

Due diligence assessments for sustainable business conduct
Statement for the 2024 reporting year pursuant to the Transparency Act
for Baxt Gruppen AS

English translation notice:

This document is an English translation of the original Norwegian report. The official, original version is in Norwegian and is available on the Norwegian version of our website. If you have any questions regarding this document, please contact: lars.moelbach@baxt.no.

To readers of the report

The business sector and the public sector have a major impact on people, society, the environment, the climate and animals, and can both contribute positively to development and also contribute negatively and cause harm. Businesses therefore play a key role in achieving the UN Sustainable Development Goals and the Paris Agreement's 1.5°C target.

This report can be used as a statement under the Transparency Act, but the report has a broader scope including climate and environment, circular economy and anti-corruption. Our members are committed to conducting due diligence assessments and reporting annually on their work. Members of Ethical Trade Norway at the Basic Level¹ also fulfill the Transparency Act's duty to conduct due diligence assessments, and partially the duty to provide information.

The OECD concept of Responsible Business Conduct is what we in Ethical Trade Norway refer to as sustainable business conduct. The systematic efforts companies make to map, prevent, mitigate and account for how they handle the risk of negative impact, as well as remedy harm to people, animals, society and the environment, are called due diligence assessments (due diligence). Companies above a certain size are required under the Transparency Act to carry out due diligence assessments on human rights. All companies, regardless of size, are expected by Norwegian authorities to carry out due diligence assessments also relating to society, the environment and animals, and to comply with the UN Guiding Principles on Business and Human Rights (UNGP) and the OECD Guidelines for Multinational Enterprises. This applies to the private sector, the public sector and organizations.

Ethical Trade Norway's principles (our Code of Conduct) for sustainable business conduct cover decent work, human rights, environment/climate, anti-corruption and animal welfare. The report shows transparency in how the company works with due diligence assessments in line with the UNGP and the OECD Guidelines. All member reports are made publicly available on Ethical Trade Norway's websites.

Heidi Furustøl
Managing Director
Ethical Trade Norway

Due diligence assessments

This report is built around the UN Guiding Principles on Business and Human Rights and the OECD model for due diligence for responsible business conduct.

The model has six steps that describe how companies can work towards more responsible and sustainable business conduct. Being good at due diligence does not mean that a company has no negative impact on people, society and the environment, but rather that the company is open and honest about challenges and addresses them in the best possible way in consultation with its stakeholders. This report is divided into chapters based on this model.

Foreword by the CEO

Baxt Gruppen is a Norwegian company engaged in the production and trade of baked goods.

We are committed to ensuring accountability and transparency at all stages of our value chain. The Transparency Act, which entered into force on 1 July 2022, sets requirements for companies to promote respect for fundamental human rights and decent working conditions. The Act also gives the general public the right to insight into how companies handle these issues.

In this report, we wish to document our work to comply with the requirements of the Transparency Act. As a member of Ethical Trade Norway, we have committed to conducting due diligence assessments to map and manage risks related to human rights violations and poor working conditions in our supply chain. Furthermore, we have implemented measures to ensure that our products are produced under conditions that are ethically sound and sustainable.

We consider sustainable business conduct to be a prerequisite for contributing to sustainable development—meaning that today’s generations have their needs met without destroying future generations’ ability to meet theirs. The UN Sustainable Development Goals are our shared action plan for sustainable development. Baxt Gruppen therefore works actively with these goals.

“As a responsible actor in the food sector, we will contribute to achieving a more sustainable food supply. Our aim is to make a difference by reducing our negative impacts and maximizing our positive contribution.”

Lars Mølbach
CEO

Board signature

This report has been signed electronically. See the last page for verification.

Lars Mølbach — CEO

Henrik Boksø Thulesen — Chair of the Board

Klaus Eskildsen — Board Member

Stig Sunde — Board Member

Bernt Ove Søvik — Board Member

Key information about the company and the supply chain

Key information about the company

Name of company

Baxt Gruppen AS

Head office address

Hegdalringen 27A, 3261 Larvik

Main brands, products and services

Cakes, lefse and other baked goods. The company markets brands such as Gifflar, Aunt Mabels, Berthas, Vestlandslefsa, Buer, Almondy, Delicato, Dan Cake and others.

Description of the company's structure

The company is a group consisting of several different companies that produce and sell food products in the form of cakes, potato flatbreads (lomper) and lefse, bread products and other baked goods to customers in the Norwegian grocery and food-service markets, as well as to industry.

Within the group, Baxt Gruppen AS (BG) is the parent company. It houses a number of shared functions for the various companies, within administration, finance/IT and sales, marketing, and overall responsibility for quality, HSE and sustainability.

Baxt AS and Calas AS are both sales companies that market products from bakeries in the group, as well as third parties, to customers within the grocery, food-service and industrial markets.

Berthas Bakerier AS is an industrial bakery with long traditions. The company produces and sells various types of cakes, mainly under the “Berthas” brand. Production takes place on several different lines, each specialized for a specific type of product. Berthas Bakerier's products are delivered to the Norwegian grocery trade through production agreements for private label products, as well as to the food-service market and the industrial market. Distribution takes place directly or through wholesalers.

Baxt Lierne AS is a modern industrial bakery that produces sweet lefse under several brands, including Berthas and Vestlandslefsa. Baxt Lierne's products are supplied to the Norwegian grocery trade as well as the food-service market. Distribution takes place through wholesalers.

Buer AS is an industrial bakery with long traditions that produces potato flatbreads (lomper) and lefse, mainly under the “Buer” brand. Production takes place on two lines, each specialized for the production of lomper and lefse.

Our bakeries shall, through efficient production methods and skilled employees, be competitive within their respective segments in the Norwegian market.

The bakeries’ products are delivered to the market partly through direct agreements, but mainly through agreements made by Baxt AS and/or Calas AS.

Turnover in the reporting year (NOK)

1,353,550,000

Number of employees

209

Is the company covered by the Transparency Act?

Yes

Significant organizational changes since the previous reporting and during this report’s period

No significant changes

Name, title of contact person for the report

Lars Mølbach

Email address for the contact person for the report

lars.moelbach@baxt.no

Information about the supply chain

General description of the company’s purchasing model and supply chain

At Baxt Gruppen, we procure raw materials, packaging, finished goods and services. The group has a central purchasing function for the various companies, and we seek to develop long-term relationships with good suppliers both in Norway and abroad. All suppliers undergo a risk assessment before we enter into supply agreements. Here we also clarify our expectations regarding ethical trade and communicate our policy for sustainable development.

There are few changes on the supplier side compared with last year, and we have collaborated with many of our suppliers for several years.

Number of suppliers with whom the company had commercial relationships in the reporting year

812

Comment regarding number of suppliers / type of purchasing relationship

Several of our suppliers are both producers and agents/importers. The percentage distribution is therefore based on the estimated share of what we buy that is produced by the supplier itself and what they act as an agent/importer for.

- Wholly/partly owned production: 23%
- Purchases directly from producer: 74%
- Purchases via agent/intermediary/importer/brand suppliers: 3%
- Other: 0%

List of first-tier producers by country

Norway: 713

Denmark: 24

Sweden: 32

Belgium: 9

Estonia: 1

France: 2

Greece: 1

Italy: 3

Netherlands: 5

Poland: 1

Czech Republic: 1

Germany: 9

State number of workers at first-tier producers**Number of workers****Comment regarding number of workers**

At the time of reporting, we do not have a complete overview of this. We are currently working on mapping this, starting with the largest and most important suppliers, based on risk assessment.

Most important inputs/raw materials for products or services and geography

Ingredients such as flour, eggs, margarine, dairy products and packaging — Norway

Packaging — Denmark

Is the company a supplier to the public sector?

Yes

Goals and progress**Process goals and progress in the reporting year**

1. Goal:

Reduce food waste by 50% over the three-year period 2024–2026, evenly distributed over the period. This includes waste in our own production and in the retail stage where we have access to data.

Status:

Through various optimization measures—such as fewer units per sales carton, increased shelf life for certain products, and better management of the logistics chain—we have achieved approximately 20% lower waste in 2024 compared to 2023.

2. Goal:

Achieve 100% recycling of production waste by 2026.

Status:

We have implemented several measures to reduce surplus raw materials during production and to recover a larger share. We have also taken several steps to find secondary sales channels for products that for various reasons cannot be sent to ordinary sales channels. We consider ourselves well on our way toward the goal of 100% recycling during 2026.

Process goals for the coming year

1. Establish a new and improved system for registering food waste and implement several concrete measures to increase reuse. This will help realize the goal of reducing food waste.
2. Anchor sustainability in leadership and management systems, including clear responsibilities, training and development of policies and procedures.
3. Continue due diligence assessments to identify and manage risk of negative impact on people, society and the environment.
4. Map and report resource consumption related to production to identify improvement potential and implement measures such as environmental certification of buildings or energy efficiency improvements.

1 Anchoring sustainability in the company

Anchoring accountability related to sustainable business conduct in the company involves having strategies, plans, relevant policies and guidelines for due diligence assessments that are adopted by management. These should encompass the entire company, as well as the company's supply chain and business partners. Effective management systems for implementation are a prerequisite for success, and work with due diligence assessments should be an integrated part of business operations. Clear expectations from top management, as well as clear allocation of responsibility within the company for implementing the various parts of due diligence assessments, are

important. Everyone involved must know what to do. Transparency about the commitments the company has made to itself, the challenges it faces and how these are handled, is essential.

1.A Policy for the company's own operations

1.A.1 Link to publicly available policy for the company's own operations

<https://www.baxt.no/kvalitet-og-b%C3%A6rekraft>

1.A.2 What does the company state publicly about its commitments to respect people, animals, society and the environment?

We shall help ensure decent working conditions and respect fundamental human rights at all stages of our value chain. This involves due diligence assessments to identify and reduce the risk of human rights breaches in cooperation with our suppliers.

We commit to ensuring high standards of animal welfare in our production and supply chain. To achieve this, we collaborate with recognized organizations and implement relevant measures.

The company works actively to reduce our environmental impact through sustainable production methods, the use of recycled materials, optimization of transport solutions and targeted work to reduce food waste.

We acknowledge that our business has a direct impact on both people and nature. Therefore, we are committed to balancing economic growth with social responsibility and environmental sustainability.

Through transparency and reporting, we seek to build trust with our customers and partners by demonstrating progress towards our goals.

1.A.3 How has the policy for the company's own operations been developed and anchored?

The policy for Baxt Gruppen has been developed in group management meetings where sustainability is a dedicated topic. The policy has also been reviewed and adopted by the group board and by the boards of the individual companies.

1.B Organization and internal communication

1.B.1 How is the work with due diligence assessments organized in the company, and anchored in internal guidelines and routines?

The group's management team for Food Safety, HSE and Sustainability holds monthly meetings where work on due diligence assessments is anchored and reviewed. This is anchored in the company's plans.

The work on due diligence assessments is led by the group's Quality Manager, but other individuals who work with supply chains in various ways are also actively involved.

Individuals responsible for due diligence assessments report directly to the CEO, who has the final decision-making authority.

1.B.2 How is the significance of the company's due diligence assessments specified and clarified for employees through job descriptions (or similar), work tasks and incentive schemes?

The company has recently concluded a recruitment process to strengthen resources for sustainability work. Today, specific tasks related to due diligence assessments are included in job descriptions for relevant roles such as Quality Manager, Purchasing Manager and HSE Responsible. This includes:

- Mapping and assessing risks in the supply chain.
- Following up measures to reduce risk of human rights violations or environmental harm.
- Reporting findings and measures internally and externally.

We conduct regular meetings with employees where we review what due diligence assessments entail, why they are important, and how they can contribute to identifying and managing risks. Communication of the company's commitment to human rights, the environment and society is done through meetings and internal newsletters.

1.B.3 How is it ensured that relevant employees have sufficient competence to carry out due diligence work?

Work on due diligence assessments is included among the topics reviewed in regular meetings, including weekly operations meetings, monthly management meetings and board meetings.

1.C Plans and resources

1.C.1 How are the company's commitments to respect people, society, animals and the environment anchored in strategies and action plans?

We have established a sustainability strategy that clarifies our ambitions and overarching goals and describes how we work to achieve them. To ensure systematic work with sustainability, we follow the UN Sustainable Development Goals. We have selected the following priority areas:

- Industry, innovation and infrastructure
- Responsible consumption and production
- Partnerships for the goals

Within each of these areas, we have defined clear ambitions and sub-goals to provide direction for our employees and to make our sustainability work visible to customers, suppliers and public authorities.

We have also included in our quality policy that the company shall have sustainable business conduct with respect for people, society and the environment, and that we shall maintain a high ethical standard in interactions with employees, customers and suppliers.

The quality objectives we set for the coming year form the basis for an action plan. Sustainability is now included in the quality objectives in order to clarify this work for our own employees as well as partners.

1.C.2 How are strategies and plans for sustainable business conduct followed up by management and the board?

The group board and the boards of the individual companies have incorporated strategies for sustainable business conduct into the annual plan. This ensures both decisions and anchoring. Follow-up is carried out in group management meetings and department meetings. Achieving the sustainability goals requires contributions from each department, and responsibility for this lies with the various department managers.

This is communicated clearly in monthly management meetings where both status and progress towards goal achievement are discussed.

1.D Partnerships and cooperation with suppliers and business partners

1.D.1 How does the company clarify the importance of sustainable business conduct in dealings with suppliers and business partners?

- All our suppliers are required to follow defined guidelines, including principles for sustainable business conduct, and to sign that they commit to the following:
- Actively work with due diligence assessments, i.e., conduct their own risk mappings for negative impact on people, society and the environment, and stop, prevent and reduce such impacts. Measures must be monitored and their effectiveness assessed and communicated to affected parties. Where the supplier is responsible for the negative impact/harm, the supplier is also responsible for remediation.
- Demonstrate willingness and ability for continuous improvement for people, society and the environment through cooperation.
- Upon request from Baxt Gruppen, document how they themselves, and any sub-suppliers, work to comply with the guidelines.
- Have a system for handling complaints related to human rights, workers' rights, the environment and corruption.
- Avoid trading partners that have activities in countries subject to trade boycotts imposed by the UN and/or Norwegian authorities.

The Purchasing Manager is responsible for supplier contact and for ensuring that all suppliers commit to our guidelines. The Quality Manager is responsible for verifying that this prerequisite is fulfilled.

1.E Experience and changes

1.E.1 What experience has the company gained from work on sustainable business conduct in the reporting year, and what has changed as a result?

We find that a focus on sustainability creates higher internal engagement. At the same time, we see the importance of better highlighting links between each individual's work and the company's sustainability goals.

Customers and partners are placing increasingly stringent requirements on sustainable solutions. This means we must work differently and integrate sustainability into more processes. We also see that reporting contributes to increased insight into the company's impact on human rights, the environment and society, while providing a framework for identifying areas for improvement.

2 Determine the focus of the report

Mapping the company's impact on people, animals, society and the environment

Mapping involves identifying the company's risk of, and actual negative impact/harm on, people, animals, society and the environment, including in the supply chain and through business relationships. It involves first forming an overall risk picture, and then prioritizing the most material risk areas for more in-depth mapping and handling of findings. How the company is involved in any negative impact on people, animals, society and the environment is central to determining the appropriate response and measures. Stakeholder involvement, especially of affected parties, is central in the mapping work, as well as in measures to handle challenges in a good manner.

2.A Mapping and prioritization

PRIORITIZED NEGATIVE IMPACT/HARM TO PEOPLE, ANIMALS, SOCIETY AND THE ENVIRONMENT

Prioritizing one or more risk areas based on severity does not mean that some risks are more important than others, or that companies do nothing about other risks; rather, it means that what has the greatest negative impact is prioritized first. Mapping and prioritization is a continuous process.

2.A.1 List prioritized risk for potential and/or actual negative consequences for people, animals, society and the environment.

Prioritized risk	Related topic	Geography
Resource consumption	Environment / Energy / Waste	Norway
Wages / Working hours	—	China, India, Malaysia, Peru, Philippines, Thailand, Turkey
Emissions / Material use	—	Norway

In our own food production we consume energy and water, which are known scarcity factors. We also use various types of packaging with potentially negative environmental impact, and we contribute to emissions through transport.

When purchasing inputs for our own production, and when purchasing traded goods, there will be risks related to working hours at suppliers in high-risk countries. This applies to the production of raw materials such as spices and other additives, as well as packaging and processing aids.

RATIONALE FOR WHY THESE CHALLENGES ARE PRIORITIZED AS MOST MATERIAL FOR PEOPLE, ANIMALS, SOCIETY AND THE ENVIRONMENT

2.A.2 Describe:

- a) the company's routines for mapping and identifying risk and how the risk was identified and prioritized
- b) any parts of the business not covered in the mapping (product groups, own products, departments or similar) and why
- c) how information was collected, which sources were used and which stakeholders were involved
- d) whether areas lacking information to assess risk have been identified and how you will proceed to obtain more information.

Requirements for suppliers to respect human rights and workers' rights are set based on a risk-based supplier approval process using a "Supplier Self-Declaration Form". Here, our suppliers are asked, among other things, to answer questions such as:

- Is working time set in accordance with national laws and industry standards, and are employees paid in accordance with applicable legal requirements?
- Have you established ethical guidelines for employees and suppliers?
- Do you have a prohibition against discrimination that includes: ethnicity, caste, nationality, religion, age, disability, gender, sexual orientation, marital status, trade union membership and political views?

- Do you have a system/routine to ensure that breaches of your ethical guidelines are detected internally and among your suppliers?
- Do your ethical guidelines include prohibitions against bribery and corruption?
- Do your ethical guidelines include prohibitions against forced labor and child labor? And are they in accordance with applicable laws or regulations covering employees' rights?
- Do you ensure that you comply with all necessary local laws and regulations related to the working environment?

Most of our suppliers are GFSI certified. For those that are not certified, we collect information and documentation that they operate in accordance with applicable legislation.

In addition to our own investigation, we also use Ethical Trade Norway's mapping tool to identify and follow up risk. Where risk is identified, we will, among other things:

- Ask the supplier to document how they comply with the guidelines, both for their own operations and any sub-suppliers.
- Conduct follow-up conversations or mapping of working conditions and practices at the production site.
- Require self-declarations, third-party audits or other documentation demonstrating compliance.

OTHER NEGATIVE IMPACT/HARM

2.A.3 Describe other risk of negative impact/harm to people, animals, society and the environment that was identified but not prioritized, and how these have been handled

None newly identified in 2024.

3 Handling prioritized impacts

Stop, prevent or mitigate negative impact

Stopping, preventing or mitigating involves addressing findings from the mapping in a good manner. The company's most material negative impacts on people, animals, society and the environment are prioritized first. This does not mean that other risks are immaterial or not addressed. How the company is involved is central to selecting the right measures. Actual negative impact/harm that the company causes or contributes to must be stopped, prevented and mitigated. Companies that are directly linked to negative impact must use their leverage to get business partners (e.g., suppliers) to stop, prevent and mitigate this. This involves developing and implementing plans and routines for handling risk, and may require changes to the company's own policies and management systems. Successful handling of negative impacts on people, animals,

society and the environment is a crucial contribution to the UN Sustainable Development Goals.

3.A Stop, prevent or mitigate

3.A.1 Describe goals and status for the measures the company has implemented to reduce prioritized risk

Resource consumption

Overall goal: Improve energy efficiency in our own operations by 20% by 2026 and achieve 100% recycling of production waste.

Status: Initiated and ongoing

Goal in the reporting year: We have not developed sub-goals, but are working towards the overall goal to be achieved during 2026.

Implemented or planned measures: We have implemented measures to limit water consumption and to run production as continuously as possible with less need for energy-intensive start-ups and subsequent shutdowns of production lines.

Describe actual or expected results of the measure, as well as goals and activities for the coming reporting year:

Overall goal: Improve transport efficiency by increasing carton and pallet fill rate by 10% and ensure 100% materially recyclable packaging.

Status: Initiated and ongoing

Goal in the reporting year: The goal is to be achieved by 2026.

Implemented or planned measures: We have made several adjustments to both consumer packs and transport cartons to increase fill rate.

Describe actual or expected results of the measure, as well as goals and activities for the coming reporting year:

3.B Other measures to handle risk of negative impact/harm

3.B.1 Reducing nature and environmental impact

We set clear environmental requirements for suppliers and products, including requirements for environmental certifications and documentation of sustainable production.

Prioritize suppliers that actively work to reduce their environmental impact, e.g., through energy efficiency, reduced use of chemicals and waste management.

Establish a purchasing practice where suppliers with the highest environmental prioritization are prioritized where other conditions are equal.

3.B.2 Reducing greenhouse gas emissions

Improve material use and energy in production processes to reduce emissions and waste.

Prioritize the use of renewable resources and circular solutions such as reuse and recycling.

Optimize transport to reduce emissions, e.g., by choosing more environmentally friendly modes of transport and reducing transport distances.

Introduce requirements for transport providers regarding climate and environmental considerations in contracts.

3.B.3 Adapting purchasing practices

Carry out regular audits and controls of suppliers to ensure compliance with environmental requirements.

Cooperate closely with suppliers to develop and implement environmental improvement measures throughout the value chain.

Use partnerships and dialogue as tools to reduce environmental impact over time.

3.B.4 Selection of products and certifications

Sustainability is increasingly emphasized by our customers, and this is reflected in our requirements and expectations of sub-suppliers. We have therefore started work to identify and register which certifications our suppliers have. This will allow us to measure development over time.

3.B.5 Actively support freedom of association and collective bargaining, or where legislation does not allow this, actively support other forms of democratically elected worker representation

We set requirements for suppliers through our ethical guidelines and through the areas covered by supplier surveys and supplier approvals.

3.B.6 Actively contribute to development, capacity building and training internally and among suppliers and workers in the supply chain

We have systematized processes to provide employees with necessary knowledge and training to take environmental considerations into account in daily decisions, particularly in purchasing processes.

We work to create a culture of continuous improvement and environmental responsibility throughout the organization and supply chain.

3.B.7 Combating corruption and bribery in our own operations and the supply chain

By primarily using certified suppliers, this indirectly contributes to the objective. Risk analyses are carried out for this type of activity in the supply chain and new suppliers are assessed on an ongoing basis.

3.B.8 Other relevant information on how you work to reduce, prevent and handle negative impact

(blank in source)

4 Monitoring implementation and results

Monitoring implementation and results involves measuring the effect of the systematic approach and the company's own work in each step of due diligence assessments, and

shows whether the company conducts good due diligence. The company must have systems and routines in place to capture and critically assess its own conclusions, priorities and measures as part of due diligence assessments. For example: Is the mapping and prioritization of the most negative impacts done in a professionally sound and credible way that reflects actual conditions? Do the measures to stop, prevent and/or mitigate the company's negative impact/harm work as intended? Has harm been remedied where relevant? This may concern measures the company undertakes itself and those carried out by or in cooperation with others. The experiences the company gains from due diligence work are used to improve processes and results in the future.

4.A Monitoring and evaluation

4.A.1 Describe

- a) who is responsible for monitoring the effects and results of measures implemented and how this is carried out in practice
- b) who is responsible for evaluating the due diligence work and how this is carried out in practice

The CEO has overall responsibility, but the entire company is involved since the sustainability goals encompass all departments in the company.

A new position with responsibility for sustainability has been established. Responsibility for monitoring and implementation in practice will lie there.

Concrete goals have been defined for the period 2023–2026, which are addressed in the monthly HSE–Quality–Sustainability management meeting. Here, the work carried out with due diligence assessments is evaluated, and the CEO has overall responsibility for this.

4.A.2 Describe how you substantiate and/or measure the effect of measures to reduce risk

We have several concrete projects aimed at extending product shelf life when it is in the point of sale. This includes longer shelf life from production through recipe development, and work to streamline distribution in cooperation with customers.

At our own production facilities, we work to increase the reuse of dough and baked dough as a measure to reduce waste.

We have concrete plans that will help reduce water consumption.

Through employee performance reviews and employee surveys, we seek to measure the effect of awareness and attitudes towards sustainability work in the organization.

5 Communicating how negative impact/harm has been handled

The prerequisite for good external communication about companies' due diligence work for sustainable business conduct is that it is based on concrete activities and results.

The company shall communicate publicly about relevant governance documents related to due diligence assessments—such as policies, guidelines, processes and

activities related to identifying and handling the company's actual and potential negative impacts on people, animals, society and the environment. The communication should include how the risk was uncovered and handled, as well as what effects were achieved through the measures/activities. Under Section 4 of the Transparency Act, companies covered must publish an annual statement on due diligence assessments.

5.A Communicate externally

5.A.1 Describe how the company communicates with affected stakeholders regarding the handling of negative impact/harm

Several people in the company have regular meetings and written communication with suppliers. There have also been company visits to several suppliers.

5.A.2 Describe how the company communicates publicly about its work on mapping and handling negative impact/harm

The annual report is communicated via the websites of the individual companies in the group. In addition, the report is published on internal information channels and in staff meetings. In this way, various stakeholders seeking information about our company will be able to find a good description of this work.

5.A.3 Describe the company's routine for handling and responding to external inquiries related to the duty to provide information under the Transparency Act

On the website, we have provided guidance to stakeholders on how they can submit inquiries to the company. Handling of incidents internally and externally is described in the company's emergency preparedness plan.

6 Remedy where required

When a company has identified that it has caused or contributed to harm to people, animals, society or the environment, the harm is addressed by ensuring remediation, or by cooperating on remediation. Remediation may involve financial compensation, a public apology, or otherwise correcting the harm. It is also about ensuring access to grievance mechanisms for workers and/or local communities so that they can have their case heard and handled.

6.A Remedy

6.A.1 Describe the company's policy for remediation in the event of negative consequences

We have our own routines for following up incidents with negative consequences in our own operations. This applies to accidents as well as breaches of workplace regulations, ethical guidelines and our policy for sustainable business conduct.

We monitor our suppliers, and in the event of breaches of guidelines we will enter into dialogue and prepare a plan to correct any deficiencies that have arisen. There have been no serious incidents in 2024.

Describe any cases of remediation during the reporting period

There have been no cases requiring remediation in the reporting period.

6.B Ensuring access to grievance mechanisms

6.B.1 Describe what the company does to ensure that employees and other stakeholders, especially affected workers and local communities, have access to reporting channels and grievance mechanisms

We have prepared internal whistleblowing routines and a dedicated whistleblowing poster for internal reporting. On our website, we have communicated the whistleblowing channel for other stakeholders.

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