

1. Introduction

Odda Technology AS is committed to upholding human rights and promoting transparency throughout our operations and supply chain. This report outlines our compliance with the Norwegian Transparency Act (LOV-2021-06-18-99), detailing our practices, assessments, and initiatives to safeguard human rights and ensure decent working conditions for all individuals impacted by our business activities.

2. Company Overview

Odda Technology AS provides high-quality engineering and manufacturing solutions, particularly in advanced sectors like energy and industrial applications. Founded on the principles of Integrity, Excellence, and Sustainability, the company serves both local and international clients.

Our diverse workforce includes employees from over 10 nationalities across most continents, enriching our work environment and fostering creativity, collaboration, and mutual respect. We are committed to high ethical standards, fair treatment, and equal opportunity for all employees, regardless of nationality or background.

3. Commitment to Human Rights and Decent Working Conditions

Certified under ISO 45001, Odda Technology AS maintains a strong occupational health and safety management system. We are dedicated to a safe and respectful work environment that protects the rights of all employees. This commitment extends to our supply chain, where we work to prevent negative impacts on human rights and working conditions.

4. Risk Assessment

Odda Technology regularly conducts risk assessments to evaluate potential human rights risks and impacts related to our operations and supply chain. These assessments draw on publicly available information, supplier data, and insights from our oil and gas customers, who are critical stakeholders in the global market. Known for its rigorous approach to compliance, the oil and gas sector upholds strict standards in supply chain management, ensuring adherence to anti-corruption, anti-bribery, codes of conduct, and human rights principles.

5. Transparency and Traceability

Based on our assessments, the risk of human rights violations and substandard working conditions within Odda Technology's supply chain is currently low. We remain vigilant, however, and have established procedures to address any identified risks promptly.

6. Addressing Identified Risks

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7. 2024 Assessment Results

An external assessment conducted by **BEDRIFTSHELSE1** has confirmed that Odda Technology AS maintains a working environment free from discrimination, harassment, or bullying. The assessment further validates our commitment to ensuring equal treatment and remuneration for all employees, regardless of nationality, race, gender, or other potential discriminatory factors. The full findings are documented in the **Bedriftshelse1 Main Report – Surveying the Psychosocial and Organizational Work Environment** and can be provided to the competent authorities upon request.

Additionally, our evaluations indicate a low risk of human rights violations or inadequate working conditions within our supply chain. We assess suppliers based on factors such as purchase volume, geographical location, compliance with the Transparency Act or similar human rights policies, and their industry reputation. Each supplier is scored based on both identified and potential risks, ensuring ongoing due diligence and compliance.

Odda Technology primarily sources from regions with strong regulatory frameworks and high governance standards, such as Scandinavia and Europe.

2024 Procurement Breakdown by Region

In 2024, we engaged approximately 80 suppliers, representing 93% of our purchases:

- 78% are located in Scandinavia
- 17% are located in Europe (excluding Scandinavia)
- 5% are located in other countries.

Most of our suppliers have a strong and well-established presence in the oil and gas industry. As part of our due diligence process, we have conducted thorough assessments and identified no specific risks associated with them. We maintain an ongoing commitment to monitoring their adherence to our human rights and working condition standards. Our risk mapping and assessments are regularly updated to reflect new information or evolving risk factors, ensuring continuous compliance with our ethical and regulatory obligations.

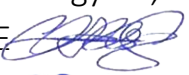

8. Approval and Governance

This Transparency Statement was reviewed and approved by the Odda Technology Board on 28.04.2025. The Board and executive team take full responsibility for ensuring compliance with the Transparency Act and the alignment of our supply chain practices with our ethical values and standards.

9. Publication and Right to Information

This statement is published on our company website (www.oddatechnology.no) in accordance with Section 5 of the Transparency Act.

Inquiries regarding Odda Technology's human rights practices and commitment to decent working conditions, as per Section 4 of the Transparency Act, may be directed to our HR Manager, Agnete Bjelland, at ab@oddatechnology.no or QHSE Manager, Hans Jakob Sekse, at hj@oddatechnology.no. Odda Technology reserves the right to refuse requests for information in accordance with Section 6 of the Transparency Act. Qualified inquiries will receive a written response within three weeks of submission.

On behalf of Odda Technology AS,
Hans Jakob Sekse, QHSE 
Simone de Alencar, GRC 
05.05.2025