

THE TRANSPARENCY ACT DUE DILIGENCE REPORT 2023

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1. INTRODUCTION

The Norwegian act relating to enterprises' transparency and work on fundamental human rights and decent working conditions (the "**Transparency Act**" or the "**Act**") entered into force on 1 July 2022. Norwegian Air Shuttle ASA ("**Norwegian**") and certain of its subsidiaries is subject to the Transparency Act, pursuant to Section 2 and 3 of the Act.

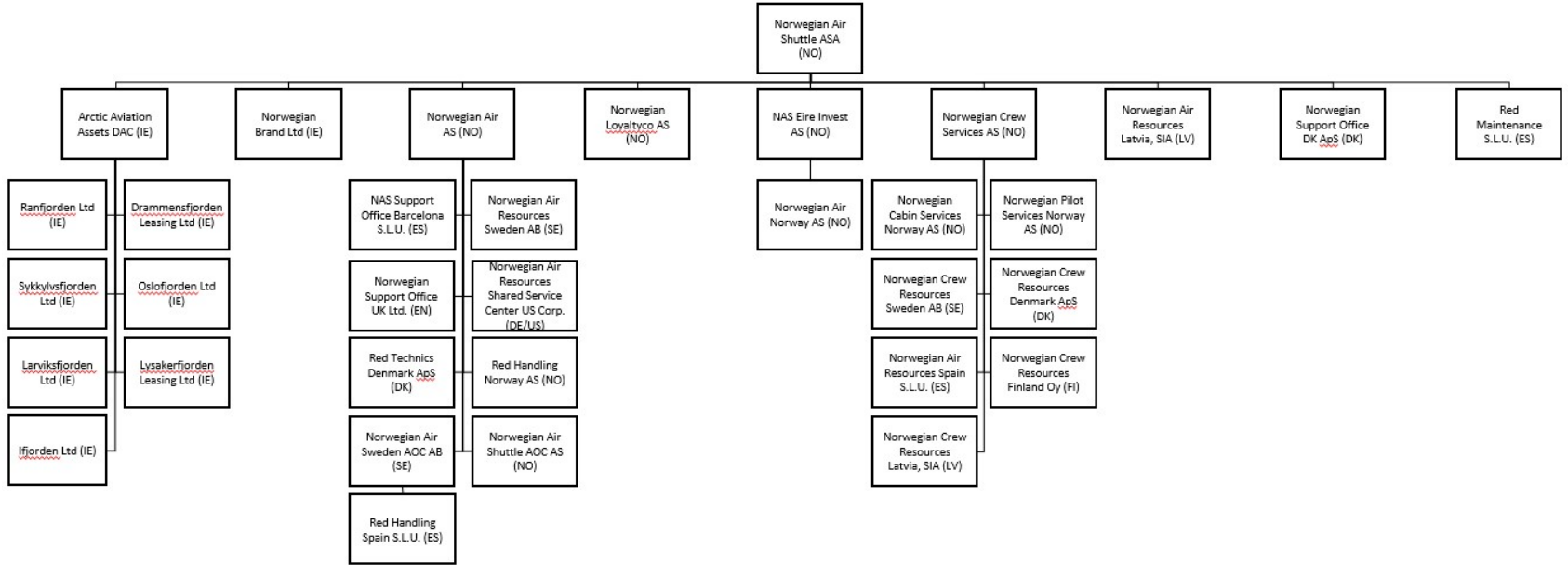
Pursuant to Section 4 of the Transparency Act, Norwegian is obliged to conduct due diligence to identify actual and potential threats to fundamental human rights and decent working environment within its own organisation and supply chain. The findings from the due diligence shall be presented by way of an annual due diligence report, first time no later than 30 June 2023, cf. Section 5 of the Act.

This due diligence report elaborates on the due diligence conducted by Norwegian in the period from 1 July 2022 to 30 June 2023. The purpose of this due diligence report is to give the general public access to the key findings from the due diligence, as well as Norwegian's implemented and ongoing efforts to address and combat any actual or potential risks.

2. GENERAL INFORMATION

2.1 Norwegian's business and corporate structure

Norwegian has a leading position in the Nordic market for air travel, operating short-haul point-to-point domestic and cross-border flights within the Nordics and flights from the Nordics to key destinations in Europe and closely adjacent countries. The corporate structure of the group is organised as follows:



Norwegian is a multinational corporation, with subsidiaries in Norway, Sweden, Denmark, Finland, Latvia, Spain, Ireland, and the UK. The Transparency Act is not applicable to all group companies, however, they are effectively operating under the same strict due diligence as a part of the corporate group.

2.2 Responsibilities and division of tasks

While it is the company's Board of Directors that has the formal responsibility to adopt compliance with the requirements of the Transparency Act in the organisation, the CEO (Chief Executive Officer) of Norwegian has the formal executive responsibility for compliance with the Act within the organisation, including conducting due diligence and publishing the due diligence report pursuant to Sections 4 and 5. However, it is the CIBSO (Chief IT & Business Services Officer), the CPO (Chief People Officer) and the CFO (Chief Financial Officer) that ensures the day-to-day compliance within their respective lines as executive management within their respective business areas, which involves, among other things, procurement, human resources and legal. At the time of this report, Geir Karlsen is CEO, Knut Olav Irgens Høeg is CIBSO, Guro Halvorsen Poulsen is CPO and Hans-Jørgen Wibstad is CFO.

- 1. Conduct due diligence (Section 4 of the Act)
 - A. Formal adoption of compliance within the organisation ➔ Board of Directors
 - B. Mapping out actual and potential risks ➔ Procurement and Human Resources (HR)
 - C. Action appropriate measures to combat negative effects ➔ Procurement and Human Resources (HR)
- 2. Due diligence report (Section 5 of the Act)
 - A. Provide a general description of the company ➔ Legal
 - B. Inform about actual negative effects and potential risks ➔ Procurement and Human Resources (HR)
 - C. Inform about measures adopted by the company ➔ Procurement and Human Resources (HR)

3. Information to general public (Section 6 of the Act)
 - A. Respond to requests regarding the company's due diligence → Legal

Norwegian has implemented various tools for ensuring compliance with the Transparency Act, which are presented in chapter 3 and 4 of this report. No particular steps have been taken to produce this report, as the measures are already implemented as a part of Norwegian's general social responsibility conduct.

3. NORWEGIAN'S CONDUCTING OF DUE DILIGENCE

3.1 Overview of the value chain and suppliers

Norwegian consistently maintains an overview over its suppliers through SAP Ariba Supplier Lifecycle & Performance solution, where all new suppliers are registered and data for existing ones is maintained. Norwegian's supplier database in SAP Ariba consists of approximately 12,000 suppliers, which includes all historical suppliers and around 2,000 currently active suppliers.

All the contracts with suppliers are registered in SAP Ariba Contracts, which enables thorough monitoring of the contract activity with controlled processes, automated tracking, and a full audit trail.

To prioritise environmental, social and governance (ESG) topics, Norwegian conducted a materiality assessment in December 2022 to January 2023. The assessment was conducted in accordance with the concept of double materiality, meaning that it considered how the actions of the company impacts society but also how ESG topics may impact the value of the company. A third-party conducted the assessment through a process that involved an employee survey, a workshop with Executive Management and interviews with seven key stakeholders, including shareholders, union representatives, customers, suppliers and NGOs. The result of the assessment has been calibrated by the Executive Management team. Topics identified as having high impact are direct greenhouse gas emissions, employee welfare, labour practices, health and safety, cyber security and data protection, supply chain sustainability, climate risk and labour and human rights. Additional details regarding the materiality assessment can be found in Norwegian's Annual Report for 2022.

3.2 How Norwegian's due diligence is conducted within its own organisation

At the heart of Norwegian are the people who make it all possible. At year-end 2022 Norwegian had 3,871 employees representing 58 nationalities, compared to 3,574 employees representing 56 nationalities at year-end 2021.

The People Engagement Survey conducted in 2022 measured employees' perception of respect, inclusion as well as job satisfaction. The survey will be conducted on an annual basis with the purpose to collect evidence-based input to help the company understand how to continuously improve the work environment, quality of work, employee's wellbeing and organisational effectiveness.

To measure its efforts to ensure diversity, equality and inclusion, Norwegian joined the SHE Index in 2022, marking an important step in being a part of the journey towards greater diversity and inclusion. SHE Index is a catalyst for encouraging stakeholders to focus on diversity and inclusion in leadership and workforce, equal compensation and work life balance. The index is a data-driven tool that Norwegian will keep using as a part of the effort to promote gender balance and equal opportunities within the company.

Norwegian has a well-functioning Health, Safety and Environment (HSE) organisation, including HSE risk assessments, audits, handling of Grievance, Whistleblowing and occurrence reports, trend analyses presented and discussed in Work Environment Committees (WEC). HSE has been a key contributor to ensuring that Norwegian is compliant to relevant regulations and all aspects of its operations are subject to extensive safety controls and certification. Norwegian's operations meet the strictest standards and the highest level of regulations in the industry, set by the European Aviation Safety Agency (EASA).

Norwegian has skilled and active Health and Safety Representatives (HSR) throughout the entire organisation, actively participating in WEC's and various projects groups. WEC's are established within each legal entity and employees have access to oversight of all HSRs and WEC members, WEC minutes of meeting, HSE Risk Assessments reports and all relevant HSE information through the company's intranet. Collaboration meeting between executive management and the Head of HSR and unions is maintained through bi-annual meetings.

At Norwegian, transparency and the involvement of employee representatives in various decisions is central. Meetings are conducted regularly with all unions and safety representatives, and to ensure the high standards Norwegian is aiming for, Norwegian depends on continuous feedback and inputs from the representatives of the employees. In addition to regular meetings, Norwegian conducts an "All union and HSE representatives" meeting twice a year to discuss common topics and solutions across all groups of employees. Furthermore, the company's employees are active through employee representation on the Board of Directors in Norwegian Air Shuttle ASA and several of the group's subsidiaries.

Norwegian listens to its employee's concerns and in Norwegian all employees have the right to report unacceptable circumstances. The company aims to have a culture of transparency with a low threshold for speaking out. If notifying a manager, HR advisory, Health, Safety & Environment department or an employee representative of unacceptable circumstances does not lead anywhere, or if an employee is not comfortable raising the matter in any of these channels, it is possible to submit a notification in the Grievance or Whistleblowing channel. The channels are confidential and handled according to GDPR. Norwegian's employees have easy access to the company's reporting systems via the company's intranet.

The Grievance reporting system is used when an employee has personally been treated poorly. This poor treatment could involve a breach of individual employment rights, or bullying or harassment, and the complainant is seeking redress or justice for themselves. The person making the complaint therefore has a vested interest in the outcome of the complaint and for this reason is expected to provide evidence to prove their case. Whistleblowing is used when raising a concern about danger or illegality that affects others, for example customers, members of the public, the environment or Norwegian. The person blowing the whistle is usually not directly or personally affected by the danger or illegality. Safety Net is the reporting system used for actual or potential health and safety issues in the context of aviation safety, as well as other HSE hazards or concerns that can impact Norwegian's operations.

3.3 How Norwegian's due diligence is conducted with its suppliers

Maintaining effective due diligence in supply chain is key, staying alert to changes is critical and requires ongoing attention from the organization.

Norwegian performs due diligence towards existing and new suppliers combining 3 platforms:

- **SAP Ariba Supplier Lifecycle & Performance** – a solution where business and procurement can monitor the performance of key suppliers. Supplier compliance is improved by using supplier qualifications, which allows to qualify a supplier for a specific region or commodity combination and segment with help of modular questionnaires, which are sent to suppliers to complete.
- **SAP Ariba Supplier Risk** – a solution which performs risk due diligence in supply base, segmenting by country and industry, monitors risk and proactively alerts on ongoing compliance checks. It also provides assessment, monitoring and mitigation capabilities to manage an organization's supplier and third-party risk exposure. With SAP Ariba Supplier Risk, Norwegian can establish risk due diligence, ongoing monitoring and remediation processes to proactively address risks across the source-to-pay process and the full supplier base.

- **EcoVadis** - Norwegian is using EcoVadis's collaborative platforms (EcoVadis IQ Plus and EcoVadis Ratings) in order to increase transparency, facilitate improvement and standardize reporting. As the world's leading and globally trusted sustainability rating company, EcoVadis evaluates sustainability performance across four themes – environment, labour and human rights, ethics and sustainable procurement and provides an overall rating that is weighted according to the specificities of a company's size, location and industry.

EcoVadis IQ Plus and EcoVadis Ratings solution provides the tools and support companies need to integrate sustainability into their corporate governance and conduct supply chain due diligence. Before Norwegian enters into sourcing process or contract with new suppliers, the supplier is assessed through the EcoVadis IQ Plus portal to get the instant risk screening results. If a supplier has gone through the full assessment process through ratings platform, it is requested to share the scorecard with Norwegian.

Norwegian also ensures that when new contracts are entered into with suppliers, appropriate contract clauses to mitigate the risk of threats to fundamental human rights and decent working environment are included. By including such contractual obligations, Norwegian has means to ensure that its suppliers at all times comply with its requirements regarding human rights and working environment within its supply chain.

4. DUE DILIGENCE FINDINGS AND IMPLEMENTATION OF APPROPRIATE MEASURES

4.1 Key findings – own organisation

A culture marked by Diversity, Equity and Inclusion is critical to the company's success. Norwegian works to ensure equal opportunities for all people and offer a safe and inclusive workplace, in addition to recognising individual differences. This is considered vital for every aspect of Norwegian's business practice. Diversity is found in any social identity, such as gender, age, culture, nationality, ethnicity, physical abilities, political and religious beliefs, sexual orientation, and other attributes.

The company's workforce as of year-end 2022 was made up of 43 percent women and 57 percent men.

The results from the People Engagement Survey for 2022 shows that 68 percent of employees said that they believe that everyone can succeed in Norwegian, regardless of gender, age, cultural background, sexual orientation, religious affiliation, and disability.

- 78 percent of employees said they are treated with respect at work
- 76 percent of employees said that their perspective is valued by their colleagues, even if it is different from their view
- 77 percent of employees said that they are overall satisfied with Norwegian as a place to work
- 82 percent of employees said that they will be working at Norwegian in one year's time, while only 4 percent said that they are looking for new opportunities

The results from the SHE Index score shows that the company can improve on concrete measurable targets for gender balance for management positions and departments, and measure this embedded in the people processes.

Norwegian promotes equal pay for equal work and ensures that no employee is unlawfully discriminated against in terms of salary, benefits, incentives, or other forms of compensation or remuneration. The airline industry is a diverse industry with many job families and employees with different education and background. When looking at the total remuneration regardless, irrespective of them being on pay scale or individual salaries, female employees earned on average 57 percent of what male employees earned. This difference is high due to a high share of males in certain job families with higher pay, for example pilots. Norwegian closely monitor any differences in salary and compare groups of employees/roles and constantly strives to ensure measure that ensure a fair pay practice for all.

A safe and healthy workplace is a fundamental right for all of us and a business imperative. One of Norwegian's top priorities is therefore to support the health and well-being, both mental and physical, and minimise absence due to ill-health or injury, through advice, awareness programs and proactive initiatives. Norwegian strives to avoid any kind of incidents and monitor any incidents closely. In 2022, there were no serious injuries, a few minor incidents in technical departments and no serious injuries amongst crew. Crew reports are mainly related to firm landings and turbulence, for example shoulder or neck strains and burn injuries.

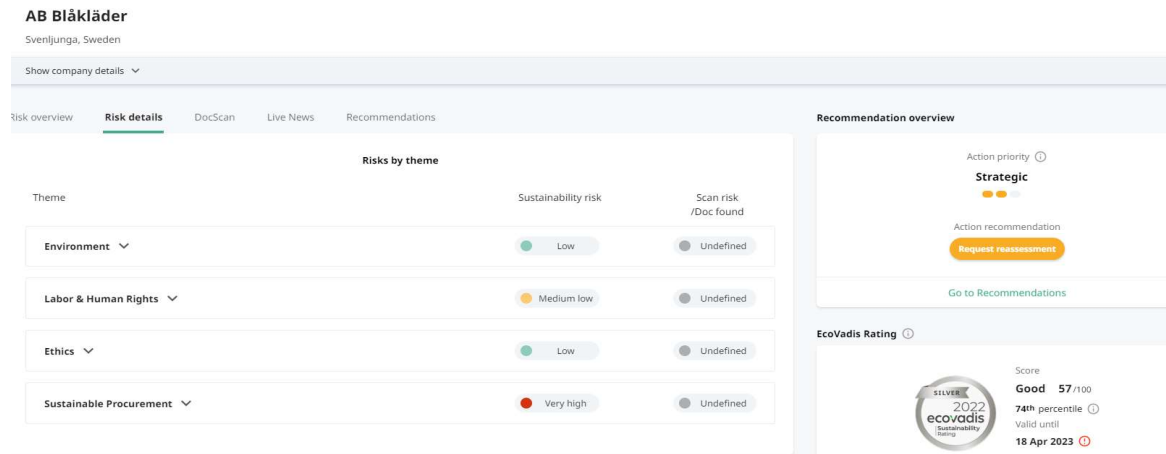
4.2 Key findings – supply chain

Currently Norwegian has 2,214 suppliers screened through Ecovadis IQ Plus platform, which gives Norwegian an instant overview of the risk level and provides action priorities for its supply chain. Overall Risk is summarized from four main themes risks (environment, labour and human rights, ethics and sustainable procurement), which also takes into consideration DocuScan findings (technology to automatically search for IQ Network supplier's sustainability-related documents, certifications and commitments) and Ecovadis score from EcoVadis rating platform. Norwegian's target is to have 100% of active suppliers screened in EcoVadis IQ Plus instant risk screening during 2023.

The overall risk level can be from very low to very high and action priority level is based on supplier's overall risk level.



Within each supplier profile Norwegian can see the risk level for environment, labour human rights, ethics, sustainable procurement as well as DocuScan findings, live news, recommendation, action priority and EcoVadis rating if supplier has gone through full assessment with EcoVadis.



We are following EcoVadis recommendation on action priorities to determine which suppliers Norwegian should act on first. There are 3 action priority levels: critical – the highest level, and strategic and moderate – the lowest levels. In cases when action priority is Critical and Overall Risk exposure is high/medium high, Norwegian will be reaching out to supplier and request them to go through full assessment with EcoVadis and take appropriate measure when results are known.

4.3 Implementation of appropriate measures – own organisation

Diversity, equity and inclusion are core values at every level of Norwegian's business practices. By actively fostering a diverse workforce that values differences, Norwegian can better take advantage of different points of view and experiences and use these as a key factor to developing its business and driving innovation. Norwegian believes that by valuing its people, the company can create a valuable business.

Norwegian implements and actively updates actionable policies, practices, and evaluations that will support the company's ESG goals.

Based on amongst others the results from the SHE Index and People Engagement Survey 2022, The improvement areas lay within agility, work-life balance, development & performance. Management, HSRs and other relevant stakeholders are in a following up process discussing possible actions. Norwegian has set the following future targets for gender balance:

Norwegian's overall gender target is to have a sound gender balance with a 40/60 ratio either way throughout the company, as well as making a difference in the traditional split between female-dominated and male-dominated roles. The explicit targets to achieve this are as follows:

- In management positions at all levels 40/ 60 percent either way by 2025
- Cabin crew – increase share of male employees with 10 percent by 2025
- Pilots – increase share of female employees with 5 percent by 2030

- Technical – increase share of female employees with 5 percent by 2030

In order to achieve this, a strategy is created on how to include measurements of specific teams to be transparent and include employee representatives on how this balance is measured and the steps that will be taken to improve it.

Norwegian is official partner to the SHE Conference 2023 and contributed with airline tickets enabling 100 NTNU students to participate at the SHE Conference 2023. Norwegian also sent internal resources to participate (50-50 men and women) and were present with a stand to promote Norwegians values and aims.

During 2022, Norwegian has had a particular focus on fairness in the company's recruitment process to ensure that all candidates have equal possibilities to be called for an interview. Aviation is an industry where gender differences often are allocated to type of position, especially as pilots have a significant higher share of males while cabin crew have a significant higher share of females. As Norwegian is recruiting new employees with the ramp-up subsequent to the COVID-19 pandemic, the company is well positioned to impact gender differences across job roles. To achieve this, Norwegian is promoting new ways of thinking gender association in roles, ensuring fairness and transparency in attracting and recruiting the best candidates from all parts of society and creating an even better working environment regardless of gender or background. To ensure this, Norwegian has implemented the following:

- To emphasise the importance and the company's focus on equality and diversity the following diversity statement was added to all job advertisements: *"Our people are the heart of Norwegian. We embrace a culture of equality, diversity and inclusion. Embracing this culture is critical to our business success and makes us stronger together. Our colleagues/people have different strengths, experiences and backgrounds, but all share a passion for our vision; to become the most loved and trusted airline in Europe"*.
- The company changed its practice and made it mandatory to use English in all job advertisements to attract candidates regardless of nationality or origin.
- Following a thorough evaluation of the company's recruitment practices, several measures have been initiated to reduce exposure to unconscious biases and system noise. These have been identified as potentially being root causes of unconscious and random discrimination especially in volume recruitment processes. The risk has been on Norwegian's radar for some time, and the company is continuously improving its recruitment methods to reduce the risk of unconscious bias.

Norwegian has examined several methods to reduce the exposure to this psychological and well documented phenomenon. Therefore, Norwegian is currently running a pilot project with the start-up company Testhub Technologies. Testhub Technologies offer a method of blind screening applicants before they are selected for an interview measuring the likelihood of future work performance rather than gender, age, ethnicity, nationality, sexual orientation, or other attributes. This process has been designed specifically to reduce the effects of unconscious biases and system noise. The fact that the screening is anonymous will be communicated to the applicants, as well as Norwegian's aim to increase diversity. Norwegian believes that this will encourage applicants from exposed minority groups to apply for jobs. With a screening process being completely anonymous Norwegian ensures that all groups of candidates have the same opportunity to be selected for a job interview with Norwegian.

- Furthermore, Norwegian has improved its recruitment methods and started using structured interview format in order to follow the scientific best practices as well as ensure that all applicants get the same questions and are treated equally by professional interviewers during the company's assessment days.

It is too early in the process to conclude the effect these recruitment measures have had on promoting gender balance and preventing discrimination, but the measurements have been positively welcomed by employees and candidates, and expectations towards positive benefits for the organisation throughout 2023 are high.

When it comes to Norwegian's work to ensure equal pay, Norwegian differentiates between pay scale-based employees and individually salaried employees, representing 83 and 17 percent of number of employees respectively.

A pay scale, also known as a salary structure, is a fixed system that determines what salary an employee is to receive, often adjusted yearly in increments. Pay scales and levels are defined in the Collective Bargaining Agreements (CBA) with the relevant unions. At Norwegian employees within Cabin Crew, Flight Deck, Technical, Warehouse and Operational Control Centre are under the agreement with specific Pay Scales for their employee group. When entering the position, employees are placed on a pay scale level based on education, years of experience and special skills. The employees are then adjusted one level in yearly increments.

Pay scale salaries are independent of gender or age. Criteria used to initially place employees on the correct level is agreed with the unions and seniority in the role would determine the level the specific employee is adjusted to each year. Pay scales are therefore a well-functioning tool to ensure equal pay for equal work.

Norwegian is committed to ensuring fair and equitable compensation practices for all employees, also individual salaried ones. To achieve this, Norwegian utilises the Korn Ferry Hay Grade methodology to evaluate and position all roles that are individually salaried, predominantly employees that work in administrative positions.

By doing so, compensation decisions are based on objective criteria such as job complexity, responsibility, accountability, and other relevant factors, rather than personal biases or subjective opinions. This approach allows Norwegian to establish clear and transparent guidelines for compensation, promoting a culture of fairness and equality within the organisation.

Norwegian aims to ensure that all employees have the same opportunities to advance. Achieving greater equity within job families require concrete actions both regarding internal advancement and hiring practices. Norwegian have implemented the following measures to achieve this:

- Monitoring remuneration practices on an annual basis to identify areas of potential concern in terms of equal pay and put in place remedial measures when deemed appropriate and consistent with applicable law.
- Ensuring that leaves of absence related to pregnancy and parental leave, among other types of leaves, or other events linked to parenting/family care status/care tasks, do not result in a violation of Norwegian's equal employment opportunities commitment and equal pay commitment.

Norwegian has clear and firm expectations to record and follow up all incidents through the company's deviation systems, to identify and mitigate root causes. Norwegian believes in continuous learning, a constructive feedback culture and a diverse and inclusive organisation. There have been no Whistleblowing reports and four Grievance reports in 2022. As in previous years, the majority of the issues reported were linked to the working environment. All have been followed up as deemed.

Norwegian spent the first half of 2022 updating and closing all pandemic related HSE Risk Assessments. Several new HSE Risk Assessments for operative departments have been planned for in 2023 in addition to a specific SRA focusing on threat and violence towards crew. The past years marked by the pandemic, the ongoing geopolitical tensions as well as a challenging macroeconomic environment have had an impact on the wellbeing and health of many individuals in the societies that Norwegian is part of, resulting in new risks for the health and well-being of the company's employees. Norwegian takes these risks very seriously and has aimed to raise the awareness on mental health issues through various fora, such as internal articles, leadership seminars, recommendations on healthy habits for remote work and instructions from physiotherapists.

One instance of reported discrimination or harassment is one too many. However, the company's concern also includes instances that might not be brought to the company's attention. Norwegian needs to ensure that guidelines and training offers are constantly communicated to crew and management. To measure the risk of lack of knowledge, the awareness of guidelines was a topic in the People Engagement Survey 2022 and Norwegian is currently working on future measures to ensure greater awareness of relevant guidelines. This risk has been on the company's agenda for a while, but delays with new technical solutions have postponed the planned implementation of mandatory review of guidelines in the onboarding process. Such measures are on the agenda for 2023.

People are the company's greatest asset and Norwegian is committed to ensuring that employees have the opportunity to further develop their skills. All of the company's employees must have the same access to career development and Norwegian offers.

Norwegian has included a section on unconscious bias in training of Managers before starting cabin crew recruitment. The company will continue to include this course in all of its recruitment processes.

In the third quarter of 2022, the company's new vision, mission and values was launched. 62 percent of the company's 3,873 employees completed the general training and 70 percent of all leaders the "Train the Trainer" webinars. 93 percent out of 760 office workers has completed the "Live Our Values" online values game. 50 physical values conversation starter boxes distributed to various locations and finally a four month "Value of the Month" campaign.

Also, several leadership principles were designed and launched, including a two-day workshop with more than 61 leaders and one-to-one interviews with members of the Executive Management Team. The leadership principles focus in on three core areas: leading self, leading teams and leading business. Further, the leaders have been invited to a series of introductory webinars where the leadership principles are investigated in more depth. All leaders in Norwegian will get access to additional online learning resources including video based material, and current research on a variety of leadership topics underpinning the leadership framework.

There is an extensive HSE training program throughout the company. Some of the training is provided in classroom and some as computer-based training followed by interactive tests. Training for crew, including HSE training on captain upgrade courses are documented and stored electronically and tracked for recurrency. All HSE Representatives have mandatory documented certified training.

Norwegian remains at the forefront of innovation by being a first mover in the Nordics to introduce Evidence Based Training for all its pilots, introduced in September 2022. This revolutionary training concept is based on strengthening a pilot's core competency framework to enhance Safety. By focusing on process instead of outcome, Norwegian expects increased effectiveness and efficiency in pilots' decision making going forward. Furthermore, all Norwegian employees that could have an impact on safety receives continuous training on the Safety Management Systems at a level in accordance with their role in the organisation. The training system is described in the Safety Management Manual and is audited by the Civil Aviation Authorities.

Norwegian constantly work for the employee's representatives to have a strong voice and in 2022, a new election process for group representation on the Board was implemented.

4.4 Implementation of appropriate measures – supply chain

The EcoVadis platform is helping Norwegian to manage and communicate its supply chain sustainability performance in a clear and actionable way. With the Ecovadis assessment, Norwegian can:

- monitor the performance of its supplier's sustainability performance and manage risks;
- promote transparency on sustainability practices with reliable ratings and global benchmarks;

- get practical insight into the key sustainability issues which are applicable to different industries. EcoVadis industry risk profiles provide an overview of the industries' major regulations, strengths and improvement areas; and
- identify high performers and encourage the continuous improvement of sustainability practices across the network.

EcoVadis Scorecard is helping Norwegian to understand its supplier's level of sustainability commitment and it is an actionable tool that helps to drive sustainability improvement throughout the company's supply chain. As the requesting company, Norwegian is enabled to:

- set a minimum score expected from its suppliers, aligned with Norwegian's sustainable procurement goals;
- identify strengths and weaknesses of its suppliers based on the sustainability evidence in the score card; and
- work on a customized corrective action plan for suppliers with low scores that do not meet Norwegian's requirements.

SAP Ariba Risk allows Norwegian to be aware of the wide range of supply chain risks it might face. Norwegian is monitoring supplier risk exposure and alerts on the Supplier Risk dashboard. These can be events affecting the supply chain continuity, including the political situation in the supplier country, natural disasters, corruption, fraud, compliance information about the supplier, including legal, regulatory, and environmental risks. SAP Ariba Supplier Risk gathers data, including articles, company information, news reports and other third-party content, from multiple public and private service providers.

By using SAP Ariba Supplier Lifecycle & Performance, Norwegian is requesting that its suppliers for certain categories provides certificates and all certificate types are visible on the Certificates tab in the supplier details. The validity statuses of the supplier's certificates are also displayed and suppliers can be automatically reminded of expiring or missing certificates. This helps Norwegian to identify, qualify, onboard and transact with the right suppliers for its business.

The above solutions which Norwegian are using helps safe decision making when selecting its suppliers and Norwegian can see that the future of supplier collaboration is intelligent, digitized, built on a secure foundation of transparency and trust, which enables more strategic relationships to help to reduce cost, mitigate risk and drive innovation.

5. HOW TO REQUEST INFORMATION FROM NORWEGIAN

Norwegian has set up a portal for its customers to make requests related to the Transparency Act. You can access this portal through <https://www.norwegian.no/om-oss/selskapet/innsyn> and file your request relating to suppliers and sub-suppliers, labour rights, reporting, services or others.