



2025

Due diligence assessments under the Transparency Act

ANNUAL UPDATE

REDO BIOSOLUTIONS AS



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NOTE FROM THE CEO



FRODE HALVORSEN

At Redo Biosolutions AS, our commitment to a sustainable future is paramount.

We believe in harnessing the potential of organic waste to create valuable biomethane, biofertilizers, driving a circular economy and decarbonizing industries and mobility.

Our operations are rooted in respect for people and planet, fostering a transparent and responsible approach to business.

Recently the company underwent a change in ownership, and we have taken the opportunity to strengthen our own governance and due diligence rather than rely on group arrangements.

We regard Norway's Transparency Act not as a formality but as a discipline that makes our business better.

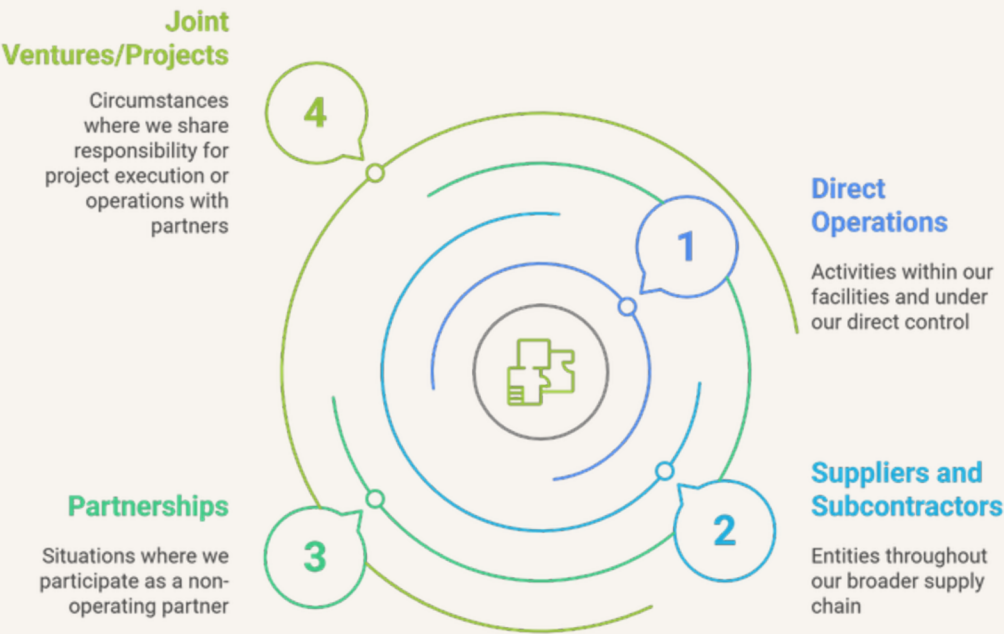
Introduction

Redo Biosolutions AS is a Norwegian-Swedish company specialising in the production of biomethane and biofertiliser. We manage the value chain from transforming organic waste streams into valuable resources through to producing and distributing renewable energy and high-quality biofertilisers. The group includes the Swedish entities Redo Biosolutions AB (formerly Lidköping Biogas) and Redo Sävsjö AB, which are within the scope of this work.

We are deeply committed to upholding human rights and ensuring decent working conditions, in alignment with international frameworks, our own policies and Norway’s Transparency Act. Our approach is built on the UN Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidelines for Multinational Enterprises and their six-step due diligence model.

Potential negative impacts on fundamental human rights and decent working conditions — affecting our employees, supply-chain workers and local communities — can arise primarily through four channels:

- Direct operations — activities within our facilities and under our direct control.
- Suppliers and subcontractors — entities throughout our broader supply chain.
- Partnerships — situations where we participate as a non-operating partner.
- Joint ventures and projects — circumstances where we share responsibility for project execution or operations with partners.



This statement highlights the most prominent risks pertinent to our current operations and portfolio, and the measures we apply in response.



OUR HERITAGE

Built on Strong Foundations

During the 2025 reporting period, Redo Biosolutions AS was owned within the Air Liquide group, and parts of its governance and due diligence drew on group arrangements.

Significant change after the reporting period: In 2026, Air Liquide exited as a shareholder and its holding was acquired by Mobius Renewables. The company is now owned by Mobius Renewables and Skagerak Energi and is moving to its own steering documents and systems in place of the group arrangements previously relied upon. This transition will be reflected in full in the next annual statement.



Mobius Renewables is a renewable energy company focused on recycling waste into energy. By converting waste streams into renewable fuels and resources, it supports the circular economy and the transition to a low-carbon society — a mission closely aligned with Redo's own. As a shareholder of Redo Biosolutions AS, Mobius Renewables shares the company's commitment to sustainable biomethane production and to limiting the environmental impact of its operations.

Skagerak Energi is a prominent energy company in Norway, with a core focus on producing, distributing, and managing electricity and has significant experience in renewable energy. The company operates an extensive network of hydropower plants, making hydropower the cornerstone of its energy production. This commitment to renewable energy helps reduce carbon emissions and supports Norway's transition to a low-carbon society.



OUR HERITAGE

Built on Strong Foundations

Redo is reinventing the way we value waste

Feedstock

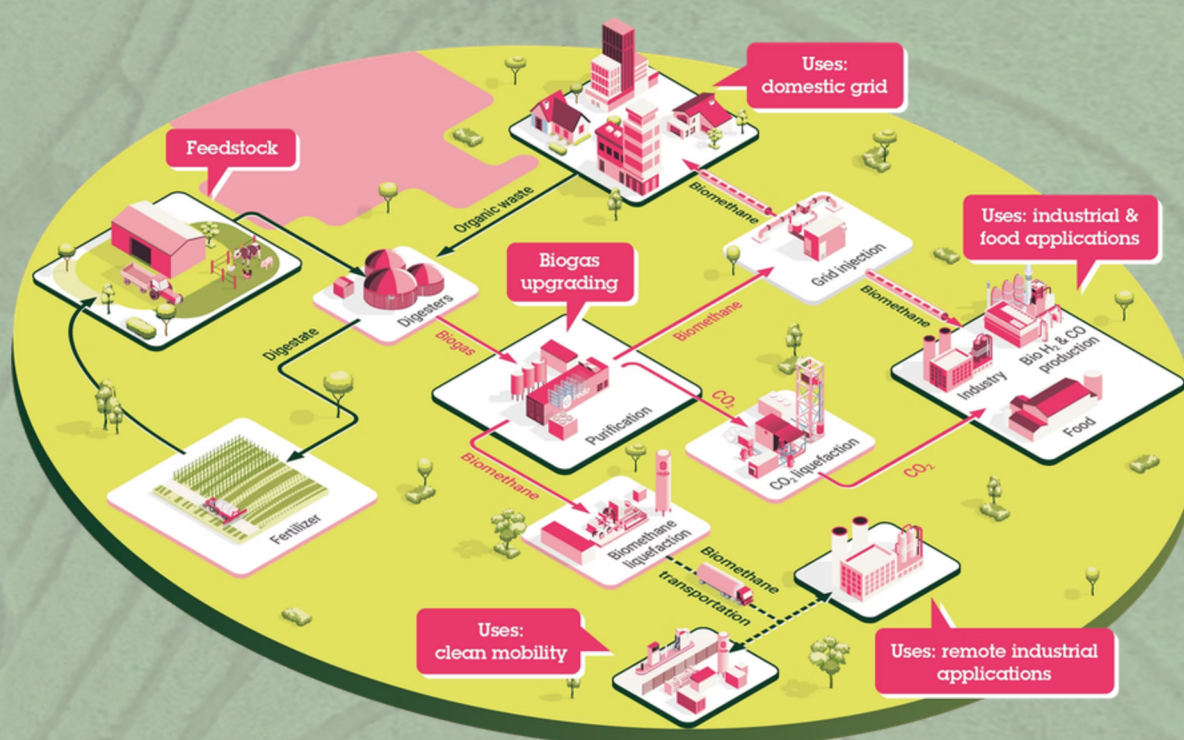
Common feedstocks include agricultural residues such as manure and crop waste, food waste, industrial organic by-products and sewage sludge from wastewater treatment plants. By using organic waste as feedstock we contribute to waste-management solutions and renewable-energy production while reducing greenhouse-gas emissions.

Biogas upgrading

Raw biogas from anaerobic digestion is refined to remove CO₂ and impurities, raising methane content above 95% to produce biomethane suitable as a vehicle fuel, for grid injection, or for industrial use.

Transportation

Biomethane is delivered through the existing gas grid and, for locations off the grid, in compressed or liquefied form via specialised trucks and containers.



Part I: Our Approach

In this part, we describe how we link corporate responsibility with respect for human rights and policies, corporate governance, corporate management and internal work processes.

1. Our Commitment to Respect Human Rights

Redo Biosolutions AS is dedicated to upholding human rights and decent working conditions, in alignment with international frameworks, our own commitments and the Transparency Act. Our approach is built on the UNGPs and the OECD Guidelines. Following the ownership change, the company is establishing its own commitments — a Code of Conduct, a Human Rights Statement and a Supplier Code of Conduct — in place of the group commitments previously relied upon.

2. Governance, Corporate Management, and Integration of Due Diligence in Our Work

The company maintains a company-specific HR and HSE handbook structured in line with Norwegian law, reviewed and approved by management and shop stewards, giving employees clear guidelines in labour-law matters. Responsibility for due diligence sits with management under Board oversight, and human-rights risk is assessed early in the business-development process. We apply the PwC five-step due diligence model: identifying and classifying each third party as a supplier or business partner; categorising by risk profile; including the HSE clause in contracts; and undertaking Integrity Due Diligence (IDD).

Stakeholder involvement

We seek continuous dialogue with those who may be affected by our operations, directly and indirectly, including employees, shop stewards, suppliers and the communities around our plants.

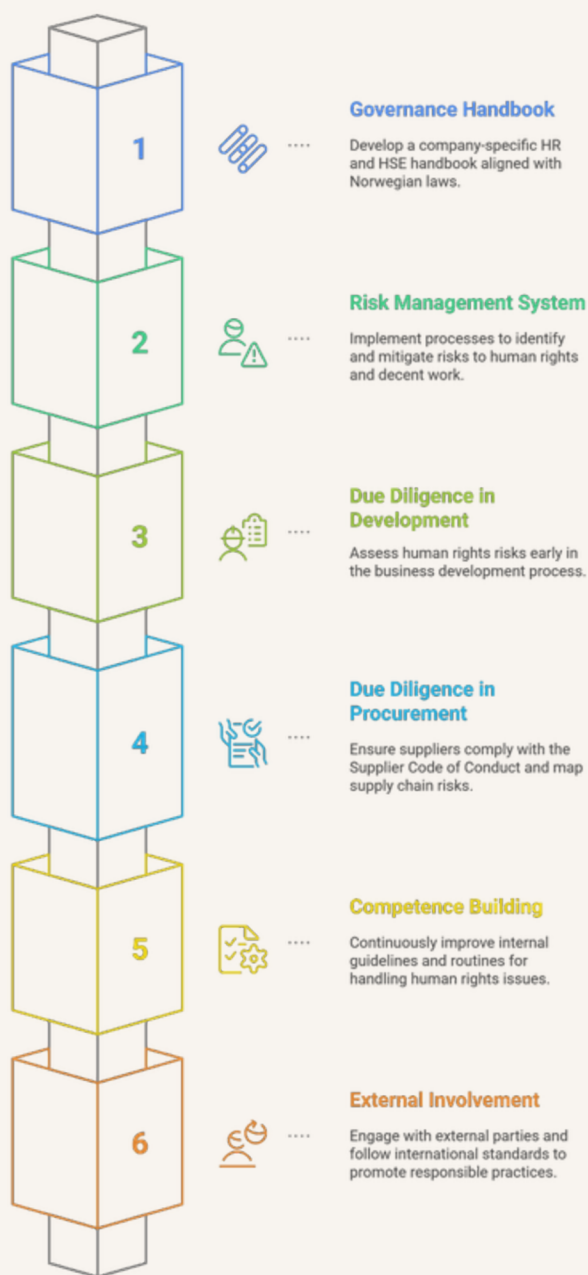
Tracking

Due diligence is an ongoing process. We track the implementation and results of our measures and update our assessment as risks change with operational developments and external factors.

Remediation and grievance mechanisms

The company operates an internal deviation and reporting system, and has implemented an HSE management system with a dedicated reporting channel. We are extending our grievance arrangements so that they are accessible to supply-chain workers and affected communities, in line with the effectiveness criteria of UNGP 31, alongside a whistleblower system and a policy for handling incoming cases.

Part I: Our Approach



Prioritisation of risks

Our assessments draw on the “High Risk List” published by the Norwegian Directorate for Public Administration and Financial Management, which flags product categories with a high risk of human-rights violations in the supply chain, and on the Norwegian industries known to carry elevated risk of substandard wages and conditions — construction, cleaning, accommodation and catering, shipping, agriculture, the fishing industry, electrical engineering and road and passenger transport. Because risk also depends on where production takes place, we take country risk into account using the ITUC Global Rights Index, the Labour Rights Index,

Transparency International’s Corruption Perceptions Index, the World Governance Indicators, the UNICEF Child Labour Index, the Global Slavery Index (Walk Free) and Conflict-Affected and High-Risk Areas for minerals (CAHRAs).

Redo Biosolutions AS currently uses an internal deviation system and procedures for reporting. All notifications or information needs can be addressed via the following channels:

- E-mail: contact@redobiosolutions.com
- Phone: +47 94 13 13 00
- Internet site: <https://www.redobiosolutions.com>

Anyone may request information on how we address actual and potential adverse impacts. We will respond in writing within three weeks of receiving the request.

Redo Biosolutions has acquired and enrolled an HSE Management System that includes a separate reporting channel. Reporting procedures will then be updated in line with the new system.

Part II: Due Diligence Assessment in 2025

In this section, we provide a summary of our human rights work in 2025, with selected examples that show how we apply our requirements and guidelines in specific situations.

What we assessed

During 2025 we reviewed a full year of supplier invoices and credit notes. The company transacted with 262 suppliers for total purchases. Of this, some NOK 116 million represents public-authority and financial counterparties such as tax, value-added tax, insurance and municipalities, which fall outside supply-chain due diligence.

The great majority of it concentrated in biogas and gas feedstock — the heart of our value chain — with equipment, process technology and technical services making up the next tier.

Our supplier base has evolved considerably since our first assessment, with roughly four in ten relationships now new. We have therefore rebuilt the assessment around the current portfolio and prioritised it by combining each supplier’s inherent risk with its materiality, measured by spend.

Salient risks identified

In keeping with the OECD model, this statement sets out the salient risks our due diligence has surfaced. The areas where the potential for harm to human rights and decent working conditions is greatest, rather than asserting that no such risks exist. For Redo, three areas stand out.

Equipment, components and process technology.



The supply chains behind our tanks, upgrading equipment, control systems and hardware — mechanical and electronic alike — can carry risks of forced labour and unsafe working conditions, and, further upstream, exposure to metals and minerals sourced from higher-risk regions. Suppliers in this category, including in Sweden, Germany, the Netherlands and Czechia, are prioritised for follow-up.

Service subcontractors in higher-risk sectors.



Construction and installation at our plants, road freight and transport, and cleaning are all flagged on the DFØ High Risk List, and in Norwegian labour-crime work, as carrying an elevated risk of substandard pay and conditions — including risks to a living wage. We prioritise these relationships for HSE clauses, the Supplier Code of Conduct, and checks on wage and working conditions.

Visibility beyond our direct suppliers.



Our tier-one suppliers sit almost entirely in Norway, Sweden and the wider EEA, all of which are low on the country-risk indices. The origin of raw materials and components deeper in the chain is harder to see, however, and our influence naturally diminishes the further upstream we look.

Part II: Due Diligence Assessment in 2025

Measures and results

During 2025 the company took the following measures and recorded the following results:

Refreshed the supplier risk assessment (PwC five-step model) so that it covers the current base of 262 suppliers and is prioritised by risk and materiality.

Included the HSE clause in business-relationship contracts and began producing the company's own Supplier Code of Conduct for signature by counterparts.

Undertook Integrity Due Diligence (IDD) at level 1 or level 3 for selected business relationships, and is developing a Supervisory Duty procedure for following up business partners.

Completed a gap analysis of the governance structure, formalised onboarding routines, aligned routines and guidelines with the Transparency Act, and updated purchasing procedures.

On the evidence gathered so far, we have found no confirmed actual adverse impact on human rights in our own operations or supply chain. We have, however, identified the salient risks described above, and our measures are aimed squarely at preventing and mitigating them. We consider this a truer account of our risk picture than a simple statement that no risks exist.





Part III: Our Future Work

Building on the refreshed assessment, the company will:

Complete the re-run of the assessment across the full 2025 supplier base, including the new relationships and the Swedish subsidiaries.

Close out the open follow-up actions on the prioritised (salient-risk) suppliers and record their outcomes.

Finalise its own steering documents — Code of Conduct, Human Rights Statement, Supplier Code of Conduct, and a whistleblower system with a handling policy.

Confirm and train the person responsible for handling information requests, and confirm the dedicated Transparency Act contact and request channel on the website.

Confirm the post-transaction ownership and governance structure and update governing documents accordingly, and monitor developments under the EU CSRD and CSDDD.



Biogas plant in Savjölle | Photo Ole Nordell

Additional Information

Energy Transition

At Redo Biosolutions AS, we acknowledge the global climate challenges and the vital importance of contributing to transition towards a low-carbon society. Our operations are central to this transition, as we produce biomethane and biofertilizer from organic waste, thereby contributing to a circular economy and the decarbonization of industries and mobility. We are committed to developing our business in a manner that respects people's rights and fosters a sustainable future.

About This Statement

This statement provides an overview of Redo Biosolutions AS work on due diligence assessments related to human rights and decent working conditions. We recognize that this is an ongoing process of improvement and that risks may evolve over time. We are committed to transparency and will continue to work to identify, prevent, and mitigate negative impacts within our own operations, our supply chain, and among our business partners.

This statement is freely available on www.redobiosolutions.com.

Handling Information Requests in Accordance with the Transparency Act

Redo Biosolutions AS has established internal procedures for receiving and processing information requests in accordance with the Transparency Act.

Requests can be directed to us via email, phone, or our website to ensure efficient and prompt handling.



Redo Board of Directors



**FRODE
HALVORSEN**

Norwegian
CEO - Redo Biosolutions AS

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Photo: Iane K.G.K.



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