



## The Company's account of due diligence assessments according to the Transparency Act

### Description of the Company and Procedures

The Company, meaning Stimline AS and its subsidiaries Stimline Digital AS and Stimline Well Intervention Systems AS, is engaged in the development and sale of software services to energy companies involved in the extraction of petroleum deposits and associated service industries. The Company also develops and delivers control systems and other hardware for use in well intervention.

The Company is headquartered in Kristiansand. The Company also has an office in Sandnes.

The Company has a set of processes that satisfy the requirements and intentions of the Transparency Act. The processes take care of the following activities:

- 1. Anchoring of accountability - in the Company's guidelines.**
- 2. Mapping of negative consequences.**
- 3. Implementation of measures.**
- 4. Follow-up of measures.**
- 5. Communicate with affected stakeholders.**
- 6. Restoration measures.**

The Company has a set of ethical guidelines (Code of Conduct) that all employees and contractors must acknowledge. The Company has anchored the focus on human rights and decent working conditions in the ethical guidelines. The Company has also had ongoing ESG work for several years. Suppliers are assessed as part of this work.

For several years, the Company has had a separate whistleblowing channel for reporting particularly reprehensible conditions. The whistleblowing channel is set up as a separate email address where all inquiries go directly to the Company's chairman of the board. The chairman is not employed by or contracted to the Company.

The Company assesses its supplier base to have an overview over the negative consequences or potential risk regarding human rights and decent working conditions. The following method has been carried out to assess our suppliers.

The Company's suppliers are scored on the following risk factors

- Unnecessary use of overtime.
- Low wages.
- Pollution or accidents.
- Discrimination.
- Forced labor.
- Right to privacy.

As part of the risk scoring the Company regularly gathers information from various international institutions, governmental websites and other sources with relevant statistics or information. For each



evaluation cycle, a sample of suppliers is selected based on the total risk score (where those with higher risk score are preferred) and also a set of random sample from the vendor register irrespective of total risk score. A self-evaluation form containing different questions regarding how the supplier deal with human rights and decent working conditions, was sent to these suppliers. All feedback, or lack thereof, has been reviewed by the Company.

## Negative Consequences and Risk

The current status is as follows:

- As of today, the Company has not identified actual negative consequences.
- As of today, the Company has not identified significant risk of negative consequences.

Suppliers that did not respond to self-evaluation request will be included in the next cycle of assessments.

The work related to assessments and strengthening the management system will continue to improve over the next twelve months.

## Measures

As mentioned under the section "Negative Consequences and Risk", the Company has not, as of today, identified actual negative consequences or significant risk of negative consequences. In cases where such is discovered, the Company will describe the measures that are implemented to stop or limit such negative consequences. In addition, the Company will report on the achieved or expected results of the measures.



Kristiansand S, June 20th, 2024

DocuSigned by:  
*Trym Skeie*  
B15D715472C94DF...

---

Trym Skeie (Chairman of the Board)

DocuSigned by:  
*Erik Zachariasen*  
37607C8B3C77496...

---

Erik Zachariasen (Board Member)

DocuSigned by:  
*Otto Frøseth*  
BBBED2AB1E7040E...

---

Otto Frøseth (Board Member)

DocuSigned by:  
*Thorleif Egeli*  
6EDDD1FF28A447B...

---

Thorleif Egeli (Board Member)

DocuSigned by:  
*Tom Fedog*  
B0049E45DCE24CE...

---

Tom Fedog (CEO)