



FASTCHARGE

HUMAN RIGHTS STATEMENT

1. Fastcharge Business and Human Rights Statement

Fastcharge's mission is to drive prosperity through HDEV charging solutions. Efficient and sustainable charging solutions for HDEVs contributes to the building of resilient societies, and enables economic, social, and cultural development.

We continuously develop our products, services, and technologies to increase their value for our customers and promote the well-being and safety of people. This is embodied in our overall approach to human rights.

Fastcharge is committed to respecting internationally recognized human rights and avoiding causing or contributing to adverse human rights impacts, as stated in the UN Guiding Principles on Business and Human Rights (UNGPR) and the UN Global Compact. We seek to address adverse human rights impacts with which Fastcharge is involved.

We continuously work to strengthen our human rights work in line with the following international frameworks:

- [UN International Bill of Human Rights](#)
- [ILO's eight fundamental conventions](#)
- [UN Global Compact](#)
- [UN Guiding Principles on Business and Human Rights](#)
- [OECD Guidelines for Multinational Enterprises](#)
- [Children's Rights and Business](#)

2. Application of this policy

Our policy applies, in addition to any applicable regulatory requirement, for all Fastcharge employees and others working at our sites. Our policy aims to ensure that our business is conducted in compliance with applicable laws and regulations in the applicable country, including relevant human rights related laws and regulations.

Where Fastcharge identifies local legislation inconsistent with internationally recognized human rights, we will work to ensure we respect internationally recognized human rights while also being legally compliant.

Zero Emissions Trucking

3. Salient human rights risks

Fastcharge’s sustainability ambitions are divided into three areas: Climate – Resources – People. Human rights risks might be associated with our activities and business relationships in all three areas. We consider the following to be the most salient human rights risks for Fastcharge, being those in relation to which there is a heightened risk of potential adverse human rights impact occurring. These risks are our current area of focus, and we will remain alert to the potential for other human rights risks that may arise in our business relationships.

Climate

We recognize the importance of the transition to low carbon economy envisaged by the Paris Agreement, and that a safe and clean environment is essential for the full enjoyment of human rights. We are constantly considering climate and environmental impacts in our business operations and value chain and are working continuously to reduce carbon emissions and waste, optimize water use, and improve our handling of solvents, oils, and chemicals.

Resources

Some of the materials used in our products come from conflict-affected and other high-risk areas, and some materials and substances are potentially hazardous. The mining of minerals and metals in conflict-affected and other high-risk areas involves an increased risk of human rights violations. A dedicated Sustainable Minerals Program supports our efforts to pursue due diligence for supply chain transparency and to promote responsible sourcing, extraction, and handling of such materials. The program is built on the five-step framework of the [“OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas”](#). We have a target to phase out potentially hazardous materials and substances, where possible, and to secure their safe and responsible handling throughout the whole value-chain.

People

As a human centric company, safety is a priority in everything we do. We have a vision for zero accidents with Fastcharge products, and in our workplaces. We also expect mutual respect, equal treatment, and respect for labor rights, including fair employment and working conditions, and respect for freedom of association and collective bargaining in our own operations and our supply chain. We do not tolerate harassment and discrimination and aim to mitigate unconscious bias. We do not tolerate any form of modern slavery and child labor in our own operations and our supply chain and encourage respect for children’s right to personal development and education.

4. Implementing our human rights commitments

Fastcharge incorporate human rights requirements, and the principles set in this policy into our internal processes, policies, and guidelines, including through our SCoC/Supplier Code of Conduct.

We continuously work to reinforce that we do not tolerate any forms of forced labor, child labor, harassment and discrimination, and our aim to mitigate unconscious bias. We implement strategies to increase our diversity, equality, and inclusion, reflecting the diverse world in which we operate. We undertake proportionate human rights due diligence using a risk-based approach across the relevant parts of our value chain including in relation to our own operations, our supply chain, and our business relationships. We strive to ensure responsible sourcing of raw materials, recognizing the enhanced risk of

adverse human rights impacts that may be associated with sourcing from conflict-affected and high-risk areas. We use our leverage and influence to help address findings identified during our supply chain due diligence, taking account of the operational context and the nature of our business, engagement, and our business relationships.

We continue to improve our understanding of human rights impacts through training and building awareness of our colleagues, in our supply chain, and with our business partners. We report, internally and externally, about our human rights work and performance.

5. Human Rights Governance

Fastcharge Governance framework includes cross-functional governance forums, projects and working groups. The Company Board is responsible for overseeing and directing the Fastcharge's human rights work.

The Corporate Responsibility function of Fastcharge is accountable for coordinating the annual planning of Fastcharge human rights work and the implementation of such plans together with the rest of the organization.

Our Project Divisions, Business Areas and Group Functions are responsible for ensuring that Fastcharge's standards for human rights, including resource and budget allocations, training, and monitoring, are upheld in their areas of responsibility.

The planning and prioritization of human rights activities follows a risk-based approach considering country/region risk levels, risks specific to parts of Fastcharge's value chain (e.g. purchase category, sales segment etc.), and potential concerns brought to our attention by internal and external stakeholders.

6. Grievance channels and remediation

Our employees, representatives of Fastcharge, and external stakeholders can report any instances of breach of our SCoC/Supplier Code of Conduct, including human rights violations, where Fastcharge or any of its representatives are believed to be involved. Grievances can be reported through internal and publicly available grievance channels described in our SCoC.

Reports can be made anonymously if permitted by local law. Where a complainant identifies themselves, every effort will be made to keep their identity strictly confidential within the company. If a concern is raised in good faith, Fastcharge will not tolerate retaliation against the person making the report. Once a report is made, Fastcharge will, where possible, investigate the situation and act.

Oslo, September 2024



Harald Goytten

CEO Fastcharge AS

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