

Work environment, Health and Safety Policy

This Policy defines the fundamental requirements for the management of health and safety performance in all Asker's business activities, thereby eliminating or mitigating risks in order to prevent occupational injuries and illnesses, avoid work related accidents, and to protect the people in the communities in which we operate.

Asker is committed to providing a safe and healthy working environment for all employees, consultants, sub-contractors or others working on our behalf, which complies with national standards for Occupational Health and Safety ("OHS") in every aspect related to the work.

Asker has a zero vision when it comes to accidents. In order to support and secure a robust zero vision culture, it is the responsibility of each Company to define and implement the local OHS procedures. The OHS work at each unit should be proactive and systematic. Ongoing risk assessments should be applied where the purpose is to identify, mitigate and monitor risks and other hazards to avoid any harm to our colleagues, contractors and visitors. Our centre of excellence via both ESG and Supply Chain can provide specialist advice in implementing local procedures.

As an integral part of managing the business, managers at all levels are responsible and accountable for managing workplace health and safety with strong leadership and credibility; they must lead by example and ensure that employees

are actively involved in health and safety programs and initiatives. Managers at Asker must work accordingly to national or local OHS regulations. It is the responsibility of each manager to continuously develop and monitor our organizational and social work environment to avoid unhealthy workload and manage demands in the work. Managers have the responsibility for ensuring the well-being of the employees, including a reasonable workload in compliance with labour laws.

The responsibility for health and safety are shared by all employees at Asker and appropriate health and safety information and training must be provided to all employees. Employees, contractors and others working or visiting Asker's units have an individual responsibility to follow the local health and safety regulations.

All relevant health and safety incidents, including occupational injuries and illnesses, as well as process safety incidents, must be recorded, analysed and communicated as required by local legislation and by the Group's standards and procedures.

Companies must keep accurate records of reported incidents, reporting, communication, analysis and follow-up.

Local management must ensure that reasonable and appropriate actions are taken to contain the consequences of an incident and prevent its reoccurrence.

Approved by Board of Directors in June 2022