

Whistleblowing in AKOFS Offshore

AKOFS Offshore is committed to conducting business ethically, responsibly and in accordance with applicable laws and our Code of Conduct. We encourage employees and external stakeholders to speak up if they become aware of suspected misconduct or other serious concerns.

AKOFS Offshore

WORLD CLASS WELL OPERATIONS AND SERVICES

→ Employees are encouraged to raise concerns through their manager or another manager they trust. If you are not comfortable using the regular reporting channels, concerns can be reported directly to Compliance or through the Ethics Hotline.

WHAT IS WHISTLEBLOWING?

Whistleblowing involves raising a concern about a negative condition by notifying someone who can do something about it. This may include actual or suspected breaches of applicable law, AKOFS Offshore's Code of Conduct or other internal policies.

Speaking up helps ensure that concerns are identified and addressed at an early stage, while supporting AKOFS Offshore's culture of integrity, transparency and accountability.

CONFIDENTIAL REPORTING

AKOFS Offshore's whistleblowing system is available to employees, contractors, suppliers and other external stakeholders.
To provide a confidential reporting option, AKOFS Offshore has established an Ethics Hotline, hosted through EthicsPoint, an independent reporting channel operated by NAVEX One. EthicsPoint is available 24 hours a day, 7 days a week, and individuals may submit reports confidentially and choose to remain anonymous.

Reports may also be submitted directly to AKOFS Offshore at:
whistleblowing@akofsoffshore.com

EXAMPLES OF REPORTABLE CONCERNS:

- Breaches of the Code of Conduct
- Violations of law
- Conflicts of interest
- Breaches of antitrust laws
- Corruption or corrupt practices
- Bullying, harassment, discrimination or workplace exclusion
- Tax violations
- Breaches of health, safety and environmental regulations
- Misuse of confidential information
- Fraud or embezzlement

WHAT HAPPENS WHEN A REPORT IS MADE?

All reports submitted through EthicsPoint or sent to whistleblowing@akofsoffshore.com are received by AKOFS Offshore's Compliance responsible, who manages the whistleblowing system and ensures that reports are properly assessed, investigated and followed up.

Where appropriate, an investigation team is appointed. Access to information is limited to individuals who need the information to perform their role in assessing or investigating the matter. If a report concerns a member of the AKOFS Offshore Board of Directors, the CEO or the CFO, an external service provider will be appointed to lead the investigation.

All whistleblowing reports are handled confidentially and stored in a secure case-management system with restricted access. AKOFS Offshore is committed to complying with applicable data protection requirements. Personal data collected in connection with a whistleblowing investigation will only be used for the purpose of assessing, investigating and resolving the reported concern.

Personal data will be retained only for as long as necessary to complete the investigation and fulfil applicable legal, regulatory and record-keeping requirements. When no longer required for these purposes, personal data will be securely deleted.

HOW CAN YOU REPORT A CONCERN?

- Speak with your manager or another manager you trust
- Contact AKOFS Offshore's Compliance responsible directly or by email at whistleblowing@akofsoffshore.com
- Submit a report through EthicsPoint at akofsoffshore.ethicspoint.com, available 24/7 for online and telephone reporting through the "Click Connect" service available on the website

→ AKOFS Offshore will not tolerate retaliation against anyone who reports a concern in good faith.

akofsoffshore.ethicspoint.com

Click Connect calls via akofsoffshore.ethicspoint.com

whistleblowing@akofsoffshore.com

