



HSSEQC POLICY

Axess Group delivers world-class integrity solutions by enabling organizations to improve the sustainability of their business. Our mission is to be the preferred strategic partner for maximizing the production uptime and to ensure zero harm for our customers.

~ Axess' main HSSE goal is ZERO harm:

- No personal injuries
- No occupational illnesses
- No harmful or unintended spills to the environment
- No damage to material assets or financial losses
- No harm to reputation

~ Axess main quality goal is Customer Satisfaction

Axess will contribute to the protection of the environment and ensure the health and safety of our personnel, by constantly seeking new and safe ways for executing operations and promoting responsible planning and job management. Axess will improve continuously and participate in defining the standard for HSSE and quality in our industry.

Axess will achieve our goals by investing in our people and fostering high-performance employees in compliance with our values and identity.

Axess shall comply with applicable legislative requirements.

Health

Axess cares about the health and well-being of our employees. We aim to create a healthy work environment, both physically and mentally, promote work-life balance and respond to the individual needs of our employees. Passion for outdoor activities is deeply embedded in our company culture.

Safety

Axess is committed to making safety our absolute priority. We will continuously work on strengthening our safety culture while having a strong focus on management's commitment to lead by example. We believe that work-related incidents can be prevented by approaching work proactively, holding each employee accountable for everyone's safety, and by sharing knowledge and inspiring each other to find safer work practices. We will engage with our workers to encourage communication and participation in safety matters.

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Security

Axess shall protect its personnel, assets, and business from potential security risks, including cybersecurity threats. Security is an integral part of line management responsibility and the protection of employees must be the overriding priority of all business activity.

Our employees, consultants, and contractors shall be aware of their personal responsibilities concerning security matters and shall comply with the law in all countries where Axess operates and conducts business, as indicated in the Axess Code of Conduct.

Environment - Climate

Axess is a global company with a significant focus on reducing its environmental footprint. As we follow our customers worldwide, we have created policy initiatives that affirm our commitment to reducing carbon emissions from our own and our customers' operations. We aim to work responsibly to protect the environments we operate in and strive for the most sustainable solutions.

We believe that having a low CO² footprint gives us a competitive advantage in attracting business opportunities as the industry transitions to a lower emission economy. Axess acknowledges the Intergovernmental Panel on Climate Change's (IPCC's) scientific consensus of the influence human activities have on inducing climate change; therefore, we aim to play an active part in the global energy transformation by continuously turning natural resources into energy for the society.

Our strategy focuses on two main areas: we are building a significant industrial position in renewable energy and low carbon solutions, and we are incorporating climate risk and performance into our decision-making process.

Our Climate Roadmap explains how we plan to achieve our goals and how we will develop our business, in support of the ambitions set out in the Paris Climate Agreement.

Quality

We are dedicated to delivering high quality and reliable solutions to consistently meet our client expectations. At Axess, we constantly focus on improving our quality performance, reducing the cost of poor quality and potential project risks, and increasing the number of improvements. By these actions, we strengthen our customer satisfaction.

Axess promotes a culture that continually improves our HSSEQC performance and our HSSEQC management system. We have set ambitious goals and objectives to progressively achieve an HSSEQC performance that we can be proud of and which adds value for us and all our stakeholders.

The CEO has overall responsibility for the effective implementation of the quality management system throughout the organization. Quality management is based on each

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department's and each employee's awareness of their responsibility for the work they perform.

The HSSEQC Director is the nominated resource person responsible for:

- Ensuring that the HSSEQC–system conforms to the requirements of relevant standards.
- Reporting the performance of the HSSEQC–system and opportunities for improvement to the top management of the Axess Group.
- Ensuring that the integrity of the HSSEQC–system is maintained when changes to the system are planned and implemented.

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