

# ESG Policy

ESG stands for Environment, Social and Governance. ESG is often used synonymously for sustainability. For Argeo, sustainability is about our business model, which means how our projects contribute to sustainable development and what impact we have on all the three components in ESG.

## Environmental

Environmental criteria include i.e., a company's use of renewable energy sources, its waste management, how it handles potential problems of air or water pollution arising from its operations, deforestation issues (if applicable), and the company's attitude and actions in relation to climate change issues.

### We are all committed to:

- Prevent harm to the environment
- Identify, develop, maintain, and advise Argeo employees on environmental policy standards
- Create measurable goals
- Comply with relevant laws and regulations
- Strive to achieve corporate environmental goals set forward

## Social

Companies have a responsibility for their employees as well as their impact on the societies in which they operate – for instance in terms of working conditions, labor rights and diversity.

### We are all committed to:

- Create measurable goals
- Ensure equal treatment and opportunity for all staff members
- Promote diversity and maintain an inclusive workplace
- Keep our workplace harassment-free
- Comply with relevant laws and regulations
- Strive to achieve corporate social goals set forward



## Governance

Governance can serve as a control mechanism in relation to bribery and corruption, tax, executive remuneration, shareholders' voting possibilities and internal control. We believe active corporate governance is important to the development of companies and provides long-term benefits for shareholders, employees, and society.

### We are all committed to:

- Create a healthy and safe working place for both employees and contractors
- Create measurable goals
- Strive to achieve corporate environmental goals set forward
- Comply with relevant laws and regulations
- Promote a culture in which all employees share this commitment
- Promote responsible purchasing
- Develop and communicate a Company Code of Conduct
- Respect and promote human rights of all individuals potentially affected by our operations. We respect the fundamental principles set forth in the Universal Declaration of Human Rights and related UN documents

## ESG mission

Our Mission is that Argeo will be a sustainable company with a "green growth" business model, enabling the green transition, as well as being responsible in all our operations and promote diversity. To achieve this, we will work together and take personal responsibility to reach our common goals.

A handwritten signature in black ink that reads 'Trond Erling Figenschou Crantz'.

Trond Erling Figenschou Crantz  
Chief Executive Officer, Argeo AS  
08.04.2022