

KONGSBERG AUTOMOTIVE SUPPLIER DECLARATION

KONGSBERG AUTOMOTIVE COMMITS TO OPERATING IN AN ECONOMICALLY, SOCIALLY AND ENVIRONMENTALLY RESPONSIBLE MANNER. WE REQUIRE THAT ALL ENTITIES WITHIN THE GROUP, INCLUDING DIRECTORS AND EMPLOYEES, OBSERVE THE HIGHEST STANDARDS OF BUSINESS AND PERSONAL ETHICS IN THE CONDUCT OF THEIR DUTIES AND RESPONSIBILITIES.

It is a requirement that the suppliers to Kongsberg Automotive shall be made aware of and commit to adhering to the same principles as Kongsberg Automotive. These principles are set forth in the below Supplier Declaration ("Declaration") and further described for our suppliers in the Kongsberg Automotive Supplier Sustainability Manual ("Manual"), available at:

https://www.kongsbergautomotive.com/for_suppliers/purchasing-conditions-and-manuals/

We kindly ask you to familiarize yourself with these documents and acknowledge per acceptance in the Kongsberg Automotive Supplier Portal (Jaggaer) or per signature below.

SUPPLIER DECLARATION

As a supplier to Kongsberg Automotive ASA or any of its subsidiaries and affiliates ("KA") we hereby declare that we will adhere to and comply with the following principles:

1. Business Partners

We will, as supplier to KA, only retain suppliers, subcontractors and other business partners that live up to the ethical standards reflected in this Declaration and further explained in Kongsberg's Supplier Sustainability Manual or other similar standard no less strict than KA's standards.

2. Compliance with Laws and Regulations

We will, as supplier to KA, always comply with all applicable laws and regulations of the country where we conduct our business. Further, we shall have in place internal verification procedures to assure legal compliance and ethical conduct.

3. Data and information security

We will, as supplier to KA, implement baseline security safeguards and controls in order to protect KA's confidential information, any other data of its personnel and systems.

4. Fair Market Behavior

We will, as supplier to KA, comply with valid and applicable competition and antitrust laws. In particular, we as suppliers shall not conclude anti-competitive agreements with competitors, suppliers, customers or other third parties and will not abuse our dominant market position.

5. Import and Export Controls

We will, as supplier to KA, comply with all valid and applicable laws when importing and exporting goods and services.

6. Improper Payments

We will, as supplier to KA, not directly or indirectly offer, promise, accept or receive bribes, facilitation payments or other undue advantages in the purpose to obtain advantage in business.

7. Hospitality and Gifts

We will, as supplier to KA, recognize and follow Kongsberg's regulations for hospitality, gifts and expenses. Hospitality and gifts shall be modest and infrequent. Gifts may not exceed a value of 30 EUR. Hospitality and gifts may, under no circumstances, be offered or received under or in connection with contract bidding, evaluation or award.

8. Conflict of Interest

We will, as supplier to KA, not take part in or influence or attempt to influence any decision which can give rise to any actual or perceived conflict of interest.

9. Human and labour rights

We will, as a supplier to KA, set up policies and management systems to identify and effectively prevent, mitigate and escalate human and labour rights related risks. We ensure continual monitoring and enable transparent reporting on risk and breaches by request.

10. Discrimination

We will not, as supplier to KA, participate in or condone illegal discrimination of persons due to background like ethnicity, age, gender or religion. Further, we will treat all people with dignity and respect and not interfere unreasonably in the carrying out of their duties and responsibilities.

11. Utilization of Children as Labor

We will not, as supplier to KA, employ children below the age of 15 except as part of a governmental approved job training, apprenticeship or similar program.

12. Forced Labor

We will, as a supplier to KA, uphold the human rights of workers, treat them with dignity, and respect as understood by the international community. This applies to all our employees including temporary, migrant, student, contract, direct employees, and any other type of worker.

13. Ethical Employment

We, as a supplier to KA, are committed to providing a safe and non-discriminatory work environment, upholding workers' rights to freedom of association and collective bargaining. Our policies prioritize fair wages, reasonable working hours, and the prevention of any form of harassment or discrimination. We are devoted to fostering a culture of respect and dignity for all employees.

14. Occupational Health and Safety Standards

We will, as supplier to KA, provide and maintain a safe workplace and take proactive measures to prevent occupational injuries and hazards. Further, we will implement effective emergency response procedures and maintain appropriate fire detection and suppression equipment, adequate exit facilities and recovery plans. We will provide the employees with appropriate personal protective equipment and ensure machinery and equipment are properly safeguarded.

15. Climate change

We will, as a supplier to KA, take action regarding climate change; mitigate emissions and contribute to adaptation. We will contribute to transferring to a climate-neutral economy via green product and service development, environmentally responsible operation and by lowering the organization's carbon footprint.

16. Environmental Standards

We will, as supplier to KA, recognize and adhere to Kongsberg's environmental requirements based on national laws and regulations in line with ISO 14001 Environmental Management System. We will establish an environmental management system that effectively manages risks, conserves natural resources and protects the environment. Related efforts shall support reductions in energy use, water use, waste production, greenhouse gas emissions and air pollution. We are committed to biodiversity conservation and animal welfare, as well as responsible land use, water and forest conservation practices.

17. Responsible Chemical Management

We will, as supplier to KA, adhere to all applicable laws, regulations and customer requirements regarding prohibition or restriction of specific substances in products and manufacturing. Disclosure and labeling for the appropriate and safe use, proper handling, recycling and disposal is also required. In addition, we will collect data from material manufacturers for all components, identify all substances built in the final product, and initiate appropriate changes to achieve compliance and reduce risks.

18. Conflict Minerals and Extended Minerals

We will, as supplier to KA, adopt policies and management systems according to OECD guidelines to reasonably assure, that the conflict and extended minerals e.g. Tantalum, Tin, Tungsten and Gold (3TG), mica, cobalt etc. in the products we manufacture do not directly or indirectly finance or benefit armed groups that are perpetrators of serious human rights abuses in the Democratic Republic of the Congo, an adjoining country or other known area of conflict. We understand and conform to expectations outlined in our Responsible Minerals Sourcing Position Statement (former Conflict Minerals Position Statement) and implement a corrective action plan with a reasonable timeline if needed.

19. Sustainable supply chain management

We will, as a supplier to KA, adopt policies and management systems to manage our environmental, social and ethical risks and performance in our supply chain. We set binding and ambitious sustainability requirements toward suppliers and implement processes to review whether they meet those requirements. Furthermore, we strive for additional positive impact via supplier diversity and inclusivity initiatives, social investments and improving local employment, economic and social development and wellbeing.

CORRECTIVE ACTION RELATING TO REPORTED VIOLATIONS

Where breaches of the Supplier Sustainability Manual are brought to the attention of Kongsberg Automotive, the supplier shall prepare an action plan outlining the remedial actions it will take to rectify the breach. Suppliers and stakeholders are encouraged to report violations against Kongsberg Automotive Supplier Declaration or Supplier Sustainability Manual. Anyone who in good faith reports concerns about compliance with the Kongsberg Automotive Supplier Declaration and the Supplier Sustainability Manual, or any other KA policy, will be protected against any sanction from KA and KA Personnel. The SpeakUp system of Kongsberg Automotive serves whistle blowing and grievance related reports as well.

Directly access the SpeakUp online portal to report:

<https://www.speakupfeedback.eu/web/miw3dr/>

Access related documents by visiting our web page at:

http://www.kongsbergautomotive.com/for_suppliers/

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Place: Date:

(Supplier's signature)

Signer's name:

Signer's title:

Supplier's name:

Registered address:

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Phone number:

E-mail address: