



SOLSTAD OFFSHORE

# Sustainability Report 2023

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## ABOUT THIS REPORT

This report has been prepared in accordance with the Norwegian Shipowners' Association Guidelines for environmental, social and governance (ESG) reporting in the shipping and offshore industries. The Task Force on Climate-Related Financial Disclosures (TCFD) was used to guide our climate risk reporting. The Global Reporting Initiative (GRI) has been used as an inspiration and a guide for ESG disclosures, and the Taxonomy regulation is used for financial reporting. For 2024, the sustainability report will be CRSD compliant and published as an integrated annual report. The report presents our ESG performance, along with how we manage material sustainability topics.

For the purpose of estimating emission reductions etc. in the future, short (1 year), medium (2-5 years) and long term (>5 years) is used. The report covers data from all offices and vessels operating under the Solstad Shipping AS Document of Compliance.

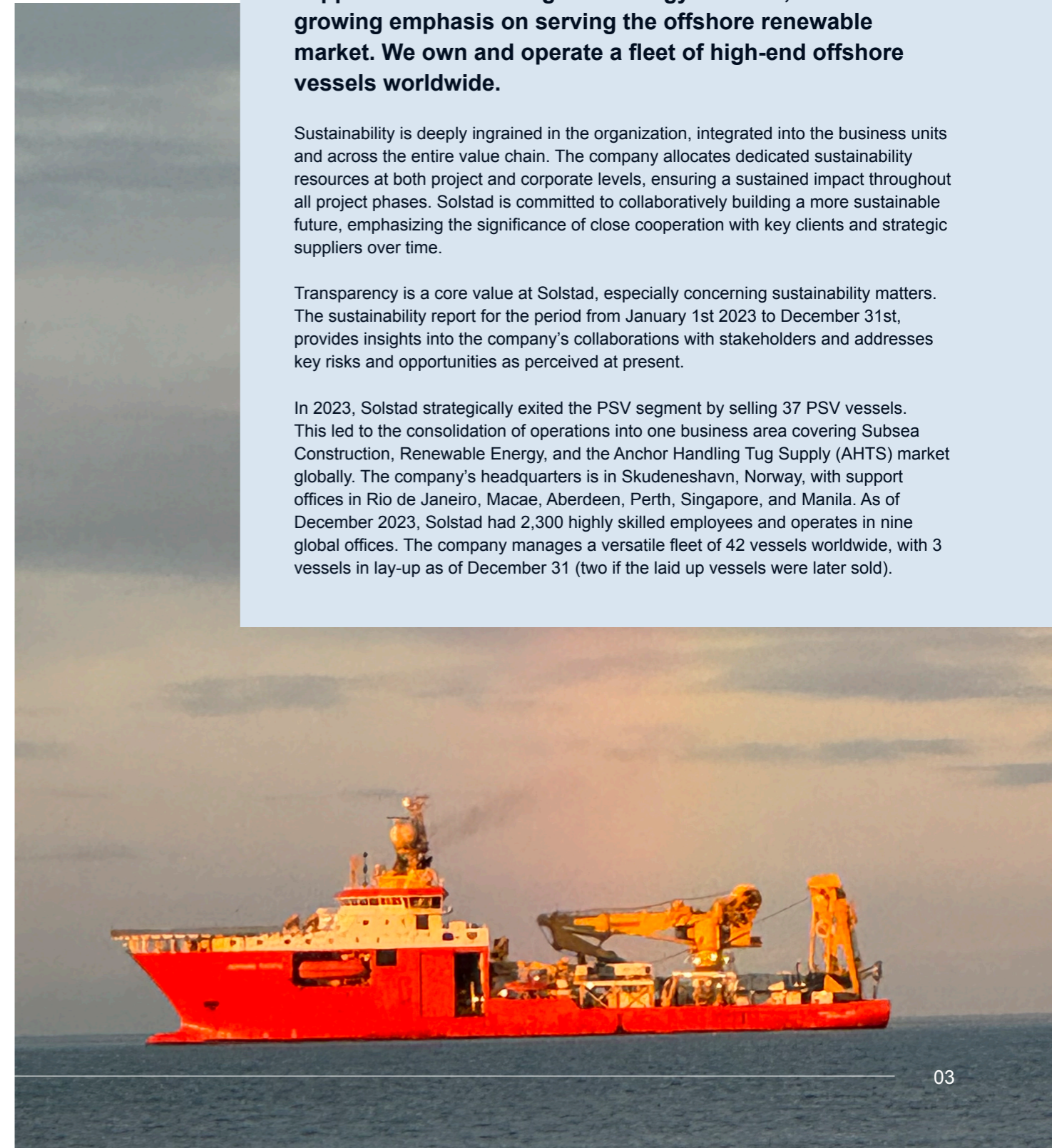
## ABOUT SOLSTAD

**Solstad Offshore is a prominent provider of offshore support vessels in the global energy markets, with a growing emphasis on serving the offshore renewable market. We own and operate a fleet of high-end offshore vessels worldwide.**

Sustainability is deeply ingrained in the organization, integrated into the business units and across the entire value chain. The company allocates dedicated sustainability resources at both project and corporate levels, ensuring a sustained impact throughout all project phases. Solstad is committed to collaboratively building a more sustainable future, emphasizing the significance of close cooperation with key clients and strategic suppliers over time.

Transparency is a core value at Solstad, especially concerning sustainability matters. The sustainability report for the period from January 1st 2023 to December 31st, provides insights into the company's collaborations with stakeholders and addresses key risks and opportunities as perceived at present.

In 2023, Solstad strategically exited the PSV segment by selling 37 PSV vessels. This led to the consolidation of operations into one business area covering Subsea Construction, Renewable Energy, and the Anchor Handling Tug Supply (AHTS) market globally. The company's headquarters is in Skudeneshavn, Norway, with support offices in Rio de Janeiro, Macae, Aberdeen, Perth, Singapore, and Manila. As of December 2023, Solstad had 2,300 highly skilled employees and operates in nine global offices. The company manages a versatile fleet of 42 vessels worldwide, with 3 vessels in lay-up as of December 31 (two if the laid up vessels were later sold).





# Solstad in Brief

**OUR VISION**  
 To deliver industry-leading sustainable operations to the global offshore energy market.

## Our Values



### SAFE

Safety is our main priority. Solstad vessels carry out operations all over the world, sometimes in extreme conditions. We recognize all employees as our most valuable asset, and we will never compromise on their safety.



### COMPETENT

All employees in Solstad are key personnel. We aim not only to fulfill our clients' demands, but to deliver a service beyond their expectations. We ensure that our personnel are constantly learning to have the right competence and knowledge required at all times. Our operational knowledge shall be developed in close interaction between the marine crew and the onshore organizations.



### RELIABLE

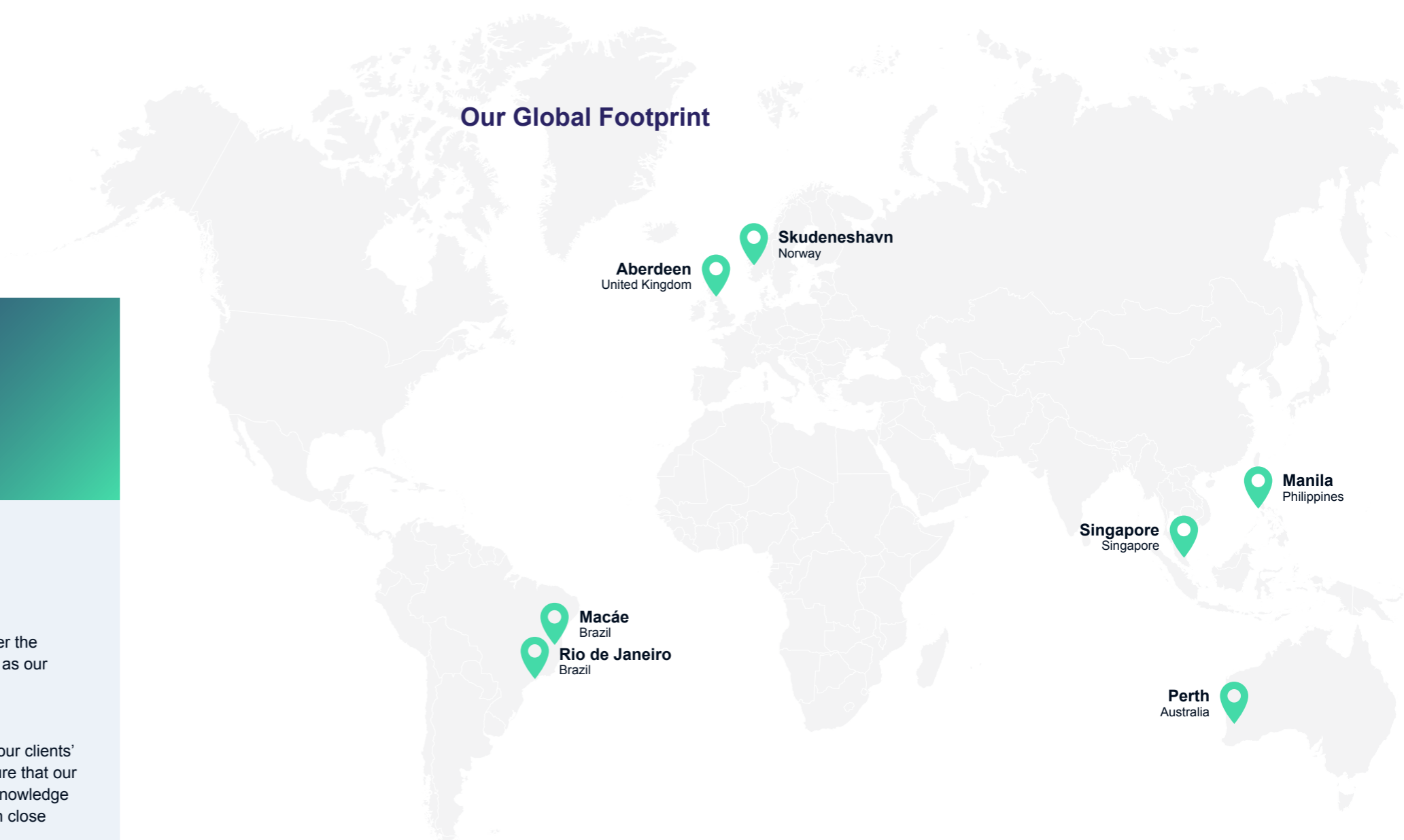
We focus on quality in all parts of our services. We shall always be trusted to treat everyone fairly and respectfully, and we keep our promises. With a vast fleet and a competent organization, our clients shall trust us to perform all operations in a safe manner and with focus on quality and efficiency in all stages of our service.



### RESPONSIBLE

We care about people, assets and the environment. Our company is global, but also local in the areas we operate. We conduct our business in a responsible manner, respecting the law and universal human rights to benefit the communities where we work. We are aware of our environmental footprint and take measurable steps towards a better environment with the Solstad Green Operations program.

## Our Global Footprint



**Asia Pacific**  
 Asia & Australia  
 3 AHTS | 3 CSV  
 Oil & Gas, Renewable Energy

**Europe**  
 1 AHTS | 14 CSV  
 Oil & Gas, Renewable Energy

**South America**  
 Brazil & Argentina  
 4 AHTS | 7 CSV  
 Oil & Gas

**AFRICA**  
 5 AHTS | 2 CSV  
 Oil & Gas

**Total**  
 13 AHTS | 26 CSV



# We Have an Ambitious Approach Towards a More Sustainable Future



Some of the key elements in our “license to operate” are a strong safety culture, targeted ambitions to reduce emissions from our operations and equal opportunities for our people. Furthermore, to enable us to invest in upgrading our present fleet with new technology, and to over time renew our fleet with low-emission vessels, it requires a sound financial performance.

In Solstad we have ambitions to be a key-player in the ongoing energy transition, including reduction of greenhouse gases from our own operations. We already have a significant part of our revenues coming from renewable energy projects.

Our ambition is to reduce emissions from our fleet to net zero emissions by 2050. Whereas the energy transition is speeding up, decarbonization of our own operations remain a challenge. While we are impatiently waiting for the technology breakthroughs needed for full decarbonization, we continue to focus on operational efficiency to improve where we can.

One example is the Solstad Green Operations (SGO) program that was implemented in 2009. This is systemized operational excellence – or common sense if you like. By motivating everyone onboard the vessels to take measures to reduce fuel consumption, we have reduced emissions by about 20%, adjusted for activity increase since the start.

With operational measures such as SGO as the foundation, available new green technology is implemented. Since 2017 we have upgraded 10 vessels with battery-hybrid systems and an additional 9 vessels has been upgraded with quick connect shore power system for use when in port. These are important measures, based on existing technologies. In parallel, we are working with partners to develop next- generation vessels. We see it as instrumental that the industry has a joint approach to develop vessels that can operate with significant lower emissions than the vessels operating today.

While we are waiting for green technologies and fuels to be developed we will continue to focus on energy efficiency through 2024.

Safety is the foundation of all companies. Safety must be more than statistics and targets. It must be a culture! Our working culture is defined by Solstad Incident Free Operations (SIFO) where the principles are that all operations are planned and executed in the belief that all incidents, whatever the nature or cause, are preventable. We are all one team and responsible for the safety of ourselves and of each other. We reject the idea that ‘accidents happen’. The principle is: “Look out for each other”.

We have a strong safety culture, and ambitious emission targets. We have an industry-leading team onboard the

*While we are waiting for green technologies and fuels to be developed, we will continue to focus on energy efficiency through 2024.*

vessels and in the onshore organization. To be able to constantly improve, we have to make sure that people have equal opportunities. Between nationalities and between gender. Only then, we can secure the right competence to develop the company and to reach our ambitions.

Through 2022 and 2023 we have extended our reach to suppliers, clients, and other stakeholders to ensure human rights and decent working conditions are in place across our value chain.

When all stakeholders are pulling in the same direction, we can achieve our targets of a more sustainable future.

Enjoy the reading!



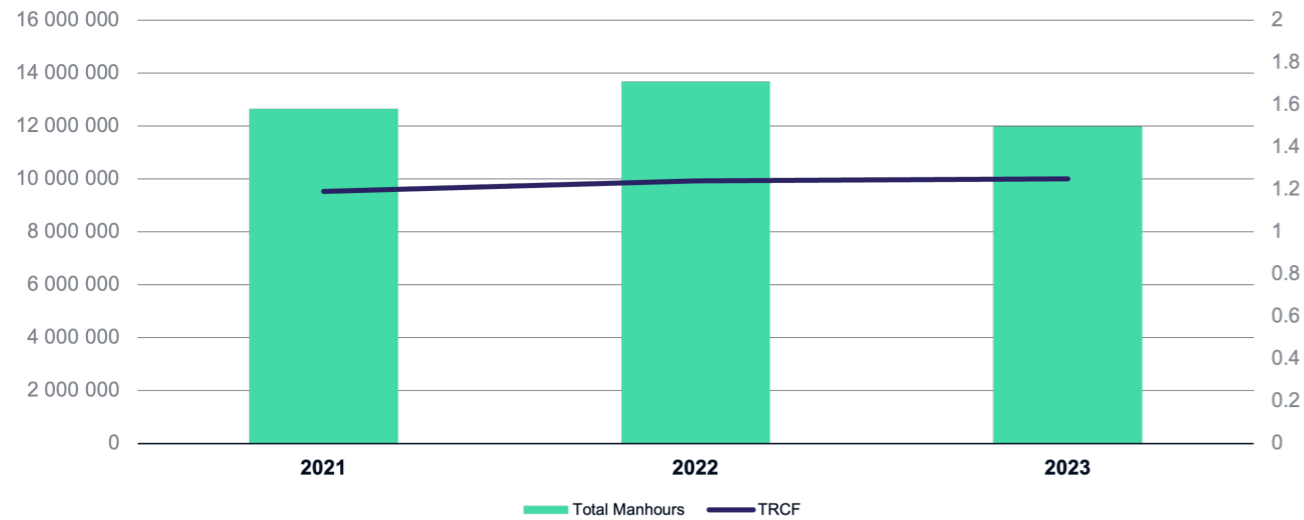
**Lars Peder Solstad**  
CEO



# Sustainability Highlights 2023

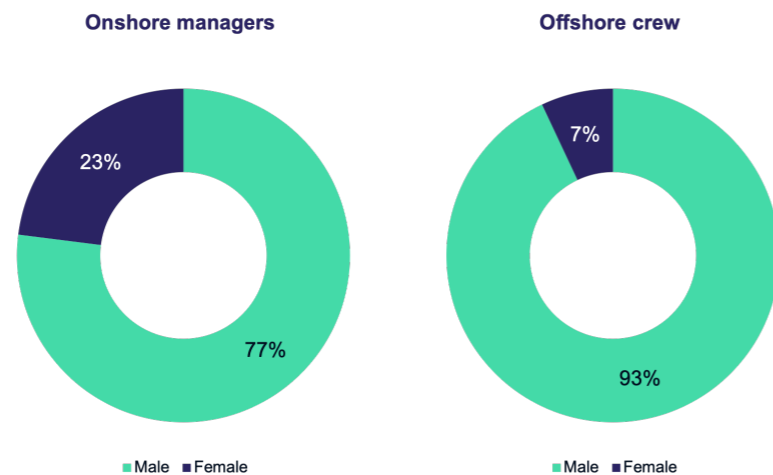
## Safety

At Solstad, our goal is to have zero injuries. In 2023, the Total Recordable Cases Frequency (TRCF) was 1.25, and three Lost Time Incidents (LTI) were recorded.



## Diversity and Inclusion

By end 2023 we had an increase in the share of female seafarers to 7%, compared to 6% in 2022. For the onshore organization, the total of female managers is at 23%, with a target to reach 30% by 2030.

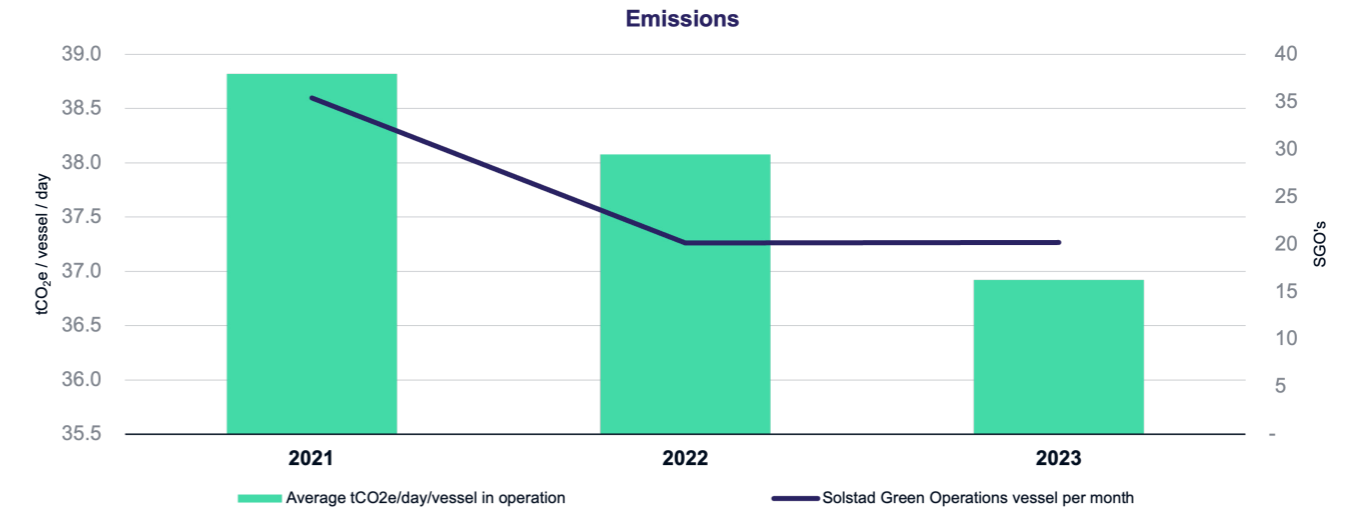


## Emissions

The total fleet direct vessel CO2 emissions decreased by 19% in 2023 to 582,280 compared to 720,101 tons in 2022 (includes both Scope 1 and 3). The decrease was mainly due to the sale of the PSV fleet, but also better fuel efficiency on the remaining fleet.

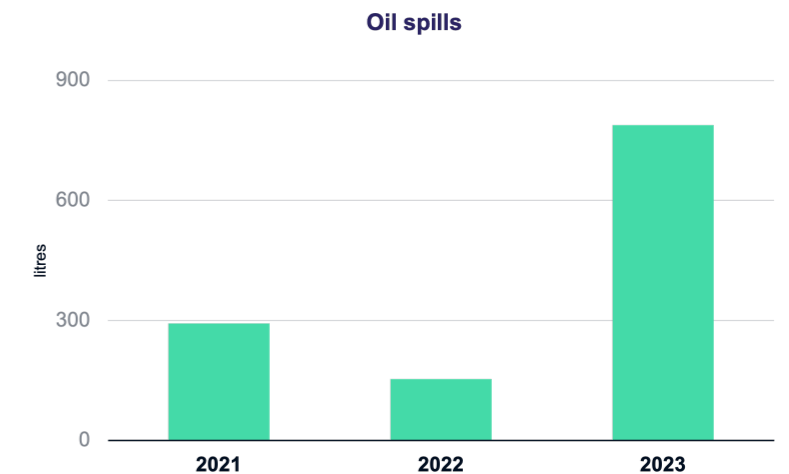
To align with new EU CSRD reporting requirements, vessel emission reporting is now split into two parts: Scope 1 emissions – emissions from vessels where Solstad pays for the fuel and Scope 3 - indirect emissions where the client pays for the fuel and have “operational control”. The direct Scope 1 emissions was reduced by 56% from 2022 to 2023 due to the vessel sale and increased fuel efficiency.

For the remaining fleet (CSV and AHTS vessels) the average fleet CO2 emissions per operational vessel day was reduced in 2023 compared to 2022 by a record high 3% improvement, even with a higher activity level. To ensure high vessel fuel efficiency and reduced emissions, our key focus is on Solstad Green Operations (SGO). The operational vessel days includes all CO2 emissions from the vessels during the year excluding idle periods such as port and yard stays. The KPI of 20 SGO's per day per vessels was achieved in 2023 (result 20,2 with 24.964 SGO's done).



## Oil Spills

Our goal is to have zero oil spills to the environment. In 2023, we had an increase in the numbers and volume of oil spills to the environment. Most of the volume came from a single spill incident. We had 788 liters of spills in 2023, compared to 153 liters and 292 liters of spills in 2022 and 2021, respectively.



## Sustainability Highlights 2023 Continued

### Emissions and Environment

The average CO2 emissions per vessel in operation had a considerable reduction by year end of 3%.

The total company Scope 1 emission were reduced by 56% compared to 2022, mainly due to the PSV fleet sale.

The average Solstad Green Operations (SGO) per vessel per month were 20,2 in 2023, above the KPI for all vessels which is to achieve 20 SGO's every month.

The reduction of single-use water bottles was about 100.000 from 2022 to 2023.

### Business Transformation

In 2023, the revenue from taxonomy-aligned activities was 22%. The revenue for non-oil and gas-related activities was 25%.

### Future-ready

In 2023, we joined several international projects to support our road to have net-zero emissions by 2050.

- The new modular electrical architecture and digital platform to optimize large battery systems on ships (NEMOSHIP)
- The OceanCharger R&D project to develop an electrical offshore ship battery charging station
- A study together with SINTEF, two competitors, and NSA to cooperate on identifying the most promising green technologies and fuels for offshore vessels





# Material Topics

A materiality analysis was included for the first time in the 2021 report, and in 2022, the analysis was updated to include more topics. One of the Corporate Sustainability Reporting Directive's (CSRD) requirements for 2024 is to carry out a double materiality assessment (DMA) in accordance with the European Sustainability Reporting Standard (ESRS). In 2023, we have prepared for the new regulations by extending our current materiality assessment to include both financial materiality, the outside-in perspective, and impact materiality, the inside-out perspective. We aim to report in compliance with CSRD for 2024. Our current materiality assessment identifies the most business-critical topics and monitors the key performance indicators (KPIs). The matrix illustrating the results of the DMA is considerably simpler than what was used in the 2022 report to better clarify what topics are material to us.

The review of the materiality assessment did not identify any new material topics for 2023. When assessing materiality, we consider the global sustainability context, stakeholders, business opportunities, and quality data availability, among other factors.

Topics that Solstad can influence through its direct or indirect business relationships are within the scope of the materiality assessment. The process has involved both qualitative and quantitative input from internal and external stakeholders gathered throughout the year and through an informal process.

The DMA process for 2024 will include the involvement of the executive management and the Board, in addition to input from other internal and external stakeholders through a formalized stakeholder dialog. Four phases are in progress or in planning:

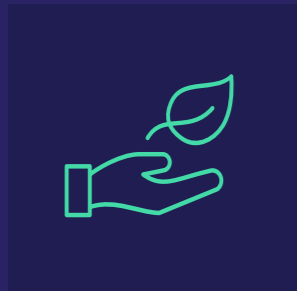
- **Phase 1:** Identification of the main impacts, risks and opportunities
- **Phase 2:** Prioritization of the most material impacts, risks, and opportunities based on the ESRS
- **Phase 3:** Validation of the material topics by the management and audit committee
- **Phase 4:** Implementation of the material topics and the integration in next year's annual report

In next year's report, our sustainability matters will be considered over short-, medium- and long-term horizons. The table summarize current targets for Solstad's material topics identified in our current materiality assessment. Our goal for 2024 is to evaluate whether targets must be added or adjusted in terms of timeline in accordance with the ESRS.

Throughout the year, Solstad engages with its key stakeholders, including clients, suppliers, and employees, to identify their expectations and concerns on sustainability. Client interaction is conducted through our operations department with support from the sustainability department when required. We have regular engagement with all key suppliers through annual meetings and/or through dedicated key account personnel.

The most significant material topics are described in more detail later in this report, but Climate Change, Workforce, and Governance represent our main focus areas and are important for our sustainability impacts.

Superior Topics	Material Area	Financial Impact	Target	Solstad Policy	Opportunities	Page in the report
 Environment	Climate change	Direct financial impact: Physical climate risks, such as increase in violent weather systems, damage to assets, interruption of operations or disruption to supply chains, may in the longer run cause financial impacts if they are not mitigated. Indirect financial impact: Efforts to reduce carbon emissions reduce transitional climate risks, such as impacts of future carbon taxes or regulations	Net zero target in 2050. Solstad Green operations annual target.	Sustainability policy.	More business opportunities within the renewables sector. Opportunities for vessels with low GHG footprint.	16-18, 23-24, 26, 44-45
	Pollution	Direct financial impact: Costs from oil spill cleanup, remediation or reputation damage. Indirect financial impact: Increased operating costs, supply chain disruption or decreasing investor confidence.	Planned Maintenance targets.	Insurance policy. Planned maintenance system with compliance tracking.	High focus on protecting the environment is key and appreciated by our clients. May attract both new clients/business and suppliers.	16-22
	Biodiversity and ecosystems	Direct financial impact: Fines and or potential vessel port state detention. Indirect financial impact: Loss of revenues.	Complicance and Operational Risk assessment.	Sustainability policy	In the energy transition age, restoring ecosystems removing obsolete oil & gas installations for recycling onshore provides business opportunities.	22
 Social	Human rights	Mainly indirect financial impact: Promoting respect for human rights in our operations and supply chain supports our social license to operate, our reputation and attractiveness in the market, all of which underpin a sustainable growth.	Zero tolerance on breach.	Close cooperation with all relevant workers unions.	Attracts new employees, young people and the top tier suppliers and clients.	28-31, 38-39
	Keeping workforce safe	Mainly indirect financial impact: A safe workplace with good conditions is a prerequisite for good performance.	Zero incidents Annual TRCF target.	Health and safety policy. Solstad Incident Free Operations (SIFO)	Attracts new employees, young people and the top tier suppliers and clients.	32-33
	Customers	Direct financial impact: If our services does not meet health, safety and performance expectations, we risk losing confidence with our customers, leading to loss of revenues.	TRCF target. Targets on client feedbacks.	Health and safety policy. Solstad Incident Free Operations (SIFO)	A good track record on safety is key for providing services to the top tier customers.	36-37
 Governance	Business Conduct	Indirect financial impact: Strong corporate governance is essential to achieve our objectives and targets. Breaches and non-compliances of any sort can lead to fines and lawsuits, impacting revenues and costs.	Zero tolerance on breach.	Anti-Bribery, Corruption, Fraud and Whistle Blower Policy. Sanctions policy.	Zero tolerance on breach.	34-37

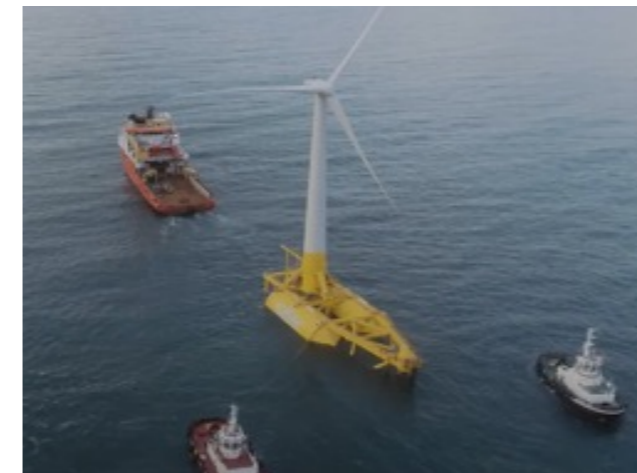


# Environment

## Energy and Technology Transition

Solstad is a key player in the energy transition and strives to be at the forefront of exploring and creating business opportunities that align with our commitment to sustainability. Our focus extends beyond traditional energy extraction, venturing into innovative fields that promise long-term profitability and environmental responsibility.

Sustainability in Solstad means working together with internal and external partners to map and work with important subjects related to environmental factors such as emissions and waste reductions, social factors such as fair treatment, health and safety, and governance such as compliance and ethical business. All seen in the light of risk, impact, and opportunities.



↑ AHTS Normand Sapphire did the tow-out, hook up, and installation of the dynamic cable during Windstaller Alliance's offshore campaign for Saitec – DemoSATH in 2023. This operation turned out to be a very successful campaign proving excellent cooperation with the client and Windstaller Alliance.



**KEY ACHIEVEMENTS IN 2023**

- 25% of total revenue came from non-oil and gas activities
- Strategic divestment of the PSV segment, 37 vessels, hence increasing share of revenue from sustainable activities as these were linked to oil and gas activity only
- The remaining fleet consisting of AHTSs and CSVs will play an important role in the energy transition
- Our newbuild team designed, ordered and started building the first Unmanned Service Vessel (USV) through the joint venture Remota AS, of which Solstad owns 33%. The USV may reduce the carbon footprint by more than 90% on a range of subsea work compared to a typical CSV
- Solstad executed two installations of pilot renewable energy systems in France and Spain through the joint venture Windstaller, of which Solstad owns 33%, and our long term client SBM. The installation work was done by Solstad vessels
- Solstad was involved in the towing of the Hywind Tampen floating windfarm in the North Sea
- Since 2009, Solstad has been involved in more than 50 % of the floating offshore windfarm demos in Europe
- Since 2009, we have completed more than 40,000 (2022) wind turbine connections and transferred more than 300,000 (2022) service personnel from our vessels. A wind turbine connection means that one of our vessels have connected a gang-way system to a wind turbine foundation for the purpose of transferring client related service personnel.

← Anchor, mooring and hook up by CSV Normand Installer at Port-Saint-Louis-du-Rhône in France in 2023. Six-line mooring spread and three suction piles were installed on the Provence Grand Large pilot offshore windfarm, approximately 20 km south of Port-Saint-Louis-du-Rhône.





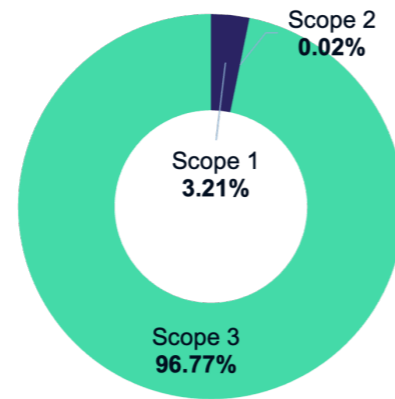
# Emissions and Air Pollution

As a major player in the offshore energy industry, we are aware of the predicaments that face us as a global society and our role in both creating and solving them. We know that the temperature of the earth is increasing, and we aim to take considerable actions to reduce emissions from our operations. Our ambition is to have net zero emissions by 2050. In 2023, IMO adopted ambitious reduction targets for 2030 and 2040 (by 20%-30% by 2030 and 70%-80% by 2040, against 2008 levels) Even though these requirements do not yet apply to offshore vessels, we assume that there will be gradually higher expectations for Solstad to reduce emissions from the fleet during this transition period.

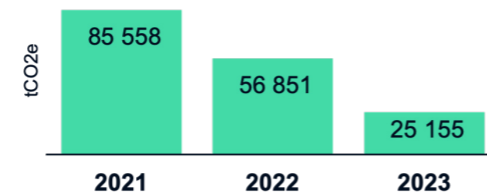
As 2030 and 2040 get closer and we experience rather limited interest from our customers for zero- and low-emission newbuilds, we recognize that this goal is becoming more difficult to achieve. We may not be able to reach such targets with our existing fleet - even though we are making steady emission improvements with the fleet we are currently operating. In 2023, the Tank to Wake (TtW) emissions from the fleet was 582 ktCO2 emissions, which represents a 19% decrease from 2022 of 720 ktCO2e. The reduction is mainly related to the sale of the PSV fleet in July 2023.

Solstad is one of the few shipping companies in the world that is ISO50001 Energy Management certified, confirming our commitment to managing energy and thereby reducing emissions.

GHG: All scopes



Scope 1 and 2 emissions



Over the three last years the Solstad direct CO2 emissions from the fleet has been reduced by 70%. This is mainly due to sale of vessels, but also improved efficiency (SGO) offset by a increased activity level.

The fleet emission GHG emission data reporting methodology was certified by DNV in 2022. The same methodology has been used this year. The reported CO2 emissions from previous years include only Scope 1 and 2, including emissions from vessel fuel consumption where Solstad has operational control, electricity used in onshore offices, and shore power consumption at our onshore base facility.

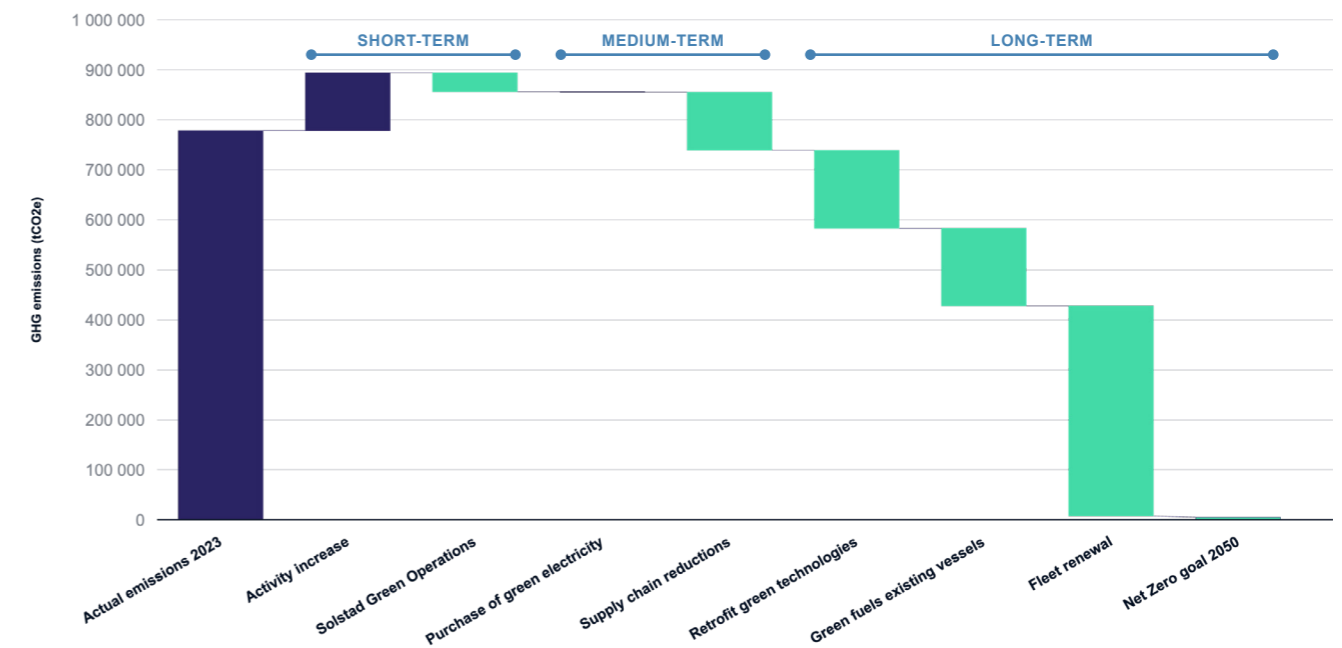
In this year's report we present a full Scope 3 emission report. This includes upstream and downstream emissions and activities not directly controlled by Solstad.

For Solstad, the total emissions related to the production and use of marine gas oil in the fleet represent the highest climate impact followed by indirect emissions from purchased goods and services and business travels. To reduce emissions in line with our long-term targets, technology breakthroughs are needed. Our focus on energy and operational efficiency is a key part of the solution, and in 2017, our first vessels were upgraded with battery hybrid systems. Over the years, Solstad has conducted 10 battery hybrid conversions, and amongst them is one of CSVs, Normand Ocean. Considerable fuel savings have been achieved with an annual fuel reduction of 10-15%. In addition, nine vessels have been upgraded with shore power systems installed. In 2023 nine of the ten battery hybrid vessels were sold, however new upgrade projects in the remaining fleet are in planning.

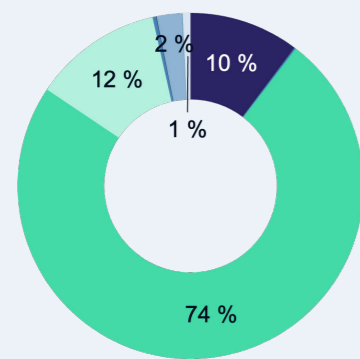
However, without access to low-carbon fuels and new vessels with yet-to-be-commercialized technology, setting realistic emission reduction targets on the short and medium term is challenging. We also depend on collaboration with our customers to realize the emission targets. As more environmentally friendly technologies based on green fuels such as advanced biofuels, green or blue hydrogen, ammonia or methanol become available and commercially sustainable, we expect to see a strong growth in our capacity to cut emissions by cooperation with our clients through newbuild- and retrofit projects. This may come with a considerable cost both on CAPEX for vessel upgrades and/or OPEX for the purchase of green fuels. The specific cost for these technologies and fuels is not known as of today.

There is a range of international standards and regulations that aim to measure and regulate emission intensity for ships such as emissions per sailed distance and cargo transported. However, none of these cover the offshore shipping segment. It is difficult to identify a good indicator that accurately considers the nature of offshore operations, where most emissions do not derive from carrying cargo or transporting people. To track emission intensity over time, Solstad has introduced a new emissions parameter: average tons of CO2 per vessel per day in operation. In 2023, the parameter was 36.9 compared to 38.1 in 2022 for the fleet, despite a higher activity level caused by an improved market situation.

Estimated decarbonization pathway towards 2050



Indirect emissions: Scope 3 (tCO2e)



- 1: Purchased goods and services: 77,292
- 1: Optional sub-category: Cloud computing and data centre services: 1,072
- 2: Capital goods: 0
- 3: Fuel and energy-related activities (not included in Scope 1 or Scope 2) - TtW\*: 557,316
- 3: Fuel and energy-related activities (not included in Scope 1 or Scope 2) - TtW\*: 90,811
- 4: Upstream transportation and distribution: 2,617
- 5: Waste generated in operations (Mixed/residual waste Not sorted or incinerated): 242
- 6: Business travels: 17,940
- 7: Employee commuting: 232
- 8: Upstream leased assets: 0
- 9: Downstream transportation: 0
- 10: Processing of sold products: 0
- 11: Use of sold products: 0
- 12: End-of-life treatment of sold products: 0
- 13: Downstream leased assets: 5,577
- 14: Franchises: 0
- 15: Financial investments: 0

\*TtW = Well-To-Tank  
TtW=Tank-To-wake



Solstad also aims to reduce other forms of air pollution, including Nitrogen oxides (NOx) and Sulphur oxides (SOx). Most vessels built after 2005 have Selective Catalytic Reduction (SCR) systems installed for the reduction of NOx. In addition, most of these vessels have DNV's Clean Design class notation. Since 2011, our vessels have not used heavy fuel oil, and the only fuel in use is low Sulphur MGO. Hence, there is no need for SOx scrubbers on the vessels.

**Restatement of Emissions Data**

In the sustainability reports from 2021 and 2022, direct Scope 1 emissions originating from Solstad's vessels were reported in a greenhouse gas (GHG) emissions overview. In 2023, Solstad has been cooperating with the Norwegian Shipowner Association, two offshore ship owners, and the specialist consultancy firm Position Green, and became aware that the calculation methods used in previous reports were not fitted for our type of vessel contracts. According to the GHG protocol, vessel emissions can be reported as both Scope 1 and 3 emissions, depending on the level and type of control the company has on the emissions. Most offshore vessels are chartered on a Time Charter Contract (T/C), and the contracts do not include fuel costs for the ship owner.

EU's new CSRD regulation and the ESRS state that the method for operational control should be used when calculating vessel emissions, meaning that when a vessel is on a T/C contract, Solstad should report the emissions as Scope 3. When a vessel is not on contract or off-hire, the emissions should be reported as Scope 1.

The change in reporting practice has resulted in a large decrease of about 97% in reported Scope 1 emissions in the reports for 2021 and 2022, and consequently the same increase in Scope 3 emissions. From this report and onwards, emissions from vessels where we do not have operational control will be reported as Scope 3 emissions.

**About Solstad Green Operations®**

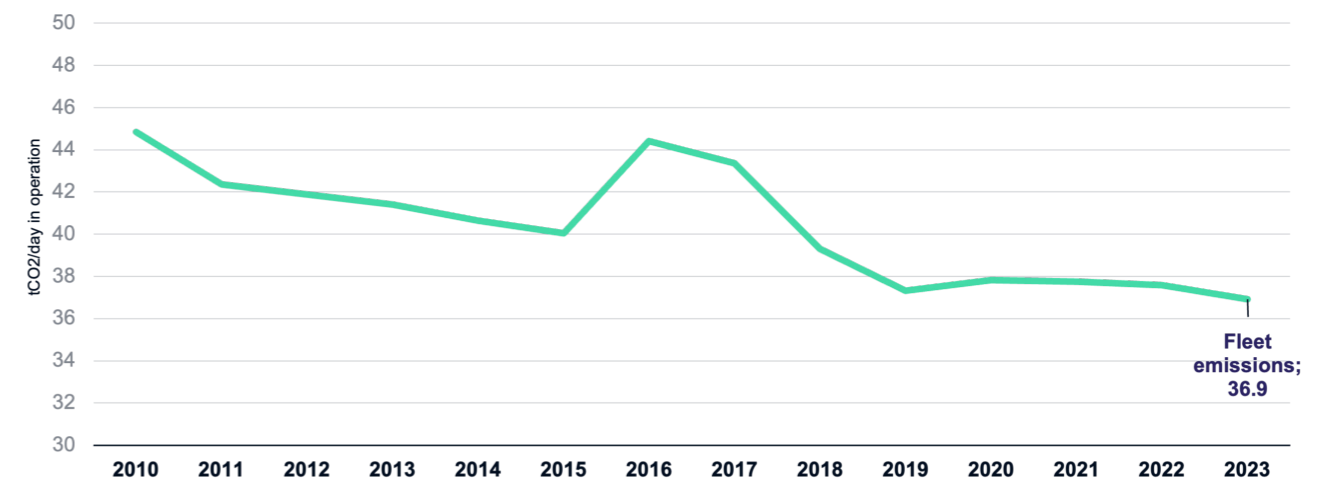
In 2009, the Solstad Green Operations® (SGO) campaign was introduced to reduce fuel consumption and thereby emissions to air. An average of 20 % fuel reduction is estimated to result from this work compared to our baseline in 2008. If a vessel executes at least one of our seven key green operations measures during one day it is recorded as a 'SGO' in our records.

The estimated CO2 reduction in 2023 compared to the baseline year 2009 due to SGO was about 130,000 tons.

All vessels have a KPI to achieve 20 SGOs each month. It is estimated that the theoretical maximum potential with SGO is around 20%. Hence, it is not realistic to expect or plan for further considerable reductions in energy consumption from SGOs alone. However, through our continuous focus on SGO, engagement from the crew is essential. In 2023, the vessel/crew support was on the same level as in 2021 and 2022, and the KPI goal of 20 was reached. For that reason, we have decided to increase our SGO KPI to 22 for 2023.

*Solstad is one of the few shipping companies in the world that is ISO50001 Energy Management certified. This confirms our commitment to managing energy use and thereby reducing emissions and pollution.*

**Average GHG emissions per vessel-day**  
Operational modes



**Other Vessel Discharge**

All vessels have some operational discharges to sea such as grey water, sewage, grinded food waste, bilge water and ballast water. All these discharges are treated onboard with dedicated equipment and always discharged in areas according to IMO and any national regulations.

**Waste**

Since the implementation of ISO 14001 (Environmental Management System) in 2007, all waste has been segregated onboard the vessels. Our goal is to deliver as much waste as possible onshore segregated to facilitate an easier recycling process at an onshore facility. The various waste fractions are measured and reported daily in our environmental reporting system. This regime also applies to all our onshore offices and base facilities.

**NEMOSHIP**

Solstad is a partner of the MEUR 11.8 four-year EU funded project New Modular Electrical Architecture & Digital Platform to Optimize Large Battery Systems on Ships (NEMOSHIP). The project started early in 2023. This is an international consortium where the goal is to produce cheaper, better, and more customized battery systems for ships by developing improved digital models, electrical standardization and by combining various types of battery types. A 1 MWh prototype battery is going to be developed, installed and demonstrated on a Solstad vessel during the project.

**Ocean Charger**

Solstad is a partner in the MNOK 76 three-year Norwegian Research Council sponsored project called OceanCharger, which also started early in 2023. The goal is to develop a system for charging of vessel offshore. Standardization and prototyping of both electrical charging and the mechanical interphases are key aspects of the project.

**Clean Hull Initiative**

In 2022, Solstad became a member of the Clean Hull Initiative (CHI). CHI aims to develop and work towards the implementation of an industry-wide recognized and accepted standard for proactive hull cleaning in international shipping. Biofouling on ship's hulls pose a risk to the environment. Not only does biofouling serve as a vector for the spread of aquatic invasive species, but it also increases the hull resistance and decreases the propeller efficiency, leading to higher fuel consumption and increased air emissions. The environmental organization Bellona, together with industry partner Jotun, launched the CHI in 2021. The objective of the CHI is to work towards the development and implementation of an industry-wide recognized and accepted standard for proactive hull cleaning.



Waste	Metric	2023	2022	2021	EU regulation	GRI
Fresh water use - Onshore	litres	1 424 040			ESRS E2	
Fresh water use - Vessels (loaded from shore)	litres	238 091 100			ESRS E2	
Number of Oil spills	No.	28	20	12	ESRS E2	306-3
Oil spill litres	Litres	788	153	292	ESRS E2	306-3
Waste from vessels - Metal	Tons	121	144	132	ESRS E2	
Waste from vessels - Glas & Metal (mixed)	Tons	70			ESRS E2	
Waste from vessels - Mixed waste (Mixed and residual fraction)	Tons	531	252	405	ESRS E2	
Waste from vessels - Paper and Cardboard	Tons	150	196	183	ESRS E2	
Waste from vessels - Plastic	Tons	117	149	126	ESRS E2	
<b>Total waste from vessels</b>	<b>Tons</b>	<b>1726</b>	<b>1 773</b>	<b>2 257</b>	<b>ESRS E2</b>	
Waste from Offices - Glas & Metal (mixed)	kg	454			ESRS E2	
Waste from Offices - Residual waste	kg	2410			ESRS E2	
Waste from Offices - Paper and Cardboard	kg	3616			ESRS E2	
Waste from Offices - Food waste	kg	205			ESRS E2	
Total waste from Offices	kg	6685			ESRS E2	
Total waste	Tons	1733				
Single use plastic water bottles used on vessels	No.	56 312	160 132	167 620	ESRS E2	305-1
Ships sold for recycling	No.	0	2	5	ESRS E2	

Since Solstad became a member, there has been a much stronger focus on cleaning hulls and propellers in a sustainable way. Several consortium webinars have been arranged and learning from others is key in this topic as with all environmental work. Starting in 2021, all hull or propeller cleaning operations, including cleaning when in dry dock for class renewal, was recorded in our vessel performance software MARESS so the effect of this operation can be tracked over time. Cleaning a vessel hull in water may be challenging due to risk of washing of foreign biomaterial and/or considerable volumes anti-fouling material at one location, hence why cleaning robots that collect all material and pump to shore are used whenever available. New company management processes have been implemented to ensure that the onshore support organization and crew follow up on this important aspect daily. This project has been strengthened through 2023.

### 73 Tons Fuel Saved During Transit

**Case study**

With Solstad Green Operations always in the front of our minds, the crew onboard the CSV Normand Superior actively took measures to save fuel and emissions on their transit from South of Europe to West Africa.

With newly polished propellers and some help from mother nature with wind and current going the same direction, the generator had as low load as 1100kW.

Still being able to keep 7 to 8 knots and using only around 6 tons/day, Normand Superior was able to save approximately 73tons compared to transit with 12 knots.





## Biodiversity



The decline in biodiversity in recent decades threatens to bring disastrous consequences to the environment and people. Our vessels are required to have environmental certificates and any special permits in place where needed before operations can commence. The permits are normally handled by the end clients as part of their project planning.

Currently, we have no vessels located in protected areas or areas of high biodiversity value. By identifying where Solstad's activities pose a threat to endangered plants and animal species, we can initiate appropriate steps to avoid harm and prevent the extinction of species. Procedures for operating in areas with potentially large mammals are in place.

At Solstad, we are aware that we have an indirect role that may have a significant impact both on human health and on nature, which is why we always conduct risk assessments and have barriers in place before we start working in both unknown and known areas.

Physical or Chemical Impacts	Biological Impacts	Socio-economic Impacts	Corporate Impacts
Noise	Benthic communities	Fishing	Compliance
Visual impact	Fish	Shipping	Cost
Seabed	Sea mammals	Neighbors	Reputation
Land contamination	Sea birds	New sustainable markets	Litigation
Landfill		Nature restoration / decommissioning	
Loss of containment to sea			
Water quality			
Air quality			
Ozone depletion			
Resource depletion			

Direct and indirect impact on biodiversity from Solstad's vessels

## Climate risk

The Company's business and results of operations could be adversely affected by climate change and the adoption of new climate change laws, policies, and regulations. Growing concerns about climate change and greenhouse gas emissions have led to the adoption of various regulations and policies, including the Paris Agreement negotiated at the 2015 United Nations Conference on Climate Change (COP 21).

Climate risk is part of the Company's risk universe, and the Company is exposed to a variety of climate risks. These risks vary from regulatory, transitional, market, technology to reputational risk. Short and medium-term climate change issues are not expected to have any significant effect on Solstad's OPEX. Higher fuel price due to CO2 levies or the cost of green fuels will for the most part be forwarded to the Company's clients. Solstad focus mainly on reduction of carbon emissions from the fleet and to grow and pursue new business opportunities within the renewable segments. Risks and opportunities are classified as short, medium or long term based on how effects of climate change affect the Company, and required actions consequently planned. The Company's own initiatives to improve energy efficiency and installation of battery hybrid and shore power systems are important steps towards a net zero target in 2050. At the same time, the Company must acknowledge that the targets require access to technology still under development, and extensive investments in both existing vessels and in fleet renewal. A fast decrease in the market demand for the existing type of vessels may pose a risk to Solstad, but as there are very limited newbuilds or other alternatives available globally in the short and medium term, this risk is considered to be limited.

The current Norwegian Government's political platform 'Hurdalsplattformen' declares that offshore supply vessels operating in Norway should have 'low emission solutions from 2025 and zero emissions from 2030'. This is still vague, and the baseline is unknown. If this only applies to new vessels, what kinds of offshore vessels are covered, or how this can be done. We monitor this process closely through the Norwegian Shipowners Association. Only a few of Solstad's vessels may potentially be affected by this possible new regulation hence the risk is low.

### Risk Management

Solstad has a history of operating in volatile and to some extent high-risk business areas. Handling various types of risks is a natural part of our operations, both on a strategic level and a day-to-day level. Solstad views climate risk issues as part of the risk universe. We use a risk-handling tool to highlight and mitigate high-level company risks, including climate risks.

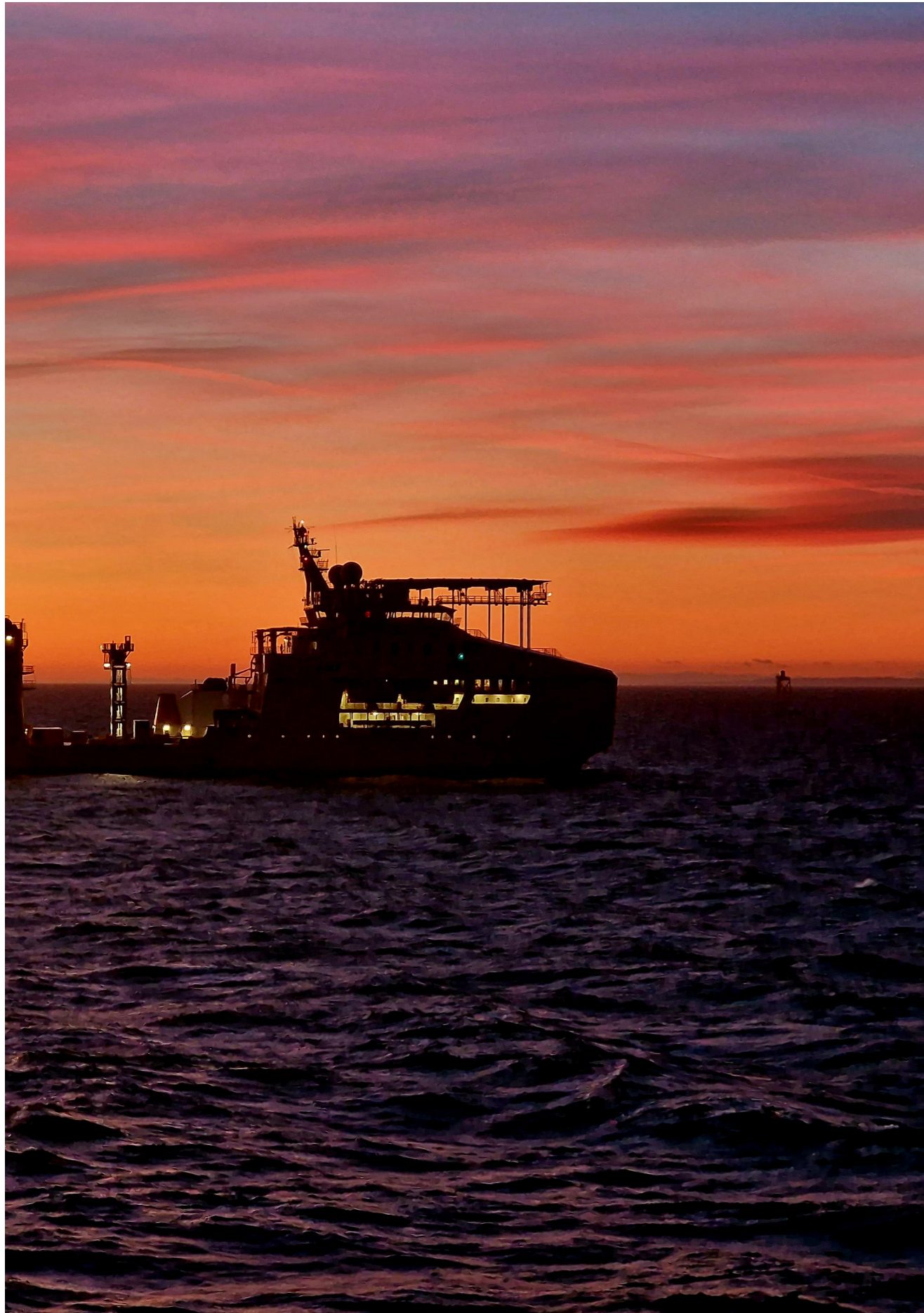
Solstad's high-level risk matrix is included in monthly board reporting.

### Metric and Targets

Solstad has been disclosing its emissions for Scope 1 and 2 for several years. From 2023, a complete Scope 3 emission report is also included. The full-scope report shows that most of the company's emissions are generated by the vessel using fossil fuel oil. Reducing consumption in the short term and over time phasing out fossil fuel is the most effective way of reducing the company footprint. However, incremental steps can be achieved in the supply chain over time by carefully selecting efficient suppliers and products. This is also a requirement in our ISO 50001 certification.

We have an objective of increasing our share in the non-oil and gas segments. Solstad's share of the revenue from its non-oil and gas activities is reported quarterly in our public reports. For 2023 the income from business outside oil and gas was at 25%.

In addition, we have disclosed Taxonomy KPIs since 2021. From 5% aligned revenue in 2021, the share in 2023 was at 22%.



## Ship Sales and Recycling

During 2023, Solstad delivered a total of 42 vessels to six different new owners. All vessels were sold for further trading. To ensure that we comply with rules and regulations, we use external legal assistance from the maritime law firm Wikborg Rein for all sales processes. We have identified three main risk factors: sanction risk, scrapping risk and military grade equipment issues. Nordisk Defense Club helps us assess any scrapping and sanction risk for the sales. In addition, we are in close dialogue with the Norwegian Ministry of Foreign Affairs during most sales processes to ensure that we have the correct authorities to transfer any potential military-grade equipment and to discuss any potential sanction issues.

Some of the vessels sold in 2021 and 2022 were still in the process of being recycled at the EU-approved Norwegian yards Green Yard Kleven and Green Yard Fedra. Our personnel have been monitoring the dismantling process. After the recycling is completed, a full detailed recycling report is produced from the yard and sent to Solstad. The reports received from the recycling projects state that about all weight of the materials in the vessels are either re-used or recycled into new materials and products. Furthermore, we are encouraged to see that some parts from our old vessels such as the interior, lights, winches, and almost complete accommodation modules are re-used in re-building projects for other ship owners. This reduces the total environmental impact and cost of new projects.

### Upcycling Case study



Steel from offshore vessels gets a new life in the construction industry through a concept called “upcycling”. Green Yard Kleven is among several participants in a research project that recently received a grant from the Green Platform. When each metric ton of recycled steel is used in new production, it results in 1,386 kg of CO2 emissions saved. To contribute to this trend, materials from the Solstad Vessel Normand Borg were recycled by Green Yard Kleven and ended up as large construction materials in the construction of the new Stovner Bad in Oslo. The recycled steel is used as sheet piles, used in large volumes by the construction industry.





## Taxonomy Reporting

Since 2021, Solstad has voluntarily reported on the Taxonomy. From 2021 to 2023, the aligned revenue has increased from 5% to 22%.

For an eligible activity to be considered aligned, it must satisfy the following conditions:

1. The activity must make a substantial contribution to one or more of the climate and environmental objectives relevant to that activity
2. The activity should not do significant harm to the other remaining objectives
3. The company should fulfill the minimum social safeguard standards based on OECD and UN guidelines.

The aligned activities are related to;

- Work in connection with renewable energy systems – article 4.3.
- Installation of electricity cables in connection with renewable energy systems – article 4.9.
- Decommission work where the object to be decommissioned is recycled and or the decom process leads to nature restauration or less ocean pollution – article 5.5.

During 2023 a range of renewables projects have been completed resulting in a strong increase in aligned revenue. These projects have mainly been in Europe and South East Asia where the marked has been strong with increasing day-rates further driving up this number. The decommission work is related to removal of obsolete oil-gas installations for (removal of pollution / nature restoration). Materials are brought onshore for recycling. For this type of work, our clients execute thorough risk-assessments that include nature aspects and eco systems that results in strict operational boundaries that the Solstad vessels work under.

### Do No Significant Harm (DNSF) criteria

For all the aligned activities the physical climate risks that are material to these activities have been identified performing a climate risk and vulnerability assessment with including: screening of the activity with respect to

physical climate risks that may affect the performance of the economic activity during its expected lifetime. Furthermore, the activities are assessed for being at risk from one or more of the physical climate risks. In addition, and an assessment of adaptation solutions that can reduce the identified physical climate risk has been investigated. The lifespan of these activities are more than 10 years and support all the activities supports both UN and EU high level goals to fight climate change. The activities assess availability of and, where feasible, uses equipment and components of high durability and recyclability and that are easy to dismantle and refurbish.

For '5.5 Collection and transport of non-hazardous waste in source segregated fractions' the work done under this activity ensures that all waste is segregated and brought onshore and recycled to support a global supply chain and a circular economy.

### Comments

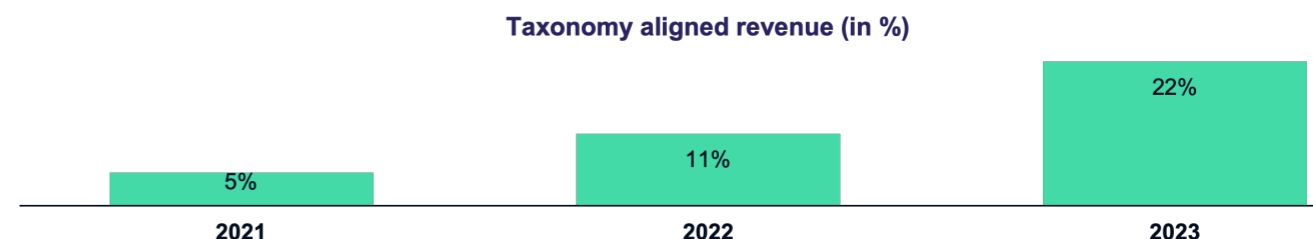
- Turnover alignment: All turnover generated from activities under articles 4.3, 4.9, and 5.5.
- OPEX alignment: Based on an average annual technical OPEX cost per day multiplied by the number of days in aligned operations. Note that the majority of the OPEX as crew cost and a range of other vessel costs is not included as per EU guidelines (pro rata).
- CAPEX alignment: Based on a calculated daily average cost for booked annual CAPEX for the specific vessels (periodic maintenance and investments). The daily average cost is multiplied by the number of aligned days in operation (pro rata).

This taxonomy assessment is focused on transparency and explains choices made when interpreting the criteria. The interpretation of the criteria is based on both the explicit information available at the time of the assessment and the understanding of the purpose of the requirement. The taxonomy regulation is in constant development. Solstad seeks to understand and adapt to changes and best practices and will update the assessment accordingly.

*Completed reporting forms as per EU Taxonomy regulation requirements can be found in the appendix to this report.*

	2023	2022*	2021*
Aligned revenue	22.09%	11.59%	5.48%
Aligned revenue (BNOK)	1.782	0.752	0.297
Total revenue (BNOK)	8.07	6.49	5.42
Other non-Oil & Gas revenue	3.31%		
Total Non-Oil & gas revenue	25.39%		

*\*2021 and 2022 reporting was voluntary.*





## Social

## Our People Drive Our Successes

Our most valuable asset is not our fleet of vessels, but the competence of our employees. Qualified and dedicated employees at all levels of the organization are the reason behind our success and continuing improvement. Safety and the development of our employees' skills form the basis of all our operations and activities.

Over the years, we have had a long-term strategy of directly employing most employees. Therefore, we have managed to build a loyal, reliable, and dedicated workforce. The retention rate for our seafarers in 2023 was 94% and 90% for the onshore staff. About 90% of our seafarers are employed in Solstad, and not hired by crewing companies. During 2023 we have reduced the number of crewing companies from 12 to 4, partly due to the sale of the 37 PSVs.

### Diversity and Inclusion

Solstad is committed to the principles of non-discrimination and equal opportunity, regardless of gender, nationality, beliefs, or other factors. Diversity and inclusion are linked to our vision of a sustainable future, where 'SDG 8 – Decent Work and Economic Growth' is one of our focus goals.

We have a dedicated group of personnel that works toward gender balance and encourages more women to join the industry.

As part of Solstad's diversity and inclusion program, we aim to increase the number of female seafarers and increase the number of female managers. The total share of female seafarers has increased during 2023 and is now at 7%. The main reason for this is the sale of the PSV fleet that had a lower number of female seafarers. Our long-term goal is to have a 10% share of female seafarers and 30% onshore managers. Including onshore employees, the share is now 9.5% with 325 women, compared to 10% and 348 women in 2021. Number of female onshore managers has seen a slight increase from 22% to 23%.

We work systematically to achieve our targets, but it is still expected that it will take many years to achieve our goals both onshore and offshore. Following the PSV sale, there has been a higher number of personnel leaving and a lower recruitment rate than normal. 64% of the new hires onshore have been women and all manager positions recruited have been male. We will continue to work on our

recruitment practices to attract more women both onshore and offshore. A positive development for 2023 is that the number of female trainees has increased to 10%. During 2023, Solstad has:

- Attended multiple venues and various career days during the year to promote working in the shipping industry
- Focused on communication externally and internally and presenting diverse backgrounds of the people working in the Company
- Introduced Harassment and bullying as a focus theme in the diversity work. The Company Conferences have been utilized to further understand the challenges and enhance the importance of a safe and inclusive working environment onboard. This will receive increased attention both onshore and offshore as we roll out our bi-annual working environment surveys for 2024.

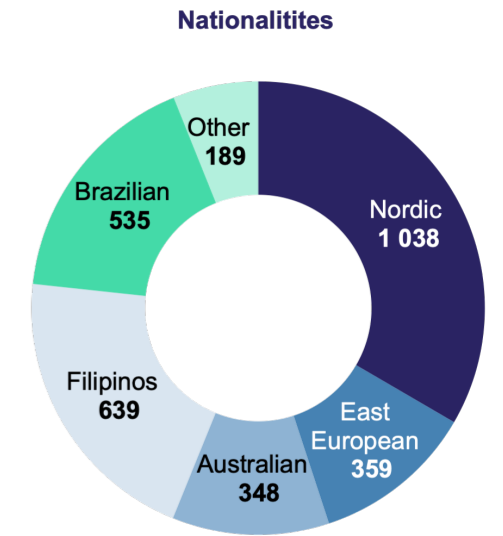
### Gender Pay Gap

The Seafarers' remuneration system is tariff-based and the factors impacting salary are position, seniority, and vessel type. Onshore personnel are individually evaluated based on position, performance, experience, and formal background. In 2023, the gender pay ratio, average women's salary divided by average male salary was 75% for Norwegian offshore tariff. For the onshore Norway organization, the result was 65%, compared to 68% in





Social	Metric	2023	2022	2021
Employed in Solstad vs hired by crewing companies	%	90	95	90
Gender diversity Board	%	40	50	50
Gender diversity sea (Target 10% female crew by 2030)	%	7	6	6
Gender diversity office management level (Target 35% female managers by 2030)	%	23	20	20
Gender diversity onshore employees	%	39	41,7	
Employees in part-time positions (on land)	%	2	1,5	
Employees working involuntarily in part-time positions	%	1	0	
Retention rate offshore crew	%	94	94	96
Retention rate onshore employees	%	90	90	94
Total Recordable Case Frequency (TRCF - 12-months rolling)	No.	1.25	1,24	1,19
Working hours - Total Vessels and offices	No.	11 980 528	13 671 392	
Lost time Injuries (LTI)	No.	3	4	
Number of fatalities own employees	No.	0	0	0



2022. The ratio is affected by a low percentage of women in senior positions onshore and we experience the same challenges offshore with a low percentage of women in rankings. On a corporate level, the pay gap onshore is 59%, and for offshore the pay gap is 64%.

**Employee Development and Welfare**

Our success is built on the ability, determination, and dedication of our staff, both onshore and offshore. We recognize the value of our staff and try to promote from within wherever possible. We aim to be an attractive employer where all employees have ownership of their development. Individual competence development is a part of regular appraisal talks. Appraisal talks with a new functionality was introduced for onshore employees in 2022, and our goal was to implement this for seafarers in 2023. However, due to the sale of the PSVs, the implementation was postponed and we are now planning for the implementation in 2024. We strive to recruit the best available candidates and develop them, which is beneficial for both employees and the Company.

Solstad has a diverse and large workforce of around 2300 employees from 37 nations around the world. The sale of the PSVs has caused a reduction of 1100 employees since last year.

Solstad is involved with recruitment and training of apprentices/cadets/trainees and participates in measures towards encouraging young people to get involved in maritime education. We aim to offer trainee positions

for young people in all our main recruitment areas and countries. 6% of our seafarers are currently in trainee positions. Trainee positions include cadets, apprentices, ordinary seamen and extra junior officers. All are in addition to the ordinary vessel crews.

We have a systematic approach to competence development. Alongside our core business needs, we make more use of collected data from our employees through surveys and evaluations. This provides insight on what to prioritize regarding competence needs, potential support as well as improvements to our existing course material.

The working environment, onshore and onboard the ships, is considered satisfactory. Sick leave onshore was 1.3% in 2023, down from 1.8% in 2022. Solstad's parental leave guidelines follow local rules and regulations in the regions we operate. Average parental leave in 2023 for Norwegian onshore employees were 31 weeks of maternity leave and 13 weeks paternity leave. For Norwegian offshore employees, six weeks of paternity leave were registered. Solstad work towards equal opportunities and recruitment decisions are evaluated based on competence. We do not accept discrimination based on characteristics such as gender, age, sexual orientation, ethnic background, religion and others. "Women in Solstad" has been established to have special focus on increasing the number of female managers onshore and total numbers offshore. Occupational health and safety is prioritized including the mental health and we try to ensure there are a variety of

welfare activities onboard the vessels, for everyone's use. These are typically gym facilities, access to videogames, films, books and internet access. Internet access is now being significantly improved as Starlink will be installed on all vessels within the first half of 2024. This is a great welfare achievement and has been very much appreciated and welcomed on the vessels. In regions such as Norway, both onshore and offshore employees have organized a welfare club that owns and rents out holiday cabins and apartments for all members. Social events for shore employees are typically arranged locally around the holiday.

**Human and Labour Rights**

Solstad is committed to respect and protect internationally recognized human and labour rights, such as the UN Guiding Principles on Business and Human Rights (UNGPR), International Bill of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work.

As member of the Norwegian Shipowners Association, we are committed to making use of their negotiated tariff agreements. The only exemptions from this are Brazil and Australia where tariff agreements are negotiated and agreed between Solstad and national seafarers' unions. All these agreements are according to the International Chamber of Shipping (ICS) and the International Transport Workers' Federation (ITF). We aim to have

a good relationship with the union representatives and regular meetings are arranged with the largest union organizations. We estimate most of our crew are organized in various unions.

Solstad is certified in compliance with the Maritime Labour Convention (MLC) which sets standards for the employment of maritime personnel. The purpose of the MLC is to provide decent working and living conditions for seafarers.

**The Transparency Act**

In 2023, we published our first Transparency Act accounts. It was approved by Solstad's Board of Directors (BoD) and cover the 2022 financial year. The outcome of the Due-diligence process showed that the use of external Crewing companies for hire seafarers and the use of Shipyards around the world may pose the highest risk for Solstad in this respect. As there are only minor changes in the company's operations this year the revised due-diligence shows the same high priority topics for the financial year 2023. The full document can be found on the company's website under [Corporate Social Governance](#).





**Due Diligence Process**

To ensure compliance with fundamental human rights and decent working conditions Solstad has conducted a comprehensive due diligence process where all departments were involved to collaborate on a corporate level. Our process covered an extensive description of our organization, area of operation and elaboration of risk assessments.

A corporate and local risk assessment is implemented and is carried out annually. In this risk assessment we assess our potential and inherent risk on human rights impacts and fundamental working conditions, determining the likelihood and severity of the risks, and the identification of mitigating measures to further reduce the residual risks.

The prioritization of risks in the company is based on severity, scope and likelihood of potential adverse impacts or harm. We use multiple sources for this information, focusing on references and global indexes related to risks to human and labor rights but also nature and size of business, and proximity to Solstad.

**Risk of negative consequences for Human and Labor Rights**

We believe that a good and safe working environment creates a foundation for building a sustainable business culture. Through close cooperation with key clients and strategic suppliers over time, major steps can be taken on a path towards a more sustainable future.

In our Human and Labor Rights risk assessment we have identified the inherent risks based on severity, probability, scope/impact, and possibility for resurrection.

We evaluate the geographical location, nature of business, size of company and proximity to Solstad. We also require that our branch offices located in high-risk countries elaborate their own local risk assessment.

The outcome of the Risk Assessment process showed that the use of external Crewing companies for hire seafarers and the use of Shipyards around the world may pose the highest risk for Solstad in this respect.

Incidents related to both these areas may pose a high risk for the company related to negative reputation, media exposure, legal issues and/or operational issues.

It is also a risk for the individual worker that may not receive a fair pay and/or exposed to other not acceptable treatment by the shipyard or any other supplier or sub supplier.

Vessel Crewing is a highly regulated area governed by various UN International Maritime Organization (IMO) conventions, such as the Maritime Labor Convention (MLC), along with other regional/national regulations worldwide. While Solstad primarily employs its own crew on our vessels, there are instances where we need to engage crew from external crewing agencies for both shorter and longer periods. Solstad exclusively partners with reputable and established crewing companies with a proven track record and reputation, particularly in relation to Human Rights and Labor issues. However, there remains a residual risk that external crew may not be treated according to our standards by the crew agency.

To mitigate Crewing related risks, we have implemented a range of measures, such as:

- The majority of crew on the Solstad vessels are hired directly with Solstad companies as employer and only limited use of external crewing agencies.

- At any given time, we try to keep the number of crewing companies as low as possible.
- All crewing agencies need to comply with Solstad's supplier Code of Conduct. In addition, they must be certified according to MLC.
- Follow up with on-premise audits at the agencies if necessary.
- Maintain and promote a good working relationship and cooperation with seafarer's unions.
- Ensure all seafarers are paid according to internationally agreed tariffs also considering any national minimum wages requirements. All our seafarers whether employed in Solstad or by crewing companies should have terms and conditions according to ITF approved agreements.

The shipyard business, by its very nature, relies on a highly diverse workforce, often integrating temporarily hired personnel from other companies or sub-suppliers, as well as low-cost workers for specific tasks. The challenge for Solstad arises from the lack of direct control over these workers. Hence, it is crucial for us to work closely with the shipyard management to actively mitigate the risk of potential issues.

To mitigate Shipyard workers related risks we have implemented a range of measures, such as:

- Implemented Solstad's supplier Code of Conduct for all shipyard contracts.
- Use only selected shipyards around the world for planned maintenance.
- Pre-meetings with shipyard management done as part of the yard qualification procedure.
- Solstad's project managers for shipyard work (typical Technical Superintendents) have spot checks for human rights breach as part of their project execution checklist.
- Include reporting on human rights and working conditions when the project is completed.
- The selected shipyards may be audited at any given time when doing work for Solstad.
- Established cooperation with other companies in the same business to share information about shipyards, lessons learned related to yard workers Human and Labor rights. (Siem Offshore ASA).





## Health and Safety

Solstad never compromises on safety. As one of our core values, safety is always front of mind for all employees. We have a robust safety culture onboard all vessels to deliver incident-free operations. One of the cornerstones of this work is the Solstad Incident Free Operations (SIFO) program.

There are inherent safety and security risks related to operations at sea. We focus on the evaluation, facilitation, planning and preventive work to avoid all types of personnel-related injuries and incidents that have an adverse effect on the working environment. Solstad has built up an extensive management system over the years that includes a process-based quality system, an extensive HSE reporting system with incident and positive feedback reporting, risk handling, Management of Change, Drills management and audit/investigations portal, in addition to several related systems.

The system is digital and available to all employees, both onshore and onboard. The management system is certified according to ISO 9001, ISO 45001, ISO 50001 and ISO 45001. In 2023, a total of 30.797 Observation cards (SOC), 1.341 HSE reports, 109 Near Miss and 823 Experience Transfer reports were recorded.

The reports were recorded and processed at all levels of the organization. Conclusions from analyses are used as a basis for further preventive measures to avoid future incidents.

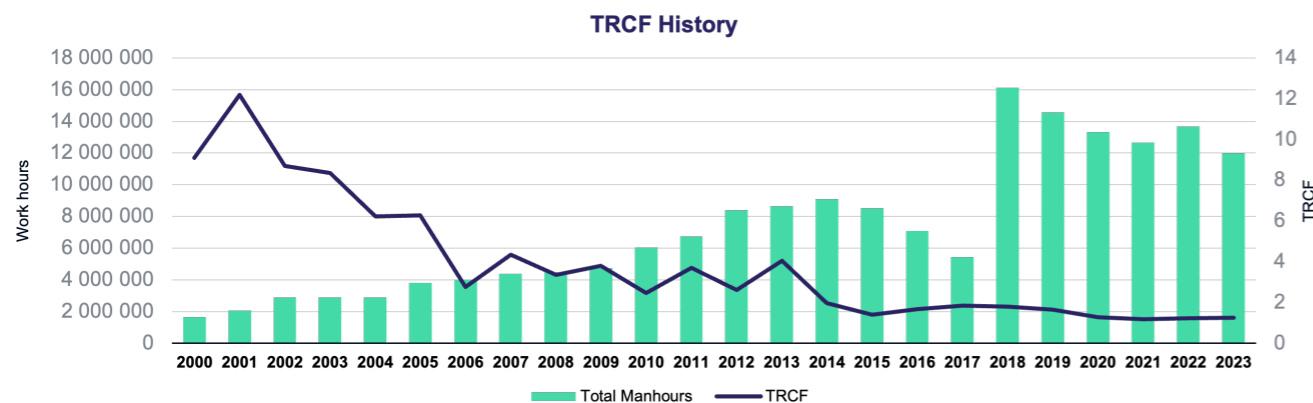
Employee training is also important to understand and improve safety. Familiarization and basic company training are provided to all employees through our e-learning system and on-the-job training.

Safety meetings are held at least once a month to ensure continuous focus and safety onboard the vessels. One of the topics is to learn from other incidents in the fleet, which are communicated through bulletins and other HSE information shared with vessels and offices. All vessels have their own Protection and Environmental Committee (P&E). The committee members are the Master, Chief Engineer, Chief Officer, Chief Steward, and the P&E Supervisors.

Onshore, meetings start with a 'SIFO-moment' where anyone can discuss a relevant safety topic. The objective is to ensure that we have an open and inclusive safety culture.

In 2023, we had 11.98 million working hours and 15 recordable incidents. This gives a TRCF of 1.25, slightly higher than our goal of 1.10. There were three lost time incidents (LTI) and no fatalities.

Since the beginning of HSE reporting in 2000, there has been a continuous positive trend. We still believe that zero incidents are possible, even though it is becoming increasingly challenging to lower incident rates further.



### Solstad Incident Free Operations program SIFO



To improve the proactive attitude and continue to build a working culture where safety is a natural part of what we are doing, Solstad has initiated a key safety campaign named "Solstad Incident Free Operations" (SIFO). SIFO is about creating an organizational culture committed to eliminating all incidents, and we do not accept injuries or incidents as "part of doing business". It is a way of thinking that avoids incidents and injuries by making safety the highest priority on both a personal and organizational level. We are determined to foster a working culture where safety is our main priority in everything we do. This program is led by an internal senior HSE advisor.





# Governance

## Governance

Solstad takes a proactive approach to seamlessly integrate governance into the fabric of sustainability initiatives across all operations. Our commitment is reflected in establishing a comprehensive set of policies and procedures delineating how we address governance issues. These protocols are integral components of our management framework, known as the Solstad Integrated Management System (SIMS). By adhering to these meticulously crafted policies and procedures, we ensure a cohesive workflow, enabling us to swiftly identify and mitigate risks as well as potential negative impacts.

### The Management System

The company operates in accordance with international regulations and standards and is certified to International Safety Management code (IMO ISM), ISO 14001:2015, ISO 9001:2015, ISO 45001:2018, ISO 50001:2018, Maritime Labour Convention (MLC) and International Ship and Port Facility Security (ISPS).

Solstad is a member of the Norwegian Shipowners' Association and contributes to key sub-committees related to sustainability, climate matters and environmental issues. The Board of Directors (the Board) of Solstad Offshore ASA is overall responsible for overseeing, assessing and managing climate related risks and opportunities. In its quarterly meetings, the Board's Auditing Committee includes considerations of climate related risk evaluations, plans, targets, results, and opportunities in its agenda, and the Company's Sustainability Director (SD) provides an update of relevant climate related issues. The SD reports to the COO, which in turn reports to the CEO. Solstad's strategy, plan, and status to meet the long term emission reduction goal is reviewed by the Board at least once a year.

The company has implemented a performance-based pay system for key executive management personnel

### Main Sustainability Governing Documents

(with Solstad internal management document number)

- Sustainability Policy (PMAN-POLI-0489)
- Code of Conduct (PMAN-RESP-0022)
- Sanctions Policy (PMAN-POLI-7956)
- Anti-corruption risk assessment and reporting (PSCT-REPO-8127)
- Anti-Bribery, Corruption, Fraud and Whistle Blower Policy (PMAN-POLI-6630)
- Transparency on Human Rights and Working Conditions (PMAN-RESP-8698)
- Supplier and Sub-Contractor Qualification (PPRO-CPRO-0250)

### Cooperation

At Solstad, we believe that solving the current sustainability challenges requires cooperation. We participate in various working groups to identify, promote, and develop technologies that enable the shipping business to become more sustainable. We are therefore a member of initiatives such as:

- The Norwegian Ship Owners Association - Norway
- Maritime Cleantech cluster (member and represented in the Board) – Norway
- Blue Maritime Cluster – Norway
- The Getting to Zero Coalition – Denmark
- The Maritime Battery Forum (MBF) – Norway
- MARESS Sustainability Partnership (MSP) – Norway
- Clean Hull initiative – Norway
- International Marine Contractors Association (IMCA) – International
- International Marine Purchasing Association (IMPA) – International
- Transparency International (TI) – Norway/international



### Material Topics and Impact on the Sustainable Development Goals

We have assessed and identified matters that could affect Solstad's business, and/or stakeholders. The UN Sustainable Development Goals (SDGs) are actively used to align our commitments to these principles throughout its operations. We have evaluated and selected three SDGs that is important for us to follow up.

Solstad is dedicated to contributing to the UNSDGs by focusing on the areas we can have the most significant impact. Based on the materiality assessment, we have chosen to focus on the following three goals:



### Anti-Corruption and Business Ethics

We strive to conduct business to the highest ethical standards in line with Solstad's Code of Conduct and company values. We have zero-tolerance for any forms of bribery, corruption and other criminal or unethical behavior. We are committed to comply with applicable laws and applying the highest ethical standards in all business operations. Solstad is also fully committed to follow the UN Guiding Principles and the ten principles outlined in the UN Global Compact.

Solstad explicitly prohibits engaging in bribery and corruption in any form, and our Code of Conduct and anti-corruption policy is valid for everyone regardless of their role and position. The Code of Conduct and anti-corruption policy has been communicated to all employees and is valid for everyone regardless of their role and position. It covers issues such as anti-bribery, anti-corruption, sanctions, money laundering, whistleblowing, and reporting in case of breach.

These documents are a mandatory part of the induction of all new employees, and the Executive Management has a responsibility to ensure that our values are known, respected, and adhered to maintain an ethical business culture.

A Sanctions, Anti-Corruption and Sustainability e-learning course is mandatory for all employees. This is one of several safeguards to ensure that the internal policies and requirements are read, understood, and adhered to by all. The anti-corruption course is repeated annually.

Our Code of Conduct also addresses the requirement to comply with applicable competition and antitrust laws. We contribute to fair and open competition in the market segments in which we operate, both nationally and internationally. Individuals should not, under any circumstances, cause or contribute to a breach of the free market- regulations regarding price fixing, illegal market sharing, or other behavior in conflict with the law. With a worldwide presence, Solstad employees may from time to time be exposed to several types of corruption risks, particularly concerning the engagement of contracts, port calls, purchasing processes, and crewing. Therefore, it is key that all employees understand this risk and its consequences. To make our stand more visible on a daily basis, a poster has been made to be displayed onboard the vessels.



Solstad has a whistleblowing policy that intends to assist external and internal stakeholders who believe they have discovered malpractice, impropriety, bribery, or suspicion of corruption. Reports can be made anonymously and are managed by Solstad's administration and communication director. In the event a disclosure has been made against the administration and communication director, the complaint will be managed by the CFO. The leader of the audit committee is a final reporting channel that may be used for reporting to the mentioned persons or management cannot be done. The Company treats all cases confidentially and has a non-retaliation philosophy. Read more about whistleblowing here.

In 2022, Solstad became a member of the Transparency International (TI) organization to support their global organization in over 100 countries to end the injustice of corruption by promoting transparency, accountability, and integrity. The TI World Anti-corruption index map is used as a part of our risk assessment.

Our ethical guidelines outline the expectations to our employees and contribute to secure the values and organizational culture. It is an integral part of forming profitable and secure operations, maintaining a good working environment, and ensuring trust and a solid reputation in society.

Solstad has not been involved in any legal proceedings associated with bribery, corruption, or anti-competition in 2023. Some reports have been received through the whistle-blower system and all have been processed in accordance with internal policy and relevant processes. After thorough investigation one of the reported cases

were considered severe and was finalized with necessary measures and precautions.

### Anti-Corruption

All aspects of our operations have been assessed to identify high risk areas. Areas with highest risk are related to:

- Charter contracts through our Chartering department
- Purchase of goods and services, mainly through the Technical and Purchase departments
- Crewing services through our Crewing departments

These areas of interest are especially addressed by use of specific risk assessments, reviewing and revising processes and the use of awareness training in the relevant departments.

In 2023 there has not been any confirmed incidents of corruption whether externally or internally.

### Training

- From 2022, all employees onshore and offshore have been instructed to take the training course in Anti-Corruption and Bribery. At the end of 2023, 84% of all employees have completed the training.
- Starting first quarter of 2023, a mandatory annual Anti-Corruption and Bribery refresher course was developed and launched to all.
- All suppliers have received our Supplier Code of Conduct, including our anti-corruption and bribery policy.
- All charter party contracts signed from 2023 and onwards include anti-corruptions clauses.



## Supply Chain

During 2023, the Procurement Department continued the work started in 2021 and 2022, and updated and developed new company-wide guidelines and directives that frame procedures already in place in a uniform set of rules. The rules were supplemented with new content, thus laying down a more comprehensive basis for implementing corporate social responsibility and sustainability in Solstad's supply chain.

The following documents have been created, updated, and supplemented:

- Solstad Frame Agreement
- Solstad General Terms and Conditions
- Solstad Code of Conduct
- Supplier Code of Conduct (SCoC)
- Supplier Questionnaire
- Supplier Registration form
- Supplier Assessment

Solstad is committed to upholding internationally recognized human rights and social standards throughout the value chain. Our suppliers play a significant role in achieving these goals. We regard a shared appreciation of ethical values and sustainable practices to be a mainstay of these relationships.

The SCoC sets out our expectations, principles, and minimum requirements when it comes to our suppliers' conduct. The SCoC covers topics such as general compliance, human rights, labor, business ethics and improper business conduct. We expect our suppliers to be transparent and have an open dialogue on any issue related to the SCoC. We expect our suppliers to exercise good judgment, care, and consideration by following these principles, requirements, and expectations, and that the overall intentions of the SCoC are met throughout the relationship.

Solstad has around 1100 supplier entity registrations that are approved for delivering MRO (Maintenance, Repair and Operations) equipment, parts, consumables, and services.

All potential new suppliers shall be evaluated before approval. Our supplier evaluation program consists of a self-evaluation form, which covers areas such as Quality Management, Health & Safety, Sustainability, Policies, and an acknowledgment of certain pre-set codes, terms, policies, etc.

Our suppliers must satisfy the criteria and deliver on all the below:

- All suppliers shall have a documented, implemented, and auditable Health, Safety, Environment, Quality and Security management system, in accordance with ISO 9001 or equivalent
- All suppliers must strive to avoid using scarce resources in all areas of their business including, but not limited to, administration, production, packaging, and transport, to mention a few. This includes implementing procedures to ensure that wood from high-conservation forests is avoided whenever possible
- Suppliers must commit to act correctly, comply with ethical guidelines, actively work with anti-corruption and always minimize the environmental footprint of their activities
- All suppliers are obligated to adhere to the UN Global Compact's ten principles about human rights, workers' rights, environment, and anti-corruption.
- Suppliers must act in accordance with sanctions authorities, meaning countries and international organizations or institutions imposing sanctions including, but not limited to: United Nations (UN), European Union (EU), Member States of the EU, Member States of the European Economic Area including Norway, United Kingdom (UK), United States of America (US), Singapore or any authority acting on behalf of the foregoing in connection with sanctions, as well as any other sanctions authority relevant for Solstad's business operations.

In case a breach of these requirements is detected the supplier may be disqualified to supply good and/or services to Solstad at least until the issue has been resolved. During the reporting year, no breaches were identified.

After a self-assessment, dedicated personnel in Solstad perform an evaluation and rating of the supplier or sub-contractor. A communication process is initiated if needed. The next steps may include a geographical risk evaluation and/or determining whether a due diligence process is required.

The PMS (Planned Maintenance System) and Purchasing systems are set up to handle supplier assessments. The system assesses the suppliers according to their graded levels or depending on if they are contracted supplier, where there is a signed frame agreement. The assessment is based on three main areas; general compliance,

### PROCUREMENT



**40 vessels**  
Worldwide



**17 people**  
Procurement team



**850 MNOK**  
TM spend



**27 countries**  
Sourced from



**965 +**  
Suppliers used



**8,800 +**  
PO's issued



**2,000 tons**  
Goods shipped



**4,300+**  
Onboard shipments



**20,000 +**  
Invoices processed and approved



**6,800**  
Catalogue Items purchased

### CATERING



**42 vessels**  
Worldwide



**900+**  
Onboard deliveries



**13 MUSD**  
Provision spend



**2 million**  
Meals served



**700,000**  
Overnights



**4,1 (4,5)**  
Delivery performance (Goal)



**1,550 tons**  
Food consumed

### SOME OF OUR PURCHASES IN 2023

**1 million**  
Liter lube oil

**75,000**  
Liter chemicals

**60,000**  
Liter paint

**450 tons**  
Fruit and vegetables

**1000 tons**  
Meat

sustainability, certifications, order process, quality, etc., with four or five weighted questions within each area. The final sum provides the overall score and grading of the supplier.

Solstad also runs a supplier registration and management process, where new suppliers are vetted and checked through different processes and forms. Each supplier must meet specific requirements to receive the internal classification.

Over the last few years, Solstad has been working to reduce the number of approved suppliers and to ensure that the most frequently used have a signed frame agreement in place, and that the parties cooperate to ensure that all transactions, shipments, and use of products are according to pre-agreed standards.

Catering is a key activity onboard our vessels to ensure good quality food and accommodation for crew and other workers. Solstad believe that the provision of safe, nutritious, and culturally appropriate meals that meet the dietary needs and preferences of employees and clients are important to both the overall health and well-being of the crew, clients and other workers.

Most of the catering work on Solstad's vessels is done by its crew.

- Number of meals served: 2 million (excluding PSVs)
- Total overnights: more than 700.000 (excluding PSVs)
- Provisions provided to vessels from 31 countries and 94 ports around the world



# ESG Data Overview

Environment	Metric	Target 2023	2023	2022	2021	Solstad actions
Sustainable activities - Share of revenue outside oil and gas	%	-	25	17	10	High focus on winning renewables work and pursuing business opportunities. Established JV's with key business partners to strengthen work.
Share of Vessel days in segments outside oil and gas.	%	-	21	12.60	11.90	Activities not yet Taxonomy aligned outside oil & gas has high focus to win.
Taxonomy aligned activities - Revenue	%	-	22	11.59	5.48	
Taxonomy aligned activities - CAPEX	%	-	2	8.86	14.31	
Taxonomy aligned activities - OPEX	%	-	2	7.53	4.79	
Gross GHG emissions goal 2030	tCO2e	-	Not set			Solstad Green Operations KPI, implementation of green technology and considering using bio-fuels.
Gross GHG emissions goal 2050	tCO2e	-	0			Mainly fleet renewal with green technology installed from day one. Conversion to use green fuels when available on the long term for retrofit.
Science-based climate targets	Yes/No/NA	-	NA <sup>1)</sup>			May adapt initiative whenever available for our sector.
CO2 offsets	tCO2e	-	0	0	0	
Percentage of Scope 1 GHG emissions from regulated emission trading schemes	%	-	0			
Total No of Solstad Green Operations	No.	-	15 790	11 543	18 629	
Average number of SGO's per vessel per month	No.	22	20.21	20.13	35.40	Plan to increase KPI number of time. Focus on maximizing energy efficiency on the vessels through the Solstad Green Operation campaign and other operational measures.
Carbon intensity CSV - Per day in operation	tCO2e/d	-	37.67	38.96	41.74	
Carbon intensity AHTS - Per day in operation	tCO2e/d	-	35.63	36.56	34.68	
Carbon intensity Fleet - Per day in operation	tCO2e/d	-	36.92	38.08	38.82	
<b>Total Scope 1,2 and 3</b>	<b>tCO2e</b>	-	<b>778 253</b>			
<b>Total Scope 1 emissions - Direct emissions</b>	<b>tCO2e</b>	-	<b>24 964</b>	<b>56 675</b>	<b>85 387</b>	Focus on maximizing energy efficiency on the vessels through the Solstad Green Operation campaign and other operational measures.
<b>Scope 1 emissions share of total emissions</b>	<b>%</b>	-	<b>3.2 %</b>			Focus on maximizing energy efficiency on the vessels through the Solstad Green Operation campaign and other operational measures.
Scope 2 (purchased electricity) ** Location based	tCO2e	-	191	177	171	Focus on maximizing energy efficiency on the vessels through the Solstad Green Operation campaign and other operational measures.
Scope 2 (purchased electricity) ** Marked based	tCO2e	-	0	0	0	
<b>Total Scope 2 emissions (electricity)</b>	<b>tCO2e</b>	-	<b>191</b>			Focus on maximizing energy efficiency on the vessels through the Solstad Green Operation campaign and other operational measures. Use of shore power.
Energy consumption sum Scope 2	MWh	-	2141.6			
Energy consumption sum Scope 1 and 2	MWh	-	100 091	224 412	336 898	
Share of renewables sources in electrical energy consumption own locations	%	-	90.0			
Non-renewable energy production own locations	MWh	-	214.2			All offices actively reduce consumption through daily focus on power consumption for heat and cooling. Use of LED lights. Investigating possibility to buy green certificates for electrical power. Work on plan to install solar panels at HQ.

1) Science based targets initiative not relevant for businesses with high oil and gas exposure such as Solstad Offshore ASA



Environment	Metric	Target 2023	2023	2022	2021	Solstad actions
<b>Total Scope 3 emissions (indirect emissions)</b>	<b>tCO2e</b>		<b>753 098</b>	<b>66 777</b>		Assist and advise our clients to operate our vessels with a lower footprint through sharing data and collaboration. Energy and GHG footprint considerations part of purchasing processes. Reduce need for business travels. Considering using green bio-fuels. Providing electrical charging for employee's EVs.
Scope 3 Category 1 - Purchased goods and services	tCO2e	-	77 292			
Scope 3 Category 1 - Optional sub-category: Cloud computing and data centre services	tCO2e	-	1 072			
Scope 3 Category 2 - Capital goods	tCO2e	-	0			
Scope 3 Category 3 - Fuel and energy-related activities (not included in Scope 1 or Scope 2) - TtW	tCO2e	-	557 316	663 745	62 7612	
Scope 3 Category 3 - Fuel and energy-related activities (not included in Scope 1 or Scope 2) - WtT	tCO2e	-	90 811			
Scope 3 Category 4 - Upstream transportation and distribution	tCO2e	-	2 617			
Scope 3 Category 5 - Waste generated in operations (Mixed/residual waste Not sorted or incinerated)	tCO2e	-	242			
Scope 3 Category 6 - Business travels	tCO2e	-	17 940			
Scope 3 Category 7- Employee commuting	tCO2e	-	232			
Scope 3 Category 8 - Upstream leased assets	tCO2e	-	0			
Scope 3 Category 9 - Downstream transportation	tCO2e	-	0			
Scope 3 Category 10 - Processing of sold products	tCO2e	-	0			
Scope 3 Category 11 - Use of sold products	tCO2e	-	0			
Scope 3 Category 12 - End-of-life treatment of sold products	tCO2e	-	0			
Scope 3 Category 13 - Downstream leased assets	tCO2e	-	5 577			
Scope 3 Category 14 - Franchises	tCO2e	-	0			
Scope 3 Category 15 - Financial investments	tCO2e	-	0			
Percentage heavy fuel oil	%	-	0	0	0	
NOx emission	tNOx	-	8 424	9 972	9 796	A large portion of the fleet already have NOx-scrubber installed. Ensure this is in use when possible.
SOx emission	tSOx	-	280	352	398	
Fresh water use - Onshore	litres	-	1 424 040			
Fresh water use - Vessels (loaded from shore)	litres	-	238 091 100			
Number of Oil spills	No.	-	28	20	12	Working pro-actively to avoid incidents to happen by ensuring exposed equipment is fit for purpose. Planned maintenance system KPIs to ensure all planned work is done in time. Sharing information in fleet on incidents for learning.
Oil spill litres	Litres	0	788	153	292	
Waste from vessel - Metal	Tons	-	121	144	132	
Waste from vessel - Glas & Metal (mixed)	Tons	-	70			
Waste from vessel - Mixed waste (Mixed and residual fraction)	Tons	-	531	252	405	
Waste from vessel - Paper and Cardboard	Tons	-	150	196	183	
Waste from vessel - Plastic	Tons	-	117	149	126	
<b>Total waste from vessel</b>	<b>Tons</b>	<b>-</b>	<b>1 726</b>	<b>1 773</b>	<b>2 257</b>	
Waste from Offices - Glas & Metal (mixed)	kg	-	454			
Waste from Offices - Residual waste	kg	-	2 410			
Waste from Offices - Paper and Cardboard	kg	-	3 616			
Waste from Offices - Food waste	kg	-	205			
Total waste from Offices	kg	-	6 685			
Total waste	Tons	-	1 733			ISO 14001 certification. All waste shall be segregated and delivered onshore for recycling if possible. Same for onshore locations.
Single use plastic water bottles on board our vessels	No.	-	56 312	160 132	167 620	Single use water bottles removed from ordinary ordering lists for catering. Bottles only to be used in special cases.
Ships sold for recycling	No.	-	0	2	5	



Social	Metric	Target 2023	2023	2022	2021	Solstad actions
Employed in Solstad vs hired by crewing companies	%	-	88	95	90 %	Part of the company strategy to directly employ our crew. Special requirements in some places in the world and short time projects may deviate for this in some cases.
Gender diversity Board	%	40	40	50	50	Compliance/requirement in Norway
Gender diversity sea (Target 10% female crew by 2030)	%	10	7	6	6	Working actively with schools etc to promote a carrier at sea. Surveys and studies ongoing to reduce any bullying and harassment at sea (both genders).
Gender diversity office management level (Target 35% female managers by 2030)	%	35	23	22 %	20	Part of hiring strategy on HR.
Gender diversity onshore employees	%	-	39	41,7		
Employees in part-time positions (on land)	%	-	2	1,5		
Employees working involuntarily in part-time positions	%	-	1	0		
Retention rate offshore crew	%	90	94	94	96	
Retention rate onshore employees	%	90	90	90	94	
Total Recordable Case Frequency (TRCF - 12-months rolling)***	No.	-	1.25	1.24	1.19	
Working hours - Total Vessels and offices	No.	-	11 980 528	13 671 392	12 648 528	
Lost time Injuries (LTI)	No.	0	3	4	3	Solstad Incident Free operations. Zero incident policy. HSE work. Reporting, bulletins, training, investigations etc.
Number of fatalities own employees	No.	0	0	0	0	

Governance	Metric	Target 2023	2023	2022	2021	Solstad actions
Port states deficiencies or detentions	No.	0	1	1	0	
Fines for none-compliance of environmental regulations	No.	0	0	0	0	
Employees completed sustainability training	%	-	88			Mandatory for all to complete
Employees completed Anti-corruption training	%	-	84			Mandatory for all to complete. Annual refresher is also mandatory.
Number of Calls at port in countries with lower than 25 out of 100 Corruption Perceptions Index points	No.	-	10	19	12	A 3rd party risk evaluation done in cooperation with unions to avoid areas with too high risk and/or initiate risk mitigating measures.
Supply chain - Approved Suppliers	No.	-		1250		
Supply chain - Suppliers received the Solstad Supplier code of Conduct policy	%	-				
Supply chain - Suppliers in High risk locations		-				
Suppliers Audits	No.	-	10	10	14	
Incidents related to Corruption and Bribery (Whistleblowers & Grievance)	No.	0	0	0	0	Ensure any reports are taken seriously. Using 3rd party resources if needed. Reporting to the Audit Committee on a quarterly basis.

\* Increased fleet fuel efficiency (Average vessel ton CO2 emission per day -1%)

\*\* Office locations 2023/2022/2021/2020 (10) - 2019 (11) - 2018 (13)

\*\*\* per 1 mill hours

\*\*\*\* GRI (Global Reporting Initiative) as guidance only

\*\*\*\*\* KN responsible for 55 - 60% of all freight, but will be responsible for 90% of the emissions.

6) Science based targets initiative not relevant for businesses with high oil and gas exposure

7) "Operational control" methodology used. Vessels on time-chart for clients will have Scope 3 emissions. While off contract or at maintenance emissions is registered as Scope 1.

SDG: UN Sustainable Development Goals





TEMPLATES FOR THE KPI OF NON - FINANCIAL UNDERTAKINGS

Financial year 2023	Year			Substantial Contribution Criteria							DNSH criteria ("Does Not Significantly Harm")							Minimum safeguards (17)	Taxonom Y-aligned proportion of turnover year 2023 (18)*	Taxonom Y-aligned proportion of turnover year 2022 (19)*	Category (enabling activity or) (20)*	Category (transition al activity) (21)
	Codes (2)	Absolute turnover (3)	Proportion of turnover (4)	Climate change mitigation (5)	Climate change adaption (6)	Water and marine resources (7)	Circular economy (8)	Pollution (9)	Biodiversity and ecosystems (10)	Climate change mitigation (11)	Climate change adaption (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biodiversity and ecosystems (16)							
		NOK	%	%	%	%	%	%	%	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Percent	Percent	E	T		

A. TAXONOMY ELIGIBLE ACTIVITIES

A.1 Environmentally Sustainable activities (Taxonomy aligned)

Electricity generation from wind power	CCM 4.3	1 392 668 683	17.25 %	17.25 %															Y	Y	Y	Y	Y	Y	Y	Y	17.25 %	11.59 %	E	
Transmission and distribution of electricity	CCM 4.9	35 964 570	0.45 %	0.45 %															Y	Y	Y	Y	Y	Y	Y	Y	0.45 %	0 %	E	
Collection and transport of non-hazardous waste in source segregated fractions	PPC 5.5	354 325 586	4.39 %												4.39 %				Y	Y	Y	Y	Y	Y	Y	Y	4.39 %	0 %		T
Turnover of environmentally sustainable activities (Taxonomy aligned) (A.1)		1 782 958 839	22.09 %	17.70 %											4.39 %												22.09 %	11.59 %		
A.2 Taxonomy - Eligible but not environmentally sustainable activities (not Taxonomy aligned activities)																														
All other			77.91 %																								0 %	0 %		
Turnover of Taxonomy eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)(A.2.)			0 %																								0 %			
Total (A.1+A.2)		1 782 958 839	100 %																								100 %			

B. TAXONOMY - NON-ELIGIBLE ACTIVITIES

Turnover of Taxonomy non-eligible activities (B)		6 288 920 446	77.91 %																												
Total A + B		8 071 879 285	100 %																												

Financial year 2023	Year			Substantial Contribution Criteria							DNSH criteria ("Does Not Significantly Harm")							Minimum safeguards (17)	Taxonom Y-aligned proportion of turnover year 2023 (18)*	Taxonom Y-aligned proportion of turnover year 2022 (19)*	Category (enabling activity or) (20)*	Category (transition al activity) (21)
	Codes (2)	Absolute turnover (3)	Proportion of turnover (4)	Climate change mitigation (5)	Climate change adaption (6)	Water and marine resources (7)	Circular economy (8)	Pollution (9)	Biodiversity and ecosystems (10)	Climate change mitigation (11)	Climate change adaption (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biodiversity and ecosystems (16)							
		NOK	%	%	%	%	%	%	%	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Percent	Percent	E	T		

A. TAXONOMY ELIGIBLE ACTIVITIES

A.1 Environmentally Sustainable activities (Taxonomy aligned)

A.1 Environmentally Sustainable activities (Taxonomy aligned)	CCM 4.3	5 772 555	1.10 %	1.10 %															Y	Y	Y	Y	Y	Y	Y	Y	1.10 %	8.86 %	E	
Electricity generation from wind power	CCM 4.9	4 522 320	0.86 %	0.86 %															Y	Y	Y	Y	Y	Y	Y	Y	0.86 %		E	
Transmission and distribution of electricity	PPC 5.5	2 698 930	0.51 %												0.51 %				Y	Y	Y	Y	Y	Y	Y	Y	0.51 %			T
Collection and transport of non-hazardous waste in source segregated fractions		12 993 805	2.48 %	1.96 %											0.51 %												2.48 %	8.86 %		
CAPEX of environmentally sustainable activities (Taxonomy aligned) (A.1)																														
A.2 Taxonomy -Eligible but not environmentally sustainable activities (not Taxonomy aligned activities)																														
All other			0 %																								0 %			
CAPEX of Taxonomy -Eligible but not environmentally sustainable (not Taxonomy aligned activities) (A.2)			0 %																								0 %	0 %		
Total (A.1+A.2)		12 993 805	2.48 %																								2.48 %	8.86 %		

B. TAXONOMY - NON-ELIGIBLE ACTIVITIES

CAPEX of taxonomy-non-eligible activities (B)		511 295 195	97.52 %																											
Total (A+B)		524 289 000	100 %																											



Financial year 2023	Year			Substantial Contribution Criteria							DNSH criteria ("Does Not Significantly Harm")							Minimum safeguards (17)	Taxonom Y-aligned proportion of turnover year 2023 (18)*	Taxonom Y-aligned proportion of turnover year 2022 (19)*	Category (enabling activity or) (20)*	Category (transition al activity) (21)
	Codes (2)	Absolute turnover (3)	Proportion of turnover (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular economy (8)	Pollution (9)	Biodiversity and ecosystems (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biodiversity and ecosystems (16)							
Economic activities (1)				%	%	%	%	%	%	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Percent	Percent	E	T		
A. TAXONOMY ELIGIBLE ACTIVITIES																						
A.1 Environmentally Sustainable activities (Taxonomy aligned)																						
Electricity generation from wind power	CCM 4.3	50 081 591	1.05 %	1.05 %						Y	Y	Y	Y	Y	Y	Y	1.05 %	7.53 %	E			
Transmission and distribution of electricity	CCM 4.9	11 288 023	0.24 %	0.24 %						Y	Y	Y	Y	Y	Y	Y	0.24 %		E			
Collection and transport of non-hazardous waste in source segregated fractions	PPC 5.5	20 779 259	0.44 %					0.44 %	Y	Y	Y	Y	Y	Y	Y	Y	0.44 %			T		
OPEX of environmentally sustainable activities (Taxonomy aligned) (A.1)		82 148 873	1.72 %	1.29 %				0.44 %									1.72 %					
A.2 Taxonomy -Eligible but not environmentally sustainable activities (not Taxonomy aligned activities)																						
All other		-	0 %							Y	Y	Y	Y	Y	Y	Y	0 %	0 %				
OPEX of Taxonomy -Eligible but not environmentally sustainable (not Taxonomy aligned activities) (A.2)		-	0 %							Y	Y	Y	Y	Y	Y	Y	9 %					
Total (A.1+A.2)		82 148 873	1.72 %							Y	Y	Y	Y	Y	Y	Y	1.72 %	7.53 %				

B. TAXONOMY - NON-ELIGIBLE ACTIVITIES			
OPEX of taxonomy-non-eligible activities (B)		4 691 070 127	98.28 %
Total (A+B)		4 773 219 000	100 %

### Taxonomy disclosure: Nuclear and fossil gas related activities

Row	Nuclear energy related activities	Yes/No
1.	The undertaking carries out, funds, or has exposures to research, development, demonstration, and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	No
2.	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	No
3.	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	No
4.	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	No
5.	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	No
6.	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	No



**SOLSTAD OFFSHORE**