



Due diligence for responsible business conduct with regards to people, animals, society and the environment

Account reporting year 2025

for Pierre Robert Group AS



Ethical Trade Norway has assessed the report of Pierre Robert Group AS to meet the criteria of our Base Level. More information about our Base Level can be found [here](#).



SUSTAINABLE DEVELOPMENT GOALS



To Readers Of The Report

Private enterprises, the public sector and organizations have a significant impact on people, society, the environment, the climate and animals. Enterprises contribute to development, innovation and improved living conditions, but their activities also entail risk and real harm. Enterprises therefore play a key role in efforts to achieve the UN Sustainable Development Goals and the Paris Agreement's 1.5-degree target. This work is most effective when done in collaboration.

Ethical Trade Norway is a membership organization and a multi-stakeholder initiative bringing together businesses, trade unions, employer organizations, civil society and the public sector to jointly address the complex challenges in global supply chains that no single company can solve alone.

Transparency, accountability and continuous improvement are fundamental to this work. This membership report can be used as a statement under the Norwegian Transparency Act, but it also covers broader topics such as climate, environment and anti-corruption. Our framework is based on the UN Guiding Principles on Business and Human Rights and the OECD Due Diligence Guidance – internationally recognized standards that form the basis for Ethical Trade Norway's 13 principles for sustainable business practices. These principles cover human rights, decent work, environment and climate, animal welfare and anti-corruption.

All members of Ethical Trade Norway are required to carry out risk-based due diligence and to report annually on progress in their own work. Companies at our quality level Basic meet the requirements of the Transparency Act for due diligence reporting. Members can also strive to achieve the levels *Implementing* and, from 2026, *Leading*.

Due diligence is not about being "risk-free", but about being transparent and systematic: identifying risks, preventing and mitigating negative impacts, communicating openly about how these are addressed, and – where necessary – contributing to remediation.

I would like to thank all members for their efforts, openness and willingness to contribute to responsible supply chains. Together, we demonstrate how responsible trade can be in the best interests of people, animals, society and the environment.

Heidi Furustøl

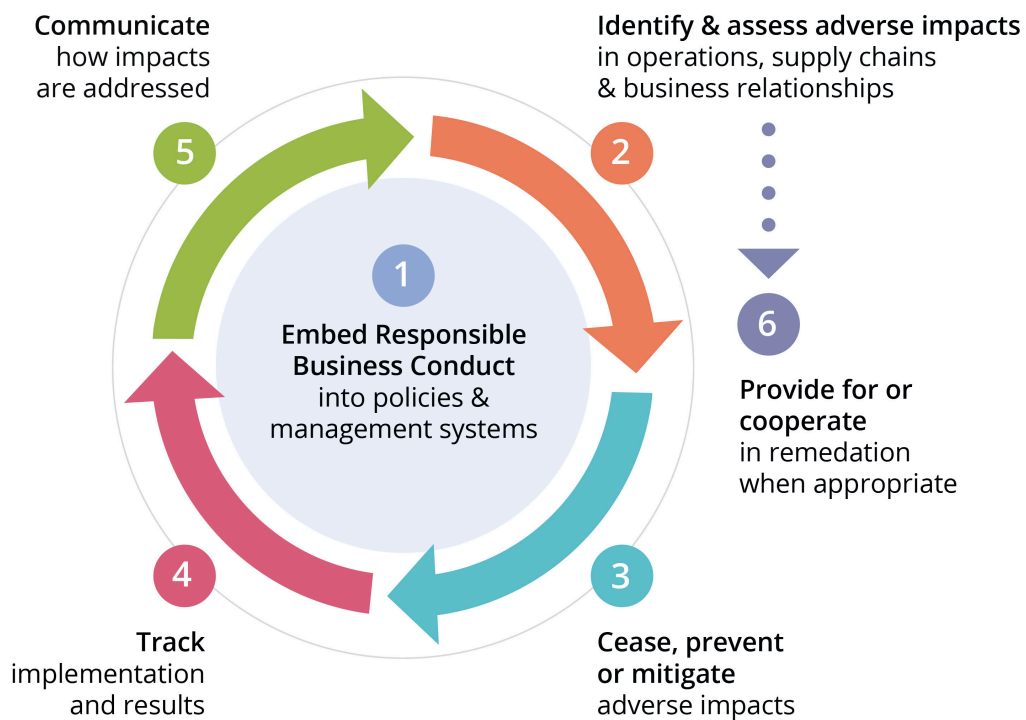
Executive Director

Ethical Trade Norway

Due diligence

This report is based on 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 for more responsible and sustainable business practice. However, being good at due diligence does not mean no negative impact on people, planet and the society. It means that the company is open and honest about challenges faced and shows how this is managed in the best possible way in collaboration with its stakeholders. This report is divided in chapters following the OECD model.



Preface From CEO

Pierre Robert's mission is to create affordable feelgood fashion essentials that combine comfort, quality, and Nordic design in brands consumers love to wear every day. As a major player in the Nordic countries, we have a clear responsibility – not only for the comfort and quality of our products, but also for the people who make them and for the footprint we leave on the planet. Sustainability is not a separate initiative with us; It's an integral part of how we do business every day.

The textile industry faces significant environmental and human rights challenges. Therefore, we work purposefully to reduce resource use, strengthen transparency in the value chain and work with partners who share our ambitions for more responsible production. For us, this is about making choices that both support today's consumers and at the same time safeguard future generations.

In this report, we present the status, priorities and concrete measures for our sustainability work. We are open about where we stand, what we have achieved – and where we still need to improve. Our goal is continuous improvement, greater insight and stronger collaboration across the entire supply chain.

We would like to thank our employees, partners and customers for their commitment. Together, we can contribute to a more responsible and sustainable textile industry.

Andreas N. Aaserud

Andreas Norstø Aaserud
CEO



Board Signature

This report is electronically signed. See last page for verification.

Marte Elin Iversen
Styremedlem

Elisabet Askilrud
Styremedlem

Anette Kahrs
Styremedlem

Aida Gundersen
Styremedlem

Lars Olav Olaussen
Styreleder

Bjørn Leiknes
Styremedlem



Enterprise information and enterprise context

Key enterprise information

Enterprise name

Pierre Robert Group AS

Head office address

Karenslyst alle 9A

Main brands, products and services offered by the enterprise

Pierre Robert Group designs, buys and sells textiles such as socks, tights, underwear, wool and garments under the brands Pierre Robert, La Mote, Black Horse, Norlyn and Finnwear.

Description of enterprise structure

Pierre Robert Group AS (PRG) was sold from Orkla ASA to Jotunfjell Partners in March 2025. The main focus for PRG has been the carve-out process and alignment with new owners.

Our main distribution channels remain the same: grocery stores and supermarkets in Norway, Sweden and Finland, along with our own webshop. Pierre Robert Group's head office is in Oslo, with additional sales and marketing departments in Helsinki, Finland and sales representatives in Sweden.

Our sustainable strategy & commitments are set for 2030. The annual report for 2025 describes the goals and actions done during 2025. The sustainability goals and actions remain the same under the new ownership.

PRG's mission statement is "We create affordable feelgood fashion essentials that combine comfort, quality, and Nordic design in brands consumers love to wear every day".

Revenue in reporting year (NOK)

456 000 000

Number of employees

100

Is the enterprise covered by the Transparency Act?

Yes

Major changes to the enterprise since last and current reporting period

Pierre Robert Group has new owners as of March 2025, and. Jotunfjell Partners is now the majority shareholder

Contact person for the report (name and title)

Hege Bjørnholm, Director of Product Assortment

Email for contact person for the report

hege.bjornholm@pierrerobert.no



Supply chain information

General description of the enterprise's sourcing model and supply chain

Design, development and sourcing for all PRG brands are handled by PRGs head office in Oslo. We communicate our code of conduct, run risk assessments, follow up and engage in improvement projects with our suppliers depending on needs and scope. As we do not own our own factories, it is extremely important to us to source from suppliers that prioritise good and safe working conditions and environmental responsibility. In addition, we find it necessary that they see the added value of certifying their facility to preferred production or product standards. We collaborate both with traders* and with factories directly. We see our suppliers as long-term business partners and have close collaboration and dialogue with them.

PRG sources cotton from China and India, wool from South Africa, recycled and virgin synthetic materials globally and Tencel from licensees in China and Europe. Majority of our products are manufactured in China and Italy, but we also have some production in other European countries as well as South East Asia.

*Traders are local companies in close relation to the factories. Traders play an important role in developing and sourcing products in close collaboration with PRG and the factories.

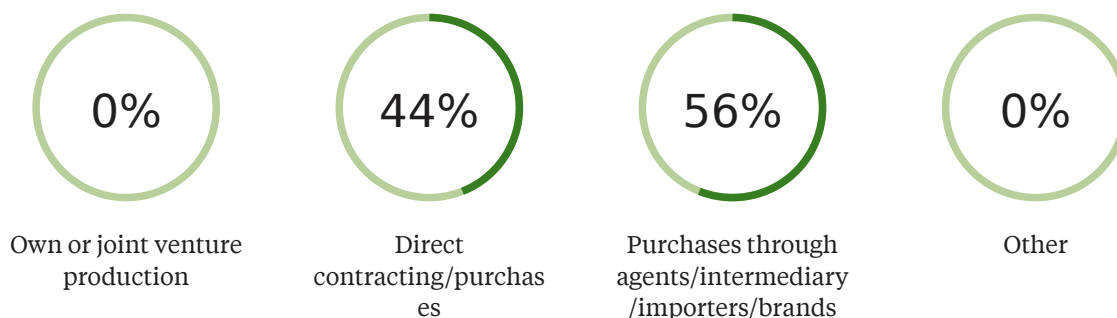
Number of suppliers with which the enterprise has had commercial relations in the reporting year

14

Comments

PRG bought products from 14 suppliers producing textiles/garments at totally 25 production units in 2025

Type of purchasing/ suppliers relationships



As Intermediary we collaborate with traders who are all local companies in close relation to the factories. The traders play an important role in developing, sourcing and assuring ethical and quality requirements of the production and products in close collaboration with PRG.

List of first tier suppliers (producers) by country

China :	17
Italy :	4
Turkey :	1
Portugal :	1
India :	1
Poland :	1
Bangladesh :	1

State the number of workers at first tier producers

Number of workers

4 866

Comments to number of workers

Number of workers are estimated based on last years manual collection and reduction of 5 production units

Key inputs/raw materials for products or services and associated geographies

BCI cotton	China India
Merino wool mulesing free	South Africa
Recycled and virgin polyamide and polyester, elastane, lycra	Global
Lyocell (Tencel) and Viscose (Modal) from Lenzing licensees	Global

The list above displays the majority of raw materials used in our products.

Our cotton is mainly bought through BCI. Recycled polyester and polyamide are mainly GRS certified from yarn mill or garment factory. 100% of PRG's merino wool is sourced from non-mulesing farms. All product packaging is FSC mix certified.

Is the enterprise a supplier to the public sector?

No

Goals and progress

Process goals and progress for the reporting year

1

01 SLOW FASHION

We enable our consumers to buy less. We will not push fast fashion trends but offer timeless, well thought through and curated collections. Our clothes are made to last, to be loved, worn, washed, repaired and recycled.

Goal :

1.1 Avoid using more resources than necessary.

a) Implement a new Sales and Operations Planning (S&OP) process to prevent overstock.

1.2 We are committed to maintaining a consistent selection of products in our assortment. Rather than shifting our inventory to follow fleeting trends, we focus on providing quality items that last.

a) Keep complete assortment running for Pierre Robert brand.

1.1 a) Our planning team has started to implement an S&OP process that will closer monitor sales performance and adjust purchase volumes accordingly. The warehouse inventory is cut with almost 50% from 2024 to 2025 due to clean out of obsoletes and the new S&OP process. This work will be continued in 2026 with the implementation of an ERP system to support the process.

Status :

1.2 a) We have established a base assortment that will be running for several years. However we did not reach the goal of a complete assortment running for the brand. 7% of the SKU's were seasonal colours that will be shifted in 2026.

2

02 CARE FOR ALL

Our suppliers are our partners, we cooperate, communicate, support, respect and care for our supply chain. We protect human rights and animal welfare.

We are transparent. We are inclusive, fair and treat all equally.

Goal :

2.1 Increase transparency.

a) Conduct yearly salary review for top ten suppliers.

b) Publish Tier 2 suppliers.

2.1 a) Yearly salary review for top ten suppliers is completed as planned. We found that all suppliers pay salaries well above the legal minimums.

b) List of tier two suppliers is completed

Status :

3

Goal :

03 MINDFUL

We practice mindful use of resources, every detail is carefully considered to put less impact on the environment, from product to packaging. We design for circularity.

3.1 Achieve zero waste from production of in store sales material.

a) Implement a process to prevent overstock.

3.2 More sustainable in store material.

a) Map and change to certified or recycled paper and cardboard for in store sales material.

3.3 More sustainable packaging.

a) Investigate alternatives, test and shift from PP coating to a more sustainable coating like Hydrovarnish.

3.1 a) Our trade marketing team has initiated a project to standardize our in store material to reduce complexity and prevent overstock. This project will be completed 1st half of 2026.

Status : b) Our trade marketing team has mapped that 47% of our trade material is FSC Mix certified, and the remaining is virgin cardboard. We will investigate cost and possibilities to increase this number 1st half of 2026.

c) We have shifted to hydrovarnish coating for our biggest category, tights. We will continue this work in the other categories during 2026.

1

01 SLOW FASHION

We enable our consumers to buy less. We will not push fast fashion trends but offer timeless, well thought through and curated collections. Our clothes are made to last, to be loved, worn, washed, repaired and recycled.

1.1 Avoid using more resources than necessary

a) Implement a new Planning System to avoid over stock and risk of obsoletes

1.2 Avoid fast fashion trends and reduce surplus

a) 70% carry overs in all seasons from 2025-2030

02 CARE FOR ALL

Our suppliers are our partners, we cooperate, communicate, support, respect and care for our supply chain. We protect human rights and animal welfare. We are transparent. We are inclusive, fair and treat all equally.

2.1 Increase transparency

a) Conduct yearly salary review for top ten suppliers and identify living wages for comparison

2.2 Work actively towards gender equality

a) Map share in female supervisors vs gender share in workforce in our tier 1 supplier factories.

2.3. Implement Digital Product Pass

a) Map information need and implement a system to collect information

03 MINDFUL

We practice mindful use of resources, every detail is carefully considered to put less impact on the environment, from product to packaging. We design for circularity.

3.1 Achieve zero waste from production of in store sales material

a) Implement a process to prevent overstock by completing the ongoing trade material project of standardization

3.2 More sustainable in store material

a) Map out cost and implement change to certified or recycled paper and cardboard for in store sales material

3.3 More sustainable packaging

a) Continue to test and shift from PP coating to a more sustainable coating like Hydrovarnish

3.4 Design for circularity

a) Align circular design principles with the new PR Brand Book



1

Governance and commitment to responsible business conduct

Embedding responsible business conduct means that the enterprise should have strategies and plan, as well as relevant policies and guidelines for due diligence for responsible business conduct (hereafter due diligence) which are adopted by management. These should comprise the enterprise's own operations, its supply chain and other business relationships. Effective management systems for implementation are key to success, and due diligence should be an integrated element in enterprise operations. Clear expectations from senior management are crucial, as well as clearly assigned responsibilities within the enterprise, for the implementation of the steps in the due diligence process. Those involved need to know how to proceed. Transparency about commitments the enterprise has for itself, challenges they are facing, and how these are managed is fundamental

1.A Policy for own enterprise

1.A.1 Link to publicly accessible policy for own enterprise

https://pierrerober.t.no/Files/Uploads/PRG_policy_responsible_business_conduct_2026.pdf

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

Pierre Robert Group recognizes that our business operations may have adverse impacts on people, society, and the environment, and we are committed to addressing these risks responsibly. We see the potential to contribute to positive development in the supply chain. With this in mind, we have compiled the following principles and criteria guiding our own business:

Pierre Robert Group shall conduct due diligence for responsible business practices. This involves; conducting risk assessments to identify potential negative impact on people, society, and the environment and to stop, prevent and reduce such impact. The measures put in place are monitored and their effect evaluated. The measures are communicated to those affected by our actions. If our activities are found to cause or contribute to negative impact on people, society or the environment, we will stop the activities and seek to provide remedies. If our supplier is responsible for the negative impact, the supplier is responsible for providing remedies.

Pierre Robert Group considers responsible purchasing practices to be one of our most important tools for responsible business conduct. Pierre Robert Group shall adapt our purchasing practices to strengthen, and not undermine, our suppliers' ability to deliver on our requirements related to people, society, and the environment. We strive towards lasting supplier relationships with suppliers who show a particular willingness and ability to create positive developments in the supply chain.

Pierre Robert Group supports the right to freedom of association and other forms of democratically elected worker representation. We shall involve worker representatives and other relevant stakeholders in our work with responsible business conduct.

In dialogue with suppliers we will consider, if needed, to contribute with capacity building or resources that enable our suppliers to comply with Pierre Robert Group's requirements related to responsible business conduct. This way we lay the foundation for collaboration with suppliers that show the willingness and ability to work on positive development for people, society, and the environment in the supply chain.

Pierre Robert Group including all our suppliers and partners, shall avoid trading with partners that have activities in countries where a trade boycott is imposed by the UN and/or Norwegian Government authorities.

Link to Policies and documents for own business:

https://pierrerober.t.no/Files/Uploads/PRG_policy_responsible_business_conduct_2026.pdf

<https://pierrerober.t.no/inspirasjon/slik-jobber-vi-med-vare-leverandorer-i-tekstilbransjen>

<https://pierrerober.t.no/inspirasjon/apenhetsloven-og-rapportering-i-henhold-til-apenhetsloven>

<https://pierrerober.t.no/inspirasjon>

1.A.3 How has the policy/commitment been developed and how is it embedded in the enterprise?

Ethical trade and corporate social responsibility are important areas for Pierre Robert.

It has been an ongoing work for many years in collaboration with our parent company Orkla.

After the sell out to Jotunfjell Partners we have anchored policies already in place. The Chairman of the board of PRG has supported and signed Pierre Roberts Policy for Responsible Business Conduct.

PRG has set clear targets for sustainability work towards 2030, and specific annual goals for 2026. The policy for sustainable sourcing and operations is anchored with the board, management group and all employees.



1.B Organisation and internal communication

1.B.1 How is the due diligence work organized within the enterprise, embedded in internal guidelines and routines?

Responsibilities for responsible business practice in PRG:

CEO, Andreas Norstø Aaserud

Operational responsibilities for due diligence in PRG

Director of Product Assortment, Hege Bjørnholm

Due diligence is an annual process where the Director of Product Assortment is initiating goal setting and evaluation of achieved goals, this process is anchored in our Responsible Business Policy. The goals for the coming year is communicated to the whole organisation and responsible functions are involved. The Product Department has an extended responsibility to follow up our minimum requirements to supplier and the animal welfare policy along with responsible purchasing practices.

Links:

https://pierrerober.t.no/Files/Uploads/PRG_policy_responsible_business_conduct_2026.pdf

<https://pierrerober.t.no/inspirasjon/slik-jobber-vi-med-vare-leverandorer-i-tekstilbransjen>

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<https://pierrerober.t.no/inspirasjon>

1.B.2 How is the significance of the enterprise's due diligence work defined and clarified for the employees through their job description (or the like), work tasks and incentive structures?

All decision makers in PRG have sustainability as part of the framework for decision making, all based in our sustainability commitments. Ethical trade and sustainability topics are regularly on the agenda for internal meetings for all employees. Goal owners are measured on achieved sustainability goals ref. 1.B.1. Product managers are responsible for compliance within their portfolio.

1.B.3 How does the enterprise make sure employees have adequate competence to work on due diligence for responsible business conduct?

All new employees get an introduction to sustainability in PRG and the topic is on the agenda in internal meetings. All employees are also given updates and news on the companies' sustainability work. It is compulsory for all new product managers at PRG to attend training on ETN's basic and advanced courses in ethical trade. Practical training and follow-up of new product managers are carried out.

All product managers have an active role in securing ethical trade towards suppliers and products and attend various seminars and network meetings related to ethical trade & certifications. The product department is also an internal driver for training and raising awareness in other departments in order to better safeguard and support the work done in ethical trade.

1.C. Plans and resources

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

PRG is annually updating the Policy for Responsible Business Conduct, and have separate policies for animal welfare. PRG has set clear targets for sustainability work towards 2026, and specific measures have been defined up to 2030. The commitments are anchored with the management team.

Our Sustainability Strategy is based on three pillars:

01 SLOW FASHION

We enable our consumers to buy less. We will not push fast fashion trends but offer timeless, well thought through and curated collections. Our clothes are made to last, to be loved, worn, washed, repaired and recycled.

02 CARE FOR ALL

Our suppliers are our partners, we cooperate, communicate, support, respect and care for our supply chain. We protect human rights and animal welfare.

We are transparent. We are inclusive, fair and treat all equally.

03 MINDFUL

We practice mindful use of resources, every detail is well thought through to put less impact on the environment, from product to packaging. We design for circularity.

Based on these commitments, we have set specific goals that are linked to activities in the short and long term from 2024-2030. The work is part of our business strategy and is anchored throughout the company.

Link to website:

https://pierrerober.t.no/Files/Uploads/PRG_policy_responsible_business_conduct_2026.pdf

<https://pierrerober.t.no/inspirasjon/slik-jobber-vi-med-vare-leverandorer-i-tekstilbransjen>

<https://pierrerober.t.no/inspirasjon/apenhetsloven-og-rapportering-i-henhold-til-apenhetsloven>

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

Updates are given to the management team and board through meetings and business reviews.

Typical topics are:

- status and priorities on sustainability projects, actions, collaborations etc.
 - strategy and plans for our future sustainability work and anchoring of decisions and priorities.
-

1.D Partnerships and collaboration with business relationships

1.D.1 How does the enterprise communicate the importance of responsible business conduct in its business relationships?

Pierre Robert Group strives towards responsible business conduct that respects people, society and the environment. To exercise responsible business conduct we wish to work in close partnership with our suppliers and business partners.

Pierre Robert Group considers collaboration to be a prerequisite for responsible business conduct, and key to the achievement of the UN Sustainable Development Goals.

Our suppliers and partners can expect from Pierre Robert Group that our purchasing practices strengthen, and do not undermine their opportunity to deliver on our requirements related to people, society and the environment. Pierre Robert Group always seeks collaboration in order to achieve responsible business conduct. However, we will end business relationships or other forms of collaboration if our supplier or partner does not meet our expectations for responsible business conduct.

We communicate in written form and in meetings with the suppliers that we emphasize the importance of responsible business conduct as part of the collaboration with PRG. We collect and evaluate social and environmental information from the factory as a part of the sourcing process. All suppliers must sign and accept our Code of Conduct before orders are placed.

Feedback to the factories is provided in the form of written feedback, through supplier meetings, our own factory visits and continuous dialogue with the suppliers on areas of improvement and follow-up improvement measures from audits and our own visits.

All suppliers are requested to communicate our CoC to their suppliers. This is emphasized in the further dialogue with the supplier and is reinforced by the fact that selected sub-suppliers are asked to fill in SAQ and / or are visited by us. This is the standard follow-up routine for all new suppliers and existing big or strategic suppliers.

We expect our suppliers and partners to work focused and systematically to comply with our Guidelines for Suppliers, hereunder our Code of Conduct which covers fundamental requirements on human rights, labour rights, anti-corruption, animal welfare and the environment.

Our suppliers shall:

- Follow our guidelines for suppliers, hereunder the code of conduct.
- Follow our Supplier manual.
- Conduct due diligence for responsible business conduct. This involves; conducting risk assessments to identify potential negative impacts on people, society and the environment and to stop, prevent and reduce such impacts. The measures put in place must be monitored and their effect evaluated. The measures taken must be communicated to those affected by our actions. If the supplier is responsible for the negative impact/damage, they are responsible for providing remedies.
- Show willingness and ability to continuous improvement for people, society and the environment through collaboration.
- At the request of Pierre Robert be able to document how they, and potential subcontractors, work to comply with the guidelines.
- If the supplier, after several requests by Pierre Robert, does not show the willingness or ability to comply with the guidelines for suppliers, the contract may be cancelled.
- Have a system in place to manage complaints related to human rights, labour rights, the environment and corruption.

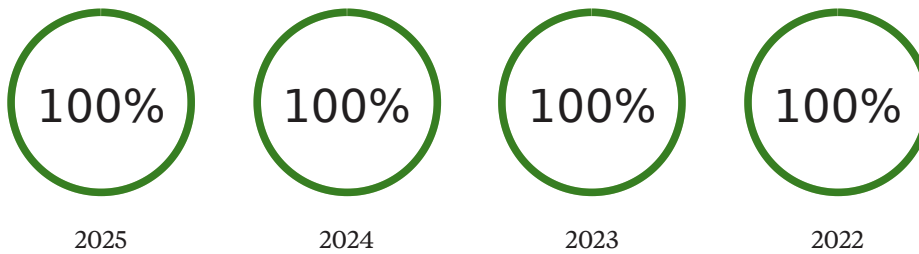
- Avoid trading with partners that have activities in countries where a trade boycott is imposed by the UN and/or Norwegian Government authorities.

At the request of Pierre Robert Group, the supplier must be able to document how they, and any potential subcontractors, work to comply with the Guidelines for Suppliers. This may be done through follow-up meetings and/or mapping of conditions in the supply chain. Should Pierre Robert Group request an assessment of subcontractors' compliance with the Guidelines, the supplier is required to provide the name and contact details of subcontractors.

https://pierrerober.no/Files/Uploads/PRG_policy_responsible_business_conduct_2026.pdf

Indicator

Share of suppliers which have signed and accepted ethical guidelines CoC.



1.E Experiences and changes

1.E.1 What experiences have the enterprise encountered during the reporting period concerning responsible business conduct, and what has changed as a result of this?

The textile industry continues to face significant challenges, including geopolitical conflicts and currency fluctuations. The currency is in particular a risk factor for PRG and suppliers and we must increase dialogue to make sure all parties are profitable. Geopolitical tensions have increased and we must both increase current supplier dialogue to strengthen our cooperation, but at the same time have alternative supply chains as secondary options.

We are also seeing major regulatory shifts that requires our attention;

- EU's CSRD and its implications for reporting.
- Transparency Act Evaluation & Adjustments.
- Stronger consumer protection and anti-green washing rules rolled out in the Green Transition Directive. It is giving clearer rules on product durability, and bans on environmental claims .
- The upcoming implementation of Digital Product Passes.
- The Eco design directive for a more closed loop production cycle
- Forced labor directive requiring more transparency and verification of origins in the value chain

We believe that these new regulatory frameworks will drive the industry forward and make it more clear for businesses what practical actions that needs to be taken.

PRG remains dedicated to ensuring a reliable and robust supply chain. We consistently collaborate with our suppliers to promote an ethical and sustainable textile industry. Our commitment to transparency and trustworthiness has been unwavering, even under margin pressures.

In the autumn of 2025 we visited 15 factories in China. We view factory visits as an essential part of our due diligence as it allows us to verify working conditions, factory facilities including HSE & chemical handling. It is very valuable to build relations with our traders and factory owners as it improves the day to day communication and our priorities on pending matters. We had some insightful discussions on sourcing raw material from Xinjiang, and outlined our commitment to our zero tolerance policy. It is an important part of the risk assessment to see the factories prior to order placement, and verify that they have the right equipment and machinery for our production. If they don't we risk outsourcing of production and lack of control of the value chain. We identified one factory that did not meet our requirements during this visit. We commit to factory visits as an important tool for quality assurance and compliance.



2

Defining the focus for reporting

Identify and assess the enterprise's impact on people, animals, society and the environment

“Identify and assess” is about identifying the enterprises's risk for, and actual negative impact on, people, animals, society and the environment, including in the supply chain and through business relationships. As a first step the enterprise should get an overall risk picture, before subsequently prioritising further mapping and measures where the risk of negative impact is the greatest, i.e. salient issues. The enterprises's involvement in the negative impact on people, animals, society and the environment is central to determine which measures the enterprise should implement in the next step of the due diligence model. Involvement of stakeholders, especially those affected, is central when assessing risks. It is also important to consult with stakeholders when implementing measures to manage the negative impact.

2.A Mapping and prioritising

PRIORITISED ACTUAL OR POTENTIAL NEGATIVE IMPACT ON PEOPLE, ANIMALS, SOCIETY, AND THE ENVIRONMENT

Prioritising one or more risk areas on the basis of severity does not mean that some risks are more important than others, or that the company should not take action on other risks, but that risks with the greatest negative impact are prioritised first. Mapping and prioritisation are a continuous process.

2.A.1 List prioritized significant risks and/or actual negative impacts on people, animals, society and the environment.

Salient issue	Related topic	Geography
Overtime and low participation in social security scheme at garment factories	Freedom of association and collective bargaining Working hours	China
Animal welfare and conditions for communal farmers in South Africa	Occupational Health and safety Wages Animal welfare	South Africa
Forced labor and exploitation of minorities in Xinjiang's cotton production	Forced labour Discrimination Marginalized populations	China

JUSTIFICATION FOR THE PRIORITISATION OF RISKS OF NEGATIVE IMPACT ON PEOPLE, ANIMALS, SOCIETY, AND THE ENVIRONMENT

2.A.2 Describe: a) the enterprise's routines for mapping and identifying risk and show how the negative impact was identified and prioritized b) activities or sections of the enterprise not covered in this report , if any (product groups, own products, departments etc.), and why c) how the information was gathered, what sources were used, and which stakeholders have been involved d) whether you have identified areas where information is lacking, and how you are planning to proceed to collect more information about this.

PRG is mapping the textile industry's salient issues through various reports and information we get from independent sources, stakeholders and organisations. It is a continuous and dynamic process to evaluate the inherent risks of the industry and factors like country or region and raw material and production processes are important factors to consider. The salient issues described above are the risks PRG have identified using Ethical Trade`s Risk Mapping Tool alongside common risks connected to the textile industry. We have selected prioritized risks based on how closely the issue is related to our business and where we can make the greatest impact.

PRGs actions to reduce the impact of salient issues are taken through our goals and commitments up to 2030.

a) Here follows a short description of how risk evaluation during sourcing process is done in PRG:

When sourcing for new suppliers there is a set of minimum criteria the suppliers must meet in addition to how they perform in a risk assessment. To identify risk for both new and existing suppliers, we have implemented a method in the procurement process that consists of a mapping and evaluation that includes a three-step process.

1. An initial risk assessment is made based on parameters such as:

- Country of origin
- Inherent risk in the product
- Environmental impact (the factory's source of energy)
- Supplier's and management's awareness and attitude towards ethical trade, CoC, sustainability and the environment
- The total value and total volume of the product / order
- Duration of the business relationship between PRG and the supplier
- Previous social audits and PRG representatives' visits at the factory

2. A total risk assessment is then performed based on the weighted parameters mentioned, as well as other criteria related to the product's standard and quality, production capacity and production quality control, price, etc. The country of origin and inherent risk in the product weighs the most in this initial risk assessment.

3. We use internal checklists, SEDEX or BSCI systems are used for SAQ, verification of relevant certificates, meetings and / or own visits with the supplier.

4. The product team does regular follow ups on producing factories and CSR is always part of the agenda at supplier visits or meetings.

b. All areas have been covered in this report, however we have only listed the major product categories with the biggest purchase volume

c. We keep dialogue with customers, consumers and suppliers, as well as our owners, and view them as our main stakeholders. Our sources of information include our suppliers, open source information from published reports, sources from Ethical Trades risk assessment tool & certified laboratories like RISE and SGS. See below for a complete overview

d. We work with a narrow supplier portfolio and a narrow list of raw material, together with systematic work over many years, we believe we have good enough overview to prioritize correctly.

Sources of information we use for mapping risk per country / sector:

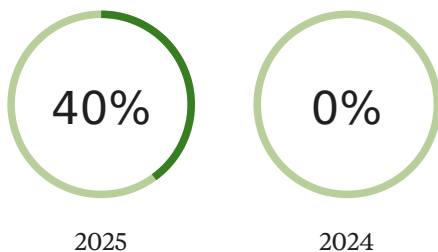
Ethical trade Norway's risk assessment tool

Sustainable Sourcing Map (risk analysis published by MCL Global)

Maplecroft risk index
 Country reports on Human rights practices
 Country Information ILO.org
 The Ministry of Foreign Affairs' country notes on community response
 Business and Human rights
 Transparency international - corruption index
 Information and resources from Ethical trade Norway
 Other publicly available information and own / others' experiences
 Reports from Amnesty International and other public reports within textile industry challenges like RISE: Mistra
 future fashion, McKinsey and other
 NF&TA
 Local representatives in the respective countries
 3rd party social audits at the suppliers

Indicator

Number of existing factories visited the last year



ADDITIONAL SEVERE IMPACTS

2.A.3 Describe other risks of negative impacts on people, animals, society and the environment that were identified but not prioritized, and how these have been handled.

Based on the 2026 risk analysis, we identified several risks but did not prioritize them for the following reasons:

Tights

Risks: Price pressure on raw materials, availability of sustainable raw materials.

Reason for Not Prioritizing: PRG is already working closely with suppliers and exploring alternative yarns to address these issues.

Cotton garments from India:

Risks: Human rights issues in cotton production (particularly in Gujarat with child and bonded labor/sharecropping), water and pesticide use.

Reason for Not Prioritizing: PRG source only cotton that sets strict criteria for production and human rights issues. BCI has requirements for sharecropping practices.

Synthetic underwear:

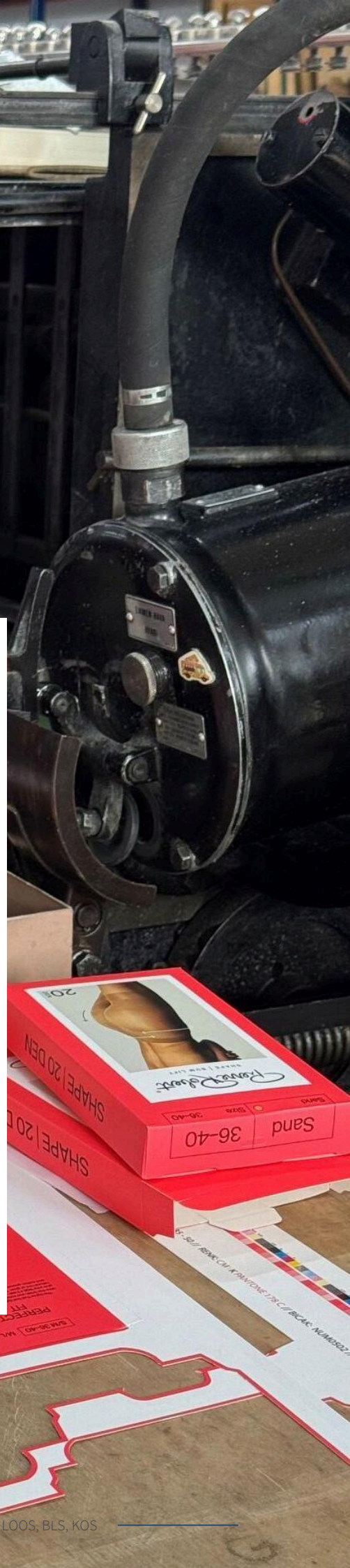
Risks: Harmful substances in polyester, microplastics release in nature and accumulation in body during use, use of non renewable sources.

Reason for Not Prioritizing: It is a general problem in many industries with microplastics. The current research has few concluding findings so per now this is a complex and time consuming risk to investigate. We use mainly recycled polyester / polyamide and follow REACH SVHC list to limit use of harmful chemicals.

It may seem contradictory for a clothing brand to ask consumers to buy fewer clothes, but we believe this is a necessary step to change the way we as a society make and use clothing. On our part, we have narrowed our focus to quality materials, finding the perfect fit, and designing for versatility and timelessness. We focus on producing clothing that is hard to or cannot be bought second-hand, such as underwear, a product everyone needs and cannot buy used.

As a concrete step to move away from over-consumption and overproduction, we have achieved our goal of having more running items in our portfolios. This will reduce complexity throughout the value chain, minimize stockpile issues related to dated items, and for the consumer – place less emphasis on short-lived fast fashion trends. We believe this will also help our suppliers plan ahead and reduce the amount of overtime and wastage from production. Fewer samples will need to be developed and shipped by air, reducing unnecessary pollution. We will continue to communicate our timelines to our suppliers and expand frequent ordering for more products.

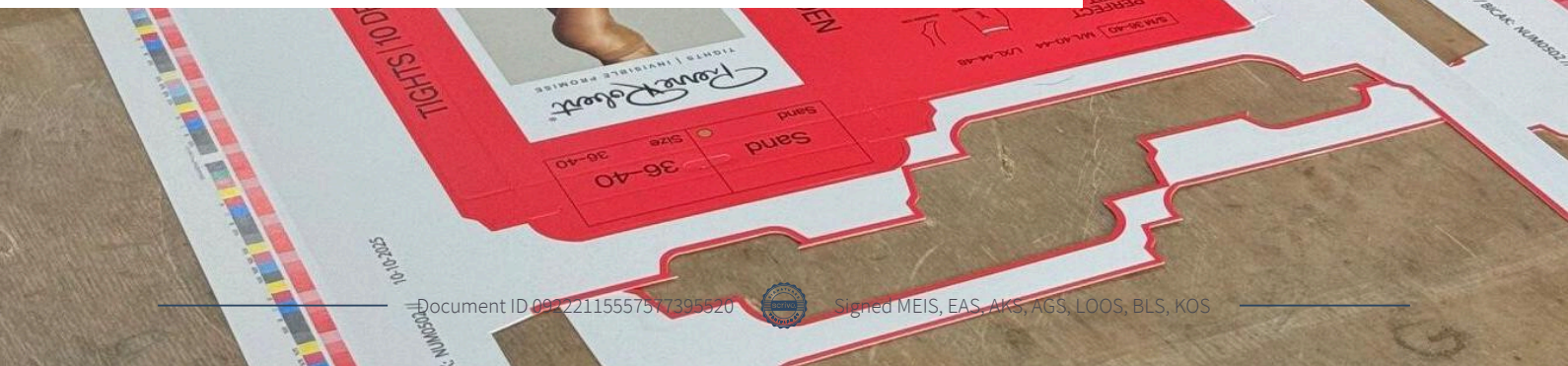
These decisions reflect the company's strategic focus on addressing the most critical and impactful issues while leveraging existing initiatives and supplier relationships to manage other concerns. This approach ensures that PRG can effectively allocate resources and efforts to areas where they can make the most significant positive impact.



3 Management of salient issues

Cease, prevent or mitigate negative impacts

“Cease, prevent and mitigate” is about managing findings from the risk assessment in a good way. The most salient negative impact on people, animals, society and the environment should be prioritised first. This does not mean that other risks are insignificant or that they are not handled. The way the enterprise is involved in the negative impact is key to taking the appropriate action. Negative impact that the enterprise causes or contributes to must cease, be prevented and be reduced. To address negative impact directly linked to the enterprise, e.g. in the supply chain, the business must use its leverage to influence the entity causing the negative impact to cease, prevent or mitigate it. This involves developing and implementing plans and routines to manage risk and may require changes to the enterprise's own policy documents and management systems. Effective management of the negative impact on people, animals, society, and the environment is a major contribution to the achievement of the Sustainable Development Goals (SDGs).



3. A Cease, prevent or mitigate

3.A.1 Describe goals and progress status for the measures you have implemented to reduce the enterprise's prioritized negative impact

	Overtime and low participation in social security scheme at garment factories
Goal :	Map reasons for overtime and low participation in social security schemes at wool sock factories in China
Status :	Not started
Goals in reporting year :	Start the supplier dialogue to increase our understanding and adjust our purchasing practices to support the factory

Describe already implemented or planned measures :

Request updated social audit, initiate supplier dialogue and follow up with feedback and actions. While we have conducted some research on this matter previously, we recognize the need to deepen our knowledge and understanding.

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

Ensure that overtime is voluntary and not a result of poor planning or purchase practices, ensure that overtime is paid in full. Understand better which social insurance policies that are mandatory and increase share at factory (if needed after investigation)

	Animal welfare and conditions for communal farmers in South Africa
Goal :	Increase transparency in the value chain of wool from sheep to factory & deepen understanding of conditions of communal farmers situation
Status :	We know that the tracking of the wool in the value chain has increased the last few years and would engage in the current initiatives.
Goals in reporting year :	Increase our knowledge and participation in a more transparent and fair value chain for wool as it is one of our main raw materials. South Africa will implement a new legal framework for animal welfare in 2026 and we would follow the implementation work.

Describe already implemented or planned measures :

We will do research how we can contribute to buying traceable wool from South Africa, learn about initiatives for communal farmers through Ethical Trades projects and evaluate how we can participate.

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

A transparent value chain—where every step from farm to final wool product is traceable and openly documented—brings significant ethical and environmental advantages. Wool supply chains affect land use, water consumption, greenhouse gas emissions, and chemical management. Transparency helps identify and reduce impacts. It also helps ensure ethical labor, fair farming practices, and animal welfare.



	Forced labor and exploitation of minorities in Xinjiang's cotton production
Goal :	Mitigate risk of forced labor in cotton production
Status :	PRG exclusively sources cotton through BCI and has a strict policy against sourcing cotton from Xinjiang province. We have previously mapped the origins of our cotton to ensure compliance.
Goals in reporting year :	We continue the annual reporting on the sources of cotton from our suppliers and integrate this into our routines. The annual reporting is based on suppliers registration of tons of cotton purchased and the origin (country & region) of these bales. This ensures adherence to our policy and emphasizes to our suppliers the importance we place on this issue.

Describe already implemented or planned measures :

We will research ways to verify the documentation received from suppliers in the self reporting routine we have established. The routine is based on supplier' annual reporting of the purchased volume of cotton and the source of the cotton (country & region).

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

Annual reporting on the sources of cotton can significantly mitigate forced labor by enhancing transparency, as regular reporting ensures that the origins of cotton are clearly documented and accessible, making it harder for forced labor practices to go unnoticed. It strengthens accountability, as suppliers are aware that their sourcing practices are being monitored and reported, which encourages them to adhere to ethical standards. Continuous monitoring allows for the early detection of any deviations from ethical sourcing practices, enabling prompt corrective actions. Demonstrating a commitment to ethical sourcing through transparent reporting builds trust with consumers, stakeholders, and advocacy groups. Regular scrutiny and reporting can pressure suppliers to maintain high ethical standards, reducing the likelihood of forced labor in their operations.



3.B Other actions related to management of negative impact

3.B.1 Reduction of nature- and environmental impact

Map the use of energy, water, and chemicals in our supply chain by mapping the share of environmental certifications. Increase random controls of hazardous chemicals to verify that our strict requirements for the use and handling of chemicals in production as well as chemical residue in final product is adhered to.

3.B.2 Reduction of greenhouse gas emissions

Most of our emissions come from sourcing and production, so our main efforts are focused on these areas. We ensure that a significant portion of our products meet stringent environmental standards throughout all stages of textile production, including fiber production, spinning, knitting, dyeing, and finishing.

We are working on eliminating all unnecessary packaging and avoiding the transportation of air. We are in dialogue with our freight forwarder to use more environmentally friendly carriers. Additionally, we are committed to designing for circularity and promoting care, repair, and reuse among our consumers. In 2024, we mapped our CO2 emissions and set targets for reductions.

3.B.3 Improvements in own purchasing practices

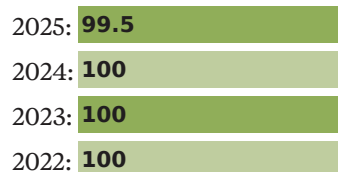
Pierre Robert Group considers responsible purchasing practices to be one of our most important tools for responsible business conduct. Pierre Robert Group uses our purchasing practices to strengthen, and not undermine, our suppliers' ability to deliver on our requirements related to people, society, and the environment. We strive towards lasting supplier relationships with suppliers who show a particular willingness and ability to create positive developments in the supply chain, we look at our suppliers as partners. PRG has upheld predictable purchasing practises over the past ten to fifteen years. This means that we communicate our schedule and timeline for placing orders. The leadtimes are set in collaboration with our suppliers, and are not pushed as a means of negotiation when placing orders. Our collections are made out of mostly running products, which helps our suppliers in their production planning.

PRG has a high focus on not asking for unnecessary samples and in many cases pay for samples where needed, e.g in case of small order quantities or expensive products.

Responsible purchasing practices will be on the agenda this year when we map overtime at selected factories and see how purchasing practices influence the use of overtime.

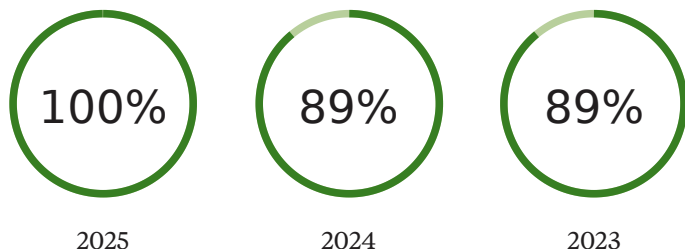
Indicator

Converted from plastic consumer packaging to paper packaging for Pierre Robert products.



We are still dependent on plastic bags to a certain degree to protect goods during transport. We have by 2021 converted from virgin plastic to recycled plastic for this purpose in the majority of polybags. Some of our products are sold on hangers that are made of recycled plastic.

Percentage of the company's suppliers with whom the company has had a business relationship for more than three years



3.B.4 Choice of products and certifications

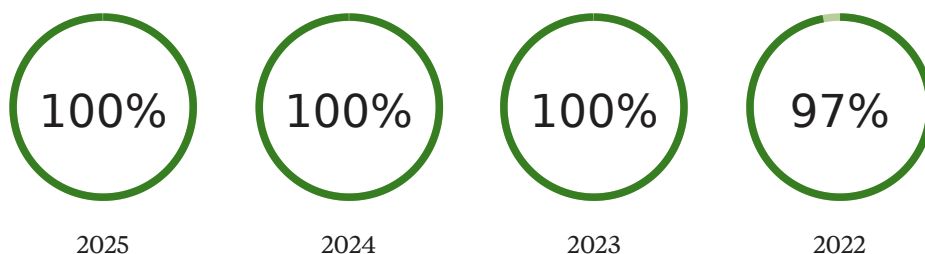
We are dedicated to reducing our environmental impact through thoughtful decision-making and sustainable practices. We adhere to a circular design guide, which emphasizes designing products with their entire lifecycle in mind. This approach encourages the use of sustainable materials, promotes durability, and facilitates recycling and reuse. By designing for circularity, we aim to extend the life of our products and reduce waste.

In addition to broader strategies such as choosing more sustainable materials like Better Cotton and GRS, we focus on the smaller details that can make a significant difference. For example, we have eliminated unnecessary components like plastic pins used to hold socks together. By removing these non-essential items, we reduce plastic waste and simplify our packaging, making it more environmentally friendly.

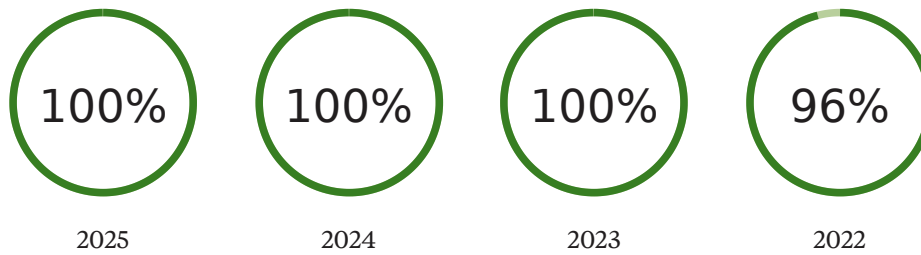
Overall, our efforts to choose environmentally certified factories, use green electricity for our warehouse, implement circular design principles, and adopt more sustainable materials reflect our dedication to sustainability. We believe that every choice we make, no matter how small, contributes to a healthier planet and a more sustainable future.

Indicator

Share of cotton products with certified organic cotton or BCI



Share of packaging made from sustainable material FSC or FSC mix paper.



3.B.5 Actively support free trade union organisation and collective bargaining, or where the law does not allow it, actively support other forms of democratically elected worker representation

Pierre Robert Group supports the right to freedom of association and other forms of democratically elected worker representation. We shall involve worker representatives and other relevant stakeholders in our work with responsible business conduct.

Workers, without distinction, shall have the right to join or form trade unions of their own choosing and to bargain collectively. Workers' representatives shall not be discriminated and shall have access to carrying out their function of representation in the workplace.

Where the right to freedom of association and collective bargaining is restricted under law, the employer shall facilitate, and not hinder, the development of parallel means for independent and free association and bargaining.

3.B.6 Contribution to development, capacity building and training internally and of suppliers and workers in the supply chain

PRG employees participate in courses on responsible business practices. Our product managers, who source and purchase our products, are highly skilled in ethical sourcing and have been with PRG for many years.

3.B.7 Combatting corruption and bribery in own enterprise and supply chain.

PRG employees have received internal anti-corruption training as part of the mandatory training in Orkla, and key persons have received training from ETN.

We are currently updating our anti-corruption policy as a part of the carve-out of Orkla. Employees will go through a new training program spring 2026.

3.B.8 Other relevant information concerning the enterprise's work to reduce, prevent, and manage negative impact

In 2024 we updated our Animal Welfare Policy and in 2025 our Policy for Responsible Business Conduct.



4

Track implementation and results

Tracking implementation of actions and results relates to measuring the effects of the systematic approach and own work in each step of the due diligence process, showing whether the enterprise conducts sound due diligence work. The enterprise needs to have procedures and routines in place in order to uncover and critically assess own conclusions, prioritizations and measures that have been made as part of the due diligence process. For example, is mapping and prioritisation of salient issues done in a scientifically sound and credible way? Does it reflect the actual conditions in the supply chain? Do measures aimed at ceasing, preventing and reducing the enterprise's negative impact work as intended? Is negative impact remediated where relevant? This may apply to measures taken by the enterprise alone or carried out in collaboration with others. The enterprise's experiences from working on due diligence should be used to improve procedures and routines in the future.



4.A. Track and assess

4.A.1 Describe a) assignment of responsibility for tracking the effect and result of implemented measures, as well as how the tracking is carried out in practice, b) who is responsible for evaluating the enterprise's implementation and work with due diligence, and how the evaluation is carried out in practice.

Activities and performance with respect to our due diligence activities in the supply chain are tracked on a regular basis by the product team and our resources in the local office in Shanghai. We keep a supplier database with record of all certificates related to human's rights and workers rights along with waste handling data. Data is reviewed and form the basis of the supplier dialogue. PRG is in dialogue with suppliers and factories on how the production has an impact on people and the environment. This is always a topic in supplier meetings and visits with the suppliers and factories.

In addition, certifications have strict requirements and positive effects on working conditions and workers' rights.

We encourage suppliers and factories to improve any areas related to these topics. In social audits we encourage the factory to let the auditors perform interviews with the workers as part of the social audit.

The Director of Product Assortment oversees the ongoing due diligence process, ensuring consistent performance monitoring. This continuous evaluation of our practices is crucial for identifying and addressing risks swiftly.

4.A.2 Describe how you track the effect, and/or demonstrate the probability of effect, of measures taken to reduce negative impact.

Collect information and dialogue with suppliers and stakeholders.

Sourcing coordinator in Shanghai is in close dialogue with the suppliers and textile industry in Asia.

Supplier visits.

Social Audits by 3rd party auditors.



5

Communicate how negative impacts are addressed

A prerequisite for good external communication on due diligence for responsible business conduct is that it builds on concrete activities and results. Enterprises should make relevant documents concerning due diligence publicly accessible, i.e. policies, codes of conduct, guidelines, processes and activities related to identifying and handling the enterprise's actual and potential negative impacts on people, animals, society and environment. Communication should include information about how the risks have been identified and handled, as well as the effect of the measures/activities. The Transparency Act (Åpenhetsloven) §5 requires companies to publicly account for their human rights due diligence on an annual basis.

5.A External communication

5.A.1 Describe how the enterprise communicates with affected stakeholders about managing negative impact

PRG is in dialogue with suppliers and factories on how production has an impact on people and the environment. This is always a topic in meetings and visits with the suppliers and factories. We encourage suppliers and factories to improve any areas related to these topics. In social audits we encourage the factory to let the auditor perform interviews with the workers as part of the social audit.

We strive to be transparent with all stakeholders about our sustainability work, and aim to include important information on our website. If an issue does arise, we will of course also use any means of direct contact to communicate with our stakeholders, and the form of messaging may differ – but because we have an openness policy, the content of our messaging will be the same, regardless of stakeholder.

5.A.2 Describe how the enterprise publicly communicates its own work on identifying and managing negative impact/harm

We provide information about our sustainability strategy, focus areas, challenges, choice of materials, factories and more on our website. All the products in our web shop are clearly marked with detailed sustainability information such as eco-labels, and we include sustainability information on our packaging.

5.A.3 Describe the enterprise's routines for answering external inquiries related to the information requirement imposed by the Transparency Act

Everyone who contacts PRG with questions regarding the Transparency Act, production or supplier list gets a reply within two working days. We inform them that we will get in touch regarding their specific inquiry and that until then they can find information about Transparency Act on our website:

<https://pierrerober.no/blogs/inspirasjon/apenhetsloven-og-rapportering-i-henhold-til-apenhetsloven>. Further we have a "Statement of Compliance of the Transparency Act".

Our customer service has received training in how to answer questions regarding the Transparency Act, our consumers can contact us at <https://pierrerober.no/kundeservice> and our customer service representatives will reply.



6

Provide for or cooperate to ensure remediation when appropriate

Once an enterprise has identified that it has caused or contributed to negative impact on people, animals, society or the environment, the enterprise must provide for, or cooperate in, remediation. Remediation may involve financial compensation, a public apology or other ways to remediate the negative impact. Another aspect of remediation is that companies should provide for, or cooperate with legitimate complaint mechanisms, to ensure that workers and/or local communities can raise complaints and be heard.

6.A Remediation

6.A.1 Describe the enterprise's policy for remediation of negative impact

Pierre Robert Group shall conduct due diligence for responsible business conduct. This involves; conducting risk assessments to identify potential negative impact on people, society, and the environment, and to stop, prevent and reduce such impact. The measures put in place are monitored and their effects evaluated. The measures are communicated to those affected by our actions. If our activities are found to cause or contribute to a negative impact on people, society, or the environment, we will stop the activities and seek to provide remedy. If our supplier is responsible for the negative impact, we will use our influence and support the supplier in the remedy.

6.A.2 If relevant, describe cases of remediation in the reporting year

PRG has not had or been involved in any cases of remediation in 2025.

6.B. Ensure access to grievance mechanisms

6.B.1 Describe what the enterprise does to ensure that employees and other stakeholders, especially impacted workers and local communities have access to whistleblowing systems and grievance mechanisms

Pierre Robert encourage reporting on breaches, or possible breaches, of the Code of Conduct. We have used Orkla's whistleblowing policies for parts of 2025 before the carve-out of Orkla. We are currently in the process of implementing a Pierre Robert specific whistleblowing channel to ensure the safe and compliant reporting. For 2026 we will include the new PRG policies.

Below is a summary of the policy we have followed. The Whistleblowing policy is applicable for all Orkla group companies, as such Pierre Robert Group, and all leaders are responsible for making themselves acquainted with the content.

Orkla as an employer is responsible for handling whistleblowing cases in a safe and good manner for the reporting person, other implied individuals, and the business. Each company in the Group has a duty to inform about the possibility to blow the whistle, and to protect reporting persons against retaliation. A reporting person is protected against retaliation if (s)he had reasonable grounds for believing that the information provided was correct at the time of the notification and that such information was covered by the field of application, i.e., concerning breaches, or suspicion of breaches, of the Orkla Code of Conduct, in a work-related context. The central whistleblowing channel is available through here: <https://www.orkla.com/whistleblowing/> The central whistleblowing function in Orkla is administrated by the Internal Audit department in Orkla ASA, which reports functionally to the Orkla ASA Board of Directors' Audit Committee and is independent from the line organization.

A "reporting person" could be any employees, consultants, trainees, work applicants, board members and shareholders actively working within the company and other people who are in corresponding work situations. Anyone in such a relation with Orkla has the right to report on malpractice in Orkla's business, either self experienced or conditions one has become aware of.

It is not required to have evidence for one's suspicion. A reporting person can select the most appropriate reporting channel for the circumstances of his/her case, without losing the protection against retaliation; this includes reporting to national or EU authorities or to the media.

Whistleblowing can be done openly or anonymously. Open whistleblowing is encouraged as this makes it easier to handle the case in an efficient and expedient manner. The whistleblowing function has the duty of confidentiality on the reporting person's identity and any third party mentioned in the reporting, as far as possible to resolve the case in a reliable manner. Established follow-up procedures prevent unauthorized employees' access to reports.

Acknowledgment of receipt of a report will be given within no more than 7 days. Feedback on progress on the case management will be provided when relevant for the specific case and at the latest within 3 months of the acknowledgement of receipt.

All documentation related to a case will be treated according to applicable rules for personal data and information security. Reports will not be kept on record longer than necessary and proportionate to the specific case.

Whistleblowing should be made at the lowest possible level, depending on the nature of the case. It is recommended to report internally, in the following order:

1. Immediate supervisor
2. The supervisor's leader, or a leader on the next level in the organization

3. Relevant internal department (HR, HSE, Finance, etc.)
4. Employee representative
5. Chief executive officer in the company where you are employed
6. Chief executive officer in the Group
7. Orkla's whistleblowing channel: <https://report.whistleb.com/orkla>, administered by Internal Audit in Orkla ASA.



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