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## Environmental Policy and Objectives

### Purpose

The purpose of this procedure is to ensure that Vento has established a clear Environmental Policy and to ensure that the Policy is communicated to all employees/subcontractors and other relevant interested parties.

### Scope

This policy applies to all employees, subcontractors, and at all locations where Vento Energy Support operates.

### Environmental Policy

We will strive to reduce environmental impact of our business by integrating environmental considerations into every part of our daily work and attempt to reduce our environmental impact and resource consumption and follow best practices to avoid contamination. In situations where we have, or may have, significant environmental impact, we use recognized management systems to verify our results.

We comply with applicable requirements of local law and the environmental commitments stated equal to the requirements of DS/ EN ISO 14001:2015 as a minimum.

When working around the world, we strive to have a close and good working relationship with the surrounding communities.

In the development and implementation of new processes, we evaluate environmental aspects – from the use of raw materials and energy to disposal of waste and equipment.

We will try to influence suppliers, subcontractors, authorities, customers, partners, and other stakeholders to both engage in and promote environmentally responsible behavior.

### Environmental Objectives

#### Waste handling

We provide collection and handling of waste as a part of our services to our customers. Therefore, we cannot set valuable KPIs on total waste reduction. However, as a waste handler we ensure the waste we manage is divided and recycled to the greatest extent possible.

- We will reduce the amount of residual waste to a maximum of 20 % of the total waste by 2030.

## Emissions

### Scope 1 emissions:

Scope 1 covers emissions from sources that Vento owns or controls directly. As we need to travel long distances in our vehicles, we cannot reduce the general amount of fuel consumption. We will instead focus on achieving a reduction in scope 1 emissions via reducing the amount of idle time in our vehicles. Vehicles produce harmful emissions, including carbon dioxide and other pollutants, when idling, and by lowering the amount of idle time, we reduce the emissions within scope 1.

- It is our objective to have a maximum of 15% idle time on company operated vehicles. 2026 will be used as a new baseline year for future calculations on reduction targets.
- It is our objective that at least 10% of the company operated vehicles are either hybrid or electrically powered by 2030.

### Scope 2 and 3 emissions:

All Vento office facilities are rented. Thus, no objectives for scope 2 emissions can be set. As a service provider of skilled manpower on a global level, travel is required on a large scale. Therefore, it is not possible to set a valuable objective for scope 3 emissions.

We are however determined to have a responsible energy consumption and will keep records to ensure we can address tendencies and report to stakeholders.

### **External communication**

The Environmental Policy and objectives are available on the company's website to ensure availability to all interested parties.

Signed: \_\_\_\_\_



CEO: Henrik Brink