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ENERGY POLICY

Ventor Energi Norge AS

1. INTRODUCTION AND MISSION OF THE COMPANY

Ventor Energi Norge AS is a company that plays a key role in the Norwegian industrial and energy sector, distinguished not only by its extensive experience in hiring highly qualified personnel, but also by its in-depth knowledge of the challenges and trends of contemporary energy policy. Our operations are based on strict compliance with Norwegian and European legal and industry standards, which translates into the highest quality of services provided, operational security and full transparency of processes.

Registration and supervision:

Ventor Energi Norge AS is registered in the Norwegian business register BRREG, which confirms the legality and transparency of its operations on the Norwegian market. Additionally, obtaining the status of an employment agency approved by the Norwegian Labour Inspection Authority (Arbeidstilsynet) means that the company meets strict requirements regarding employment conditions, occupational health and safety and compliance with labour law, including the Norwegian Working Environment Act (Arbeidsmiljøloven).

Work and safety standards:

Ventor Energi Norge AS's operations are subject to regular inspections and audits by Arbeidstilsynet, which ensures compliance with health, safety and work environment regulations. The company implements systematic measures for managing health and safety, including written objectives, risk analysis, action plans and close cooperation with employees and their representatives. This approach ensures not only compliance with the law, but also the creation of a healthy, safe and motivating work environment.

Competence and quality of services:

Ventor Energi Norge AS specializes in providing highly qualified specialists for the energy and industrial sectors, including projects related to conventional energy, renewable energy sources, industrial installations, insulation, HVAC and the offshore industry.

Collaboration with industry leaders and participation in strategic projects:

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Ventor Energi Norge AS was involved in the implementation of key Norwegian investments, such as the Johan platform Sverdrup, where company was responsible for insulation work, prefabrication, surface protection and architectural support in the construction of one of the largest offshore platforms in Norway. Such projects require not only the highest technical skills, but also strict adherence to environmental and safety standards, which the company successfully implements.

Our mission is to actively participate in building a modern, low-emission economy in Norway by implementing environmentally friendly solutions and supporting the energy transformation in accordance with national and European regulations.

We strive to ensure that every aspect of our business – from daily operations to strategic decisions – is consistent with the idea of sustainable development and environmental responsibility.

2. COMPLIANCE WITH THE NORWEGIAN Energi21 STRATEGY

Energi21 is a key document defining the directions of development of the Norwegian energy sector, emphasizing research, development and implementation of innovative, environmentally friendly technologies.

Ventor Energi Norge AS actively implements the assumptions of this strategy by:

- **Systematic improvement of energy efficiency** in all areas of activity, both operational and strategic. We optimize processes to minimize energy consumption and limit negative impact on the environment.
- **Cooperation in carbon capture and storage (CCS) projects**, which are one of the pillars of Norwegian climate policy. We participate in these projects by providing qualified personnel, contributing to the development of technologies that reduce greenhouse gas emissions.

3. ENERGY EFFICIENCY

a) Energy planning

In our company, we attach great importance to conscious and responsible energy management. We create energy management plans that include:

- **Constant monitoring of energy consumption** in our offices and employee homes.
- **Optimization of operational processes** to minimize energy losses.
- **Regular reporting of carbon footprint emissions** and progress towards environmental targets in this area, allowing for transparency and continuous improvement of our operations.

b) Emission Reduction

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In the interests of the natural environment and in line with best industry practices, we have implemented a number of specific actions aimed at reducing emissions:

- **Segregation of municipal waste** in employee homes, enabling effective recycling and minimising the amount of waste going to landfills.
- **Electrification of the company vehicle fleet** – all vehicles owned by Venter Energi Norge AS are fully electric, which significantly reduces CO2 emissions from transport.
- **The location of employee residences in the immediate vicinity of workplaces** , which allows walking to the workplace, and where this is not possible, using public transport is the first choice. Employees traveling from the airport to their place of residence also choose public transport, minimizing the carbon footprint associated with travel.
- **Air travel is exclusively in economy class** , which helps reduce emissions per passenger.

c) **Compliance with regulations and methodologies**

Our activities are fully compliant with applicable national regulations and international standards in the field of climate protection:

- **The carbon footprint** is calculated according to the internationally recognized GHG Protocol methodology, which ensures the reliability and comparability of data.
- **Annual carbon footprint reporting** allows you to monitor progress and identify areas for further improvement.
- **Full compliance with Norwegian regulations regarding the operation of temporary work agencies (“staffing enterprise”)**, including environmental and social reporting requirements.

4. **CO₂ CAPTURE AND STORAGE (CCS)**

Venter Energi Norge AS actively supports the implementation of carbon capture and storage (CCS) projects, which are key to achieving Norway's and the European Union's climate goals. Our role is to: provide qualified personnel for companies operating CCS projects.

5. **COOPERATION, EDUCATION AND SOCIAL RESPONSIBILITY**

We understand that the success of energy transformation depends not only on technology, but also on people's awareness and involvement. Therefore:

- **We conduct regular training and educational programs for employees**, covering topics related to energy saving, sustainable development, carbon footprint and waste segregation.
- **As part of the cyclical “Topics of the Month” program**, we provide content dedicated to the most important environmental issues and energy efficiency, ensuring continuous improvement of the team’s competences.

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- **We plan educational campaigns in social media**, aimed not only at our employees but also at a wide audience. We share knowledge, inspire pro-ecological actions and promote good practices in the field of sustainable development.

6. MONITORING, REPORTING AND CONTINUOUS IMPROVEMENT

Our energy policy is based on the principle of continuous improvement.

In practice, this means:

- **Systematic monitoring of energy consumption and CO2 emissions** throughout the organization.
- **Annual reporting of progress** in achieving environmental goals (in terms of reducing the carbon footprint), which allows for the assessment of the effectiveness of actions taken and the setting of goals.
- **Updating energy policy** in response to changing legal regulations, technological progress and new market challenges.
- **Using performance indicators**, such as energy consumption or CO2 emission reduction, to measurably assess the effectiveness of our activities and identify areas requiring improvement.

7. SUMMARY

Operating on the Norwegian market, we actively support the implementation of the country's energy policy goals, focusing on energy efficiency, implementing innovations and promoting environmentally friendly solutions. The company not only responds to the current staffing needs of the sector, but also participates in the energy transformation, providing specialists for projects related to decarbonization of the industry, CO₂ capture and storage (CCS) and the development of renewable energy sources.

We integrate national strategies, such as Energi21, with EU requirements, focusing on efficiency, cooperation and social responsibility.

Our document provides a solid foundation for further development of the company's energy strategy, ensuring consistency with the expectations of the market, society and legal regulations – both Norwegian and European.

Dębica, 14th May 2025

President of the Management Board – Piotr Urbanik
 Proxy – Janusz Urbanik