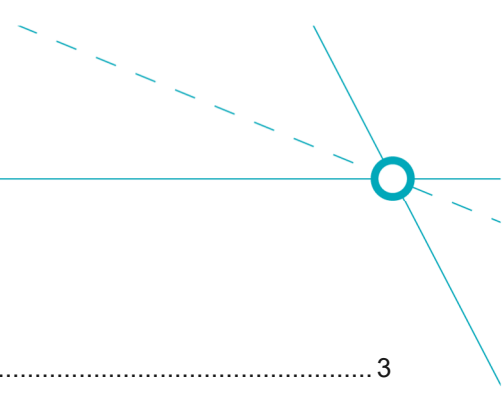


OUR PEOPLE



PASSION IN LIFE,
PASSION AT WORK



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WE VALUES

1

WE STRIVE FOR CONTINUOUS IMPROVEMENT

We share our knowledge and experience with our colleagues. We give and seek constructive feedback.

We are observant and learn from every assignment.

We are open-minded, listen actively and respect other people's opinions.

We value and benefit from diversity and are willing to apply different perspectives and new approaches.

2

WE ARE CONSIDERATE

We create a good working environment, and we are engaged in improving our community, society, and environment.

We respect and care about our colleagues, team members and our clients.

We support our team members by offering help and we ask for help when we need it.

We comply with laws, regulations, as well as our company's strategy and values.

3

WE ARE ENTERPRISING

We take pride in understanding our clients' needs.

We have the initiative and drive to recognise opportunities, and the motivation to make the most out of them.

We have the skills, experience, confidence, and resolution to find solutions and make decisions, and we have a team that is backing us.

We create business as a team by collaborating with our colleagues, across functions and entities.

4

WE COMMUNICATE WELL

We communicate job expectations and risk elements.

We avoid misunderstandings because we are precise, open, transparent, inclusive, and honest.

We trust each other and assume positive intent.

We are available to help and support our colleagues.

5

WE KEEP DEADLINES

We plan well and ensure that our time limits allow us to work safely.

We inform our team members and clients about their obligations and deadlines.

We give the right advice at the right time.

We are accountable and dependable.

6

WE ARE RESPONSIBLE

We take responsibility to succeed as a team and to get everyone home safe.

We choose courage over comfort, and what is right over what is easy.

We dare to challenge and to speak up.

We take social responsibility, and we contribute to sustainable development.

Since the inception of Axess Group in 1998, our We Values have played an important role in shaping our culture. As we move forward, we will continue to align our business decisions with our We Values.

Our We Values help us to;

- Shape our culture and define us
- Create the foundation for our strategy and to achieve our company goals
- Perform in our daily operations and succeed as a team
- Make the right decisions when we are in challenging or unknown situations or when our procedures do not cover
- Get everyone home safe
- Attract and retain talent

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OUR APPROACH

In Axess Group, Our People are our most valuable advantage and the key to our success. Our performance culture, unique identity and our highly competent employees have been the cornerstones of our success and will continue to be the key to achieve our goals in the future.

We believe in creating a performance culture where responsible employees with a business mindset understand and drive the value creation process. We take on leadership together as a team to ensure that we continuously improve to the benefit of our clients, Axess Group, our colleagues, and the society.

We have a unique identity that we share and benefit from. Our Group comprises employees across disciplines, borders, ethnicity, gender, political opinion, religion, sexual orientation, age, socio-economic and disability. We share outdoor values, have passion in life and passion at work, and we value being happy and healthy.

We believe in being a company of consistent growth to ensure continuous development opportunities for Our People. We invest in developing Our People so that they can successfully bring our products and solutions to the market.

We aim to attract talent and to be the company of choice. We recruit highly skilled employees with a unique identity and strong sense of integrity who comply with our values, show initiative, and take responsibility for their own performance and development.



OUR COMMITMENT

We are committed to cultivate a passionate and high-performing culture where highly engaged and competent employees can grow, develop together, and succeed as a team no matter your background.

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PERFORMANCE CULTURE



Creating value for Axess Group and our clients through understanding our client's value-creation process

Our People are our competitive advantage. In Axess Group, we succeed together as a team, because we have highly motivated, ready, and eager employees who know that their contributions are valued and are doing what it takes to get the jobs done. We believe in challenging Our People and we expect high standards. We focus and follow up on objectives and key results on both group and individual responsibility levels.

We have Business Mindset

Having a business mindset is essential because our success depends on the commitment from all our employees; their initiative, engagement and efforts, and collaboration between colleagues, across functions and entities. Our People are always customer-focused, understand our clients' needs, recognise opportunities, and find solutions. Our People have the skills, experience, confidence, and resolution to find solutions and make decisions, and we have a team that is fully supporting and backing us.

We develop a business mindset in Our People by involving them in our goals, strategy, and plans. We believe in challenging our employees and setting high standards. We give responsibility, and we expect all employees to take responsibility for the result. We let Our People try, make mistakes, and we support them by sharing experiences and continuous improvement processes.

We share financial results with all employees to enable them to understand, take ownership, improve, and perform. Together, we set clear targets and follow up on both group and individual responsibility levels. This will add value, ensure alignment, and guarantee we reach our goals and deliver results as a team.

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We take on Leadership

A performance culture starts with leadership. In Axess Group, all employees are leaders. Leadership is not a position; it is a skill. We lead ourselves, we motivate our colleagues and team members, and we take leadership in our projects and areas of responsibility. Leadership is about leading and making the right decisions even in challenging, unknown, or difficult situations, and to turn such situations into opportunities. We develop leaders who have the knowledge, experience, and skills to keep us competitive.

We take on leadership by communicating goals and expectations and setting the direction towards the result. We ensure Our People at all levels in the organisation are maximising their potentials by coaching, challenging, and sharing experiences with them. We influence, inspire, and empower each other to obtain desired results.

We take Responsibility

We achieve our goals and succeed as a team because we are committed to our strategy and goals, and we take on responsibility and ownership for our jobs. We succeed because we have effective teams, where all employees know their roles and responsibilities.

We take on responsibility by executing our job with passion and commitment, and being accountable for the result, regardless of the outcome. We understand that each and every one of us have the responsibility to get everyone home safe. Out of all our responsibilities, this is the most important one.

We dare to challenge and to speak up, and we always look for ways to make things better. We understand the need for good cooperation and recognise that we all contribute in different ways and can learn and benefit from each other's strengths and competencies. We represent the organisation well internally and externally. We take social responsibility and contribute to sustainable development.

We strive for Continuous Improvement

Our People are our competitive advantage, and the most important reason for our success. Due to our improvement culture, we are always striving to improve our performance, skills, and results. Our high-performing organisation never stands still. Instead, we seek innovation, change, improvement, and new approaches.

We strive for continuous improvement by sharing our knowledge and experiences with our colleagues, as well as giving and seeking constructive feedback. We allow and encourage critical thinking, we are open-minded, listen actively and respect other people's opinions and viewpoints. We value and benefit from diversity and are willing to apply different perspectives and new approaches to achieve our objectives.

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UNIQUE IDENTITY



Strengthen and benefit from our unique identity across backgrounds

Axess Group is made up of extraordinary talents who share a passion for life and passion at work. Our unique identity is a competitive advantage. When we love what we do, we go above and beyond to achieve extraordinary results. We share outdoor values, have passion in life and passion at work, we are happy and healthy in and out of work, and we have the stamina to go the extra mile. We benefit from our unique identity across disciplines, borders, ethnicity, gender, political opinion, religion, sexual orientation, age, socio-economic and disability.

We have Passion in Life & Passion at Work

Passionate people are committed to continuously achieving higher levels of performance. When we are aligned to our aspirations and talents, we get passionate about what we do, and we go above and beyond to find solutions and deliver results. We consistently look for better ways to improve ourselves, our role, our job, and the business in general.

To nurture a passionate environment, we challenge our employees and believe in them. We allow them to try, to make mistakes, to try again and to improve. We acknowledge our colleagues' passion, and value the diversity and variety in interests. We help our colleagues to find their passion, we share our moments, and we show interest in our teammates' experiences. We help others develop in their direction of passion, we help our colleagues connect with others that share their interests, and we encourage to network with people outside our workplace. We meet our clients regularly to hear directly about their feedback and pain points, to increase our commitment to find solutions.

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We have Outdoor Values

Participating in outdoor activities together with our colleagues is good for Our People and good for business, as it enhances creativity and restores focus. Creating moments together with our colleagues allow us to get to know each other, it opens communication, and we learn to respect and trust each other as well as sharing new ideas. Outdoor physical activities improve physical and mental health and correlates to better academic performance.

We strengthen our outdoor values by having outdoor activities in relation to all work gatherings. We arrange team building events outdoors and we encourage and arrange for Our People to realise their outdoor passions. We share and appreciate outdoor experiences.

We are happy and healthy on and off the job

Having fun at work makes us more motivated, productive, less stressed, more satisfied and we perform better. Happy and healthy employees is the backbone for innovation, loyalty, responsibility, and a successful business.

We create a good working environment by caring about our employees; We provide a healthy and safe place to work, and we promote workforce health and wellbeing, including mental health. We listen to our employees and our organisation; we ask our people about our working environment bi-annually, we arrange local strategy meetings for input, and we involve our employees in improvement, changes and when making important decisions.

We care about our colleagues. We communicate well, are open, transparent, honest, and respectful. We encourage a healthy work-life balance, and we show flexibility to meet our employees' and colleagues' needs, both related to work and to different life phases.

We encourage and benefit from diversity

We have a unique identity that we share and benefit from across disciplines, borders, ethnicity, gender, political opinion, religion, sexual orientation, age, socio-economic and disability. We have a diverse workforce which brings about diverse perspectives, increases our competitiveness, and enables us to serve our clients better. We understand the value of good cooperation and recognise that we can all contribute and learn from each other.

In Axess, all employees have the right to be themselves regardless of background and who they are as human beings. We value and benefit from diversity and are willing to apply different perspectives and new approaches. Different views and opinions are encouraged. We also encourage our employees to take on new roles and positions in Axess Group for personal and professional growth, and to exchange values, culture, and competence.

Axess Group is committed to inclusion, and it is what drives our policies and recruitment criteria. Regardless of our international footprint and cultures, at all levels of the organisation, we are aligned on the benefits that inclusion and diversity offer our business and teams. We continually strive for new and better methods to ensure all are

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included in our work activities as well as our suppliers and partners. We understand that the work to achieve equal rights and having a diverse workforce is never completed, and we will continue to strive towards having diversity and inclusion in the workplace.

We believe that training enables our teams to collaborate better especially in a diverse workplace. We educate and train our people on diversity and inclusion matters to ensure we get the best cohesion out of our teams.

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COMPETENCE



Developing our people towards excellent industry knowledge, experience, and skills

Our people have the knowledge, experience, and skills to make informed decisions. They have the freedom, training, and trust, and they have a team with competent resources to reach out to for inputs, discussions, and advice.

We recruit highly skilled employees with a strong sense of integrity who complies with our values and take responsibility for their own performance and development. We encourage and enable our people to perform and develop in accordance with their own ambitions and those of the company. We build teams comprising employees with different backgrounds, competence, and experience, to solve problems for our clients effectively.

We take Personal and Professional Growth seriously

Axess takes personal and professional growth seriously. We have taken a strategic choice to constantly grow as a company, to ensure a wide range of career opportunities as well as opportunities for personal and professional growth. It is our strategy to grow and keep our talents as this is the backbone of our success.

We believe in our responsible employees who take ownership of their own development and use their personal qualities, professional expertise, and commitment for the benefit of our clients, Axess, their colleagues and themselves. All employees have, together with their managers, a personal development plan that is revised and followed up in annual development conversations. Together, we set clear targets that will add value and ensure personal and professional growth.

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We are Trained and Educated

We recruit talent with relevant quality basic training and education from a diversified background. Our talents have the ability to build competence and experience, to learn new skills, to develop personally and professionally and to take on responsibility to be future leaders in Axess.

Our People's competence, expertise and leadership skills cannot be copied by any competitor. Axess takes pride in bringing Our People's expertise to solve complex matters on behalf of our customers.

We invest in our employees' skills and training. We expect our people to continuously develop and upgrade their knowledge and skills.

We are Engineers in coveralls

"Engineers in coveralls" means that we prioritise competence in the field close to our clients, in order to understand their needs, to make informed decisions and to solve their problems. Engineers in coveralls is a competitive edge, as competent engineers in the field will solve the problem efficiently.

When working on complex engineering tasks, practical field experience is vital to be able to develop safe, smart, and innovative solutions, better, faster, and cheaper than our competitors.

We believe that no matter what responsibility you have in Axess, nothing can replace practical field experience as part of the competence you need to take on your responsibility. Our people start their careers in the field to gain experience and on-the-job training with our most experienced field engineers.

We have Multiskilled Teams

We develop teams with employees of different backgrounds to build on each other's strengths. Together, we comprise of a variety of competence, experience, and we complement and enforce each other. This increases the ability, flexibility, and efficiency of the team and the quality of the work. Our multiskilled teams are designed to solve problems for our clients and to meet their needs. Working together in such multiskilled teams also increases learning and experience transfer, enhance personal and professional development, and increases job satisfaction.

We improve our multiskilled personal and team competence by practising lateral professional development and extension of responsibilities. We combine cross-functional teams across clients, services, departments, sectors, and entities.

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