



Field Geospatial
Transparency Act – Due Diligence assessment 2024
29.04.2025

Field Geospatial AS

NO 832 436 542 MVA

Drammensveien 260

0283 Oslo

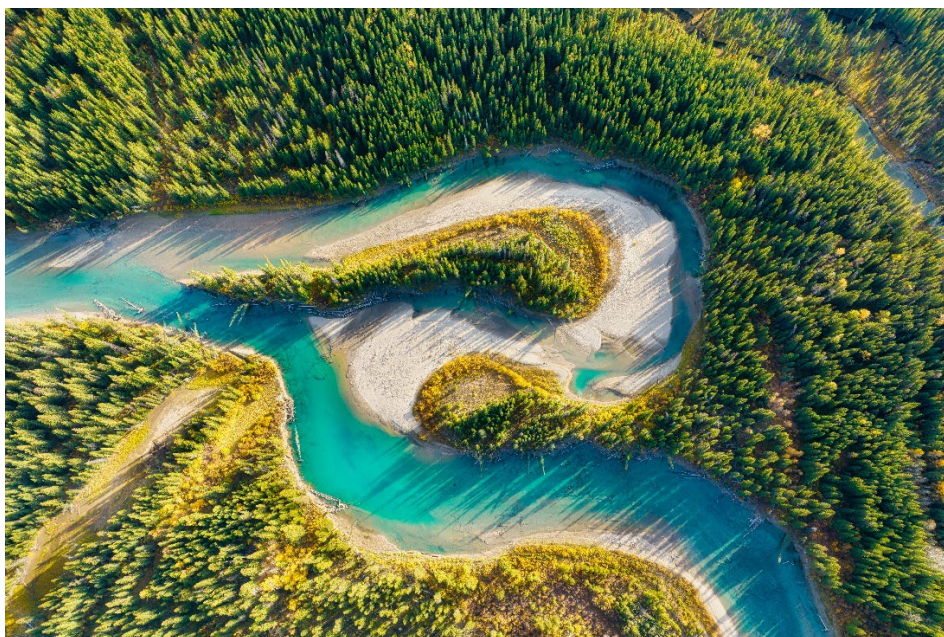
Norway

info@fieldgeo.no

www.fieldgeo.no

Transparency Act

Due Diligence assessment 2024





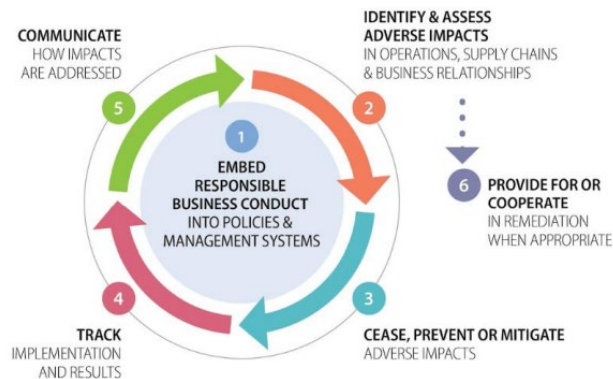
1.0 Due Diligence assessment

1.1. Abstract

Respecting human rights is crucial for our company. These fundamental principles are ingrained in Field's corporate values, Code of Conduct and policies. Our commitment to human rights is an ongoing journey, where we aim for continuous improvement in our performance and behaviour. This report outlines where we as a company are today and how we will approach the future to ensure that we contribute to a responsible and positive development within this area in collaboration with our partners and suppliers. This report will be updated and published by 30 June each year and otherwise in the event of significant changes in the company's risk assessments.

1.2 Introduction

This report is based on the UN's guiding principles for business and human rights and the OECD's model for due diligence assessments, OECD Guidelines for Multinational Enterprises on Responsible Business Conduct'. The model outlines six steps that businesses can follow to adopt responsible and sustainable business practices.



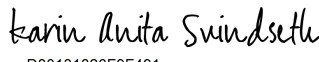
It is important to note that being proficient in due diligence does not imply that a business has no negative impact on people, society, and the environment. Instead, it means that the business acknowledges and addresses these challenges in a transparent and collaborative manner, while engaging with its stakeholders to find the best possible solutions. Field Geospatial views this as a continuous process that has just started and will strive to gradually enhance the process in the time to come. Regular due diligence reviews should be conducted at a minimum of annually, taking a proportionate and risk-based approach.



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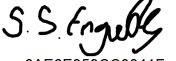
1.2.1 Board review

The board and CEO of Field Geospatial AS and Field Geospatial Holding AS hereby confirm that they have received and read the due diligence report that forms the basis for the 2024 business year:

Signed by:

 D80131826F9F491...
 Karin Anita Svindseth
 Chair

Signed by:

 FA1BC621C72C4F6...
 Kjartan Melberg
 Board member

Signed by:

 6AE6E359CC0841E...
 Synnøve Stubo Engeskaug
 Board member

Signed by:

 8AC36607D7BF450...
 Anita Krohn
 Board member

Signed by:

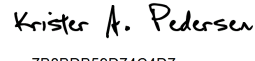
 F06FE028F6D5437...
 Mikko Samuli Salonen
 Board member

Signed by:

 72D16005995F4F1...
 Svein Harald Friisk
 Board member

Signed by:

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 Knut Martin Nilsen
 Board member

Signed by:

 7B8BDB59D74C4D7...
 Krister Andreas Pedersen
 CEO

Oslo, 5/9/2025



1.2.2 Key information about the company

Name of the company:

Field Geospatial AS and Field Geospatial Group

Address head office:

Drammensveien 260, Vækerø Park,
0283 Oslo
Norway

Main products and services:

Geodata competence, Proprietary software and geospatial technologies, Aerial & land surveying, Mobile mapping & geospatial services, Mapping & modelling, Land and property consultancy.

Description of the company's structure:

Field Geospatial AS are part of Field Geospatial Group, and the group is represented in 5 different countries. Norwegian subsidiaries in the group are Field Geospatial AS and Field Aviation AS for airborne operations. The Finnish operations are run through Field Finland OY and the Swedish operation are covered by Field Sweden AB. Field Data S.L.U (Spain) and Field Estonia OÜ covers production in their respective countries and are mainly subcontractors for operations in Norway, Sweden and Finland.

Turnover in the reporting year:

NOK 294 million in Field Geospatial AS
NOK 355 million in Field Geospatial Group

Number of employees:

134 employees in Field Geospatial AS
213 employees in Field Geospatial Group

Is the business covered by the Transparency Act?

Yes

Significant organizational changes since the previous reporting period:

N/A

Contact regarding information in the report:

post@fieldgeo.no



1.2.3 Key information about the supply chain

General description of the company's supply chain:

Our supply chain consists of a network of suppliers that deliver services necessary for our operations. The majority of our suppliers are located in Nordics and Europe, where regulatory standards for labor rights and working conditions are high.

We also source certain products or services from suppliers outside Europe, including Asia, where there may be a higher risk related to human rights and working conditions. Our supply chain typically includes first-tier suppliers (those we contract directly with).

We maintain ongoing communication with our key suppliers and include basic requirements for responsible business conduct in our agreements. Our supply chain covers areas such as rental of airplanes, processing of geospatial data from airborne datacapture and software licenses.

Is the business a supplier to the public sector?

Yes.

1.3 Methods

1.3.1 Risk-based approach

A risk-based approach is used by mapping areas with the highest risk of negative consequences. This has been done by utilizing one or more of the following parameters:

- Focusing on suppliers from countries with negative index scoring for human rights, labor rights, environment, anti-corruption and transparency.
- The size of the supplier and how important part of the company's operation and deliveries.

1.3.2 Findings

Findings of negative conditions will be handled as follows:

- continue the collaboration in order to most effectively influence the supplier,
- interrupt the relationship temporarily while initiated risk-reducing measures are continued, or
- ultimately withdraw from the collaboration.

If such findings, Field Geospatial is committed to adhering to the core principles of the Transparency Act, which emphasize cooperation and continuous improvement as the preferred approach.



1.3.3 Field Geospatial has introduced

- Guidelines and monitoring system to ensure accountability.
- Initiated integration of findings of the analysis into the company's operations to address adverse impacts.
- Will continuously monitor the company's results and progress over time using the 'Complete Control' software.
- Will report on how the consequences are being addressed and managed minimum annually.

1.4. Results

Below are the results of the inaugural assessments and analyses.

1.4.1. Actual negative consequences uncovered

Limited occurrences.

1.4.2. Significant risk of negative consequences uncovered.

Through our due diligence assessments, we identified certain suppliers operating in regions or industries with elevated risks concerning fundamental human rights and decent working conditions. However, responses to our supplier questionnaire and subsequent evaluations revealed only limited instances of concern. No significant adverse impacts were detected. Field Geospatial will continue to monitor these suppliers and engage in dialogue to ensure ongoing compliance and improvement.

1.4.3. Measures that the company has implemented to stop negative consequences and to limit significant risks of negative consequences.

Field Geospatial is committed to influencing our suppliers through proactive monitoring, open dialogue, and transparent reporting. To formalize this commitment, all relationships involved in our projects from tender-processes are required to sign Field Geospatial's Letter of Conduct. By signing this document, suppliers affirm their commitment to follow the basic human rights established in the Universal Declaration of Human Rights, the Convention on the Rights of the Child and the ILO Conventions: Declaration of Human Rights, the Convention on the Rights of the Child and the ILO Conventions:

- UN Human Rights Policy
- UN Convention on the Rights of the Child section 32
- ILO Convention no. 29, 87, 98, 100, 105, 111, 138 and 182

Should proactively monitoring and open dialogue efforts prove insufficient in addressing identified concerns, preventive and corrective measures can be implemented. These may include temporarily suspending the partnership during the implementation of corrective actions or, if issues persist without remediation, responsibly transitioning to alternative suppliers.



1.4.4. Measures that the company plans to implement to stop negative consequences and to limit significant risks of negative consequences.

Field Geospatial is committed to strengthening its supplier oversight by continuing to monitor existing partnerships and expanding this monitoring to include a broader range of suppliers. This proactive approach aims to identify and address potential adverse impacts on human rights and working conditions across our supply chain. By enhancing our monitoring efforts, we strive to ensure compliance with the Norwegian Transparency Act and uphold our commitment to ethical business practices.

1.5 Actual results and future expected results of the measures

Process targets and progress in the reporting year:

Goal: Achieve a good risk mapping of the larger and mostly used suppliers
Status: Done

1.6 Conclusion

The assessments conducted this year on the Transparency Act did not identify any significant negative consequences or risks. However, we recognize the need for continued collaboration with our partners and suppliers to fully comprehend the entire supply chain. This ongoing process serves as a risk management strategy, involving the evaluation, communication, and resolution of any impacts that may arise.

Field Geospatial is committed to upholding responsibility throughout our value chain, which includes personnel, the working environment, the environment, and social responsibility. This commitment aligns with legal requirements stated in Section 3.3 of the Accounting Act regarding social responsibility, as well as Section 26 of the Equality and Discrimination Act.