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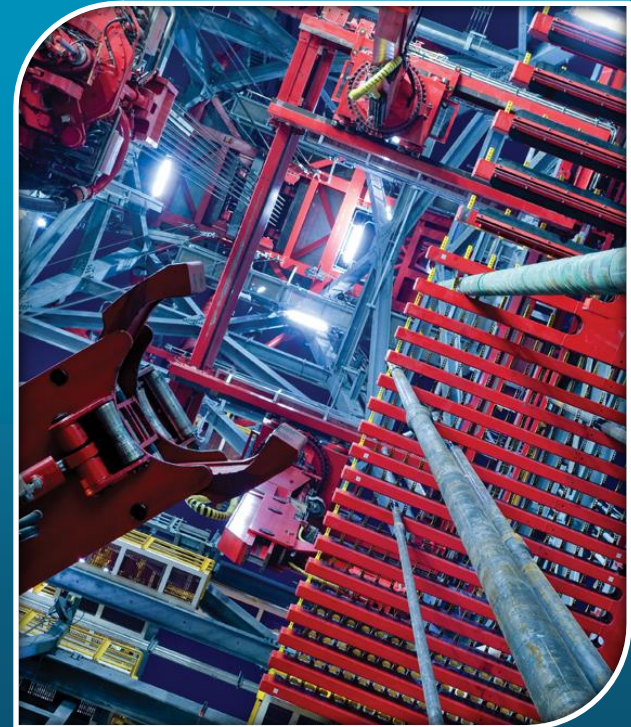
HMH Global Modern Slavery and Transparency Statement 2025



HMM Global Modern Slavery and Transparency Statement

Company Description

- HMM was formed as an independent company in October 2021 through the merger of Baker Hughes' (NYSE: BKR) Subsea Drilling Systems business and Akastor ASA's wholly owned subsidiary, MHWirth AS.
- HMM delivers a broad portfolio of offshore and onshore drilling equipment and services that enable safer and more efficient operations.
- HMM combines integrated delivery capabilities, capital, renowned industry expertise and delivers the full range of offshore drilling equipment products and packages at scale.
- HMM aims to support the industry's transition toward more energy-efficient solutions, as well as deploying technologies and service solutions to make the sector more competitive through increased drilling efficiency.
- The Company's service and technology portfolio will be utilized as a springboard for future growth, both within drilling services and when pursuing opportunities towards adjacent industries such as renewables and mining.





HMH Global Modern Slavery and Transparency Statement

Commitment to Responsible Business Conduct and Human Rights

- Companies should respect fundamental human rights and ensure decent working conditions throughout their operations, supply chains, and business relationships. They are expected to identify, prevent, and reduce negative impacts on human rights and labor standards, and to address any issues that arise. Clear and transparent communication about how these risks are managed helps build trust and supports continuous improvement.
- In support of internationally accepted human and labor rights principles, HMH has adopted a zero-tolerance approach towards modern slavery and human trafficking, and we are committed to implementing and enforcing effective systems to ensure that slavery and human trafficking is not taking place in our own business or our supply chain.
- HMH shall carry out due diligence in accordance with the OECD Guidelines for Multinational Enterprises on a yearly basis.
- HMH's disclosure reflects emerging standards and requirements from several jurisdictions, ensuring that our responsibility and transparency practices are aligned with leading international expectations. Although the details vary among these acts, their main purpose is to require transparency and human rights due diligence in companies' supply chains. See table to the right.

Country	International Laws Promoting Supply Chain Responsibility and Human Rights
Australia	Modern Slavery Act 2018
Canada	Fighting Against Forced Labor and Child Labor in Supply Chains
Germany	Supply Chain Due Diligence Act
Netherlands	Child Labor Due Diligence Act
Norway	Transparency Act
United Kingdom	Modern Slavery Act 2015



HMH Global Modern Slavery and Transparency Statement

HMH Supply Chain



Assessment

In assessing the risk of human rights violations within the HMH value chain, its global supply chain is considered the most vulnerable to violations of human rights. To qualify for the vendor shortlist, suppliers must complete a questionnaire regarding Health, Safety and Environment (HSE), quality, integrity, and human rights; sign and agree to the supplier declaration; and pass a due-diligence screening. The supplier declaration outlines key requirements concerning ethical conduct, respect for the environment and human rights, and compliance with HSE requirements and must be signed by all suppliers.



Criteria

The supplier selection criteria also mandate quality, on-time delivery, fulfilling customer requirements, appropriate competition, and equal treatment of suppliers. To monitor supplier performance, HMH utilizes the Relation Management System, LeanLinking. Compliance with these monitoring processes is verified through HMH's ISO 9001 audits.



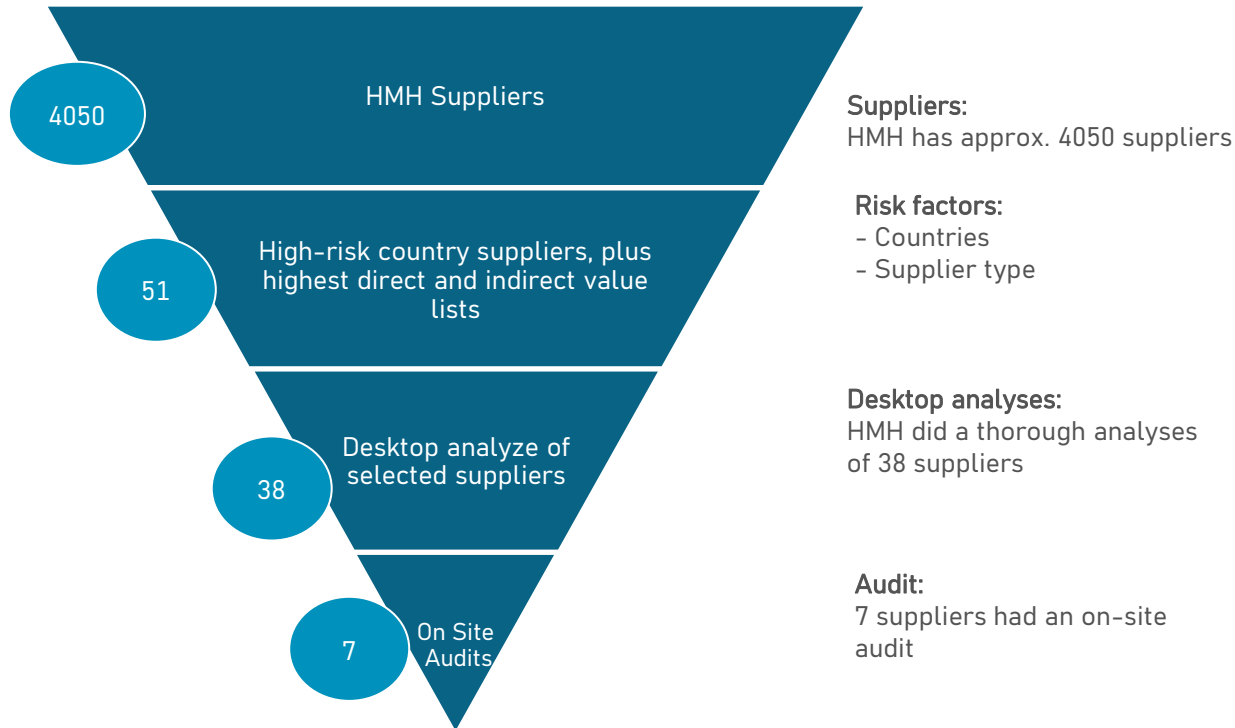
Mitigate Risk

To mitigate this risk, HMH continually monitor its suppliers, and if any supplier does not meet the requirements and reasonable discussions to address concerns were unsuccessful, its agreement is terminated, and the supplier is removed from the HMH approved vendor list.



HMH Global Modern Slavery and Transparency Statement

Due Diligence Approach



HMH followed a systematic approach to ensure transparency and mitigate potential risks of the due diligence of suppliers. Here is a short description of the process:

1. Identify numbers of suppliers
2. Identify high-risk countries*
3. Identify what type of suppliers are exposed to higher risk, ex. Service and Facility
4. Analyze suppliers with highest direct and indirect value.
5. HMH uses LeanLinking as Supplier Relation Management system.
6. Due Diligence Approach: Open-source screening for sanctions, litigation and adverse media. Review of websites, policies and governance documentation. Compliance screening of all 38 suppliers. Use of audit results, onsite visits and local follow-up where available

* Source High Risk Countries: www.globalrightsindex.org

Summary and Main Takeaways

Main Findings from 2025 Review

No confirmed cases of human rights violations, forced labor, or modern slavery were found in the 38 detailed reviews. Most issues related to limited supplier transparency and documentation gaps, while only a few suppliers showed clear positive policy evidence. The main concern is lack of transparency rather than confirmed abuse.



Primary Risk Themes

- Suppliers Missing Human Rights policies or Codes of Conduct
- Weak or limited public website information
- Low public visibility and insufficient traceability
- Audit or onsite records that do not explicitly address human rights



Conclusion

No confirmed cases of human rights violations or modern slavery were identified in the detailed review. The main area for improvement is supplier transparency and the availability of supporting documentation. Continued follow-up is recommended to strengthen assurance and support ongoing compliance. In addition, onsite audits should include a clearer and more explicit focus on human rights matters to improve verification and oversight.





HMH Global Modern Slavery and Transparency Statement

Continuous Commitment

At HMH, we believe that our commitment to human rights is not just a legal obligation but a moral imperative. We will continue to strive for excellence in this area, ensuring that our operations contribute positively to the communities and environments in which we operate, both within HMH and throughout the company's value chain.

Moving forward, HMH will maintain a continuous focus on:



Enhancing Due Diligence

Regularly updating and refining our due diligence processes to adapt to new challenges and insights.



Training and Awareness

Providing ongoing training and resources to our employees and partners to foster a culture of respect for human rights.



Stakeholder Collaboration

Strengthening our engagement with stakeholders, internally and externally.



Transparency and Accountability

Ensuring transparent communication of our efforts and progress in upholding human rights, and holding ourselves accountable to the highest standards



HMH Global Modern Slavery and Transparency Statement

Signatures from the Board of Directors

This statement is provided pursuant to our obligations under the UK Modern Slavery Act, the Australia Modern Slavery Act, and the Norwegian Transparency Act to provide our stakeholders with information about the steps that HMH has taken to help ensure that slavery and human trafficking do not take place within the HMH supply chain.

The statement has been approved by the CEO at HMH and Chairman of the Board, MHWirth AS.

Eirik Bergsvik

Signed by:

E69AF7E02C2D4C7...

The statement has furthermore been approved and signed by the Board of Directors and managing director of MHWirth AS.

Pål Skogerbø

Board member

Signed by:

48C9FA2BC18C4F4...

May Rud Tennebo
Board member

Signed by:

B7DAA7B72DC64D6...

Dag Stenevik

Board member

Signed by:

96D080BFD507438...

Stian Sjølund
Board member

Signed by:

1E65914A95E34AF...

Björg Hansen

Board member

Signed by:

1E45382D481642F...

Øystein Osnes
Alternate member

Signed by:

1BEF5C50C5CC42C...

Trine Krey Lode

Board member

Signed by:

CA3DDF3C254042E...



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Dag Arthur Stenevik

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General Manager HMH Holding B.V.

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Ceo

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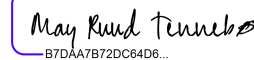
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May Ruud Tennebo

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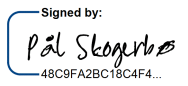
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Pål Skogerbø
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 CEO MHWirth AS
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