



Nortal Group

Modern Slavery Statement

Prepared for:

Nortal Group

Date prepared:

20 May 2025

Nortal's Global Business


Nortal is a leading digital transformation company that brings together world-class strategic consulting, software engineering, data, and design practices to create a meaningful impact for our customers and shape the future together.

Nortal is the primary architect behind Estonia's transformation into a globally renowned digital society, and the driving force behind hundreds of digital transformation successes for governments, healthcare institutions, and Fortune 500 companies worldwide.

We design and deliver tailored products and platforms with operations in Europe, North America, and the Middle East. We empower organizations to respond to change and accelerate growth by designing proactive services and orchestrated solutions delivered through multi-functional, blended teams.

Our seamless teams envision the future with our clients and are backed by the executional prowess that guarantees speed to value. As long-term impact generators for our clients, employees, and partners, we thrive when it comes to problem-solving at a systems level.


We offer an understanding of local culture and business practices combined with global talent pools and subject matter expertise. Value as a service is our promise as we deliver the future seamlessly across the world.



We deliver value across a multitude of different geographies, timescales and ambitions

We are a strategic innovation and technology company with an unparalleled track-record of delivering successful transformation projects for 25 years.

As a valued partner for governments, healthcare institutions, leading businesses, and Fortune 500 companies we deliver value by challenging the status quo and succeeding where legacy firms fail.



224M€

Revenue globally (2023)

2100+

Experts worldwide (2024)





25




Years of experience

26

offices

We work with:

We deliver value across a multitude of different geographies, timescales and ambitions

We are a strategic innovation and technology company with an unparalleled track-record of delivering successful transformation projects for 25 years.

As a valued partner for governments, healthcare institutions, leading businesses, and Fortune 500 companies we deliver value by challenging the status quo and succeeding where legacy firms fail.



* Delivery centers

224M€
Revenue globally
(2023)

2100+
Experts worldwide
(2024)

25
Years of
experience

26
offices

We work with:



Our stance on modern slavery

At Nortal, we firmly believe in the dignity and worth of every individual, and we are unequivocally committed to upholding and protecting human rights. We have a zero-tolerance policy towards all forms of modern slavery, including forced labor, child labor, human trafficking, and any form of exploitation that deprives individuals of their freedom and dignity.

We understand that modern slavery is a global issue that requires collective action and vigilance. As a global IT services provider, we recognize our responsibility to ensure that our operations and supply chains are free from modern slavery. We are committed to conducting our business ethically, transparently, and in compliance with all applicable laws and regulations, including the Modern Slavery Act 2015.

We expect the same commitment from our partners, suppliers, and other stakeholders. We have incorporated anti-slavery and human trafficking provisions in our contracts and agreements, and we require all our partners and suppliers to adhere to these provisions. We will not tolerate any form of modern slavery in our business or supply chains, and we will take appropriate action, including terminating relationships, against any partner or supplier found to be involved in such practices.

We also encourage our employees and stakeholders to report any concerns or suspicions related to modern slavery. We have established confidential reporting mechanisms to ensure that such concerns can be reported without fear of retaliation.

We are committed to continuous learning and improvement. We regularly review and update our policies and procedures to ensure their effectiveness in preventing modern slavery. We also provide training and awareness programs to our employees to ensure they understand the risks of modern slavery and are equipped to identify and report potential instances.

At Nortal, we are not just committed to complying with the letter of the law, but also to upholding the spirit of the law. We believe that by standing firm against modern slavery, we can make a meaningful contribution to the global fight against this heinous crime and help create a world where every individual is free and respected.

Nortal's supply chain

Nortal operates within a complex and global supply chain, primarily associated with the provision of IT services and solutions. Our supply chains include a wide range of partners and suppliers, from software providers and hardware manufacturers to professional service firms and independent contractors.

Recognizing the importance of due diligence in our supply chains, we are currently in the process of enhancing our Know Your Supplier (KYS) process. This improved process, which we aim to implement globally by the end of 2025, will introduce specific criteria for assessing our most impactful, or top-tier, suppliers. These criteria will focus on various aspects, including the supplier's financial stability, legal compliance, ethical standards, and commitment to human rights. We will also consider the potential modern slavery risks associated with the supplier's industry, location, and workforce.

For our existing suppliers, we will continue to conduct regular reviews and audits to ensure ongoing compliance with our standards. We maintain open lines of communication with our suppliers to address any concerns and to encourage continuous improvement in their practices.

In cases where we identify potential issues or risks related to modern slavery, we take appropriate action. This may include working with the supplier to improve their practices, reporting the issue to relevant authorities, or, in severe cases, terminating the business relationship.

We are committed to transparency in our supply chains and we will continue to work towards improving our practices, collaborating with our suppliers, and contributing to the global effort to eradicate modern slavery. Our ongoing enhancement of the KYS process is a testament to this commitment, and we look forward to sharing updates on our progress in future statements.

Our supplier standards of conduct

Nortal's Supplier Code of Conduct is a key document that outlines our expectations for ethical and responsible behavior from all our suppliers. It serves as a guide for our suppliers, helping them understand our values, our commitment to human rights, and our zero-tolerance policy towards modern slavery.

The Code of Conduct covers a range of areas, including but not limited to:

1. Compliance with all applicable laws and regulations, including those related to labor, health and safety, and the environment.
2. Prohibition of any form of forced, bonded, or involuntary labor, child labor, or human trafficking.
3. Respect for the rights of workers, including the right to freedom of association and collective bargaining.
4. Commitment to providing safe and healthy working conditions.
5. Expectation of ethical business practices, including zero tolerance for bribery, corruption, or any form of unfair business practice.

We require all our suppliers to adhere to this Code of Conduct as part of their contractual obligations to Nortal. We believe that by setting clear expectations and standards, we can influence our supply chains positively and contribute to the global fight against modern slavery.

We are currently in the process of reviewing our existing Supplier Code of Conduct. This review is part of our ongoing commitment to ensuring that our policies and procedures remain

effective, relevant, and aligned with best practices. We are taking into account the latest developments in legislation, industry standards, and our own business operations.

Our updated global Supplier Code of Conduct was published in 2024. This updated Code reflects our continued commitment to human rights, ethical business practices, and the eradication of modern slavery. We look forward to sharing this updated Code with our suppliers and stakeholders, and we are confident that it will further strengthen our efforts to ensure responsible and ethical supply chains.

Our training on slavery and human trafficking

At Nortal, we believe that education and awareness are key to preventing modern slavery. We are committed to ensuring that our employees understand the risks associated with modern slavery and are equipped to identify and respond to potential instances in our supply chains.

While we are confident that there is no modern slavery within our own operations, we recognize that the risk can be present in our supply chains. Therefore, we focus our training efforts on raising awareness about modern slavery risks associated with our suppliers and partners.

We are currently in the process of developing resources on modern slavery, which will be made available on Nortal's internal pages. These resources will provide our employees with information about our approach to modern slavery, our expectations from suppliers, and the steps we are taking to prevent modern slavery in our supply chains.

We are also planning to incorporate modern slavery awareness into our existing training programs. This will ensure that our employees, particularly those involved in procurement and supply chain management, are well-equipped to identify and address potential modern slavery risks.

However, we understand that our approach to training may need to evolve as we continue to assess the materiality of modern slavery risks and finalize our Environmental, Social, and Governance (ESG) strategy. We are committed to reviewing and updating our training approach as necessary to ensure it remains effective and relevant.

We believe that by equipping our employees with the knowledge and tools to identify and prevent modern slavery, we can further strengthen our efforts to ensure ethical and responsible supply chains.

Companies covered in this report

This Modern Slavery Statement applies to Nortal and all its subsidiaries. While the Modern Slavery Act 2015 requires only businesses operating in the UK to publish a modern slavery

statement, we at Nortal believe that the fight against modern slavery is a global responsibility. Therefore, we have chosen to apply the principles of the Act across our entire global operations.

Nortal operates in several countries across Europe, North America, and the Middle East regions. Each of these regions has its unique challenges and contexts when it comes to modern slavery. However, our commitment to preventing modern slavery and human trafficking remains consistent across all our locations.

We believe that modern slavery cannot be tolerated in any location or any form. As such, we are publishing this statement as a global company, with the aim of demonstrating our commitment to eradicating modern slavery not just in the UK, but in every place where we operate.

By extending the principles of the Modern Slavery Act 2015 to our global operations, we aim to ensure that our business practices are consistent, ethical, and respectful of human rights, regardless of geographical location. We also hope to influence our partners, suppliers, and stakeholders around the world to join us in our commitment to preventing modern slavery.

This global approach allows us to maintain a unified stance against modern slavery and ensures that our efforts to combat it are comprehensive, coordinated, and effective across all our operations. We are committed to continuous improvement in this area and will continue to review and update our practices as necessary to ensure they remain effective in preventing modern slavery.

The management board of each of the companies listed below has approved this statement to be signed on their behalf by a director and has confirmed that the information in this statement is accurate as at that date.



Signatures:

Nortal Group Holding OÜ

Andre Krull, member of the Management Board

Nortal AS

Andre Krull, member of the Management Board

Nortal Solutions Ltd.

Andre Krull, Director

Nortal UK Limited

Andre Krull, Director

pwrteams OÜ


Andre Krull, Member of the Management Board

Medwedra Upside OÜ

Andre Krull, Member of the Management Board


WEBMEDIA OÜ

Andre Krull, Member of the Management Board

DocuSigned by:

92C0C4EA249E4B4...

Nortal Oy

Harri Vepsäläinen director

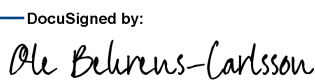
Signed by:

52357AFD0E9141E...

Nortal AG

Ole Behrens-Carlsson, Member of the Management Board


Nortal GmbH

Ole Behrens-Carlsson, Member of the Management Board

DocuSigned by:

B3086762BDA7480...

Nortal UAB

Mindaugas Taraila, member of the Management Board

Signed by:

2A170445D3D44BE...

Nortal LLC (Oman)

Taavi Einaste, Manager

Nortal Information Technology Solutions L.L.C.

Taavi Einaste, Managing Director

Nortal Regional Headquarters (Limited Liability Company)


Taavi Einaste, Manager



DocuSigned by:

AE64E015D70345C...

Nortal d.o.o
Milan Simic; Director

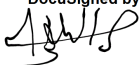
DocuSigned by:

2756711E20E8455...

Nortal LLC (USA)
Alain Dias, CEO

DocuSigned by:

108EC7723A2746D...

Nortal Solutions FZ-LLC
Hussain Al Balushi, General manager

DocuSigned by:

8FB42267FAE440C...

Nortal Canada Ltd.
Darren Hedges, Director

DocuSigned by:

FE9B7076BB514A6...

Nortal AS Administrative One Person Company

Peeter Smitt, Manager

Nortal for Business Services LLC

Peeter Smitt, Manager

Talgen Cybersecurity OÜ

Peeter Smitt, Management Board Member

Signed by:

34B989520EEE494...

Skelia s.a.r.l.,
Karel Saurwalt
Pwrteams Poland Sp. z o.o.
Karel Saurwalt, Member of the Management Board
Pwrteams US Inc
Karel Saurwalt, Manager
Pwrteams UK Ltd
Karel Saurwalt, Director



Pwrteams Bulgaria EOOD

Karel Saurwalt, manager

Ondertekend door:

KAREL SAURWALT

742B6F808A2649C

Skelia Ukraine LLC

Rostyslav Shchepan, CEO

Skelia Coworking LLC

Rostyslav Shchepan, CEO

Signed by:

Rostyslav Shchepan

E34E298D370B4EA

NG Delivery Center S.A. de C.V.

Alfredo Cedano, Director

DocuSigned by:

Alfredo Cedano Rodríguez

A0BAC0A2D3FF494

Certificate Of Completion

Envelope Id: F7931086-703A-4125-95CF-83802B6D41EA

Status: Completed

Subject: Complete with Docusign: Modern Slavery Statement Nortal Group_2025.pdf

Source Envelope:

Document Pages: 9

Signatures: 13

Envelope Originator:

Certificate Pages: 7

Initials: 0

Karolin Tuvik

AutoNav: Enabled

karolin.tuvik@nortal.com

Envelopeld Stamping: Enabled

IP Address: 2001:7d0:88db:5

Time Zone: (UTC+02:00) Helsinki, Kyiv, Riga, Sofia, Tallinn, Vilnius

Record Tracking

Status: Original

Holder: Karolin Tuvik

Location: DocuSign

5/23/2025 10:38:02 AM

karolin.tuvik@nortal.com

Signer Events

Alain Dias

Alain.Dias@nortal.com

CEO NORTAL LLC

NORTAL LLC

Security Level: Email, Account Authentication
(None)

Signature

DocuSigned by:

Alain Dias
108EC7723A2746D...

Timestamp

Sent: 5/23/2025 10:42:39 AM

Viewed: 5/23/2025 1:30:30 PM

Signed: 5/23/2025 1:30:46 PM

Signature Adoption: Pre-selected Style
Using IP Address: 2600:387:15:1813::7
Signed using mobile

Electronic Record and Signature Disclosure:

Accepted: 5/3/2024 7:08:15 PM

ID: 2e7d594b-e508-48d3-8a17-d58694f20592

Alfredo Cedano Rodríguez

Alfredo.Cedano@nortal.com

Security Level: Email, Account Authentication
(None)

DocuSigned by:

Alfredo Cedano Rodríguez
A0BAC0A2D3FF49D...

Sent: 5/23/2025 10:42:43 AM

Resent: 6/2/2025 1:33:58 PM

Viewed: 6/2/2025 5:44:23 PM

Signed: 6/2/2025 5:45:58 PM

Signature Adoption: Pre-selected Style
Using IP Address: 187.190.205.139

Electronic Record and Signature Disclosure:

Accepted: 5/2/2024 5:38:11 PM

ID: f91835e3-ef8b-4d31-bd68-d52f60ec910f

Andre Krull

Andre.Krull@nortal.com

COO

Nortal

Security Level: Email, Account Authentication
(None)

DocuSigned by:

Andre Krull
92C0C4EA249E4B4...

Sent: 5/23/2025 10:42:39 AM

Viewed: 5/23/2025 11:23:43 AM

Signed: 5/23/2025 11:24:04 AM

Signature Adoption: Uploaded Signature Image
Using IP Address:
2a00:16e0:100f:9c4d:fd34:4709:f143:e2fa
Signed using mobile

Electronic Record and Signature Disclosure:

Accepted: 5/3/2024 5:00:11 PM

ID: 03679fd0-dde4-4dad-8281-102c497c9022

Darren Hedges

darren.hedges@nortal.com

VP, Nortal Canada

Security Level: Email, Account Authentication
(None)

DocuSigned by:

Darren Hedges
FE9B7076BB514A6...

Sent: 5/23/2025 10:42:40 AM

Viewed: 5/23/2025 5:46:39 PM

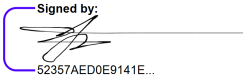
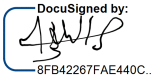


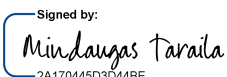
Signed: 5/23/2025 5:48:10 PM

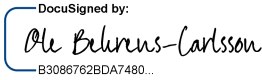
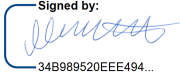
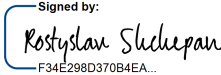
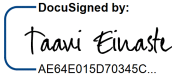
Signature Adoption: Pre-selected Style
Using IP Address: 66.244.235.196

Electronic Record and Signature Disclosure:

Accepted: 8/1/2023 5:32:54 PM

ID: 812af64b-9344-49e6-add4-3c324c7f4740

Signer Events	Signature	Timestamp
<p>Harri Vepsalainen Harri.Vepsalainen@nortal.com Security Level: Email, Account Authentication (None)</p>	<p>Signed by:  52357AED0E9141E...</p> <p>Signature Adoption: Drawn on Device Using IP Address: 85.76.146.156</p>	<p>Sent: 5/23/2025 10:42:40 AM Viewed: 5/23/2025 10:50:17 AM Signed: 5/23/2025 10:50:50 AM</p>
<p>Electronic Record and Signature Disclosure: Accepted: 5/23/2025 10:50:17 AM ID: bcbf13c7-d2a5-4c9d-a534-98dd9e8ce889</p>		
<p>Hussain Al Balushi Hussain.AIBalushi@nortal.com Security Level: Email, Account Authentication (None)</p>	<p>DocuSigned by:  8FB42267FAE440C...</p> <p>Signature Adoption: Drawn on Device Using IP Address: 37.41.246.245</p>	<p>Sent: 5/23/2025 10:42:41 AM Resent: 6/2/2025 1:33:59 PM Viewed: 6/2/2025 1:35:49 PM Signed: 6/2/2025 1:36:50 PM</p>
<p>Electronic Record and Signature Disclosure: Accepted: 6/2/2025 1:35:49 PM ID: 896d7f10-624e-4298-8bdf-764838358055</p>		
<p>KAREL SAURWALT Karel.Saurwalt@pwrteams.com CEO Pwrteams Security Level: Email, Account Authentication (None)</p>	<p>Ondertekend door:  742B6F808A2649C...</p> <p>Signature Adoption: Pre-selected Style Using IP Address: 2a02:a46a:57c9:0:24de:c6a0:4f3f:a2bc</p>	<p>Sent: 5/23/2025 10:42:40 AM Resent: 6/2/2025 1:33:59 PM Viewed: 6/2/2025 1:35:59 PM Signed: 6/2/2025 1:36:46 PM</p>
<p>Electronic Record and Signature Disclosure: Accepted: 6/2/2025 1:35:59 PM ID: 72af24ac-10dd-4ba9-8297-7a46562773f9</p>		
<p>Milan Simic Milan.Simic@nortal.com Security Level: Email, Account Authentication (None)</p>	<p>DocuSigned by:  2756711E20E8455...</p> <p>Signature Adoption: Pre-selected Style Using IP Address: 82.117.201.22</p>	<p>Sent: 5/23/2025 10:42:42 AM Viewed: 5/23/2025 11:38:17 AM Signed: 5/23/2025 11:38:42 AM</p>
<p>Electronic Record and Signature Disclosure: Accepted: 7/10/2024 12:44:40 PM ID: 402c516c-52e3-4c16-b512-2e8b153a284e</p>		
<p>Mindaugas Taraila Mindaugas.Taraila@nortal.com Security Level: Email, Account Authentication (None)</p>	<p>Signed by:  2A170445D3D44BE...</p> <p>Signature Adoption: Pre-selected Style Using IP Address: 90.131.42.237 Signed using mobile</p>	<p>Sent: 5/23/2025 10:42:44 AM Resent: 6/2/2025 1:33:59 PM Viewed: 6/5/2025 12:28:03 PM Signed: 6/5/2025 12:28:23 PM</p>
<p>Electronic Record and Signature Disclosure: Accepted: 2/10/2025 1:31:49 PM ID: 023e188b-5c7b-47ef-88a5-88cbaa062f88</p>		

Signer Events	Signature	Timestamp
<p>Ole Behrens-Carlsson</p> <p>Ole.Behrens-Carlsson@nortal.com</p> <p>Security Level: Email, Account Authentication (None)</p>	<p>DocuSigned by:</p>  <p>B3086762BDA7480...</p> <p>Signature Adoption: Pre-selected Style</p> <p>Using IP Address:</p> <p>2a02:3032:64:a624:ec93:a6fa:b7b1:3f54</p>	<p>Sent: 5/23/2025 10:42:42 AM</p> <p>Viewed: 5/23/2025 11:18:34 AM</p> <p>Signed: 5/23/2025 11:18:47 AM</p>
<p>Electronic Record and Signature Disclosure:</p> <p>Accepted: 8/16/2023 3:45:38 PM</p> <p>ID: 1475617f-e417-4778-b4b3-b6609dc09c12</p>		
<p>Peeter Smitt</p> <p>Peeter.Smitt@nortal.com</p> <p>Security Level: Email, Account Authentication (None)</p>	<p>Signed by:</p>  <p>34B989520EEE494...</p> <p>Signature Adoption: Uploaded Signature Image</p> <p>Using IP Address:</p> <p>2001:7d0:838e:7080:753a:ed7e:4ea0:3aeb</p>	<p>Sent: 5/23/2025 10:42:41 AM</p> <p>Viewed: 5/26/2025 9:04:44 AM</p> <p>Signed: 5/26/2025 9:05:35 AM</p>
<p>Electronic Record and Signature Disclosure:</p> <p>Accepted: 8/31/2023 1:20:22 PM</p> <p>ID: b011b12c-2adf-495c-8584-fbd2f9bd1572</p>		
<p>Rostyslav Shchepan</p> <p>Rostyslav.Shchepan@pwrteams.com</p> <p>Security Level: Email, Account Authentication (None)</p>	<p>Signed by:</p>  <p>F34E298D370B4EA...</p> <p>Signature Adoption: Pre-selected Style</p> <p>Using IP Address: 194.44.241.187</p>	<p>Sent: 5/23/2025 10:42:41 AM</p> <p>Viewed: 5/23/2025 10:57:24 AM</p> <p>Signed: 5/23/2025 11:00:24 AM</p>
<p>Electronic Record and Signature Disclosure:</p> <p>Accepted: 5/23/2025 10:57:24 AM</p> <p>ID: 7d2b1ea4-9b25-473d-a6a3-d507dba7333c</p>		
<p>Taavi Einaste</p> <p>Taavi.Einaste@nortal.com</p> <p>Security Level: Email, Account Authentication (None)</p>	<p>DocuSigned by:</p>  <p>AE64E015D70345C...</p> <p>Signature Adoption: Pre-selected Style</p> <p>Using IP Address: 195.50.220.17</p>	<p>Sent: 5/23/2025 10:42:44 AM</p> <p>Viewed: 5/26/2025 10:32:40 AM</p> <p>Signed: 5/26/2025 10:32:52 AM</p>
<p>Electronic Record and Signature Disclosure:</p> <p>Accepted: 5/26/2025 10:32:40 AM</p> <p>ID: 86a9ad29-67cb-48e0-870d-9567a1825547</p>		

In Person Signer Events	Signature	Timestamp
Editor Delivery Events	Status	Timestamp
Agent Delivery Events	Status	Timestamp
Intermediary Delivery Events	Status	Timestamp
Certified Delivery Events	Status	Timestamp
Carbon Copy Events	Status	Timestamp
Witness Events	Signature	Timestamp

Notary Events	Signature	Timestamp
---------------	-----------	-----------

Envelope Summary Events	Status	Timestamps
-------------------------	--------	------------

Envelope Sent	Hashed/Encrypted	5/23/2025 10:42:45 AM
Certified Delivered	Security Checked	5/26/2025 10:32:40 AM
Signing Complete	Security Checked	5/26/2025 10:32:52 AM
Completed	Security Checked	6/5/2025 12:28:23 PM

Payment Events	Status	Timestamps
----------------	--------	------------

Electronic Record and Signature Disclosure
--

ELECTRONIC RECORD AND SIGNATURE DISCLOSURE

From time to time, Nortal AS (we, us or Company) may be required by law to provide to you certain written notices or disclosures. Described below are the terms and conditions for providing to you such notices and disclosures electronically through the DocuSign system. Please read the information below carefully and thoroughly, and if you can access this information electronically to your satisfaction and agree to this Electronic Record and Signature Disclosure (ERSD), please confirm your agreement by selecting the check-box next to 'I agree to use electronic records and signatures' before clicking 'CONTINUE' within the DocuSign system.

Getting paper copies

At any time, you may request from us a paper copy of any record provided or made available electronically to you by us. You will have the ability to download and print documents we send to you through the DocuSign system during and immediately after the signing session and, if you elect to create a DocuSign account, you may access the documents for a limited period of time (usually 30 days) after such documents are first sent to you. After such time, if you wish for us to send you paper copies of any such documents from our office to you, you will be charged a \$0.00 per-page fee. You may request delivery of such paper copies from us by following the procedure described below.

Withdrawing your consent

If you decide to receive notices and disclosures from us electronically, you may at any time change your mind and tell us that thereafter you want to receive required notices and disclosures only in paper format. How you must inform us of your decision to receive future notices and disclosure in paper format and withdraw your consent to receive notices and disclosures electronically is described below.

Consequences of changing your mind

If you elect to receive required notices and disclosures only in paper format, it will slow the speed at which we can complete certain steps in transactions with you and delivering services to you because we will need first to send the required notices or disclosures to you in paper format, and then wait until we receive back from you your acknowledgment of your receipt of such paper notices or disclosures. Further, you will no longer be able to use the DocuSign system to receive required notices and consents electronically from us or to sign electronically documents from us.

All notices and disclosures will be sent to you electronically

Unless you tell us otherwise in accordance with the procedures described herein, we will provide electronically to you through the DocuSign system all required notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you during the course of our relationship with you. To reduce the chance of you inadvertently not receiving any notice or disclosure, we prefer to provide all of the required notices and disclosures to you by the same method and to the same address that you have given us. Thus, you can receive all the disclosures and notices electronically or in paper format through the paper mail delivery system. If you do not agree with this process, please let us know as described below. Please also see the paragraph immediately above that describes the consequences of your electing not to receive delivery of the notices and disclosures electronically from us.

How to contact Nortal AS:

You may contact us to let us know of your changes as to how we may contact you electronically, to request paper copies of certain information from us, and to withdraw your prior consent to receive notices and disclosures electronically as follows:

To contact us by email send messages to: alicia.reese@nortal.com

To advise Nortal AS of your new email address

To let us know of a change in your email address where we should send notices and disclosures electronically to you, you must send an email message to us at alicia.reese@nortal.com and in the body of such request you must state: your previous email address, your new email address. We do not require any other information from you to change your email address.

If you created a DocuSign account, you may update it with your new email address through your account preferences.

To request paper copies from Nortal AS

To request delivery from us of paper copies of the notices and disclosures previously provided by us to you electronically, you must send us an email to alicia.reese@nortal.com and in the body of such request you must state your email address, full name, mailing address, and telephone number. We will bill you for any fees at that time, if any.

To withdraw your consent with Nortal AS

To inform us that you no longer wish to receive future notices and disclosures in electronic format you may:

- i. decline to sign a document from within your signing session, and on the subsequent page, select the check-box indicating you wish to withdraw your consent, or you may;
- ii. send us an email to alicia.reese@nortal.com and in the body of such request you must state your email, full name, mailing address, and telephone number. We do not need any other information from you to withdraw consent.. The consequences of your withdrawing consent for online documents will be that transactions may take a longer time to process..

Required hardware and software

The minimum system requirements for using the DocuSign system may change over time. The current system requirements are found here: <https://support.docusign.com/guides/signer-guide-signing-system-requirements>.

Acknowledging your access and consent to receive and sign documents electronically

To confirm to us that you can access this information electronically, which will be similar to other electronic notices and disclosures that we will provide to you, please confirm that you have read this ERSD, and (i) that you are able to print on paper or electronically save this ERSD for your future reference and access; or (ii) that you are able to email this ERSD to an email address where you will be able to print on paper or save it for your future reference and access. Further, if you consent to receiving notices and disclosures exclusively in electronic format as described herein, then select the check-box next to 'I agree to use electronic records and signatures' before clicking 'CONTINUE' within the DocuSign system.

By selecting the check-box next to 'I agree to use electronic records and signatures', you confirm that:

- You can access and read this Electronic Record and Signature Disclosure; and
- You can print on paper this Electronic Record and Signature Disclosure, or save or send this Electronic Record and Disclosure to a location where you can print it, for future reference and access; and
- Until or unless you notify Nortal AS as described above, you consent to receive exclusively through electronic means all notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you by Nortal AS during the course of your relationship with Nortal AS.