



2024 Sustainability Report

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Key Events 2024

ESG Related

Q1

HMH Singapore marking 500 Working days without LTI's



Marking Transocean Encourage "the world's most automated rig"



Q2

HMH Brazil Launches Diversity and Inclusion Committee



HMH Lyngdal campaign: 'Dare to Care'



Q3

HMH collaborates with Liftra in Offshore Wind



HMH Brazil | Reuse of water



Q4

Pink October celebrated on many HMH locations.



Transitioning from Diesel to Electric vehicles



Key Figures 2024

ESG Related

50
Nationalities

3,0%
Global Sick-leave

2109
Total Employees

10
Whistleblower
cases

10623
CO2 Emissions tons

65%
Recycling Rate

90%
Conducted Code of
Conduct course

12
TRI

17/83
Gender % (W/M)

Message from the CEO

Adapting to a Changing World

As we reflect on 2024, a year marked by significant global challenges and internal milestones, it's crucial to recognize the dynamic environment in which we operate.

Internally, we have taken substantial steps to consolidate our company into one unified HMH. While the journey has been met with challenges, each step brings us closer to realizing our vision.

Globally, the ongoing conflict in Ukraine and shifting political landscapes in the United States and Europe have underscored the need for adaptability and resilience. Despite these uncertainties, one constant remains clear: the world's demand for energy, where oil and gas is an important part of the mix, continues unabated.

At HMH, our commitment to delivering safe and reliable equipment to the industry drives this essential demand. Sustainability is woven into the core of our operations and strategic objectives. We are deeply aware of the challenges our industry faces, particularly our role as contributors to environmental emissions. We accept the responsibility that comes with this reality and are dedicated to minimizing our environmental footprint. Through ongoing initiatives, we are actively pursuing solutions that not only enhance efficiency and productivity but also strive for a more sustainable solutions for ourselves and our customers.

Beyond our environmental initiatives, we are strongly dedicated to advancing the social and governance dimensions of our sustainability efforts. Within our workforce, we prioritize diversity, equity, and inclusion, ensuring that our team reflects the diverse world we serve. As CEO, I want to extend a sincere acknowledgment to our employees, upon whom we are entirely reliant. Their daily contributions to HMH are invaluable and highly appreciated. HMH is dedicated to fostering a culture of respect and aims to lead in valuing individual differences.

Our governance practices are designed to align with the highest standards of integrity and transparency. We believe accountability drives innovation and trust, which are essential in our path forward. Strong, ethical governance structures ensure that we not only meet regulatory requirements but also exceed them, setting a benchmark for the industry. Despite the complexities of the path to sustainability, we remain fully committed.

HMH stands committed to evolving in step with the world's changing needs, ensuring that our actions today lay the foundation for a more sustainable and responsible tomorrow. By continually adapting to global changes, we position ourselves to lead in creating solutions that meet both current and future challenges.



CEO Eirik Bergsvik

Environmental Responsibility

At HMH, our commitment to environmental sustainability is rooted in our belief that we are all equally responsible and accountable for caring for our environment and ensuring the safety and well-being of ourselves and others. Our HSSE Policy underscores the importance of reducing our carbon footprint and minimizing waste and harm, highlighting our collective responsibility to care for the environment and ensure the safety of all.

The "Manage Environment" sub-process is a vital component of our HSSE framework, providing the necessary procedures, tools, and documentation to guide our environmental initiatives. In support of our ESG strategy, we implemented the ISO 14001:2015 Environmental Management Systems in 2021. This certification reinforces our dedication to sustainable practices, with most of our business units proudly certified.

We identify and address significant environmental aspects—elements of our activities, products, and services that interact with the environment. Using criteria in our Environmental Aspects Lists, we systematically assess and guide our focus and follow-up actions.

HMH remains dedicated to reducing our environmental footprint and initiating positive industry change.

Environmental Figures

| | |
|--------------------------------|-------|
| CO2 Emissions (metric tonnes): | 10623 |
| Total Waste (metric tonnes): | 8278 |
| Waste Recycling (%): | 65 |



Social Responsibility

At HMH, social responsibility is rooted in our commitment to uphold international human and labor rights. We align with key global conventions such as the UN Declaration on Human Rights and the ILO Declaration on Fundamental Principles, fostering a workplace that prioritizes inclusivity, safety, and mutual respect. We ensure a harassment-free environment by proactively addressing discrimination, fostering inclusive employee participation and decision-making.

Our efforts extend across our value chain, where we strictly prohibit child and forced labor and diligently prevent human rights violations. We hold our suppliers to the highest ethical standards, requiring comprehensive health, safety, environment, quality, integrity, and human rights compliance. This oversight is facilitated through our robust supplier management system, LeanLinking, complemented by ISO 9001 audits to maintain accountability and transparency.

Diversity and inclusion are integral to our organizational culture. HMH has a multicultural environment that exemplifies our commitment to social responsibility and aligns with our strategic objectives for sustainability.

Social Figures

| | |
|------------------|-------|
| Employees: | 2109 |
| Female/Male (%): | 17/83 |
| Nationalities: | 50 |
| Sick Leave (%): | 3,0 |
| Fatalities: | 0 |
| TRI: | 12 |



Governance Responsibility

HMH's Code of Conduct is the key governing document which describes the ethical principles that guides our business operations. These principles outline our core values in practice, ensuring continued success and safeguarding our reputation. They provide the framework for responsible and integrity-driven actions across HMH.

HMH expect everyone within our organization, as well as our business partners, to adhere to these principles. All employees are encouraged to familiarize themselves with these standards and seek guidance from managers or peers whenever uncertainties arise.

Reporting suspected violations is both a right and a duty for those aware of any breaches, to maintain our ethical integrity. Our success is deeply rooted in our unwavering commitment to excellence towards our clients, vendors, and employees, all anchored in our steadfast observance of these guiding principles.

Governance Figures

| | |
|----------------------------|-----|
| Whistleblowing reports | 10 |
| Transparency Act Requests | 0 |
| Code of Conduct e-learning | 90% |



HHH





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