



THE MANAGEMENT HAS THIS GENERAL COMMITMENT:

The protection of assets: people, physical and intellectual site, image and reputation, against malicious threats. In sum:

Business enablement as well as continued development missions by securing strategic investments and contributing to the success of projects, helping to comply with customers' security requirements, Crisis management and The education and training of employees.

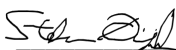
We do what we say we will do. We own a collective responsibility towards customers, colleagues, communities and shareholders.

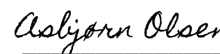
Further details:

1. People come first. The safety and security of our people come before any other business priority.
2. Security and Safety policies and guidelines must comply with international human rights legislation as well as international or national laws. Under no circumstances should any infringement be made on the human dignity of others.
3. All managers at any level and at any time are responsible and accountable for the security of their operational activities and for the enforcement of the security rules within their team.
4. Anticipation and prevention, through permanent risk assessment and sound relationships between experts and people on the ground, are key to ensure that necessary, efficient and cost-effective measures are undertaken, and risks mitigated.
5. Security and Safety procedures are regularly controlled and evaluated to maintain a high level of protection.
6. Security and Safety incidents should be recorded and subject to full analysis resulting in appropriate corrective measures to improve the security and safety level of the company.
7. The professionalism, integrity and skills of security employees or subcontractors working on behalf of the company must be exemplary and rigorously assessed.
8. Sound awareness and training of employees and subcontractors are key to ensure the correct understanding and the ability to apply those procedures on a daily basis.

The Security organization is responsible for supporting and advising management on security and safety issues in order to secure long-term business success.

Given in at meeting of board date 18.09.2023


Stefan Øijordsbakken
CEO
Member of the board


Asbjørn Olsen
CTO
Chairman of the board



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