



Transparency Act Intermoor AS 2026



1 TABLE OF CONTENTS

Table of Contents

1 TABLE OF CONTENTS 2

2 BACKGROUND 3

3 TRANSPARENCY ACT INTERMOOR AS 2025 4

 3.1 General description of the enterprise's organization and area of operation 4

 3.2 The company's policies and procedures 5

 3.3 Due diligence 6

 3.3.1 Risk in own business 6

 3.3.2 Risk in supply chain 9

4 SUPPLY CHAIN MEASURES 12

 4.1 Updating of governing documents 12

 4.2 Risk classification and mapping of suppliers 12

 4.3 Information about negative consequences 12

5 SIGNATURE 14

2 BACKGROUND

From 2022 we are obligated to comply with the Norwegian Transparency Act. Intermoor AS (Intermoor) have performed the obligated procedures and below you will find our reporting in relation to this. The report will give you valuable information on how we work with United Nations sustainability goal 8 (decent work and economic growth) and sustainability goal 12 (responsible consumption and production).



3 TRANSPARENCY ACT INTERMOOR AS 2025

3.1 General description of the enterprise's organization and area of operation

Intermoor is a socially responsible organization and employer that strives to make a positive contribution to the lives of our people and the communities in which we operate. Guided by robust policies and codes of conduct, we treat all employees, suppliers, partners, and communities equally and with respect and are committed to operating fairly, honestly, and ethically.

We endeavor to treat all our people, suppliers, partners and communities with respect and equality. This is achieved through a strong Health, Safety and Environmental (HSE) culture, as well as an active and documented commitment to diversity, inclusion, and equality in our recruiting, employment, and management processes, and zero tolerance policy towards modern slavery, bribery, or corruption.

Intermoor is a global provider of life-of-field mooring solutions, offering a complete package of services across all marine environments.

- We are a Norwegian based business within the Intermoor Group, located in Stavanger with a shore-based facility at Wergeland Base, Slovaen. The business serves all customers operating along the Norwegian Continental Shelf.
- For temporary and permanent mooring, our range of services delivers increased efficiency and reduced costs.
- We specialize in all aspects of mooring, whatever the asset, from a wave converter, floating wind turbine or an oil rig, and deliver a customised cradle-to-grave mooring solution, from engineering and design through to offshore installation or retrieval and decommissioning of our mooring systems.
- Our solution is always engineered and customized, and we will partner with customers and suppliers across every stage of the lifecycle of operations. We take pride in working as a team – and in partnership with our clients – to devise and deliver the most cost-effective, reliable, safe and innovative mooring solutions. We accomplish this through pioneering research and development, a relentless focus on exceptional service and our unrivalled and diverse project experience.

3.2 The company's policies and procedures

Intermoor has a management system certified according to ISO 9001, ISO 14001, and ISO 45001. We have robust systems in place to ensure that any regulatory changes are implemented in the company's management system. We have guidelines in place making sure that The Transparency Act is reflected in our processes. The Board and Management are responsible for compliance with the Transparency Act.

Intermoor is committed to embedding a culture of compliance and operating within a business framework that ensures all decisions are made to the highest ethical standards. Our whistleblowing system enables anyone to anonymously report incidents, breaches or suspected breaches of the principles outlined in our Compliance Handbook or of any law or regulation.

During 2021, we also introduced mandatory anti-bribery and anti-corruption awareness training for all our employees to ensure that all are aware of the dangers that bribery can present and the need to remain vigilant in our daily working practices.

Further, we are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or any part of the group's business. The company uses Moody's Analytics (Compliance Catalyst) Denied Party Listing screening software, a comprehensive database, to make sure we are acting in line with current international sanction regimes. We proactively monitor more than 28,000 third parties by using this software. This also means that we are always up to date with any developments in this area.

Relevant vendors and customers are registered and assessed by using this system. If there are any discrepancies in connection with the screening the result will be that no business relationship can be entered into with the company.

3.3 Due diligence

Intermoor has established several routines in our business to ensure decent working conditions for our employees. We are certified according to ISO 45001 and, we have well established Health and safety routines. For 2025 and so far 2026 we have no major incidents registered in our business.

3.3.1 Risk in own business

Risks in one's own business are mapped and identified through various employee surveys, our reporting system, and various HR analyses. Based on our investigations, we consider that there are four areas where the risk of negative impact is greatest:

1. Overtime work:

In the industry we work in, there are periods of seasonal variations with high work intensity and short deadlines for our employees. This leads to periods of overtime work. We put our employees first, which means that it should be possible to build a career at Intermoor, while at the same time having a good work-life balance and facilitation in different phases of life.

2. Health and safety:

High work pressure and short deadlines can affect employees' physical and mental health. Intermoor's occupational health risks are primarily related to psychosocial conditions such as interaction and stress management. Further the risk of strain injuries related to the performance of ergonomically demanding and repetitive tasks that can cause musculoskeletal disorders. We are aware that work-related stress occurs in Intermoor, and we work systematically to ensure a good physical working environment and good psychosocial conditions.

3. Human Rights:

Intermoor is committed to ensuring slavery and human trafficking are not part of our supply chains or our own business. Intermoor upholds a policy of non-retaliation or victimization against anyone who reports concerns about slavery and human trafficking. Business partners are also made aware of our slavery and human trafficking commitments and are asked to provide contractual assurances that they too will uphold the same standards in their business and supply chains. We are also committed to corporate integrity, responsible sourcing and the wellbeing of workers. We have set out its minimum standards and core principles in a Supplier Code of conduct which must be issued to and adhered by all suppliers.

Changes in governance/management/:

Description of priority risk	Working risk
Measures implemented during the reporting year:	Intermoor has the following measures to follow up on the working hours of its employees: • has systems and routines for timekeeping. The individual employee and the employee's PM (performance manager) then have an ongoing overview of the number of working hours. • has a system for following up overtime on a monthly basis. Employees who are approaching violation of the law's limits for overtime are followed up • ongoing recruitment of permanent and seasonal employees
Further work:	Intermoor has a strong focus on the number of working hours for the individual employee. In the future, we will continue to follow up employees who are approaching the legal limits for overtime. Further we will revise the existing work schedule for the department most affected by the overtime.

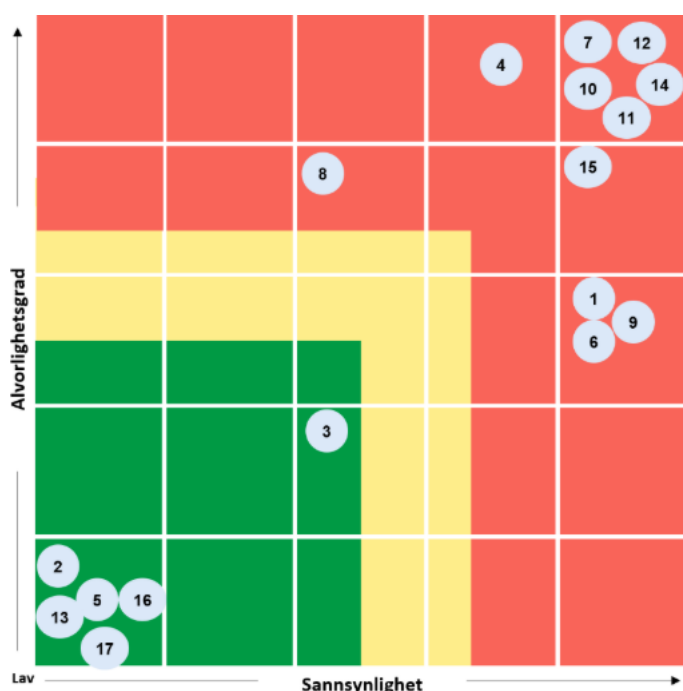
Description of priority risk	Health
Measures implemented during the reporting year:	We work systematically with issues related to health, safety and the environment, and our goal is to ensure a good physical working environment and good psychosocial conditions. Implemented measures include: • Annual safety inspections where the physical and psychosocial working environment is mapped and followed up. • Employees are provided with training and information about HSE work. The head of each department is responsible for ensuring that all employees receive sufficient information and training in HSE work. People & Culture and safety delegates are responsible for assisting the individual manager when needed. • Continuous work with a psychosocial working environment through social initiatives, employee surveys, training and development of managers. • Physical working environment and ergonomic adaptation are important for health and well-being in the workplace. Conditions related to indoor climate such as light, air and sound are important, and standard values have been established for air quality and noise that are measured regularly. Intermoor has ergonomically adapted office equipment that satisfies the requirements of the law, and if special adaptations are needed, this can be done through a physiotherapist or the department's occupational health service. In collaboration with the working environment committee, safety delegates and the occupational health service, we ensure ongoing evaluation of HSE work.
Further work:	We will continue the ongoing collaboration with the working environment committee, safety delegates and the occupational health service for evaluation of HSE work and implement measures where this is deemed necessary.

3.3.2 Risk in supply chain

InterMoor Norway works to keep the number of suppliers at a level that ensures adequate risk management of procurements. We focus on long-term and permanent relationships with our suppliers. Among other things, we have regular suppliers of cleaning, IT equipment, office supplies and the like. Intermoor's supply chain is categorized in the table below.

Supplier categories

Most of our suppliers are located in countries that are defined as low-risk countries. However several supplier categories are considered to have medium or high inherent risk. Our due diligence has not uncovered any actual violations of human rights and decent working conditions in the supply chain.



1. Transportation services
2. Insurance and finance
3. Consulting, auditing and advocacy services
4. IT services
5. Manufacturing
6. Health care
7. Food and drinks (including overtime food, restaurant and canteen)
8. Cleaning
9. Office Supplies
10. Rent
11. Travel (including hotel, flight, and taxi)
12. Clothing
13. Handling, inspection



Transportation services

At Intermoor, transport services primarily involve moving offshore mooring equipment between our facilities in Dusavik and Sløvåg, as well as the delivery of newly purchased items. To a lesser extent, transport is used for canteen supplies, overtime meals, and office consumables. The transport sector presents risks including substandard wages, excessive overtime, and health and safety concerns, particularly for drivers and warehouse staff.

Consulting, auditing and advocacy services

These services often involve highly educated professionals, but there can still be risks related to long working hours, stress, and mental health strain. Depending on the country of origin, there may also be concerns regarding freedom of speech, fair pay, and access to whistleblowing mechanisms. We aim to work with reputable firms to reduce these risks.

IT services

Intermoor utilizes standard IT services such as computers, internet connections, and common business software. The main risks in this area involve the sourcing of electronic components, which may involve poor labor practices, including exposure to hazardous materials, low wages, and lack of freedom to unionize. To mitigate this, we aim to purchase from suppliers who follow responsible sourcing and labor practices.

Manufacturing

Intermoor purchases heavy offshore mooring equipment from European manufacturers. While the region generally enforces strong labor rights, the manufacturing sector still poses risks such as exposure to heavy machinery, high noise levels, and chemical hazards. There may also be issues with subcontractors in lower-cost regions, where oversight is more challenging.

Health care

Intermoor provides health insurance to employees. While we do not operate directly in this sector, it is important to note that health care workers globally face challenges including long hours, psychosocial strain, and exposure to biological and chemical hazards. Risks such as workplace violence and burnout are prevalent and must be managed through proper safeguards.

Food and drinks (including restaurants, overtime food, and canteen)

Intermoor sources food and beverages for overtime meals and canteen services. This industry faces significant risks, including the use of child labor, forced labor, low wages, and limited worker rights. In restaurants—especially fast-food environments—there is also potential for human trafficking, harassment, and unsafe working conditions. Standing for long periods and repetitive physical work are common occupational risks.

Cleaning

The cleaning industry is prone to labor exploitation, particularly of migrant workers who may lack awareness of their rights. Risks include social dumping, unsafe working conditions, and excessive work hours. Intermoor mitigates this risk by using a single, vetted supplier for all offices, aiming for higher transparency and improved control.



Office Supplies

Office supplies such as paper, pens, and batteries may come from complex global supply chains. Common risks include poor wages, child labor, chemical exposure, and lack of union representation. Intermoor limits these risks by sourcing all office supplies through one consistent supplier with ethical procurement standards.

Rent

Intermoor rents office space at two separate locations. While the direct risk in leasing is relatively low, risks may still be present in the facility management services, such as cleaning, maintenance, and security. These supporting services can be prone to underpaid labor and poor working conditions. Ensuring that our landlords contract reputable service providers is one way to reduce these risks.

Travel

Travel is typically undertaken for meetings, training, and internal events. The tourism and airline sectors face issues such as underpayment, labor exploitation, and even trafficking in extreme cases. Intermoor uses a dedicated travel platform and mainly flies with Scandinavian carriers, which operate under stringent labor regulations, thereby reducing exposure to unethical practices.

Work clothes

The production of workwear involves complex supply chains and often occurs in high-risk countries where labor violations are common. These include child labor, unsafe factories, and wages below living standards. Intermoor is mindful of these risks and seeks suppliers with transparent sourcing practices and compliance with labor standards.

Handling, inspection

Intermoor uses third-party vendors to handle and inspect our heavy offshore mooring equipment. These tasks carry high risks related to manual labor, including lifting injuries, crushing hazards, and falls. Vendors must maintain strict health and safety procedures to reduce workplace accidents. We monitor these partnerships closely to ensure safe and fair working conditions.

4 SUPPLY CHAIN MEASURES

Intermoor is continuously working to improve the work related to due diligence assessments. These are areas we see a need for improvement, and these areas will have a strong focus in the coming reporting years. The following shows which measures will have priority in the coming reporting year:

4.1 Updating of governing documents

Through our annual review of governance documents, we have identified a need for updates to certain governance documents, including the Supplier Code of Conduct and purchasing guidelines. Among other things, the Supplier Code of Conduct must be updated as a result of the ILO providing clarifications on the definition of living wages.

4.2 Risk classification and mapping of suppliers

We will have a risk-based approach to mapping our supply chains, update the process description for due diligence assessments, and ensure that this is followed up and implemented in daily operations.

We have begun work on integrating risk assessment of suppliers and business partners into existing ERP systems to ensure continuous and systematic follow-up of suppliers. This includes tagging suppliers to the relevant supplier category, as well as investigating opportunities for tagging risks associated with the individual suppliers, products and services. In the event of any limitations in the current ERP system, we will map and decide on the establishment of a new system for risk management.

Through our risk mapping, we have identified that in several areas we lack information from the first level of suppliers and insight beyond the first stage. The work of gaining the necessary insight will have a high priority throughout the reporting year 2024. We will start by focusing on the suppliers that are categorized as high risk of human rights violations and decent working conditions. We will initiate a dialogue with relevant suppliers to obtain information about their supply chains.

Measures for further follow-up of suppliers

Based on our findings through mapping of the supply chain past the first stage, initial dialogue and documentation from the suppliers, we will determine and implement appropriate measures. We will assess which measures are relevant for managing identified risks and ensure cooperation with the supplier on remediation, possibly deeper mapping in the supply chain.

Our procedures performed in assessing our suppliers according to the guideline described in paragraph above have not detected any discrepancies to be followed up. However, this is an ongoing process. After our initial work on this we are still investigating some of our suppliers and sub suppliers. We have established a plan to visit some of our critical suppliers in the coming future. Our focus so far, for the manual review, has been our critical suppliers. Lately we learned that we need to look into a wider range of our supply chain. Due to this several of our suppliers will be provided with questionnaires to be analyzed in the near future. At this point, the due diligence has not detected any matters defined as a discrepancy.

4.3 Information about negative consequences

The due diligence assessment has not revealed that there are negative consequences or significant risks internally or in relation to the companies with which Intermoor cooperates.



Information on measures

Since no significant risk has been identified in the due diligence assessment, no plans have been made for this. If risk is identified during the due diligence assessment revision, measures will be established dimensioned in relation to the risk picture.

QUESTIONS REGARDING HUMAN RIGHTS AND DECENT WORKING CONDITIONS

If you have any questions regarding our work related to human rights and decent working conditions in the supply chain, you are welcome to send us an email at: inger.egeland@intermoor.no. We will reply to you as soon as possible and no later than within three weeks of receiving your inquiry.



5 SIGNATURE

The undersigned Board member and the CEO of the company declare that the work on the statement pursuant to the Transparency Act is anchored in the company's management and that the Board is responsible for the assessment expressed in the statement. The management and the Board acknowledge that the work on the due diligence assessment under the Transparency Act is an ongoing process and that we will keep the due diligence assessment updated and conduct new investigations when necessary

The board of InterMoor AS hereby confirms that this year's report has been approved for publication.

Members of the board	Date and signature
Chairman of the Board Brice Bouffard	9/10/2026
Member of the Board Kjell Arne Egeland	 Kjell Arne Egeland Digitalt signert av Kjell Arne Egeland DN: cn=Kjell Arne Egeland, email=kjell.arne.egeland@intermoor.no Grunn: Jeg bekrefter nøyaktigheten og integriteten til dette dokumentet Date: 2026.10.09 11:17:05 +02'00'
General Manager Paul Inge Fevang	 Paul Inge Fevang Digitally signed by paul.inge.fevang DN: cn=paul.inge.fevang, o=GB, o=Acteon Group, ou=Intune, email=paul.inge.fevang@intermoor.no Date: 2026.10.09 11:36:23 +02'00'