

Whistleblowing Procedures for Nysnø Klimainvesteringer AS

Nysnø Klimainvesteringer (Nysnø) seeks to promote a culture characterized by openness and a strong emphasis on preventing misconduct, unethical behavior, or other irregularities within the organization or in Nysnø's portfolio. The right to report concerns is a prerequisite for a safe and transparent working environment at Nysnø, and we aim to facilitate a workplace where unacceptable conditions are discussed and resolved through constructive and orderly dialogue.

1. Intern varsling

You are encouraged to report if you experience or observe any misconduct at work. Misconduct refers to conditions that are in violation of laws and regulations, the company's written ethical guidelines, or broadly accepted ethical norms in society, for example:

- Risk to life or health
- Risk to climate or the environment
- Corruption or other financial crime
- Breach of authority or regulatory violations
- Unsafe working environment
- Breach of data protection/security

All reports submitted in good faith will be thoroughly investigated internally and will always be handled by employees at a higher level than those involved in the reported matter.

2. External Reporting

It is possible to report concerns by sending an email to kari.eline.kloster@cms-kluge.com. The email will be sent directly to a lawyer at an external law firm who, if desired, can anonymize the report before forwarding it to the employer.

Please note that the employer may have limited ability to investigate anonymous reports, and it may not be possible to provide feedback on any conclusions reached.

The report should, as far as possible, include:

- What happened?
- Does it involve a breach of law or the company's written ethical guidelines?
- Who is involved?
- Where did it happen?
- Where was it discovered?
- When did it happen?
- Has it occurred more than once?
- Were there any witnesses present?

Please include specific examples and any available evidence/documentation.