Danish Crown

Norwegian Transparency Act Statement

Danish Crown Norway AS

1. About the company and this statement

Danish Crown Norway AS is an affiliated company of Danish Crown A/S ("Danish Crown Group") and operates as a sales office distributing products produced by the Danish Crown Group.

Danish Crown is a farmer-owned global food company headquartered in Denmark, with operations across multiple countries. The Group is one of Europe's largest producers and exporters of pork and organic meat, and among the top five producers of beef in Europe. It operates slaughterhouses, processing facilities, warehouses, and offices across Europe and employs approximately 23,000 people.

This statement is prepared in accordance with Section 5 of the Norwegian Transparency Act and covers the financial year 2025/2026.

The statement includes:

- A description of the company's organisation, operations, policies, and procedures.
- Information on identified risks of adverse impacts.
- Measures implemented to prevent or mitigate such risks and the outcomes thereof.

Planned organisational change

Danish Crown Norway AS is in the process of closing its Norwegian sales office as part of a planned organisational restructuring. The closure is expected to be completed during 2026/2027. During the reporting period, the company has continued to operate as described above and remains subject to the Norwegian Transparency Act. The impact of the closure on future reporting obligations and risk exposure will be assessed on an ongoing basis.As part of this process, the employees previously employed by Danish Crown Norway AS have been transferred to another affiliated company, DAT Schaub Norway AS. The transfer has been carried out in accordance with applicable employment and labour law requirements.

Following this transfer, Danish Crown Norway AS no longer has employees or ongoing operational activities and is in the process of being formally closed.

This statement therefore covers the period during which the company had active operations, as well as the measures taken in connection with the restructuring. The company does not expect to be subject to future reporting obligations following completion of the closure.

2. Governance and how we work with human rights

Danish Crown Group is committed to conducting business responsibly and integrating respect for human rights and decent working conditions into its operations and value chain.

Responsibility for human rights is anchored at Group level in the Management Board supported by the Audit and Risk Committee. The appointed Chief Human Rights Officer (CHRO) reports to the Audit and Risk Committee.

Danish Crown has established a Human and Labour Rights Programme covering its own operations, supply chain, and grievance mechanisms. The programme supports the implementation of the Group's policies and due diligence processes across business units. Implementation is carried out by and across key functions including e.g. Procurement, Human Resources, Sustainability, and Legal.

The CHRO is responsible for the implementation and progress of the Human and Labour Rights Programme across the Group, including e.g. monitoring risk assessments, mitigation actions, supplier code implementation, and grievance reporting.

The Group's approach and the Human and Labour Rights Programme is aligned with internationally recognised frameworks, including:

- The UN Guiding Principles on Business and Human Rights
- The OECD Guidelines for Multinational Enterprises
- The UN Global Compact
- ILO core conventions

Danish Crown has established policies and procedures to address human rights risks, including:

- Human and Labour Rights Policy
- Supplier Code of Conduct
- Responsible Procurement Policy
- Diversity and Inclusion Policy
- Anti-Corruption Policy
- Farmer's Code of Practices

These policies apply to both own operations and suppliers. Danish Crown Norway AS relies on Group-level systems and policies, while ensuring that relevant due diligence processes were applied to its own operations during the period of activity.

3. Risk assessment and identified risks

Danish Crown Group applies a risk-based due diligence approach, aligned with the OECD due diligence framework, to identify and assess potential adverse impacts on human rights and decent working conditions.

Internal risk assessments are conducted annually using tools such as Sedex, combining inherent country and sector risks with site-specific data. During the reporting period, a significant share of relevant suppliers was assessed through Sedex self-assessments, supporting risk prioritisation and follow-up. Business units and sites contribute to the assessment process, and results are reviewed to determine whether preventive or mitigating actions are required.

External risk assessments of suppliers are conducted based on factors such as country, sector, and available information on supplier commitments and audits. These assessments support the prioritisation of monitoring and follow-up measures.

For Danish Crown Norway AS, its own operations, consisting of a small sales office, are assessed as low risk. The primary risks relate to upstream production and supply chain activities within the Danish Crown Group.

Priority Risk Areas

Due to the nature of our work, the following risks have been identified as the most significant at group level: health and safety, risks of discrimination for vulnerable groups: production workers, temporary workers, migrant workers, and women.

The risk profile remains broadly unchanged compared to the previous reporting period. As the Norwegian entity is in the process of being closed, its operational risk exposure is expected to decrease further. No additional risks related to the closure have been identified.

4. Measures and actions taken

Danish Crown Group has implemented a range of measures to prevent and mitigate identified risks:

Internal Measures

- Integration of human rights considerations into procurement and business processes
- Implementation of Group policies and standards
- Ongoing monitoring through the Human and Labour Rights Programme

Supply Chain Measures

- Enforced focus on supplier commitments through the Supplier Code of Conduct
- Use of Sedex assessments and self-assessment questionnaires
- Risk-based supplier monitoring

Awareness and Capacity Building

The Group works to strengthen awareness of human rights and labour standards through internal communication and training activities. Relevant employees, particularly within procurement, human resources, and management functions, are supported in understanding and applying the Group's policies and due diligence processes. The further development and formalization of structured training programmes remains a key focus area.

Remediation

If adverse impacts are identified, Danish Crown commits to:

- Taking corrective action
- Preventing recurrence
- Supporting remediation where relevant

5. Results and follow-up

Through implemented due diligence processes at a Group level:

- Risk assessments have been conducted across relevant operations and supply chains
- Priority risks have been identified and are subject to ongoing monitoring

No confirmed adverse impacts have been identified within the operations of Danish Crown Norway AS during the reporting period. However, risks remain present in upstream value chains, and monitoring is ongoing.

The company continues to strengthen its due diligence processes and the awareness of Human and Labour Rights standards globally. Key focus areas include enhancing grievance mechanisms, further developing supplier risk monitoring and follow-up, and continued alignment with emerging regulatory requirements such as the EU Corporate Sustainability Due Diligence Directive (CSDDD).

The planned closure of the Norwegian sales office is not expected to give rise to adverse impacts within the company's own operations.

6. Complaints mechanism

Danish Crown Group has established a whistleblower scheme that allows employees and external stakeholders to report concerns related to illegal, unethical, or inappropriate conduct.

The scheme:

- Is managed by an independent third party
- Allows anonymous and confidential reporting
- Is accessible in multiple languages

- Is available to employees as well as external stakeholders, including business partners and affected parties

All reports are investigated by an independent Whistleblower Committee, and appropriate corrective actions are taken when necessary.

7. Request for information

In accordance with the Norwegian Transparency Act, Danish Crown Norway AS responds to written requests for information regarding how the company addresses actual and potential adverse impacts on human rights and working conditions.

The company aims to respond within the statutory deadline of three weeks.

8. Approval

This statement has been approved by the Board of Directors of Danish Crown A/S, the parent company of Danish Crown Norway AS, and is signed and issued on behalf of the Board by the Director Sustainability, ESG and Chief Human Rights Officer, in accordance with Section 5 of the Norwegian Transparency Act.

Date: June 2026

Lotte Frank Kirkegaard

Lotte Frank Kirkegaard

Director Sustainability, ESG & Chief Human Rights Officer.