

ESG-STRATEGY 2025

- *Climate and environment:* The company safeguards its responsibility for the external environment
- *Social Responsibility:* The company fulfills its responsibility towards society, employees and suppliers
- *Governance:* The company ensures good corporate governance





SUSTAINABLE DEVELOPMENT GOALS



ESG should be rooted in: The UNs sustainable development goals



The UNs sustainable development goals were developed with the intent to improve health and education, reduce inequality, stimulate to economic growth – all at the same time as dealing with the climate change and working to preserve the sea and nature.

As part of the society in which we operate, NSE is obliged to operate in line with established sustainability goals.

As a result, NSE must share information on issues related to the environment, social issues, working environment, equality and non-discrimination, respect for human rights, anti-corruption and bribery – in line with the UN's guiding principles for business and human rights.

NSE must also follow up suppliers and subcontractors in relation to the UN's sustainability goals cf. among other things also the Norwegian Transparency Act.



ESG as a strategic approach to CSRD compliance

NSE is committed to transparent and responsible sustainability reporting in accordance with the **Corporate Sustainability Reporting Directive (CSRD)** and the **European Sustainability Reporting Standards (ESRS)**.

Starting in 2025, we will implement a structured approach to ensure that our reporting processes meet regulatory requirements and support our business strategy.

Integration of CSRD Requirements into Our ESG Strategy

To ensure compliance with CSRD requirements, we will implement the following measures in 2025:

- **Establishing a robust reporting structure** based on ESRS standards to ensure compliance with double materiality and transparency requirements.
- **Strengthening data management and ESG measurements** through improved systems for collecting, analyzing, and verifying sustainability data.
- **Increasing ESG integration** in risk management by incorporating sustainability risks and opportunities into the company's overall risk management framework.
- **Enhancing stakeholder engagement** to ensure that our ESG initiatives align with the expectations of investors, customers, employees, and regulators.
- **Conducting regular audits and external verification** of our ESG data to ensure quality and credibility in our reporting.



We recognize that adapting to CSRD is an ongoing process and will continuously update our strategy to meet regulatory requirements and market expectations. Through proactive management of sustainability risks and opportunities, we aim to contribute to a more sustainable and competitive business model.

Vision

Reason for being

COMPLETION happens together

Ambition

Reason for doing

Through efficient internal and external teamwork, the best result is accomplished.
Our services shall generate greater value for our stakeholders.

Values

How we do business in NSE, what defines us as an organisation

Norm

Safety

Experience

Sustainability pillars

Focus areas for our sustainability work



**Reduce emissions
and waste**



Sustainable
materials



Sustainable
methods



Climate action
cooperation
(customers)



**Responsible management
that is open and honest
about challenges and
opportunities**



ESG
governance



Responsible
value chain



Business ethics &
risk management



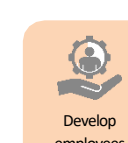
**Raise the skills of our
employees, as well as contribute
to a safe and secure
employmentship and working
environment for the individual**



Cooperation and
involvement



Safe working
environment



Develop
employees

Development to reduce emissions and waste

We must raise the awareness, and use new methods that reduce material consumption and emissions.



Purpose

By searching and adopting new methods and equipment, energy and material consumption, as well as emissions to the external environment can be reduced. In addition will increased focus on electrification reduce emissions of CO₂. Measures that reduces the amount of waste, and improves the degree of source sorting can help reduce both NSEs' and our clients' climate footprint.

By advising stakeholders the lifetime of their assets can be extended, as well as conducted in a manner that reduces the amount of waste, emissions and natural resource consumption. By becoming ISO14001 certified will the company be able to work in a more structured manner in relation to environmental challenges.

Focus areas



Goals

1. Reduce emissions to the external environment
2. Reduce waste and improve source sorting
3. Use more environmental friendly and sustainable products and materials
4. Use more environmental friendly methods and equipment
5. Increased focus on sustainability in the supply chain
6. Collaborate and advise customers in relation to maintenance and decommissioning
7. Become ISO14001-certified



KPIs

KPIs

1. Measure emission of VOC in connection with surface treatment
2. Reduce waste and improve source sorting
3. Number of new sustainable technology or solutions tested and adopted
4. Number of suppliers with ESG program
5. Number of ISO14001- certified suppliers

Raise our employees skills, and promote measures improving health and well-being

Raising the employees skills also increases safety, quality and efficiency, as well as contributing to a safe and inclusive working environment.

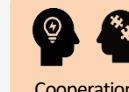


Purpose

By actively and systematically invest in developing the employees competence, we aim to also achieve increased safety, quality and efficiency in relation to work execution.

Promoting health and well-being measures can help prevent work-related injuries and illness, as well as facilitate a safe and inclusive working environment for the individual. The total sum of all measures should also make NSE an attractive employer.

Focus areas



Cooperation
and
involvement



Safe working
environment



Develop
employees

Goals

1. Prevention of incidents and injuries through risk identification and prevention
2. Facilitate a health-promoting, meaningful and inclusive work environment
3. Raise the skills of our foremen and supervisors
4. Cooperation with customers and suppliers with high ethical standards



KPIs

1. TRIF and LTIF
2. Sick leave
3. Score on work environment surveys
4. Number of conducted occupational health surveillances
5. Proportion of foremen/supervisors completed internal training program
6. Number of skilled/certified operators
7. Proportion of suppliers signed declaration on ethical guidelines and human rights policy
8. Turnover in administration
9. Turnover in operators

Responsible management that is open and honest about challenges and opportunities

A responsible business practice and ESG mindset contributes to a sustainable corporate culture.

Purpose



A responsible management is crucial to create a sustainable and financially sound corporate culture, where ESG is an integral part of the operation.

The management will actively work with the ESG strategy to create a culture where all levels contribute to increase the company's value by reducing organizational risk, increased focus on sustainable solutions and long-term returns.

By striving to be open and transparent, both challenges and opportunities are made visible that both can have a positive or negative impact on the sustainability goals.

Focus areas



Goals

1. High ethical business practice
2. Good risk management
3. Satisfy stakeholders (owners, employees, business partners, customers etc.)
4. Compliant with laws, regulations and relevant standards, as well as operating with integrity
5. Good financial performance
6. Responsible value chain
7. Increased focus on accountability and expectations towards the customer/ client



KPIs

1. Report on ESG in annual financial report
2. Report on ESG in annual HSE report
3. Number/proportion of suppliers with ESG program
4. Number of decision cases per year where sustainability is emphasized



Reduce emmissions and waste



Raise the skills of our employees, as well as contribute to a safe and secure employmentship and working environment for the individual



1. Reduce emissions of VOC in connection with surface treatment
2. Reduce waste***
3. Proportion of source sorting***
4. Reduce energy consumption ***
5. Number of new sustainable technologies or methodes tested and implemented
6. Proportion of suppliers with ESG-program
7. Proportion of suppliers with ISO14001-certificate

1,83 Under 3

1. Numbers of TRIF

0,92 Under 3

2. Numbers of LTIF

4,90% Under 4

3. Proportion of sick leave

94,7% >85%

4. Improve the results on the «Well-being» and «Annual work environment» surveys

21,06% >20%

5. Proportion of conducted Occupational health surveillances

79,63% >80%

6. Proportion of managers completed internal leadership development programs

12,32% >15%

7. Proportion of certified/skilled workers

84 >90

8. Number of certified/skilled workers

61,76% >75%

9. Proportion of suppliers signed declaration of ethcial guideline and human rights policy

12,4% <2%

10. Turnover in Administration and management

1,93% <4%

11. Turnover Operators and foremen

1 1

1. Report on ESG in annual financial report

1 1

2. ESG-report

35,29% >40%

3. Proportion of suppliers with ESG-program

1 >2

4. Number of decisions based on sustainability



Responsible management that is open and honest about challenges and opportunities



* Benchmark 2023: This was the first year with ESG-KPI's.

** More detailed KPIs on GHG carbon footprint



ESG initiatives



Reduce emissions and waste

1. Search for new methods and solutions for work execution
2. Climate accounts of waste, recycling, energy consumption, as well as purchased products and materials
3. Increased focus on reuse
4. Increased focus on use of electric machines and vehicles
5. Supplier follow-up
6. Advise customers and stakeholders in connection with ESG



Responsible management that is open and honest about challenges and opportunities

1. Develop a corporate culture where the management fronts our sustainability ambitions
2. Internal training to secure that key functions have necessary skills and focus on sustainability
3. Internally communicate and encourage to commitment on all levels of the organization
4. Communicate ESG status and focus externally on corporate internet page
5. Publish ESG status in the annual HSE/Q-report
6. Report ESG objectives and status in the company's annual report
7. Supplier pre-qualification



Raise the skills of our employees, as well as contribute to a safe and secure employment and working environment for the individual

1. Competence development program
2. Foreman training program
3. Skilled worker program
4. Quality assurance and internal control
5. Employee evaluation and follow-up
6. Recruitment

ESG Action plan – Climate & environment



We must raise the awareness, and use new methods that reduce material consumption and emissions.



Initiatives

1. Search for new methods and solutions for work execution
2. Climate accounts of waste, recycling, energy consumption, as well as purchased products and materials
3. Increased focus on reuse
4. Increased focus on use of electric machines and vehicles
5. Supplier follow-up
6. Advise customers and stakeholders in connection with ESG

KPIs

1. Reduce emissions of VOC in connection with surface treatment
2. Reduce waste
3. Proportion of source sorting
4. Reduce energy consumption
5. Number of new sustainable technologies or methods tested and implemented
6. Proportion of suppliers with ESG-program
7. Proportion of suppliers with ISO14001-certificate

Measures

1. Search for new methods and solutions for work execution:

- ✓ The operating organization must actively search for sustainable methods and solutions that can reduce waste, emissions and save energy. Examples like robotisation, solutions for collecting waste etc.
- ✓ Measures taken must be documented and registered in NSE systems.

2. Climate accounts of waste, recycling, energy consumption, as well as purchased products and materials:

- ✓ Climate accounts must be kept continuously. Annual KPIs are decided on the basis of the company's environmental aspect analysis, customer and certification requirements. Status must be distributed monthly by HSE/Q dept.
- ✓ HSE/Q and Operational managers are responsible for ensuring correct registration in NSE systems.

3. Increased focus on reuse:

- ✓ The operating organization must strive for a high focus on maintenance, care and control of material to increase the degree of reuse, as well as extending the lifetime of material. Doing so, the amount of purchases and waste also will be reduced. Examples of reuse of materials can be: Coveralls, tarpaulin, scaffolding net etc. Extended material lifetime can be: Scaffolding equipment, pumps etc.

4. Increased focus on use of electric machines and vehicles:

- ✓ In projects pursuit to use machines such as compressors, lift, pumps, fork lifts etc. that run on electricity.
- ✓ Operating unit L&S will look into electrification solutions of machines/equipment, as well as NSE vehicles.
- ✓ Measures taken must be documented and registered in NSE systems.

5. Supplier follow-up:

- ✓ All suppliers must be registered and approved in our Supplier register system.
- ✓ The supplier contract responsible must ensure that the supplier is approved, registered etc. HSE/Q assists when needed.
- ✓ The supplier contract responsible must follow-up the supplier at given intervals. Must be documented.

6. Advise customers and stakeholders in connection with ESG:

- ✓ The operating organization must actively advise and recommend sustainable solutions, as well as promote the company's ESG program in presentations, requests, offers and contracts.

ESG Action plan – Social responsibility



Raising the employees skills will increase safety, quality and efficiency, as well as contributing to a safe and inclusive working environment.



Initiatives

1. Competence development program
2. Foreman training program
3. Skilled worker program
4. Quality assurance and internal control
5. Employee evaluation and follow-up
6. Recruitment

KPIs

1. Numbers of TRIF and LTIF
2. Proportion of sick leave
3. Improve the results on the «Well-being» and «Annual work environment» surveys
4. Proportion of conducted OHS
5. Proportion of managers completed internal leadership development programs
6. Proportion/number of certified/skilled workers
7. Proportion of suppliers signed declaration of ethical guideline and human rights policy
8. Turnover

Measures

1. Competence development program:

- ✓ HR must, in collaboration with the line management, monitor and uncover competence gaps and needs.
- ✓ HR must lead the development, updating and facilitation of the annual training program, including the certified/skilled workers program.
- ✓ The training program is documented by HR in the company's «F-10425 Kursprogram» .

2. Foreman training program:

- ✓ HR must, in collaboration with the line management, develop and facilitate a foreman training program with associated requirements and a follow-up. The foreman training program must be included in the company's competence matrix and training program F-10425. The training must be documented.
- ✓ Ensure that all foreman has completed the training program and is followed up.

3. Skilled worker program:

- ✓ HR must, in collaboration with the line management, monitor and identify the need for skilled personnel.
- ✓ HR must, in collaboration with the line management actively promote, recruit and facilitate measures that can contribute to increase the number of skilled/certified workers ref. training program.

4. Quality assurance and internal control:

- ✓ The company must look for project management solutions that can improve and simplify control of project documentation.
- ✓ HSE/Q must improve the quality assurance system competence in the top management (document owners) to safeguard better maintenance of governing documents.
- ✓ HSE/Q and the line management must strive to increase the number of conducted internal controls/audits.

5. Employee evaluation and follow-up:

- ✓ HR must, in collaboration with the line management, implement a better system for employee evaluation and follow-up.
- ✓ Managers and foremen must be better trained and guided in regards to how to evaluate and follow-up the operators.
- ✓ HR must ensure that the employee evaluations and follow-up interviews are documented.

6. Recruitment:

- ✓ HR and the line management must ensure that there are sufficient resources to run recruitment and verification activities.
- ✓ The company must strive to have competitive working conditions and arrangements that makes NSE an attractive employer.

ESG Action plan – Governance



A responsible business practice and ESG mindset contributes to a sustainable corporate culture.



Initiatives

1. Develop a corporate culture where the management fronts our sustainability ambitions
2. Internal training to secure that key functions have necessary skills and focus on sustainability
3. Internally communicate and encourage to commitment on all levels of the organization
4. Communicate ESG status and focus externally on corporate internet page
5. Publish ESG status in the annual HSE/Q-report
6. Report ESG objectives and status in the companys' annual report
7. Supplier pre-qualification

KPIs

1. Report on ESG in annual financial report
2. ESG-report
3. Proportion of suppliers with ESG-program
4. Number of decisions based on sustainability

Business
ethics

Measures

1. Develop a corporate culture where the management fronts our sustainability ambitions:

- ✓ The company's management must actively front the sustainability ambitions in meetings with employees, customers and suppliers. Examples like: Management visits to projects, project start-up meetings, company presentations etc.
- ✓ HR will together with the management develop and publish a magazine where also ESG is promoted.

2. Internal training to secure that key functions have necessary skills and focus on sustainability

- ✓ Annual ESG seminar for the management and administration.
- ✓ Foreman training program and follow-up.

3. Internally communicate and encourage to commitment on all levels of the organization

- ✓ Foreman training program and follow-up, HSE campaigns/topics.
- ✓ HR will together with the management develop and publish a magazine where also ESG is promoted.
- ✓ The management must initiate campaigns with focus on respect, responsibility and behavior.

4. Communicate ESG status and focus externally on corporate internet page:

- ✓ Sales and marketing is responsible for improving and publishing material on the company's external website etc.

5. Publish ESG status in the annual HSE/Q-report:

- ✓ HSE/Q will include ESG in the companys' annual HSE/Q-report.

6. Report ESG objectives and status in the companys' annual report:

- ✓ HSE/Q will report the ESG status to the Managing director and Chairman of the Board.
- ✓ Chairman of the Board will ensure that ESG is a part of the companys' annual financial report.

7. Supplier pre-qualification:

- ✓ All suppliers must be approved in accordance to governing documents/processes and «F-12480».
- ✓ All suppliers must be registered and approved in the companys' Supplier register.
- ✓ The supplier contract responsible must ensure that the supplier is approved, registered etc. HSE/Q assists when needed.
- ✓ The supplier contract responsible must follow-up the supplier at given intervals. Must be documented.