STATEMENT IN ACCORDANCE WITH THE NORWEGIAN TRANSPARENCY ACT – 2025

ROXAR FLOW MEASUREMENT AS
Org. nr. 978658679

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1. ROXAR FLOW MEASUREMENT AS – DESCRIPTION

a. Company and Products

Roxar Flow Measurement AS ("Roxar") is a product unit of Emerson Electric Co. specializing in combining innovative solutions with technology excellence to maximize reservoir performance using Roxar products for Downhole Monitoring, Flow Metering, Pipeline integrity and Corrosion and Erosion Monitoring. Roxar solutions empower customers with reliable, actionable data within the Energy industry value chain. By providing a continuous information flow, Roxar products consistently guide customers to make more informed decisions about production and integrity. This helps to maximize performance throughout the lifecycle of the well, along with increased profitability. (i)

Roxar Flow Measurement AS is based in Stavanger, Norway (registration number 978 658 679) with a branch office in Bergen, Norway (registration number 872 065 172). Roxar products are developed and manufactured at the company's sites in Norway and Emerson's campus in Cluj, Romania, generating global sales of NOK 775 million in 2025. Our main customers are located in Norway and a high percentage of our products come from suppliers in Norway.

The company had an average of 210 employees in 2025 of which 46 (22%) were women and 164 (78%) were men. The working environment is considered to be highly ethical and positive, and there are no unresolved disputes with employees. Roxar complies with the Norwegian Equality and Anti-Discrimination Act which prohibits discrimination and promotes equality based on gender, pregnancy, leave in connection with childbirth or adoption, care responsibilities, ethnicity, religion, belief, disability, sexual orientation, gender identity, gender expression, age or other significant characteristics of a person.

Roxar Flow Measurement AS aims to provide a workplace free of discrimination where there is equality of opportunity between women and men. The company employs many parents and facilitates working parenting through the use of flexible working hours and facilitates the adaptation of workplaces and tasks to avoid discrimination against people with disabilities.

One low-severity work accident was reported in 2025, and the company currently has no activities that could lead to significant environmental damage.

b. Human Rights and Governance

As a subsidiary ultimately owned by Emerson Electric Co. ("Emerson"), Roxar subscribes to all of Emerson's core values and policies, including Emerson's commitment to Human Rights (ii), comprehensive Codes of Ethics for employees, officers, suppliers and business partners (iii) and its strategy and actions concerning environmental, social and governance (ESG) issues (iv).

As part of Emerson, Roxar values the unique experiences and perspectives of all employees and continues to build a culture based on equity, inclusion, belonging and fairness to drive innovation and growth.

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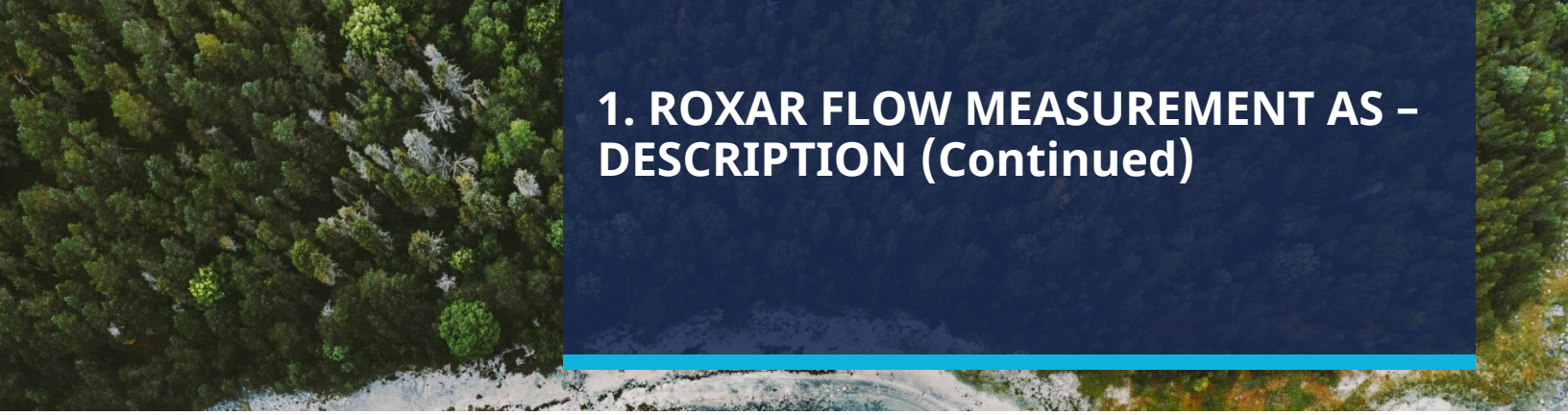

1. ROXAR FLOW MEASUREMENT AS – DESCRIPTION (Continued)

i. Human Rights

As members of the United Nations Global Compact, Emerson respects and promotes human rights in all our business operations worldwide. This entails specific attention to particularly challenging issues and activities, including:

Humane Treatment – We do not allow or condone any form of harsh or inhumane treatment, including sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse, nor do we allow managers to threaten treatment of this nature.

Prohibition of Forced Labor – We strictly prohibit the use of any forced, bonded, indentured, involuntary prison labor or other compulsory labor in our policies, operations and supply chain. We have published a Supplier Code of Conduct that defines what is required of our suppliers in regard to this and other policies. Our policies comply with regulations, such as the UK Modern Slavery Act of 2015 and the U.S. Uyghur Forced Labor Prevention Act. Emerson fully supports these and other efforts to eradicate human trafficking worldwide.

Prohibition of Child Labor – Emerson does not allow the use of child labor in any of our facilities, businesses, and/or suppliers. All Emerson employees must be of an appropriate age, as defined by applicable laws. In some cases, we support legitimate workplace apprenticeship and internship programs that conform with laws and regulations. We also prohibit our suppliers from employing anyone under the local legal working age.

Health and Safety – We strictly forbid any persons working in unsafe conditions or in an unsafe manner. As one of Emerson's core values, Safety is guided by our Emerson Safety Counsil which meets regularly to ensure alignment and progress on all priorities, including safety education, prevention, trends and compliance. All Emerson locations with 50 or more employees are required to have a dedicated safety leader that works proactively on addressing health and safety concerns.

The Emerson Global Human Rights Policy is designed to establish global standards related to human rights and labor for all employees, suppliers, third parties and other business partners, and to facilitate compliance with those expectations.

Covered in the principles that we expect Emerson employees and its business partners to adhere to are: Equal Opportunity, Non-Discrimination and Non-Harassment, Health and Safety, Forced Labor and Human Trafficking, Child Labor, Employment Standards, Working Conditions and Compensation, Freedom of Association and Responsible Sourcing.

This policy is informed by, among other things, the International Bill of Human Rights, the OECD Guidelines for Multinational Enterprises, the United Nations Guiding Principles on Business and Human Rights, the Ten Principles of the United Nations Global Compact and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

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1. ROXAR FLOW MEASUREMENT AS – DESCRIPTION (Continued)

ii. Social Responsibility

At Emerson, our people are at the center of what we do, and they are foundational to our value creation strategy. As a global organization, we have seen firsthand the energy and innovation that comes from encouraging and respecting diverse perspectives and backgrounds. Having an inclusive workforce that reflects the world and industries we serve is critical to living our value of Support Our People.

Employee Engagement

Launched in 2023, Emerson's digital employee engagement survey is the cornerstone of our listening strategy. In its second year, Emerson's employee engagement survey gained more traction throughout the company, as evidenced by an 89% participation rate (a 4% increase from the previous year). Emerson's overall engagement score increased nearly one-and-a-half percent to 79.2% in 2024. Additionally, Emerson's inclusion index score of 78.9% was a 3.5-point improvement from 2023. Based on feedback collected from our inaugural employee engagement survey in 2024 Emerson responded with the launch of a leadership development framework. As part of the framework, people managers were given support in four key areas: inclusion, innovation, collaboration and change management.

Labor Relations

We respect our employees' right to freedom of association in choosing labor organizations to represent them. We collaborate with the unions, works councils and employee associations that represent many of our employees to maintain positive relationships.

Wages and Benefits

Our company value is reflected in efforts to provide competitive wages and benefits in the markets where we operate worldwide. Our compensation practices comply with applicable wage laws and international standards, including those relating to minimum wages, overtime compensation and legally mandated benefits.

Discrimination and Harassment

Emerson values the contributions of all employees and does not tolerate any form of discrimination or harassment. All employees are required to attend annual ethics training that reinforces this. Emerson is an equal opportunity employer that recruits, hires, trains and promotes people in all job classifications without regard to sex, race, color, religion, national origin, age, marital status, political affiliation, sexual orientation, gender identity, genetic information, disability or protected veteran status. We do not condone any form of discrimination, harassment or retaliation. We provide training for supervisors and managers to enhance employee relations and help support compliance with all applicable laws.

EMERSON

1. ROXAR FLOW MEASUREMENT AS – DESCRIPTION (Continued)

iii. Governance

We take the necessary steps to help ensure our company acts responsibly and in accordance with the Emerson Purpose, Causes & Values. Addressing sustainability and governance issues develops the trust and confidence of our employees, customers, suppliers, communities and shareholders. We operate all over the world and have built a comprehensive approach to all aspects of our governance activities. From our Board of Directors and executive leadership team to our employees and suppliers, we expect those who represent Emerson to uphold a high level of integrity.

Integrity & Ethics

To support our ethics and legal compliance processes, we have established clearly defined policies and practices for employees through our Ethics and Compliance program. We communicate our Ethics and Compliance program to employees through trainings, documentation and reporting channels where employees are encouraged to escalate questions or concerns. We welcome new employees to the program during their onboarding and refresh current employees and leaders on the program through annual training.

Our ethics reporting program provides employees with an efficient and trusted mechanism by which they can anonymously or confidentially ask questions and report suspected or actual misconduct, or concerns. This is done via several avenues including our ethics reporting website, ethics hotline, or directly to Emerson compliance leadership, while protecting employees' employment status. The ethics reporting website and hotline are operated by an independent third party and allow for employee anonymity and access to reporting in over 20 different languages and local phone numbers in over 35 countries. We also have robust policies and controls to safeguard against retaliation of whistleblowers.

Supply Chain

As a large global business with highly specialized products sized and tailored to customer-specific applications, Emerson manages a complex supply chain by maintaining resilient supply chain operations through multi-sourcing, regionalization, digital solutions, an agile logistics network and collaboration with our supply chain partners. We expect our suppliers to uphold the highest level of integrity toward people, stewardship of natural resources and ethical practices. Our Responsible Sourcing Framework guides our efforts.

Responsible Sourcing

In 2024, Emerson published its Responsible Sourcing Policy, which guides supplier performance management processes by establishing tiered supplier expectations. These tiered expectations range from minimum standards to best practices, such as calculating greenhouse gas emissions, setting emissions reduction goals, and implementing human rights and labor due diligence practices. The policy also establishes Emerson's responsibility to measure and drive supplier performance in these areas by maintaining and evolving management systems.

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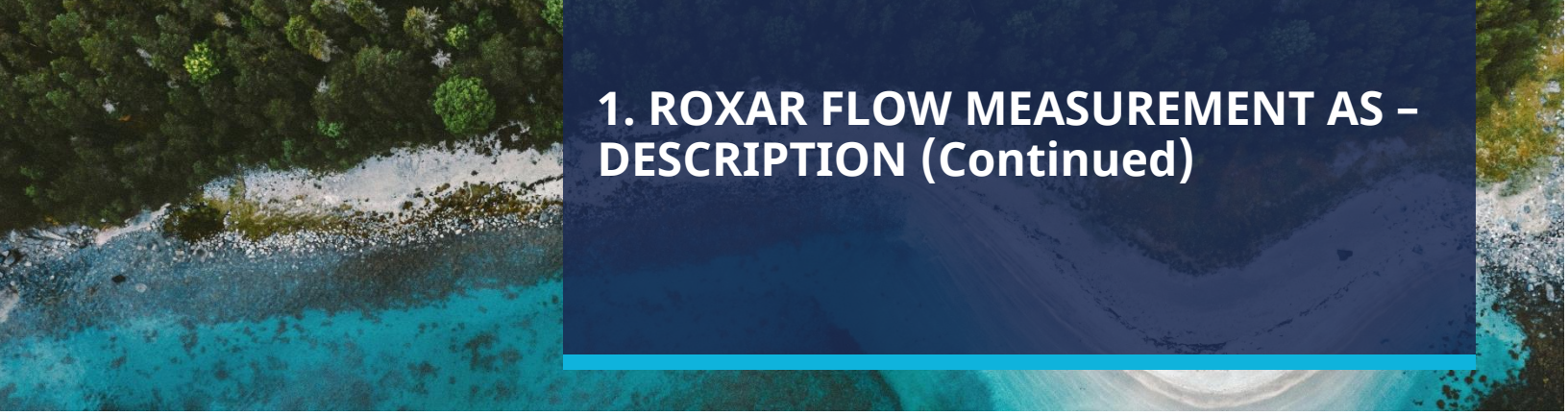

1. ROXAR FLOW MEASUREMENT AS – DESCRIPTION (Continued)

iii. Governance, continued

As our suppliers play a central role in our sustainability-oriented value chain, we require them to adhere to the Emerson Supplier Code of Conduct (SCoC). Aligning with the Responsible Sourcing Framework, the SCoC sets expectations related to ethics, human rights and labor, environmental sustainability, management systems, supply chain management and security, and cybersecurity. These are the minimum standards all suppliers must meet and are referenced in the Terms and Conditions of purchase orders and standard supply agreements. To drive adherence to the SCoC, suppliers who cover a majority of Emerson's direct material spend are requested to complete a self-assessment survey.

Supplier Selection and Monitoring

Roxar follows a supplier selection and approval process when changes in suppliers are initiated. New suppliers are requested to complete a Supplier Approval Form, including an acknowledgment of Emerson Supplier Code of Conduct signed by the supplier, before the supplier is registered in Roxar's ERP system. Suppliers are monitored and followed up individually in a Supplier Risk Assessment matrix which takes into consideration a range of key supply chain risk factors, including perceived risk of adverse impact on fundamental human rights and decent working conditions.

Responsible Business Conduct Embedded Into Policies and Management Systems

Responsible business conduct is a cornerstone of all Emerson policies. In addition to the policies highlighted in the sections above, Roxar is taking further steps to ensure that specific requirements of the Norwegian Transparency Act (NTA) are complied with (see Section 3 of this Report).

The Roxar Board of Directors and the Senior Leadership Team have been informed of the review of policies related to the NTA requirements and endorse the required changes in business processes and the disclosure of the NTA report on Emerson's web site.

Questions related to the Norwegian Transparency Act report can be addressed to info.roxar@emerson.com. Administrators of this mailbox will forward questions to relevant recipients, ensuring no time is lost with respect to Roxar's duty to respond within the required timeframes.

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2. RISK ASSESSMENT RELATED TO FUNDAMENTAL HUMAN RIGHTS AND DECENT WORKING CONDITIONS

a. Roxar Business Operations Due Diligence

Roxar's business operations focus on human rights and good working conditions through its active participation in Emerson's Environmental, Social and Governance programs. This includes the conduct of annual employee surveys and mandatory participation in training programs concerning Emerson's codes of ethics. Employee surveys and training participation are followed up and employees are encouraged to escalate questions or concerns.

Following Emerson's Supplier Code of Conduct, we expect all suppliers to support Emerson's values, especially as they relate to ethics, human rights and the fair treatment of their workforce. Emerson's purchase order Terms and Conditions as well as our standard supply agreement explicitly state that we expect our suppliers to comply with the Supplier Code of Conduct.

b. Roxar Supplier Due Diligence

The duty to carry out due diligence as set out in the NTA has been met through the performance of a supplier database risk assessment and a review of supply chain policies and procedures.

i. Supplier Risk Assessment

Roxar has carried out a review of its supplier database based on accounting data for fiscal year 2025 in order to assess risks of adverse impact in the supply chain related to basic human rights and decent working conditions.

Suppliers have been analyzed by their country of incorporation and divided into risk categories based on the Global Rights Index 2025 in which countries are rated and categorized as "Red", "Orange", "Yellow" and "Green" based on records related to violation of basic human rights and decent working conditions. The due diligence also takes into consideration the type of goods or services sourced, such as professional services, components, electronics or raw material.

Due diligence has been performed with respect to all suppliers in the highest risk category, "Red". In risk categories "Orange", "Yellow" and "Green", due diligence has been performed with respect to each supplier above defined value thresholds.

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2. RISK ASSESSMENT RELATED TO FUNDAMENTAL HUMAN RIGHTS AND DECENT WORKING CONDITIONS (Continued)

ii. Review of Supply Chain Procedures

The following improvements have been implemented in Roxar's supply chain procedures:

1. The inclusion of parameters related to basic human rights and decent working conditions in Roxar's supplier evaluation and selection process and in the process for continuous monitoring of suppliers,

2. Extended use of written surveys distributed to a risk-based selection of global suppliers,

3. Performance of supplier audits through site visits with respect to suppliers considered to be of high risk of negatively impacting basic human rights and decent working conditions.

iii. Outcome of Due Diligence Exercise

No actual adverse impact or significant risks of adverse impact on human rights and working conditions have been identified because of the due diligence exercise and the review of supply chain procedures.

Responses have been received from all the suppliers asked to perform the written Supplier Self-Assessment Survey in 2024. A risk-based analysis of Roxar's 2025 supplier database concluded that the distribution of additional surveys was not needed. Suppliers' responses to previously distributed surveys are being followed up and incorporated into supplier risk assessment scorecards and business reviews.

While no significant risks or actual adverse impacts related to human rights and decent working conditions have been uncovered so far, Roxar remains committed to conducting ongoing due diligence assessments in both own business operations and towards suppliers and business partners, to identify and promptly respond to any significant risk or actual adverse impacts that may be uncovered during the process.

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3. MEASURES TO BE IMPLEMENTED TO MITIGATE RISKS OF ADVERSE IMPACT

Roxar will continue its efforts to mitigate risk of adverse impact on human rights and working conditions in the supply chain by communicating Emerson's Supplier Code of Conduct to all our suppliers.

Specific measures to this end in the coming year include:

1. Follow up responses related to survey requests sent to suppliers,
2. Perform a risk-based analysis of suppliers in fiscal year 2026 to determine the need for further distribution of written survey requests,
3. Apply risk criteria related to human rights and working conditions when evaluating and monitoring new and existing suppliers.

CONTACT

Please direct any questions you may have with respect to Roxar's compliance with the Norwegian Transparency Act to the following address: info.roxar@emerson.com.

SOURCES:

i. Roxar| Brands | Measurement Instrumentation

ii. Emerson Global Human Rights Policy

iii. Business Ethics | Ethics & Compliance | Emerson Corporate

iv. Sustainability | Emerson Corporate

Date: 29th June 2026

Signatures:

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