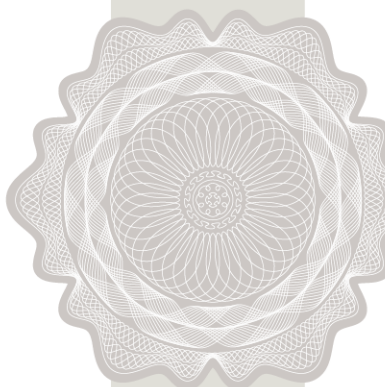




Ethical Guidelines 2022

The guidelines are applicable for all who work for KAEFER Energy, both in- and outside working hours.

- Everyone must work in accordance with good business ethics, including legislation.
- Personnel working with- or for customers must also follow the client's ethical guidelines.
- All personnel must be treated according to human rights and have decent working conditions.
- No one shall exploit their position to obtain personal benefits.
- Anyone who struggles to maintain their impartiality must contact their supervisor and ask for advice in any unclear situations.
- Everyone shall inspire to a safe, reliable and predictable environment. Trustful cooperation is highly valued.
- All shall contribute to a cautious and caring cooperation to ensure openness and room for dialogue.
- Colleagues, customers, partners, competitors and others will be treated with tolerance, fairness, respect and professionalism.
- It is unacceptable to disclose confidential information
- Everyone must comply with applicable safety requirements
- All personnel must understand and comply with the KAEFER group guidelines for the use of social media
- The company encourages everyone to notify trustees about behaviour in breach of requirements and guidelines



Bård Bjørshol
President, KAEFER ENERGY AS