

Introduction

Tendeka AS prepared this document in accordance with the requirements of the Norwegian act relating to enterprises' transparency and work on fundamental human rights and decent working conditions ("Transparency Act") (In Norwegian: *Lov om virksomheters åpenhet og arbeid med grunnleggende menneskerettigheter og anstendige arbeidsforhold.*)

Corporate structure and risk management

Tendeka Limited is the parent company of all Tendeka entities operating throughout the world ("Tendeka" or "Tendeka Group"), including Tendeka AS. Tendeka Limited is wholly owned by the Saudi Arabian company Industrialization and Services Joint Stock Company ("TAQA")

Tendeka is a provider of oil and gas completion products and services. With bases strategically situated around the world, we are proud to provide our clients with the strength and resources of a global organisation, with speed and flexibility to create the customer focus of a local organisation. Tendeka AS is based in Stavanger, Norway. Tendeka Group is headquartered in the UK with operational and administration functions based in Aberdeen and with operations spread around the world. Support functions are managed from the head office in Aberdeen. Assessment of risks including risk of human rights violations are managed by the functional departments working alongside operational management. These departments include Supply Chain, Human Resources, QHSE, and Legal.

Human rights risks that are mitigated by the above documents include:

- Risks that discrimination or another inappropriate behavior may occur
- Risks of personal injury on a company, supplier or customer site.
- Risks of breaching laws on pay, hours and holidays.
- Risks that our suppliers may violate human rights.

We have proportionate and appropriate policies, controls and mechanisms in all stages of our operations cycle and we continuously review and update all such policies, controls and mechanisms. These policies include:

- Company Code of Conduct
- Tendeka General Business Principles
- Vendor Evaluation Form

Additionally the HSE Manual covers a number of policies governing employee wellbeing including:

- Stress Management
- Bullying and Harassment
- Grievance
- Annual Leave
- Rehabilitation
- Whistleblowing

Due diligence processes which are carried out in the business seek to identify and assess adverse impacts in our operations, supply chains and business relationships. We then

identify how to reduce these risks either by mitigation or ceasing the activities leading to those risks. Tendeka monitors performance and communicates results internally and with the relevant third parties.

Company code of conduct

Every employee, director, or officer in Tendeka must follow the Code of Conduct. All Tendeka employees are required to sign a Code of Conduct. Contract staff must also follow the Code of Conduct. Contractors or consultants who are our agents or representatives working through outsourcing of services, processes, or any business activity, will be required to act consistently with the Code when acting on our behalf or in our name. Independent contractors and consultants will be made aware of the Code of Conduct as it applies to our staff in their dealings with them.

The code defines who Tendeka is with regards to shared values of honesty, integrity and respect towards people. Tendeka is committed to an open and fully transparent environment that empowers all employees to speak out against any concerns to behavior that is incompatible with our Code of Conduct. Retaliation against anyone who speaks out will not be tolerated. We will vigorously safeguard our reputation for integrity and maintain the highest of ethical standards.

The Human Resources department sets policies and procedures to ensure that all jurisdictions in which Tendeka operates, employees and contractors are hired and managed in accordance with local legislation and international human rights. Minimum standards of pay, holidays, working hours, appropriate behaviour, safe working conditions, and so on are defined and monitored. All employees are required to complete ethics and compliance training covering the content of Tendeka's Code of Conduct and the employees obligations under applicable laws and regulations. All compliance training is required to be refreshed every two years.

Tendeka General Business Principles

The General Business Principles apply to all transactions, large or small, and drive the behaviour expected of every Tendeka employee or contractor in the conduct of its business at all times. We encourage our employees and contractors to demonstrate leadership, accountability and teamwork and through these behaviours, to contribute to the overall success of Tendeka. In line with the UN Guiding Principles on Business and Human Rights, we respect internationally recognised human rights as set out in the International Bill of Human Rights and the core labour standards recognised by the International Labour Organisation (ILO), as set out in the ILO Declaration on Fundamental Principles and Rights at Work.

Vendor Evaluation

The Vendor Evaluation Form is used to assess a potential vendor's alignment with Tendeka's code of conduct, business principles and anti-bribery and corruption manual. Human rights compliance is specifically addressed with sections covering rights on fair pay, trade union membership, modern slavery, hours and holidays and child labour. Through this due diligence, Tendeka will not engage with a vendor who would be in breach of fundamental human rights.

Workplace health and safety

Tendeka's approach to workplace safety is achieved by planning and conducting our activities responsibly and in a manner that will eliminate hazards and reduce risk, assure health and safety of our staff, contractors and the public and the protection of the environment. This also includes the development and continual promotion of health safety and environmental culture throughout the organization to prevent injury, ill health and damage to the natural environment.

Whistleblowing Policy

Tendeka has a Whistleblowing Policy which is applicable to all Tendeka employees, contractors, and consultants. We expect our employees to deliver their work with honesty and integrity and believe it is important to harness a culture whereby employees can report any conduct which they believe may be illegal or unethical. All concerns are dealt with in the strictest confidence and are investigated with respect.

Conclusion

Tendeka is satisfied that it has sufficient policies and procedures in place to ensure that human rights are embedded in the culture of the organization and that risks of violation are identified and are mitigated. We will work with the Norwegian Consumer Authority (*Forbrukertilsynet*) as needed to ensure our continued compliance with the provisions of the Transparency Act. This document is approved by the Tendeka AS Board of Directors as of December 2023. Any questions on this statement can be directed to: enquiries.tnd@tq.com