

IKM Group

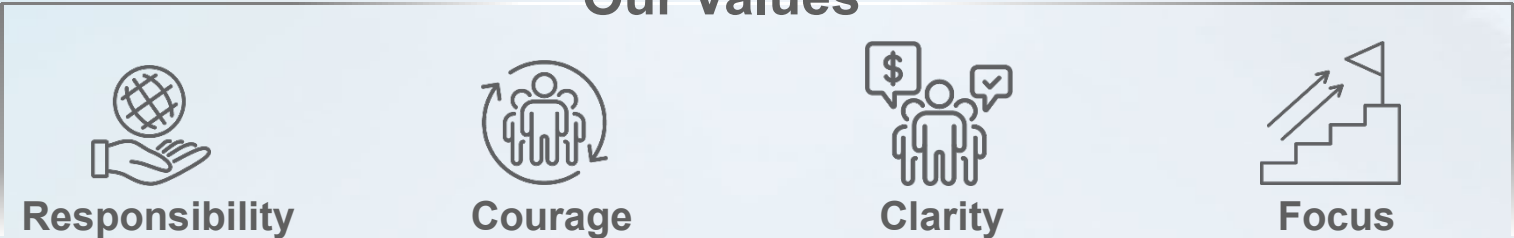
ESG- Environmental, Social and Governance



Our Vision

We strive to be the largest, the most complete and the most competitive service provider within the energy sector

Our Values



Our Frame Conditions



UN Sustainability Goals & IKM's Commitments

IKM recognizes and respects the United Nations' 17 Sustainable Development Goals.

We have identified three SDGs that we positively impact.



Zero injuries - our overall objective!



Sustainability (ESG)

Our employees, customers and partners expect IKM to have established frameworks and strategies related to environment, corporate social responsibility and corporate governance.

IKM is committed to delivering services and products in an ethical, environmentally conscious and socially responsible manner.

Our goal is to reduce CO2 emissions with 50% within 2030 and to net zero by 2050.



IKM acknowledges
that we as a Group
affect the
environment.

Environment

What are we doing?



CO2 measuring



IKM is certified within
ISO 14001:2015
ISO 9001:2015



Environmental accounts

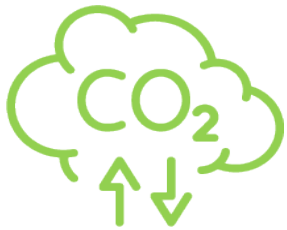


IKM is active in the design, development
and maintenance of more
environmentally friendly solutions –
circular economy

Environment - CO2 Measurement

CO2 footprint in 2021

725 g CO2



*Per hours worked
(average calculation for the Group)*

Measured quarterly both at company level and group level.

Unit of measurement: gram CO2 per worked hour

Measurement parameters includes:

- Flights
- Fuel for Company cars, rental cars and equipment
- Natural Gas (heating)
- Waste handling
- Transportation of goods

ISO 14001

- Certified Environmental Management system

ISO 14001:2015 is an internationally recognized environmental certification that helps us reduce our burden on the environment.

At the same time, it facilitates sustainable growth and increased profitability.

Improvements include:

- Reduced electricity use
- Reduction in use of harmful chemicals



CERTIFICATE

Kiwa AS,
Kabelgaten 2,
N-0580 Oslo



Management System Certificate

To certify conformity with // Godkjent overensstemmelse med
the Management System Requirements of // Styringssystemkravene i henhold til

NS-EN ISO 9001:2015
NS-EN ISO 14001:2015
NS-ISO 45001:2018

awarded // tildelt



IKM Gruppen AS
Ljosheimveien 14, 4051 Sola

Manufacturing/supplying following products/services:
for produksjon/leveranse av følgende produkter/tjenester:

**Engineering, manufacturing, maintenance and service
in the oil and energy sector.**

**Engineering, fabrikasjon, vedlikehold og tjenesteyting
innen olje og energi sektoren.**

Certificate No. // Sertifikat nr.:

1576

First issued // Utstedt første gang: 2016-01-13

Last expiry // Forrige utløp: 2022-01-13

Last recertification // Siste resertifisering : 2021-10-15

Valid until // Gyldig til: 2025-01-13

Issued // Utstedt: 2021-12-09

Audit: Annual // Oppfølging: Årlig


Director Certification // Direktør Sertifisering



Environment

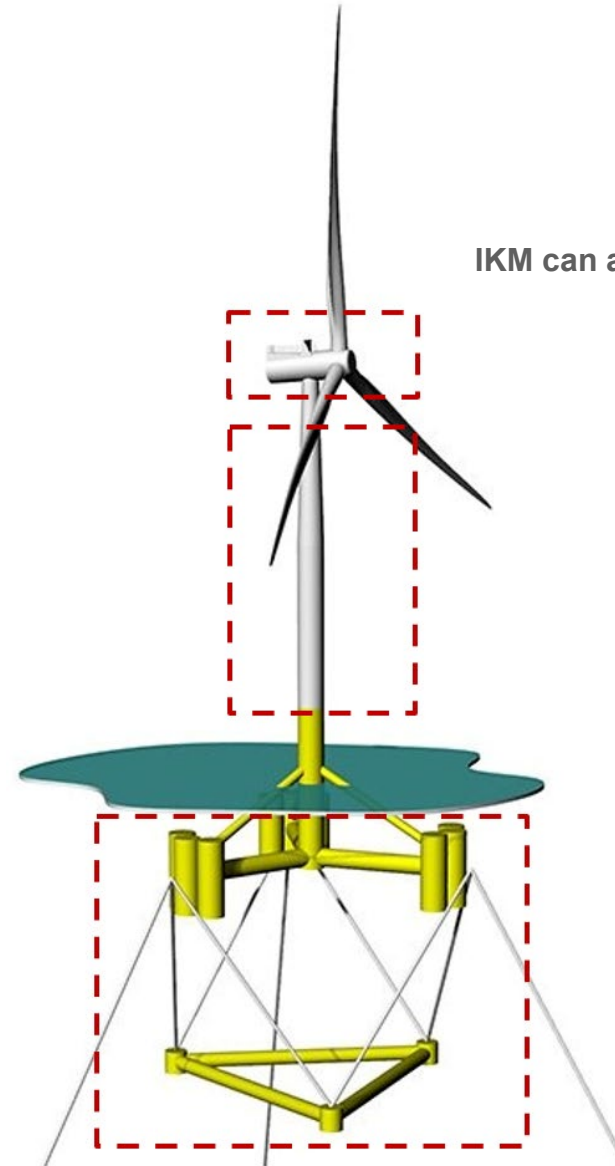


In recent years, IKM has had a strong focus on green energy.

This investment will increase in the future and the Group sees opportunities in the wind power market and other green value chains (Hydrogen, Ammonia, Solar, CCS).

IKM wants to be a preferred supplier of solutions that contribute to life extension.

IKM can and will contribute services within:



Driveline and power distribution

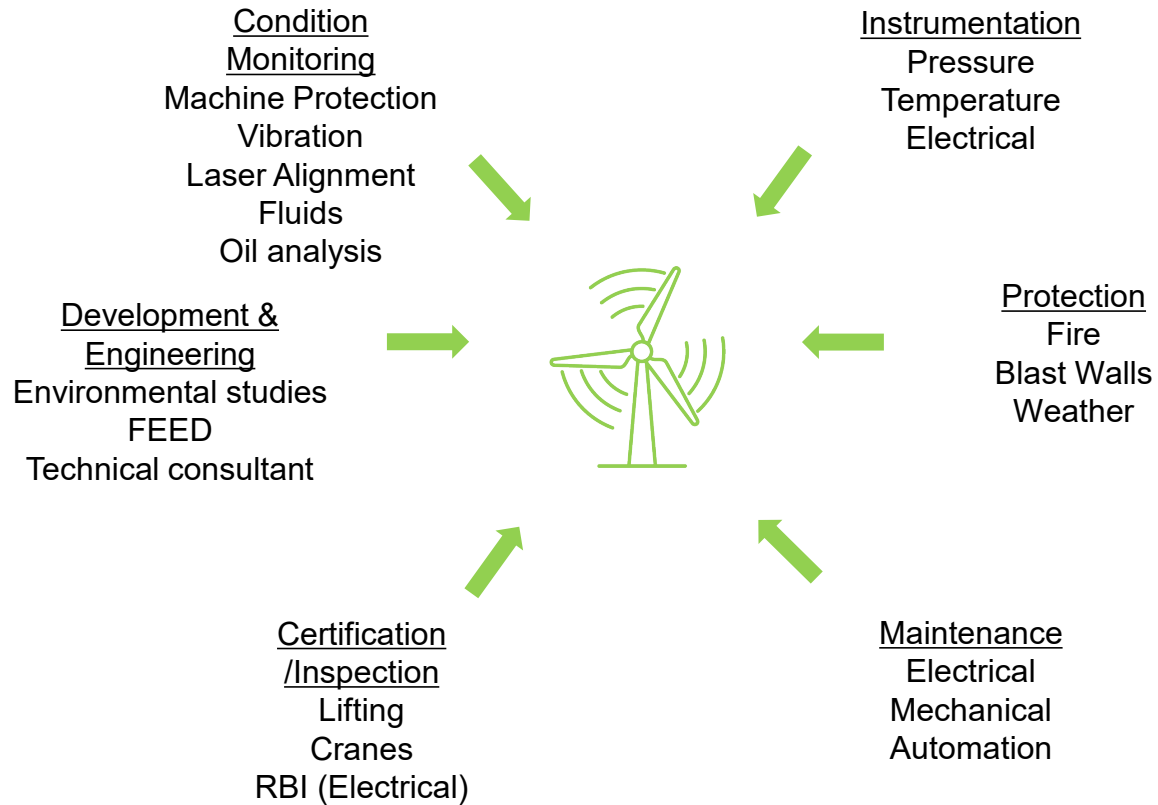
Topside structure and
support system

Crew Transport
Vessel

Subsea structure and
anchoring system

Services that IKM can provide to the wind market

As a total asset integrity partner we provide, service, maintenance, protection, instrumentation, surveillance, inspection and condition monitoring of all client assets



Zero injuries - our overall objective!



Overview of a selection of companies that can contribute to the various parts of the value chain



Development

IKM Testing AS
IKM Acona AS
IKM Ocean Design AS
IKM Consultants AS
IKM Ocean Team AS



PM & Engineering

IKM Testing AS
IKM Acona AS
IKM Ocean Design AS
IKM Operations AS
IKM Consultants AS



BoP, Installasjon & Commissioning

IKM Testing AS
IKM Elektro AS
IKM Mooring Services AS
IKM HVAC AS
IKM Instrutek AS
IKM Acona AS
IKM Consultants AS
IKM Subsea AS
IKM Ocean Team AS
IKM dsc Engineering AS



Operations, Maintenance & Services

IKM Testing AS
IKM Elektro AS
IKM Instrutek AS
IKM Rental AS
IKM Promech AS
IKM Solidtech AS
IKM Inspection AS
IKM Operations AS
IKM Sigma AS
IKM Ocean Team AS



Integrity management and lifetime extension

IKM Testing AS
IKM Elektro AS
IKM Instrutek AS
IKM Rental AS
IKM Solidtech AS
IKM Inspection AS
IKM Ocean Team AS

We take social responsibility



What do we do?

- Nedeia Uganda
- «Sola ungdomsteam »
- «Ungt entreprenørskap»
- The Salvation Army
- Member of the business association's resource group for diversity
- «Åpen Dør Stavanger»
- This year's TV fundraiser – Medecins Sans Frontiers
- Rynkeby - Children's Cancer Association



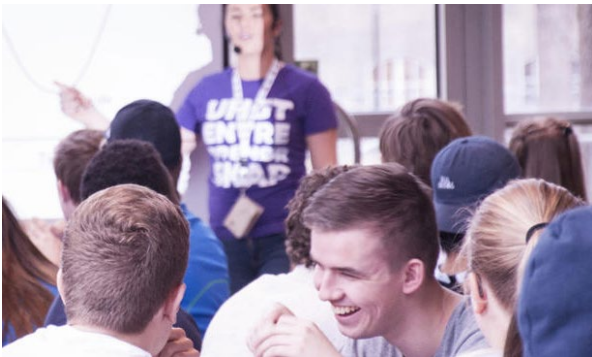
Nedea Uganda

Through the organization NEDEA Uganda, the IKM Group funds a school project approx. 2 miles outside Kampala.



Sola ungdomsteam

“Sola ungdomsteam” works to prevent drug abuse and crime among young people. The IKM Group contributes to giving young people opportunities to take trade certificates in several fields.



Ungt entreprenørskap

The IKM Group is involved in supporting the organization “Ungt Entreprenørskap” Rogaland which offers educational programs for students – from primary school to higher education.



The Salvation Army

The IKM Group has taken care of the cost when the Salvation Army, “Sandnes Korps” is to collect surplus food in the region.



Member of the business association's resource group for diversity

Member of the business association's resource group for diversity and inclusion
The resource group is working to increase the proportion of women and diversity in boards and management in the region's businesses.



Åpen Dør Stavanger

Åpen Dør is a low-threshold service in Stavanger for drug addicts that ensures less crime and unrest in the city.

23. OKTOBER 2022



TV-AKSJONEN **NRK**

This year's TV fundraiser – Doctors Without Borders

IKM supported last year's TV fundraiser - Doctors Without Borders. The campaign is the world's largest fundraising campaign measured in funds collected per head and number of volunteers.



Rynkeby - Children's Cancer Association

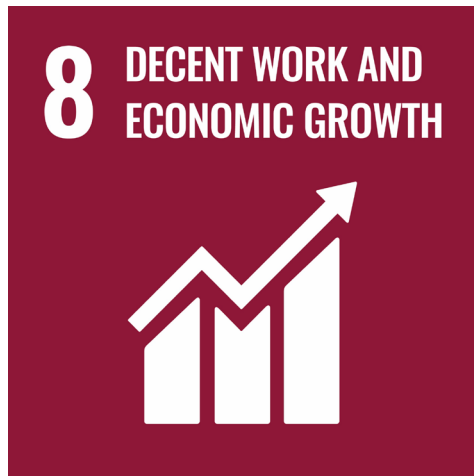
Team Rynkeby is a European charity cycling team that cycles to Paris every year to raise money for children with serious illnesses.



UN's Sustainability Goals

We will actively contribute to helping achieve the UN's sustainability goals by 2030!

We have prioritized 3 objectives where IKM can help make a difference.



Governance

Corporate governance



The board of the IKM Group determines the general guidelines for management and control of the company.

The board is responsible for ensuring that the group has good internal control and applicable systems for risk management.

Internal audit team



IKM's internal audit team shall contribute to the organization achieving its objective for risk management, control and governance.

IKM has its own external notification service operated by KPMG.

The notification channel shall ensure that employees, suppliers, customers and other partners can notify of matters worthy of criticism in a safe manner.

Compliance



IKM has established a comprehensive Compliance program.

The Compliance-program covers, Governance, social and environmental risks (ESG risk) such as:

- Corruption
- Sanctions
- Conflicts of interest
- Money laundering
- Fraud
- Human rights

The Compliance-program is based on recognized standards (UK Bribery Act and other international standards).

IKM Compliance Program

The IKM Compliance Program is designed to create and promote a culture of ethical conduct and to prevent, detect and correct violations of laws, regulations and internal guidelines.



Governance

Tone from the top

Top Management shall increase the awareness and demonstrate the importance of an ethical conduct by clearly communicate expectations and being role-models.

Control functions, roles and responsibility

Group Compliance Officer is organized independently from business operations to monitor compliance.

Company policies

IKM shall have written policies in place covering both preventive, detective and responsive activities



Preventive

Risk Assessments

IKM shall minimum annually perform a compliance related risk assessment across all companies in scope.

Communication and training

IKM shall facilitate and coordinate risk-based, organizational wide awareness and training plan to a build a strong compliance culture and commitments to compliance across all IKM companies.

Risk management of third-parties

IKM shall have written policies in place to identify and handle compliance risks related to all type of third parties.



Detection

Whistleblower Portal

IKM shall have an established whistleblowing portal and routines in place to independently handle whistleblowing cases.

Background checks

IKM shall as a part of risk management of third-parties conduct background checks of parties that represents high compliance risks to IKM.

Control activities and monitoring

IKM shall by a risk-based approach identify control activities in areas of high risk and monitor the identified control activities.



Responsive

Investigation and remediation

In cases of non-compliance, IKM shall ensure that appropriate measures are implemented and that IKM ensure learning from such cases.