second, there are documented concerns regarding state-organised labour transfer programs affecting ethnic minority workers, who in some cases have been placed in manufacturing facilities under conditions



Indirect sourcing suppliers assessed

that may amount to forced labour. As a retailer, we recognize that our primary exposure is indirect: the relevant risk lies primarily in the sub-tier component and material supply chains of the international brands we carry, rather than in direct supplier relationships we control. During the reporting period, we have monitored our direct suppliers against relevant watchlists and have identified no matches.

Third, migrant workers in electronics manufacturing—including in countries such as Vietnam and Malaysia—face heightened risks of debt bondage and restricted freedom of movement, typically linked to recruitment fees charged by labour agents and the retention of identity documents by employers. A significant share of the international electronics brands in our supplier list with manufacturing operations in relevant risk countries are members of the Responsible Business Alliance (RBA), whose Code of Conduct explicitly requires that suppliers prohibit worker-paid recruitment fees and the retention of identity documents, and ensures freedom of movement for all workers. RBA membership commits companies to implementing these standards across their own supply chains.

We expect our suppliers that have production in these areas to have systems in place to identify and prevent these risks, and we engage with our parent company Currys plc and industry initiatives such as the Responsible Business Alliance (RBA) to stay informed of emerging findings and to align our due diligence accordingly.

Risks associated with upstream services.

Beyond the risks inherent to our product offerings, we have identified risks related to the services we procure. These include sectors such as cleaning, waste management, security, installations, hired labor, and transportation, where there is potential for violations of employee rights. Risks such as inadequate compensation, compulsory excess working hours, and the absence of formal employment agreements have been identified. Additionally, the exploitation of vulnerable groups remains a significant risk factor.

Last mile delivery and installations are services with particularly high risk. One example of how we mitigate these risks is through active engagement in continuous dialogue with our suppliers and relevant stakeholders within the transportation sector. Our collective aim is to ensure the establishment and maintenance of fair working conditions for all individuals, while simultaneously preventing any form of criminal activities.

Throughout the year, audits have identified some non-compliances and improvement points. The majority of the non-compliances relate to Health &

Safety practices at terminals. In addition, improvement opportunities were identified concerning the Whistleblowing Channel at one of our service suppliers. Elkjøp Nordic closely follows up on these non-compliance cases to ensure corrective actions are implemented.

Risks associated with our own brands.

Elkjøp Nordic proudly offers our customers a diverse range of own label brands, including Epoq home appliances, Sandström, Logik, and Matsui. We have a total of suppliers delivering these brands to our Nordic distribution center, located in China and in Türkiye. Our parent company, Currys Plc, oversees production from its Hong Kong office.

We recognize the potential for employee rights violations in both countries and actively manage these risks, examples being demanding adherence to global standards for workers' rights, inspections and audits

of factories to ensure compliance with our established criteria. Should any non-compliance be identified, we insist on immediate rectification. Persistent or grave non-compliance will result in the dissolution of our partnership with the offending manufacturer. Detailed information is available at currys.plc.

During the year, 26 ethical audits have been completed at own-brand factories in China and Türkiye. One factory located in China delivering to the Nordics received a "red" audit, with findings related to weekly working hours and wages, assessed against the limits set as part of our roadmap for continuous improvement, which is consistent with the RBA's Validated Audit Program. The factory explained that workers were permitted to arrive ahead of their shift to settle in before starting work and would clock in on arrival. However, only actual working hours were paid, excluding the earlier arrival time, which meant that the recorded hours did not reconcile with the payment records. The issue has since been resolved: the factory now opens its workshops only during official working hours to prevent early clock-in, and recorded hours now match wages. Since excessive working hours remain the most common violation in China, we continue to monitor and follow up with factories, and working hour data is collected and analyzed regularly. The Türkiye audits – covering white goods production such as dryers and cookers – confirmed that previously identified non-compliances were being closed out through corrective action plans, and no cases of child labour, forced labour or human trafficking were identified. One serious finding emerged: health screening costs were being borne by contracted workers rather than the employer. The audits also surfaced strong practices, including wages exceeding ILO living-wage benchmarks, active union representation with collective bargaining covering the majority of the workforce, and employee benefit schemes covering supplementary health insurance, education support and family allowances.

Epoq, our exclusive kitchen brand, produces its components primarily in Europe, utilizing wood and stone. Mindful of human and labor rights, we consciously avoid sourcing stone from high-risk regions in Africa and India. Our commitment extends to worker safety from chemical exposure, hence our preference for Swan label certified kitchens. We also





insist on FSC-certified materials from suppliers.

This year the Nordic team carried out a compliance review of one supplier's kitchen factory in Portugal. Working conditions were found to be satisfactory, and the factory holds ISO 45001 certification for occupational health and safety. Positive practices observed included weekly on-site medical services, structured accident reporting, and strong employee benefits. One finding related to chemicals used in the painting process; we have recommended a phase-out plan for these chemicals.

Risks associated with our own operations

We consider the risks of human rights and workers' rights violations related to our own operations of stores, back offices, repair centers and warehouses to be low. We have systems to ensure that working conditions are up to standards and that human rights are respected.

During the reporting year, we conducted a human rights risk assessment of our Swedish operations across eleven areas, which confirmed an overall low risk profile. Equal treatment, physical and psychosocial health and safety, harassment and bullying, grievance mechanisms, protection against retaliation, and H&S training were rated Low-Medium and remain areas of active focus – including store-level recruitment,

manual handling in warehouses, peak-season workload, and third-party harassment of store staff.

Mitigations in place for these Low-Medium areas include structured recruitment with pay equity reviews and anti-discrimination training; mandatory forklift and H&S induction training with protective equipment in warehouses, supported by accident and risk-observation reporting; Safe@Work surveys, biannual H&S reviews and peak-season staffing plans; a routine covering harassment with a reporting hotline and staff training on third-party harassment; a non-retaliation policy with follow-up on concerns raised; and an anonymous whistleblowing channel reinforced through onboarding, policies and posters.

There is a solid recruitment process in place covering all locations in the Nordics, the process ensures that employment is freely chosen, that there are no underage workers and that our staff is paid a living wage. We practice freedom of association and the right to collective bargaining is respected, during the reporting period the number of stores that are unionized in Norway has increased from 14 to 16.

We believe that it takes diversity of thought, culture, background, and perspective to create truly great customer experiences. Our guidelines strictly prohibit any form of severe or inhumane treatment, with a zero-tolerance approach towards any discriminatory

practices. As an example, we take pride in our warehouse team's representation of approximately 56 nationalities, underscoring our dedication to nurturing an environment that celebrates inclusivity. At our Nordic Distribution Centre (NDC), this commitment extends to accessibility and awareness. This year we have translated key policies – including our whistleblowing procedure – into additional languages and delivered in-person 'spot the signs' training to help colleagues recognise and report potential indicators of modern slavery and exploitation.

Follow-up on identified concerns

Upon identifying any violations, potential or actual, we initiate a constructive dialogue. Depending on the situation, Elkjøp Nordic may actively engage in the resolution process or, alternatively, mandate that the supplier provides regular updates on their corrective actions.

During the year we engaged with one supplier whose production takes place in Israel, in the context of public allegations about working conditions and the broader

regional situation. Drawing on our risk-based due diligence approach, we sought documentation directly from the supplier and reviewed external audit reports. External third-party SMETA reports did not support the allegations. The supplier is under our Responsible Sourcing contract, and we will continue to monitor through our standard supplier oversight and follow up if new allegations arise.

Separately, we engaged a supplier in our packaging supply chain, where virgin fiber is sourced from a forestry company in Sweden facing public criticism for logging practices in areas of ecological and cultural value to vulnerable minorities. We held several dedicated meetings and received a written response covering traceability, mitigation measures and governance, building on earlier correspondence. Material progress includes the commissioning of an independent third-party assessment expected in mid-2026, covering sustainable forestry and affected communities. Continued sourcing is contingent on progress.



Key activities and results

- **Supplier engagement and assessments.** During the year the Elkjøp Nordic Commercial procurement teams have been actively engaging with suppliers through various forms of dialogue, including during quarterly business reviews and factory visits, and information requests. Several suppliers have signed our updated contract terms and responsible sourcing policy. Risk assessments completed during the year cover suppliers and/or brands accounting for 96% of our goods-for-resale revenue. For indirect sourcing, we assessed several new suppliers during the year and shared our responsible sourcing policy with them, including in installation services, transportation, and plastic-bag procurement for our stores.
- **EcoVadis coverage.** We are continuously working on retaining and onboarding suppliers to the EcoVadis platform. Currently, rated suppliers cover 34% of our product revenue. Measured by spend, the picture is more positive: suppliers with an EcoVadis rating account for 56% of goods-for-resale (GFR) spend and 57% of goods-not-for-resale (GNFR) spend. The average EcoVadis score for our Nordic suppliers is 66 out of 100. Coverage varies sharply across categories – highest in Consumer Electronics (~56% of revenue from rated suppliers) and lowest in Small Domestic Appliances (~4%), with the other categories in between. It has also been proved difficult to get new suppliers to join and to make sure that the ones already onboard keep their standing. Through EcoVadis we want our suppliers to operate responsibly and to engage in continuous improvement of their sustainability performance across human rights, labour practices, ethics and the environment.
- **Awareness training.** To increase awareness and general knowledge, responsible sourcing training has been provided to an additional 16 procurement colleagues during the year, making the total of 304 colleagues. As a result, procurement colleagues are now more informed about how to integrate responsible sourcing in procurement and supplier follow-up.

**Social audits performed at own brand factories**

- **Service provider audits.** Our last mile team with support from Risk & Compliance has successfully completed four social audits of our last mile delivery partners in the Nordic countries, with a focus on ensuring proper contracts, fair payments, and decent wages. Additionally, we have carried out one Health and Safety review at a hub site. Findings are related to minimum wage and routines for shift registration. The team has followed up on these findings, measures have been implemented to rectify these issues. We also reviewed contracts and payments for our cleaning provider in Norway during the year, with no issues identified.
- **Own-brand factory audits.** Findings from this year's 26 ethical audits at own-brand factories in China and Türkiye are described under Risks associated with our own brands above. We also conducted a compliance review of a kitchen-supplier factory in Portugal, with findings included in the same section.
- **Own operations risk assessment.** During the year we also conducted a human rights risk assessment of our Swedish operations across eleven areas, with the findings and Low-Medium focus areas described under Risks associated with our own operations above.

Stakeholder and customer requests. Over the past year, we have managed numerous information requests from regular customers, stakeholders, and business clients. These inquiries are addressed via our official email, responsiblesourcing@elkjop.no, and are handled by the Risk & Compliance team in close collaboration with the procurement department. When necessary, suppliers are contacted to provide additional information. We ensure that every customer receives a response within the stipulated three-week timeframe.

We believe that the actions we take have a positive effect on both our own workforce as well as workers in the value chain. We want to be a responsible employer as well as influencing our suppliers to work responsibly with sourcing.

Moving forward

As we continue to strengthen our commitment to responsible sourcing, Elkjøp Nordic will maintain a strong focus on ethical trade and supplier engagement. Our approach is grounded in proactive dialogue, transparency, and continuous improvement across our value chain. We aim to gain a better understanding of our supply chain to better identify risks, implement mitigations, and enhance management systems.

In the coming year, our priorities include:

- **Continue with Audits and Oversight.** We will continue to conduct social audits and health and safety reviews, particularly in high-risk regions and sectors. Follow-up on non-compliances will remain a priority, with a focus on remediation and long-term improvement. We are planning to visit a kitchen factory in Italy.
- **Continue with Supplier Engagement.** We will continue to prioritize our product suppliers, promoting ethical trade through regular dialogue, factory visits, and active questioning. Our commercial teams will play a key role in influencing supplier practices on the ground. We will also continue to request that suppliers sign our updated standard agreement, which includes enhanced standards for responsible sourcing.
- **Piloting the RBA Worker Voice Tool.** Currys plc are preparing a trial of the Responsible Business Alliance Worker Voice tool at selected OEM suppliers in the coming year, focused on employee health and safety, labour rights and wellbeing.
- **Retain EcoVadis Coverage.** We aim to retain and onboard additional suppliers to the EcoVadis platform and will follow up rated suppliers to ensure progress on key sustainability indicators. This will help us drive measurable improvements

and increase transparency across our supplier base.

- **Launch Updated Training.** Updating our company-wide responsible sourcing training was not prioritized this year; however, 630 colleagues at our Nordic Distribution Centre (NDC) – blue and white collar – completed modern slavery ‘spot the signs’ training during the year. We have recently received the refreshed materials from Currys plc and aim to roll out the updated training across the Nordics in the coming year.

Through these actions, we aim not only to ensure compliance but to foster a culture of continuous improvement and shared responsibility.





Conclusion and the road ahead

The Elkjøp Nordic group is committed to operating responsibly and promoting respect for human rights and decent working conditions throughout our value chain. Through systematic due diligence, close supplier follow-up, and targeted actions, we have strengthened our work on responsible sourcing and ethical trade during the reporting year.

We have identified and addressed risks in both our own operations and supply chains, with particular focus on high-risk areas such as product production and services like transport and cleaning. Our efforts have included factory visits, social audits, employee training, and engagement with suppliers.

We recognize that responsible business conduct is an ongoing journey that requires long-term commitment.

We aim to be transparent about both our progress and our challenges, and we welcome dialogue with stakeholders. Through collaboration and openness, we will continue to improve and contribute to a more fair and sustainable value chain.

This report was prepared with the assistance of an AI tool. All AI-suggested content was reviewed and approved by Elkjøp Nordic, which retains full editorial responsibility for its contents in line with the EU AI Act.

**This report has been approved by The Board of Directors, Elkjøp Norge AS
Oslo, Norway, 26 June 2026::**

Fredrik Tønnesen
Chairman of the Board

Linda Frid Andresen
Managing Director

Lill Beate Pedersen
Member of the Board

Thomas Ørsal Hegerlund
Member of the Board

Robert Karlsen
Member of the Board/Employee Representative