



ESG report 2023

OKEA ASA



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01 Introduction

About this report

This report presents OKEA’s material ESG topics including key performance metrics for the calendar year 2023. OKEA has reported in accordance with the GRI Oil and Gas Sector Standard 2021 for the period from 1 January to 31 December 2023, unless otherwise stated.

We use several reporting standards, recommendations, and guidelines to identify and report on material environmental, social and governance (ESG) topics, including:

- ▶ Task Force on Climate-Related Financial Disclosure (TCFD) recommendations
- ▶ ESG Reporting Guide (2022, Euronext)

References have, where adequate, also been made to the United Nations Sustainable Development Goals (SDGs).

The report discloses several reporting requirements required by Norwegian law, including:

- ▶ The Norwegian Accounting Act section 3-3a paragraphs 9 & 10
- ▶ The Norwegian Accounting Act section 3-3c
- ▶ The Norwegian Act relating to equality and a prohibition against discrimination (Equality and Anti-Discrimination Act) section 26a.
- ▶ The Norwegian Transparency Act section 4-7

The scope of our sustainability reporting is centred around assets over which OKEA exercises operational control. Unless specified the report does not include data from equity interest fields/projects, such as joint ventures, where we are not the operator.

This report has been reviewed by management at various levels, representing relevant assets and business units. It has also been reviewed by the Sustainability and technical risk committee (STR), Audit committee (AC), and the People and organisation committee (P & O), prior to approval by the board of directors. PwC has provided limited assurance on 2023 greenhouse gas emissions data marked with “✓” in this report.

For additional data supporting this ESG Report, see OKEA’s annual report for 2023, which provides information about financial performance and our business in general. For more information about our disclosures reporting standards and reporting requirements, reference is made in the appendix.

2023 performance highlights



Who we are

OKEA is a pure-play independent exploration and production (E&P) company, and a leading mid- to late-life operator on the Norwegian continental shelf (NCS). OKEA finds value where others divest and has an ambitious strategy built on growth, value creation and capital discipline. OKEA is listed on the Oslo Stock Exchange.

The company's activity level in 2023 has been high. Completion of the Hasselmus project, several drilling campaigns to increase production at Brage, securing government approval of the power from shore project and completion of the acquisition of 28 percent working interest in the Statfjord area were important achievements during the year which supports the company's growth strategy.

Our assets and offices

OKEA is headquartered in Trondheim, Norway and has offices in Bergen, Kristiansund, Oslo and Stavanger. OKEA operates the Draugen and Brage assets and has ownership interests in partner-operated assets comprising Yme, Statfjord area, Nova, Gjøa and Ivar Aasen.

Read more about OKEA in the 2023 annual report available on www.okea.no/investor.



Figure 1. OKEA's assets and offices



Our values

OPEN

We dare to share information openly. We meet each other with understanding and positivity. We are always being honest. We dare to be proud. We drive clarity in what we say and do. We actively encourage collaboration.

ENGAGED

We are always personally invested in our activities. We strive for development, improvement and innovation – both in OKEA and personally. We care about each other and how we work together.

RESPONSIBLE

We always act with integrity. We have ownership to own and joint results. We are reliable in our actions – do what we say we will do. We behave with respect when meeting others within and outside OKEA.

AMBITIOUS

We aim high – together. We dare to take chances and innovate to drive progress. We actively work to improve ourselves and our colleagues. We are always willing to try new ways of working and new technology.



Letter from the CEO

If we are to become the leading operator of mid-to late life assets, we need the best people.

OKEA supports Europe's demand for energy through our growth strategy. At the same time as we have an uncertain geopolitical situation in Europe, the pressure from the EU to produce more oil and gas is increasing. In parallel, the political focus on combatting climate change that we have seen in recent years continues. OKEA supports the Norwegian government's plan to reduce Norway's climate emissions by 55 percent by 2030. As Norway's largest industry, the oil and gas sector has a clear responsibility to contribute achieving these targets. OKEA is committed to contribute to this joint effort and to play a role in the ongoing energy transition.

In OKEA, we recognise our responsibility to contribute and collaborate. In 2023 we followed up our decarbonisation strategy for our operated assets in production, Draugen

and Brage. The Ministry of Energy approved the revised plan for development and operation (PDO) for the power from shore and electrification of the Draugen and Njord A platforms. This is a collaboration between OKEA, Equinor and the respective licence partners. The project will reduce emissions by a total of 330,000 tonnes of CO₂e per year and increase value creation from the Norwegian continental shelf. In addition to reduce CO₂e emissions, the project will result in lower production expense and prolong the economic lifetime of the fields. The Draugen licence's application for a licence extension until 2040 was approved in 2024.

Expected completion of the power from shore project is the first quarter of 2027, and Draugen will be a «near zero-emission unit» from 2027. Electrification of oil and gas fields

is crucial to reach Norway's ambitions to cut greenhouse gas emissions.

Production from the Hasselmus gas discovery commenced on 1 October 2023. As a subsea tie back to the Draugen platform, Hasselmus is expected to add more than 4,800 barrels of oil equivalents per day in production at plateau. Hasselmus restarted export of associated gas and NGL from Draugen. The Hasselmus project was the first development project for OKEA as operator. The project is important for the long-term development of Draugen and further demonstrates our ability to extend the life of mature fields to maximise value creation on the NCS.

In 2023, OKEA, together with licence partners, increased the production on the Brage field significantly. This would not be possible

without a highly skilled and experienced operating organisation. The operational efficiency reduces production costs and emissions while increasing profitability.

Safeguarding the well-being of all personnel will always be a key priority for OKEA and our objective is to ensure that all our activities are carried out with zero harm to people. The adverse trend noted on safety performance in 2023 is taken seriously, and we remain committed to our focus on improving HSE performance.

Mid- to late-life assets, such as Draugen and Brage, will typically have higher GHG emissions per barrel than less mature fields. It is important for us to minimise these emissions through efficient field management processes and innovative technical solutions.

Taking our ESG responsibility seriously is an important element for OKEA's «licence to operate». Our objective is to set ambitious decarbonisation goals for our assets while also considering the economic constraints associated with operating mid- to late-life assets. Our success in developing sustainable and smart solutions will also enhance our profitability in the long term. Through close collaboration with the government, our partners and colleagues in the industry, we will continue to focus on our people's safety and security, and the security of our systems, data, and assets.

02 Value, materiality and stakeholders

How we create value

OKEA is positioned in the upstream value chain of the petroleum industry. We produce crude oil, natural gas, and natural gas liquids (NGL) which is sold to the market.

Our business and how we create value

WHAT WE DEPEND ON



Committed people and our culture

Our talented and diverse team of 435 employees live our core values every day as they help to realise our strategy and ambitions. OKEA believes that engaged people, collaborating to reach our goals in an open and inclusive environment are key to the company's success.



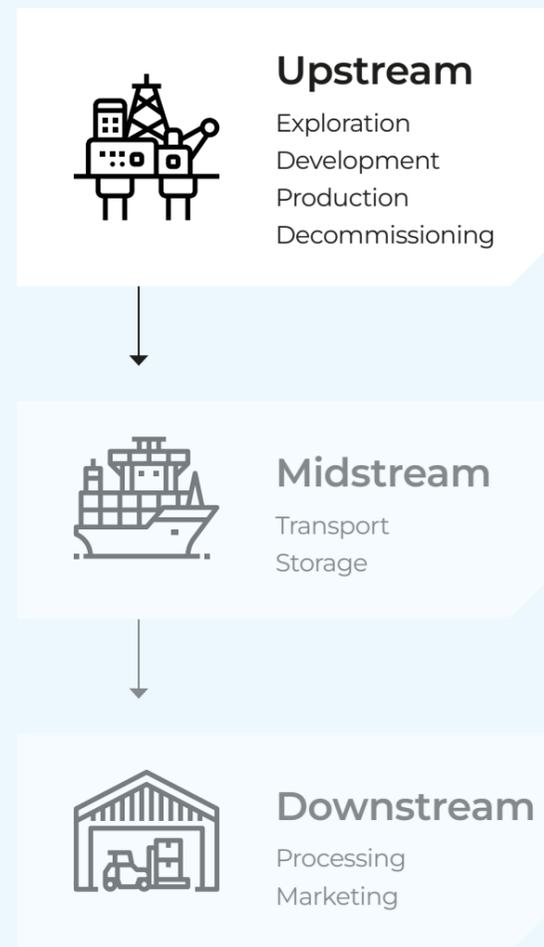
Resources

Our business relies on natural resources. Our aim is to develop oil and gas resources efficiently and responsibly and convert discoveries into reserves and production in a sustainable manner.



Financial capital

We have a strong financial position and an ambitious growth strategy built on value creation and capital discipline.



VALUE CREATED FOR



Our people

Our people bring key skills and capabilities to our business and in turn, we must keep them safe and engaged while offering interesting career paths.



Our communities

OKEA is committed to contribute to the communities where we operate and strengthen local business and work actively to recruit workforce from the regions where we are based.



Our partners

OKEA aims at achieving and maintaining long-term relationships with contractors and operators based on integrated teams with shared objectives and incentives.



Our shareholders

OKEA is listed on the Oslo Stock Exchange with an ambition to create value for our shareholders.

EU taxonomy for sustainable activities

The EU Taxonomy classifies environmentally sustainable economic activities.

The EU Taxonomy Regulation was enacted in Norway in late 2021 and applicable from 1 January 2023 for non-financial undertakings which are public-interest entities (i.e. listed) with more than 500 employees. OKEA will be required to report under the EU Taxonomy from 1 January 2025. The EU Taxonomy requires reporting on the “Taxonomy-eligible” and “Taxonomy aligned” portions of revenue, capital expenditures (CAPEX), and certain operational expenditures (OPEX). Our interdisciplinary team has assessed eligible activities, including those related to both producing assets and projects under development.

Our main economic activity is related to production and sale of oil and gas which is not covered by the current EU Taxonomy. Consequently, OKEA’s Taxonomy-eligible revenue is and will be zero. We have not completed our analysis of CAPEX and OPEX related to economic activities eligible under the EU Taxonomy. We closely monitor the EU taxonomy’s ongoing development and continually review OKEA’s eligibility and alignment.



An activity is “Taxonomy-eligible” if it is described in the regulation, irrespective of whether it complies with the technical screening criteria. An activity is “Taxonomy aligned” if it contributes substantially to one or more environmental objectives, does no significant harm to any of the other objectives, and is carried out in compliance with minimum safeguards.

Materiality analysis, stakeholder engagement and dialogue



Materiality analysis

In 2023, OKEA conducted a materiality analysis to identify the most relevant sustainability issues for the company and its stakeholders. This analysis followed the GRI 3 Standard, which considers material topics based on the organisation's significant impacts (both positive and negative) on the economy, environment, people, and human rights (referred to as the "Impact Materiality" perspective).

Additionally, in preparation for the new EU Corporate Sustainability Reporting Directive (CSRD), the materiality analysis also considered the financial materiality perspective. This perspective identifies sustainability matters that pose risks and opportunities to OKEA and may have financial impacts on the company's future. The results of the materiality analysis are presented in the table on the next page.

The identification and prioritisation of material topics are informed by our understanding of relevant risk factors, consultation with internal and external subject matter experts, and ongoing stakeholder engagement (summarised in the stakeholder engagement table). Ultimately, the CEO and board of directors approve the content of the ESG report, including the selection and disclosure of material topics. More detailed information on these material topics can be found in the environment, social, and governance sections of the report.

Material topic	Impact materiality		Where the impact occurs in our value chain	Impact materiality	Financial materiality
	Positive impact	Negative impact			
Energy transition and climate change	<ul style="list-style-type: none"> Reducing emissions through decarbonisation strategies, energy management and technology development Addressing reduction in our scope 3 emissions in dialogue with our suppliers 	<ul style="list-style-type: none"> Climate-changing emissions from operating activities or within the value chain 		High	High
Protecting biodiversity and ecosystems	<ul style="list-style-type: none"> Re-use of materials and plants for the benefit of local communities and the circular economy 	<ul style="list-style-type: none"> Environmental damage, loss of aquatic habitats and biodiversity depletion 		High	Medium
Ensure safe and secure activities	<ul style="list-style-type: none"> Training and awareness-raising activities on health and safety; reduction of accidents and injuries with use of new technology, research, and development Improving cybersecurity competence and awareness in dialogue with employees, partners, and supply chain 	<ul style="list-style-type: none"> Injuries, occupational disease and/or damage to health due to non-compliance with regulations; breakdown and/or malfunction of assets; exposure to hazardous substances Unauthorised access and modification of systems and information, leading to breach of confidentiality, integrity, and availability 		High	High
Empowering people	<ul style="list-style-type: none"> Expanding employees' skills and improving career opportunities through continuous training Increasing employee well-being through adequate welfare and equal opportunity 	<ul style="list-style-type: none"> Inadequate employee training, non-compliance with contractual rules 		Medium	Medium
Respecting human rights	<ul style="list-style-type: none"> Protection and respect of human rights through due diligence on corporate activities and those of suppliers and business partners 	<ul style="list-style-type: none"> Suppliers violation of workers' rights and negative environmental impact due to OKEA's failure to monitor them 		Medium	Medium
Responsible and ethical business practice	<ul style="list-style-type: none"> Sharing environmental and social sustainability principles through the involvement of suppliers and supply chain partners Continuing training in code of conduct (including anti-corruption) 	<ul style="list-style-type: none"> Incidents with fraud, corruption, non-compliance with legal regulations and Code of Conduct with possible reputational damage 		Medium	Medium
Value to society	<ul style="list-style-type: none"> Development of communities and local entrepreneurship, including partnerships and business agreements with local suppliers Creation of economic value in the communities of presence with wages, payment of taxes and royalties 	<ul style="list-style-type: none"> Temporarily use of land to carry out construction and decommissioning work, with possible risk of contamination soil and water recipients 		Medium	Medium

Table 1. Materiality Analysis*



*The table shows the results of the materiality analysis; it also shows selected potential positive and negative impacts that could materialise in our value chain.



Stakeholder engagement and dialogue

OKEA's relationship with its key stakeholders is a critical aspect of our business model. That is why we continuously work to identify and understand their information needs, concerns, and feedback. We do this through active listening and strive to have a systematic approach to engage with a broad set of relevant stakeholders for our business and the communities where we operate. Our stakeholder map is regularly updated. The table to the right gives an overview of OKEA's key stakeholder relationships and how we have engaged in the past year.

Stakeholder group	Arena for dialogue	Issues raised	OKEA's response
Investors, shareholders, and owners	<ul style="list-style-type: none"> Investor meetings Company presentations Shareholder general meetings ESG report 	<ul style="list-style-type: none"> Profitability Capital allocation Transparency 	<ul style="list-style-type: none"> Good practices of corporate governance and compliance with laws and regulations Transparent and available information Clear and consistent reporting
Employees, including Unions and employee representatives	<ul style="list-style-type: none"> Day to day interactions Feedback and development conversations Employee surveys and courses 	<ul style="list-style-type: none"> Safe and secure workplaces Employee development Competitive salaries Health and well-being Psychological safety Diversity and inclusion Learning culture based on employee engagement. Engagement with trade unions and activation of employees 	<ul style="list-style-type: none"> Zero harm ambition Internal and external communication measures Competitive conditions Competence programmes and on-the-job training activities
Authorities	<ul style="list-style-type: none"> Dialogue meetings and conferences Compliance with laws and regulations Reporting on progress Supervision, audits, and verifications public consultation Submissions Environmental and climate reporting 	<ul style="list-style-type: none"> Compliance with laws and regulations Health, safety and environment, energy, and climate measures Comprehensive risk management 	<ul style="list-style-type: none"> Reporting on progress/ sustainability reporting Clear goals and ambitions for ESG Proactive dialogue with authorities
Suppliers and contractors	<ul style="list-style-type: none"> Supplier meetings Enquiries Negotiation meetings Day-to-day operations Audits and verifications 	<ul style="list-style-type: none"> ESG weighting in tenders Sourcing Predictability/ long-term perspective 	<ul style="list-style-type: none"> Act based on a long-term perspective and predictability in the market Qualifying suppliers based on criteria regarding ESG, quality and code of conduct
Society and local communities	<ul style="list-style-type: none"> Local media Close contact with upper secondary school/ universities Conferences and events 	<ul style="list-style-type: none"> Support local business Apprentice schemes Transparency on matters that impact local communities Participation in local support and sponsorship measures 	<ul style="list-style-type: none"> Apprentice programme Sponsorship and partnerships Social media Meetings and discussions Quarterly and annual report
Licence partners¹	<ul style="list-style-type: none"> Licence meetings Direct management meetings Development projects 	<ul style="list-style-type: none"> Compliance with agreements Responsible operator and partner 	<ul style="list-style-type: none"> Balanced and long-term agreements Communication and transparency

Table 2. Stakeholder engagement and dialogue

¹Production licences on the Norwegian continental shelf (NCS) are granted to consortiums of companies. For more information on OKEA's licences and licence partners, reference is made to The Petroleum Act and the licensing system - Norwegianpetroleum.no (norskpetroleum.no).

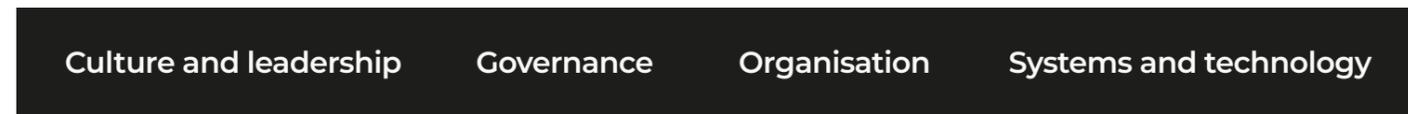
03 Our sustainability approach

OKEA's ESG approach

Corporate objectives



Strategic enablers



What we aim to deliver on

1. Sustained 3–5-year value creation focus
2. A larger and more robust portfolio
3. An organisation fit for growth
4. A clear and credible ESG position

Key performance indicators Short- term incentives

- Production (from operated and partner operated assets)
- Production expenses (from operated and partner operated assets)
- Net profit
- Net reserve additions (2C,2P)
- Exploration value creation
- Power from shore (Draugen)
- Safety
- People and organisation
- Engagement score

Integrating ESG in business and operational activities

Our vision is to be the leading mid- to late-life operator on the NCS, aimed at creating long-term value for our shareholders and society. The vision is founded on our strategic belief that the world needs affordable, sustainable, and reliable energy. Our strategic priorities and enablers are illustrated above.

Our goal is to ensure safe and responsible operations while creating long-term value for our shareholders. We are committed to minimising our impact on the natural environment and upholding the highest standards of corporate governance and business ethics.

As part of our strategy, we maintain a clear, credible, and consistent approach to ESG (Environmental, Social, and Governance) management. The management of ESG matters is deeply ingrained in our business and operational activities, serving as a critical element of our licence to operate. We strive to maximise value by efficiently utilising available resources, actively reducing emissions, and remaining an attractive investment for our shareholders. In the years ahead, we aim to generate substantial cash flow from our oil and gas production. This cash flow will contribute to expand our portfolio and create value for both shareholders and society.

Integrating ESG in performance management process

Sustainability performance management is seamlessly integrated into our strategy, business planning, risk management, and decision-making processes. Our strategic priorities drive a range of initiatives, including specific ones related to ESG. These initiatives are accompanied by corresponding key performance indicators (KPIs) for the upcoming year. Notably, three of these KPIs focus on critical ESG aspects: safety, reducing GHG emissions through power from shore to Draugen, and employee engagement scores.

OKEA's performance management system is widely employed across the company to track and report progress on initiatives and corresponding KPIs. Successful delivery on these initiatives and KPIs directly influences OKEA's bonus program, where monetary rewards are calculated based on performance. These bonuses are distributed to senior management, including the CEO and other employees.



OKEA and the Sustainable Development Goals

OKEA actively supports the United Nations Sustainable Development Goals (SDGs), using them as a reference when defining our sustainability priorities. By focusing on SDGs where we can maximise our impact, we successfully implement our strategic plan and address material issues. The following SDGs are most relevant to OKEA:

- ▶ **SDG 7: Affordable and clean energy** and **SDG 13: Climate action** are particularly relevant for OKEA as a pure-play oil and gas company with significant greenhouse gas (GHG) emissions associated with our operations and products.
- ▶ All our operations on the Norwegian continental shelf impact **SDG 14: Life below water**. We emphasise the circular economy, responsible decommissioning, and recycling, aligning with **SDG 12: Responsible consumption and production**.
- ▶ Our activities affect people, the environment, and assets. We address potential injury, work-related illness, and major accidents, impacting **SDG 3: Good health and well-being**.
- ▶ As a significant employer, we focus on developing our people, contributing to **SDG 5: Gender equality**. Diversity, equality, and inclusion are integral to our high-performing organisation.
- ▶ OKEA adheres to ethical business practices and legal compliance, reflecting **SDG 17: Partnership for the goals**.
- ▶ We believe our activities should benefit local communities, contributing to **SDG 8: Decent work and economic growth**. Engaging with communities is essential for sustainable development.

Sustainability governance and management

The board of directors serves as the highest managing body, responsible for shaping and executing the company's strategy, including sustainability targets. Our experienced board members bring diverse backgrounds, enriched by their professional work and executive roles. They possess valuable expertise in evaluating and making decisions related to sustainability matters. Continuously, they enhance their knowledge of environmental, social, and governance issues relevant to the company. More detailed information about each board member's personal and professional characteristics can be found on OKEA's website and in the annual report for 2023. Our board comprises four women and six men, with three members elected by employees, ensuring the necessary independence as per Norwegian statutes and regulations.

The figure to the right gives an overview of the roles, and responsibilities of the board of directors and senior management in relation to ESG topics.

² 100% of the senior management team are hired from the local community

Roles and responsibilities of the board of directors in relation to ESG topics

Board of Directors

Defines the strategic lines and the objectives for the company, including ESG strategy.

Reviews or approves corporate governance and compliance documents and related policies, guidelines of the internal control and risk management system (including ESG risks and opportunities), and financial and non-financial reporting.

Board committees

Sustainability and Technical Risk (STR) committee

- follows up on the company's management of ESG related matters
- reviews main risks for projects and investments
- monitors overall risk management and internal control
- contributes to the board's review of the company's most critical areas of exposure to risk and its internal control arrangements, including the company's exposure and management of key climate change related risks and opportunities, and to make recommendations where action or improvement is needed.

Audit committee

- prepares matters to be considered by the board and to support the board in the exercise of its management and supervisory responsibilities relating to financial reporting, statutory audit, internal control, and collaboration with the Financial Supervisory Authorities

People and Organisation (P&O) committee

- evaluates and proposes the compensation of the company's CEO
- administers the company's bonus and incentive program
- provides advice on general compensation and organisation related matters to the board
- proposes annual report and guidelines on the compensation of the senior management team and other leading persons, pursuant to applicable rules and regulations.

Chief executive officer

Overall responsibility for the organisation to deliver on the company's strategy, including sustainability efforts

Senior management team²

OKEA's management has established a reporting and meeting structure to ensure that risks and performance are reviewed weekly, monthly, and quarterly with engagement of relevant stakeholders in the business. The risk and performance reviews include evaluation of progress and results on climate, compliance, human rights, and other sustainability-related activities. The senior management team shall also ensure the effectiveness of the risk management processes and review mitigation efforts for identified impacts.

Figure 2. Roles and responsibilities in relation to ESG topics



Sustainability indicators

2023 ambition

2023 performance

Energy transition and climate change

Absolute GHG emissions scope 1 (tonnes CO ₂ e) reductions	Reduce absolute scope 1 emissions by 390,000 tonnes vs. 2019 (portfolio) by 2030 ⁴	24,996 accumulated 2020-2023
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Protecting biodiversity and ecosystems

Serious accidental spills ⁵	Zero serious acute spills to the environment	0
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Ensure safe and secure operations

Serious incidents	Zero actual serious incidents	1
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Empowering people

Engagement score	Top quartile score on engagement	85 out of 100
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Female recruitment	30 percent female recruitments	26 percent
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Respecting human rights

Confirmed instances of discrimination and human right violations	Zero confirmed instances of discrimination and human rights violations	0
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Responsible and ethical business practice

Confirmed instances of corruption and bribery	Zero confirmed instances of corruption and bribery	0
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Employees who signed-off the Code of Conduct	All employees have signed off the code of conduct	95 percent
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Table 3. Key performance indicators

Management of ESG topics

The six core commitments in our ESG strategy and their supporting KPIs and targets, represent the sustainability issues where OKEA can create the most significant impact, and which are critical to the success of our business strategy. For each of the ESG topics, KPIs/ monitoring indicators have been identified, and clear ambitions have been set.

The effectiveness of our management approach for sustainability issues is evaluated through performance reviews at several management levels, and at board level, including in the relevant board committees.

The KPI table to the left summarises our ESG topics and provides a high-level overview of our progress towards targets in 2023.

³ Key performance indicators (KPIs) are selected based on the topics identified as most significant and collected on an annual basis.

⁴ Our ambition regarding reducing absolute emissions by 2030 has been updated. For more information reference is made to the chapter "Energy transition and climate change"

⁵ The ambition refers to all hydrocarbon and chemical spills in category A and B from our operated assets



Integrated risk management

OKEA employs an Integrated Risk Management System to ensure informed decision-making by assessing and analysing risks across short-, medium-, and long-term. Our risk management process is designed to meet the ISO 31000 (Risk

management) standard and is consistent company wide. For detailed information on OKEA’s business and industry risks, reference is made to our Annual financial report for 2023.

Within our Integrated Risk Management System, we identify and assess the most significant ESG risks and opportunities. These are summarised in the table below. Additionally, for risks related to energy transition and climate change, please see pages 14-16 of this report.

Table 4. Specific ESG risks and opportunities structured by our material topics.

Sustainability issue	Related risks	Effect description (outside-in/inside-out)	Mitigation measures
Main risks and opportunities related to “Protecting environment and ecosystems”			
Environmental concerns	Threat: Spills or discharges to sea from operations damaging environment and reputation.	Inside-out: Spills from our operations could trigger a negative chain effect on ocean ecosystems, with potential degradation and loss of aquatic habitats or biodiversity depletion.	<ul style="list-style-type: none"> Response plans to prevent and manage environmental emergencies (for example in the event of spills). Robust oil spill management system in place Oil spill detection radar system installed on operated assets and drilling stand-by vessels
	Threat: Risk of soil and water contamination due to improper waste management, triggered by the failure to comply with internal regulations.	Inside-out: Soil and water contamination could give a negative effect on the healthy ecosystem, like environmental pollution, with a negative impact on plants and animals, as well as on people's well-being.	<ul style="list-style-type: none"> Improve existing waste management plans Train and inform staff/contractors and having regular audits to assess progress
Main risks and opportunities related to “Ensure safe and secure activities”			
Health, safety, and environmental concerns	Threat: Accidents during operational activities which may cause injuries or fatal injuries to OKEA employees or vendor and subcontractor staff.	Inside-out: Accidents during operational activities can lead to severe serious permanent injury, fatality, or severe health deterioration.	<ul style="list-style-type: none"> Robust HSEQ management system in place Regular HSEQ training, drills, and audits
	Threat: Property damage offshore caused by perils outside of normal operations or normal maintenance, e.g., fires and explosions, and the subsequent disruption of production.	Inside-out and outside-in: Integrity failure risks could lead to operational disruptions, fires, explosions, and water contamination. These factors may cause environmental harm and significant financial impacts, including business interruption, higher costs, regulatory consequences, legal liability, and damage to our “licence to operate”.	<ul style="list-style-type: none"> Audits (internal and third party) Preventive maintenance inspections Improvement projects Planned turnarounds Qualified and trained personnel Insurance coverage
Digital and cyber security concerns	Threat: Failure to manage digital and cyber threats could materially disrupt OKEA operations and financial condition.	Inside-out and outside-in: Digital and cyber security threats pose significant risks to OKEA. These include attacks by hackers, computer viruses, insider threats, and errors by employees. Such threats could lead to production losses, compromise sensitive information, and impact safety and the environment. OKEA may also face regulatory actions, legal liability, reputational damage, and revenue loss if these threats materialise.	<ul style="list-style-type: none"> Security governance in alignment with the ISO 27001 information security, cybersecurity and privacy protection standard Identification of values, risks, and requirements Protective barriers across processes, technologies, and people Detecting unwanted activity Incident response and recover

Table 4. Specific ESG risks and opportunities structured by our material topics cont.

Sustainability issue	Related risks	Effect description (outside-in/inside-out)	Mitigation measures
Main risks and opportunities related to “Empowering people”			
Diversity, equal opportunity, and inclusion concerns	Threat: Risk of failing to reach OKEA's diversity target and failing to foster and maintain an inclusive and diverse workforce.	Outside-in: Missing OKEA's diversity target heightens the risk of reduced employee engagement, higher attrition rates, and the potential loss of female top talent. Additionally, this situation could result in reputational damage.	<ul style="list-style-type: none"> • Diversity targets as part of department scorecards • Focus on female talent in succession planning process across the company. • Diversity awareness and unconscious bias training for all employees
Employee attraction, talent management & retention concerns	Threat: The oil and gas industry faces a significant challenge: a shortfall of experienced technical professionals due to attrition and retirement. This risk encompasses both the number of workers retiring and the availability of qualified replacements.	Outside-in: OKEA faces the risk of unfilled key roles, leading to short or negative handovers. This could result in departmental performance decline. Moreover, uncertainties surrounding the future of the oil and gas industry, the demand for new capabilities, and intensified competition for talent all pose risks to securing the right workforce competence and capacity.	<ul style="list-style-type: none"> • Building robust talent pipelines by cooperating with universities and offering internships and other programs • Yearly summer job opportunities in various departments
Main risks and opportunities related to “Respecting human rights”			
Human rights concerns	Threat: Risk of human rights abuse within our operations, business, or joint ventures. This risk is equally about the risk of poor labour practices, as well as child labour, forced labour, insufficient grievance mechanism, or any other violation of human rights.	Inside-out and outside-in: Poor labour practices can significantly affect workers' mental and physical health. This, in turn, increases the risk to personal health and safety—and in extreme cases, even injury or even death—which poses a threat to OKEA's reputation.	<ul style="list-style-type: none"> • Undertaking ongoing human rights due diligence in the supply chain • Implementation of Supplier Code of Conduct • Integration of human rights in business processes, e.g., HSE contractor management, project management, supplier prequalification and monitoring
	Threat: The risk of human rights abuse within our operations, business, or joint ventures encompasses numerous factors. These include the risk of poor labour practices, as well as issues related to child labour, forced labour, insufficient grievance mechanisms, and other potential violations of human rights.	Outside in: Deterioration of OKEA's relationship with local stakeholders, due to lack of compensation or environmental negative impacts, resulting in reputational damage.	<ul style="list-style-type: none"> • Training for employees in specific functions to develop skills. • Professional human rights and social impact assessment • Professional community relations & project development management
Sustainable and responsible supply chain	Opportunity: Ensure that sustainability risks and opportunities are addressed in the supply chain.	Inside-out: Addressing sustainability risks and opportunities in our supply chain strengthens stakeholders' trust and prepares us for regulation of due diligence in supply chains.	<ul style="list-style-type: none"> • Engaging with strategic suppliers regarding sustainable procurement and low- carbon initiatives • Undertaking due diligence in the supply chain
Main risks and opportunities related to “Responsible and ethical business practice”			
Business integrity and ethical misconduct concerns	Threat: Fraud, corruption, non-compliance with legal regulations, Code of Conduct, and policies.	Inside-out and outside-in: The risk of unethical business conduct in our operations or supply chain could result in reputational damage, affecting our licence to operate and growth. Non-compliance with regulations may also lead to additional taxes	<ul style="list-style-type: none"> • Mandatory e-learning for all employees and the board covering compliance-related topics such as anti-corruption, bribery, and whistleblowing • Supplier Code of Conduct Declaration • Undertaking due diligence in supply chain • Risk based audits on suppliers
Environmental non-compliance concerns	Threat: Non-compliance with environmental laws or regulations caused by unexpected changes in our operations.	Outside- in: This could lead to additional OPEX or CAPEX needed to upgrade facilities or extra taxes having to be paid.	<ul style="list-style-type: none"> • Engagement with regulators to ensure laws are correctly interpreted and upheld

04 Environment

Topic description

Reducing emissions from own operations and supply chain.

IMPACTS ON CLIMATE

OKEA has significant Scope 1, 2 and 3 emissions from our operating activities and energy products.

IMPACTS/RISK TO OKEA

- ▶ Reduction in demand and prices for petroleum products
- ▶ Increased pricing of GHG emissions and taxes
- ▶ Governmental interventions

KPI

Absolute GHG emissions scope 1 (tonnes CO₂e)

AMBITION

Reduce absolute scope 1 GHG emissions by 230 000 tonnes CO₂e by 2030.

STATUS

Reduction of 24,996 tonnes CO₂e since 2019

POLICY

ESG strategy

MOST RELEVANT SDGS

- ▶ 7: Affordable and clean energy
- ▶ 13: Climate action

Energy transition and climate change

Why is this important to OKEA

OKEA recognises climate change as a critical global challenge and supports the goals of the Paris Agreement. We grapple with the “energy trilemma,” balancing the need to decarbonise the energy mix while ensuring a reliable and affordable energy supply. Despite optimistic energy transition scenarios, the world will continue relying on oil and gas for energy and petrochemicals for decades. Hence, it will be crucial to continue producing hydrocarbon resources with the lowest possible carbon footprint.

OKEA has established short, medium, and long-term GHG emission ambitions to reduce its operational carbon footprint. Achieving these ambitions necessitates collaboration with partners and suppliers through strategic partnerships.

Management approach

Our ESG strategy focuses on reducing operational GHG emissions, energy consumption, and associated air emissions.

Internal management ensures our energy management systems are aligned with the ISO 50001 Energy management standard, including energy performance improvements across all our activities.





Scope 1: direct emissions from owned or controlled sources.

Scope 2: indirect emissions from the generation of purchased electricity, steam, heating, and cooling.

Scope 3: all other indirect emissions that occur in a company's value chain.

Our main commitments

Area	Short term commitments 2024	Medium term commitments 2025-2026	Long term commitments 2030
Operational control			
Absolute GHG emissions reduction scope 1⁶	Achieve at least 25 000 tonnes (accumulated from 2019) of CO ₂ e reductions from operated assets.	Achieve at least 10 000 tonnes of yearly CO ₂ e reductions in 2025–2026 from operated assets.	Reduce absolute emissions by 230,000 tonnes CO ₂ e by 2030.
Scope 3 emission reduction	Identify the top five suppliers that contribute most to our scope 3 emissions and establish dialogue to reduce addressable emissions.	By 2026 100% of OKEA's strategic suppliers will be assessed according to their path of sustainable development and whether they have carbon reduction targets and plans in place.	Continue to promote decarbonisation measures in close collaboration with our suppliers and contractors.
Energy and emission reduction initiatives	Conduct four energy reducing initiatives per asset in accordance with asset specific plans.	Continue to carry out energy reducing initiatives in accordance with asset specific plans.	

⁶ Base year 2019

In 2023, we established a Technology forum responsible for coordinating technological research and development. Additionally, we have implemented energy reduction plans as part of our asset management systems.

The STR committee oversees OKEA's sustainability reporting and assesses our ESG strategy, which includes our climate policy statement.

DIRECT (SCOPE 1) EMISSIONS

OKEA's primary goal is to reduce direct (scope 1) operational control emissions by 230,000 tonnes CO₂e by 2030, from a base level of 420,000 tonnes CO₂e. To achieve this, OKEA is following a decarbonisation pathway based on specific business targets outlined in our strategic plan. This strategy prioritises optimising the asset portfolio, focusing on

already productive assets and projects that develop profitable reserves at moderate crude oil prices. These projects have shorter life cycles and lower carbon intensity. During this decade, until 2030, we will offset the natural decline in field production by developing reserves and contingent resources already discovered. We pay particular attention to reduce direct emissions from our assets through energy efficiency measures, electrification, and minimising methane emissions and flaring.

CAPITAL ALLOCATION EVALUATION

OKEA is committed to align its plans and investment decisions with the decarbonisation pathway. The evolution towards a more decarbonised product portfolio will be supported by investments dedicated to low and zero carbon activities, as outlined in the table on the next page.

Committed projects estimated reductions Scope 1

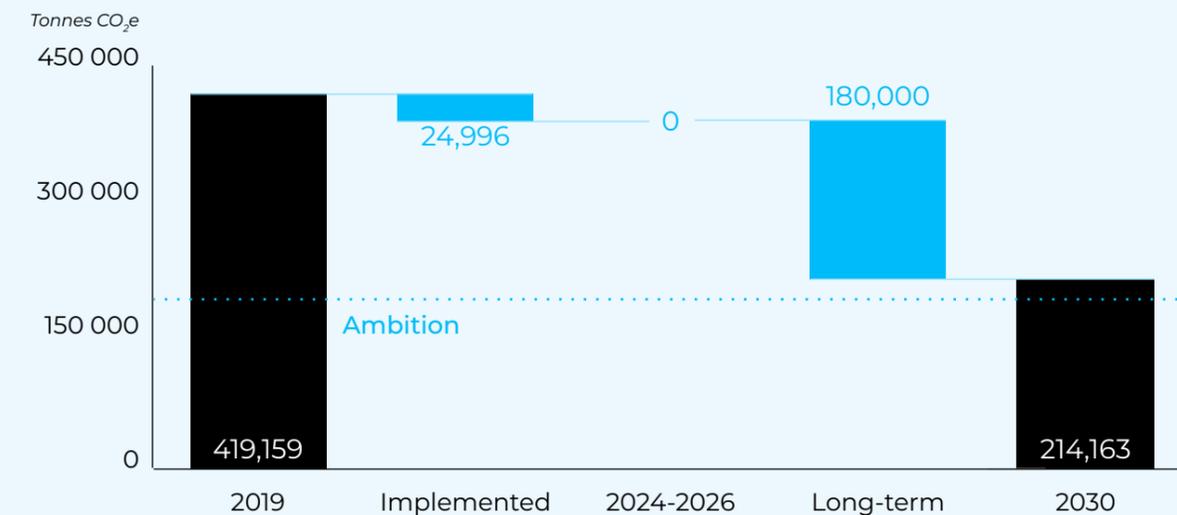


Figure 3. OKEA decarbonisation pathway 2019 – 2030



Committed investment	OKEA share million NOK	Asset	OKEA equity share	Unit	2023	Operator
Power from shore Draugen	1,872	Brage	35.2%	t CO ₂ e	69,911	OKEA ASA
		Draugen	44.56%	t CO ₂ e	87,138	OKEA ASA
		Nova	6%	t CO ₂ e	1,082	Wintershall DEA
		Gjøa	12%	t CO ₂ e	5,246	Vår Energi Norge AS
		Ivar Aasen	9.2385%	t CO ₂ e	1,040	Aker BP ASA
		Yme	15%	t CO ₂ e	18,464	Repsol Norge AS

Table 5. Committed carbon investments 2024-2030 (OKEA share million NOK)

Table 6. Equity emissions disclosure

OPERATED ASSETS

In 2023, our operated scope 1 GHG emissions totalled 394,163 tonnes CO₂e, marking 17,165 tonnes decrease from the previous year with full year Brage operations included. Notable emission reduction initiatives included:

1. Rebundling of Brage’s oil export pump: Implemented in April 2023, this reduced the pump’s energy demand by 1 MW, resulting in an expected annual emission reduction of 3,500 tonnes CO₂.
2. Anti-icing system on Brage’s energy turbines: By April 2023, this system had the potential to cut CO₂ emissions by approximately 3,000 tonnes annually under specific weather conditions.
3. Burner #5 modification on Draugen’s power turbine A: Reduced cold venting gas rate from 1.87 to 0.49 kg/hour, summing up to approximately 47 tonnes CO₂e/year.

PARTNER-OPERATED ASSETS

In addition to emissions from OKEA-operated assets, a significant portion of GHG emissions related to our asset portfolio comes from the equity share of emissions from partner-operated assets. All our partner-operated fields align with the KonKraft ambition to reduce total emissions from oil and gas production on the Norwegian continental shelf. We actively contribute to achieve this ambition by supporting the implementation of cost-effective measures to reduce GHG emissions from our partner-operated assets.

In 2023, OKEA’s equity CO₂e emissions, excluding Statfjord, totalled 182,881 tonnes CO₂e, an increase from the 138,290 tonnes CO₂e reported in 2022. Largest change is full year Brage emissions is included in 2023 compared to only two months in 2022. This year for the first time, we provided field-based emissions disclosure for both our operated asset emissions

and our partner-operated assets, as outlined in the table above. We will continue working with our partners to encourage emissions disclosure on a field basis.

ENERGY EFFICIENCY AND EMISSIONS REDUCTIONS

Energy management is a critical issue for OKEA, including both the company’s focus on reducing its environmental footprint, as well as enabling it to run more cost-efficient operations. The company’s aim of increasing energy efficiency affects how we conduct our operations and is dependent on collaborative efforts from multiple stakeholders in our supply chain, maintenance management programs and energy optimisation projects.

We work continuously to reduce our energy consumption and related emissions by implementing measures identified through energy improvement opportunities. These

KonKraft is a collaboration platform for Offshore Norway, the Confederation of Norwegian Enterprise, the Norwegian Shipowners’ Association, the Confederation of Norwegian Enterprise (NHO), and the Norwegian Confederation of Trade Unions (LO), with the LO unions Fellesforbundet and Industri Energi. The Emission Reduction Goal for KonKraft is that the oil and gas industry in Norway are to reduce emissions by 50 percent by 2030 compared to 2005 levels, and towards zero emissions by 2050.

efforts are driven by established energy teams within each asset.

The total energy consumption in OKEA’s operated assets was 4,842 GWh in 2023. This is a reduction compared to the 4,979 GWh consumed in 2022 with full year Brage production included.

REDUCING FLARING AND METHANE EMISSIONS

Reducing flaring and methane emissions is crucial for resource efficiency and long-term economic success. Given natural gas’s role in the energy transition, minimising methane emissions throughout the gas chain is vital.



Leak detection using thermal infrared cameras helps reduce fugitive hydrocarbon emissions from process systems. In 2023, 267 GWh of energy was released from flaring gas from operated assets. This is a reduction compared to the 291 GWh released in 2022 with full year Brage production included.

OKEA’s methane intensity accounted for 3,7 percent of total GHG emissions. The emission of methane increased by 728 tonnes CO₂e from 2022 to 2023, with full year Brage production included for 2022. This increase is due to factors like cold venting of gas from Brage (with higher methane content) and improved reporting routines for methane and NMVOC emissions from cold flaring on

Draugen. Tie-back production of gas from Hasselmus to Draugen has also increased the methane content.

SCOPE 2 EMISSIONS

Scope 2 greenhouse gas (GHG) emissions are calculated based on the energy consumption within an organisation. Specifically, these emissions arise from the use of electricity, heating, and cooling in our office spaces. Accurately accounting for Scope 2 emissions is essential, and we calculate emissions based on the emissions intensity of the local grid area where electricity usage occur. Our Scope 2 (location based) emissions were 37.9 tonnes in 2023 compared to 39.3 in 2022.

SCOPE 3 EMISSIONS

In 2023, we evaluated our supplier base systematically to assess emission reduction potential and supplier decarbonisation plans. We will collaborate with the top suppliers contributing to OKEA’s scope 3 emissions to reduce addressable emissions. We aim to increase transparency and reduce emissions across our value chain by working with all suppliers. In the table to the left, Scope 3 emissions for 2023 per category are presented.

MARITIME VESSELS

As part of the KonKraft climate strategy, we aim to contribute to the reduction of offshore maritime sector emissions by 50 percent by 2030. Within scope 3 category 1 emission sources, platform supply vessels (PSVs)

are the primary contributors. Our ongoing efforts focus on energy reduction measures, operational optimisation, and adopting new technologies. For more details, reference is made to our ESG performance data in the appendix.

Performance review

In 2023, we revised our goals for reducing absolute scope 1 emissions. To achieve our ambition of reducing absolute scope 1 emissions by 230,000 tonnes of CO₂e by 2030 compared to our base year 2019 emissions of 420,000 tonnes, we are prioritising several key projects. These projects include electrification of our assets by power from shore and floating wind turbines, reducing safety flaring to a minimum and other energy efficiency initiatives. We have already reduced our emissions by 24,996 tonnes CO₂e since 2019. In the years to come we will continue to carry out operational improvements and energy reducing initiatives in accordance with asset specific plans.

For 2023 we set a target of reducing scope 3 emissions related to purchasing and transportation of goods by 5 percent. This target was not met, due to a change of fuel used on the PSV Siem Pride (from LNG to diesel) in the first half of 2023. For 2024 our ambition is to identify the top five suppliers that contribute the most to our scope 3 emissions and to establish a dialogue with suppliers to reduce addressable emissions.

Category	Operation control/ equity basis	Tonnes CO ₂ e
Category 1: Purchased goods and services	Operational control	369,022
Category 2: Capital goods	Operational control	163,031
Category 3: Fuel- and energy-related activities (not included in scope 1 or 2)	Operational control	46,695
Category 4: Upstream transportation and distribution of products	Operational control	85,105
Category 5: Waste generated in operations	Operational control	138
Category 6: Business travel	Operational control	2509
Category 7: Employee commuting	Operational control	-
Category 8: Upstream leased assets	Operational control	49,589
Category 9: Downstream transportation and distribution of products	Operational control	-
Category 10: Processing of sold products	Operational control	-
Category 11: Use of sold products ⁷	Operational control	3,847,973
Category 12: End-of-life treatment of sold products ⁷	Operational control	67,139
Category 13: Downstream leased assets	Operational control	-

Table 7. Scope 3 emissions distribution

⁷ Operational control sold products refers to equity share of all fields as the oil and gas is lifted by OKEA and under OKEA’s control



— FEATURED CASE

*Power from shore – reducing
GHG emissions by 200,000
tonnes per year from Draugen*

In December, the Ministry of Energy approved the revised plans for development and operation for the electrification of the Draugen and Njord A platforms. The project will reduce GHG emissions by a total of 330,000 tonnes of CO₂ per year compared to estimated 2027 emissions and increase value creation from the Norwegian continental shelf.

The development plans were delivered to the Ministry of Oil and Energy in December 2022.

REDUCING GHG EMISSIONS ON DRAUGEN BY 200,000 TONNES CO₂E PER YEAR AND EXTENDING ITS LIFESPAN

Norway has an ambition to cut GHG emissions by 55 per cent by 2030. Achieving this ambition will not be possible without the electrification of oil and gas fields.

The long-term nature of the agreement reflects OKEA's desire for secure and stable access to clean power

The licence partners in the Draugen and Njord platforms have a common goal of long-term value creation and at the same time reducing their carbon footprint. The electrification project will provide an annual reduction of 200,000 tonnes CO₂e emissions from Draugen and 130,000 tonnes from Njord, says project director Terje Åshamar.

EXTENDING THE LIFESPAN OF DRAUGEN

In addition to reducing GHG emissions, the project will result in lower operating costs and an extension of the field's economic lifespan.

The Draugen licensee has applied for a licence extension until 2040. The electrification of Draugen will also increase the attractiveness of potential future resources in the area, says Asset manager for Draugen, Kirsti Flatval.

COLLABORATIVE PROJECT WITH EQUINOR

The electrification of the Draugen and Njord A platforms is a collaborative project, where OKEA will be responsible for developing the power infrastructure from shore to Draugen. Equinor will be responsible for the cable from Draugen to Njord and modifications and upgrades on Njord A.

STATNETT: THE CONNECTION IS OPERATIONALLY SOUND

Draugen and Njord will require up to 80 MW of capacity and will be connected to the power grid at Tensio's transformer station at Straum in Åfjord municipality, which has an annual

capacity of 200 MW. Statnett assesses the connection as operationally sound without the need for reinforcements of the existing power grid.

OKEA has entered into a long-term agreement of 10 years with TrønderEnergi Kraft for the purchase of hydropower for the electrification of Draugen. The long-term nature of the agreement reflects OKEA's desire for secure and stable access to clean power.

INCREASED ECONOMIC ACTIVITY AND JOBS

Electrification of Draugen will significantly contribute to economic activity and job creation in the surrounding areas and supplier industry. The total investment for the Draugen project alone will be in the order of NOK 5 billion. Of this, over a billion kroner is related to direct supplier goods and services in the region. In the period up until 2027, the construction phase will employ around 1,400 man-years.

Expected completion of the project is the second quarter of 2027.



Terje Åshamar
Project director



CLIMATE RELATED POLICIES

OKEA has included the financial consequences of climate-related policies in our decision-making processes as follows:

- ▶ All potential projects are assessed for carbon intensity in each decision phase.
- ▶ Possible solutions for reducing carbon emissions are considered throughout the lifecycle of each project.
- ▶ When considering investment opportunities, we consider risks in other input parameters and undertake robustness assessments against future oil, gas and carbon price scenarios.
- ▶ At the portfolio level, the robustness against low oil and gas prices and higher carbon costs, is assessed as part of the business planning process.

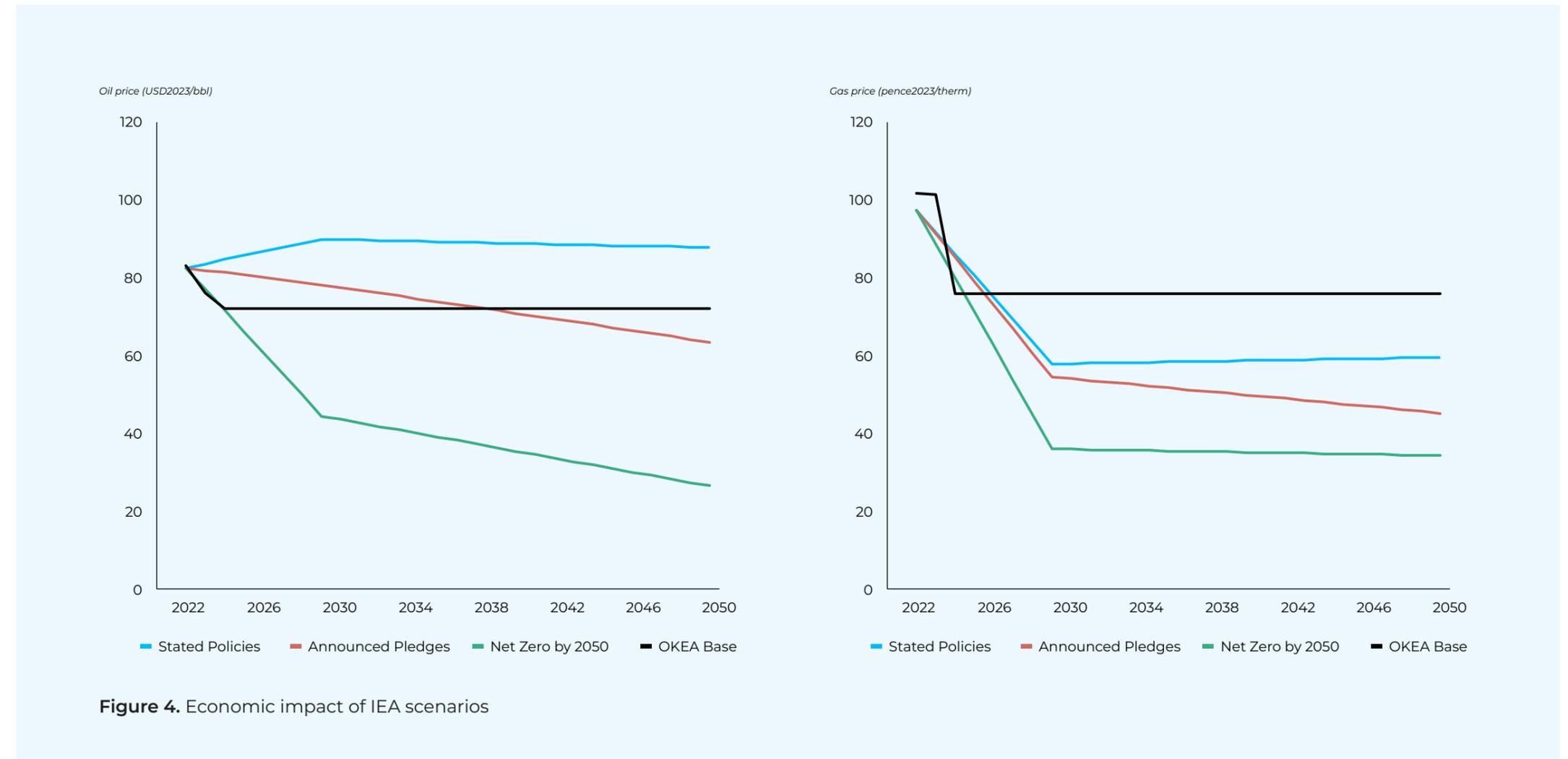


Figure 4. Economic impact of IEA scenarios

Climate scenarios and risk

RESILIENCE TO THE FINANCIAL RISKS OF CLIMATE CHANGE

Climate change directly and indirectly impacts our business activities. We have analysed these effects across the short, medium, and the long term. OKEA considers various scenarios, including a 2°C reference scenario aligned with limiting global temperature increase. We're mindful of the risk of stranded assets if reserves can't be fully exploited due

to exceeding the global carbon budget. Our strategy development accounts for economic, technological, and social developments, shaping the energy market and our business.

ECONOMIC IMPACT OF IEA'S SCENARIOS

As a part of the TCFD (Task Force on Climate-related Financial Disclosures) climate risk and opportunity assessment a sensitivity test of OKEA's portfolio against IEA's energy scenarios from the World Energy Outlook (WEO) report

was performed. IEA's current three scenarios are: «Stated policies», «Announced pledges» and «Net zero by 2050»:

- ▶ Stated policies scenario reflects current policy settings based on a sector-by-sector assessment of the specific policies that are in place, as well as those that have been announced by governments around the world.

- ▶ Announced pledges scenario assumes that all climate commitments made by governments around the world, including Nationally Determined Contributions (NDCs) and longer-term net zero targets, will be met in full and on time.
- ▶ Net zero scenario sets out a narrow but achievable pathway for the global energy sector to achieve net zero CO₂ emissions by 2050.

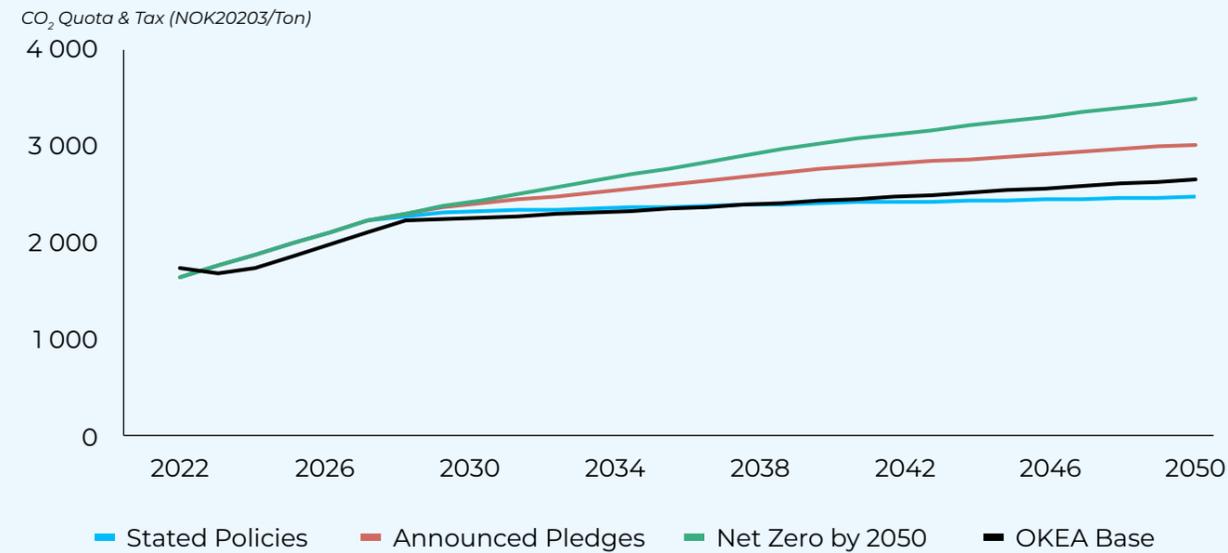


Figure 5. Economic impact due to CO₂ quotas and tax



Figure 6. Percentage change in NPV relative to base

Asset	Base	Stated policies	Announced pledges	Net zero
DRAUGEN	2040	2040	2040	2038
BRAGE*	2030	2030	2030	2027
GJØA	2028	2036	2036	2032
IVAR AASEN	2035	2035	2035	2033
YME	2027	2027	2027	2027
NOVA**	2035	2035	2035	2032
STATFJORD	2038	2038	2038	2030

*Dependent on infill drilling (drilling until 2026 included)
 **Dependent on OPEX-share level at host

Table 8. Estimated cease of production

The aim of the scenario analysis is to aid our understanding of how the pace and nature of the energy transition may affect the global energy system and test whether our corporate strategy is robust and resilient to the range of uncertainty we face.

These scenarios represent different future pathways depending on varying climate policies and have different oil, gas, and carbon price assumptions used to test the resilience of our portfolio compared to our base assumptions. A gradual development from 2023 actuals towards the IEA milestones have been assumed. For the total carbon price (EUA quota + NCS tax) a linear escalation in line with the expectations of the Norwegian government (2,000 NOK/tonne by 2030 stated in real 2020 terms) was assumed for all scenarios.

The scenarios are compared in terms of the change in net present value after tax (NPV) discounted by 8 per cent (real terms), that corresponds to 10% nominal discount rate. The OKEA portfolio consists of producing assets, sanctioned and optional (non-sanctioned)

projects. Exploration activities are excluded for this purpose. The results show that the «Net zero» scenario will result in decreased NPV, while the remaining two IEA scenarios will result in increased NPV when compared to OKEA's base assumptions, both for the sanctioned and optional portfolio of projects.

Assets in the sanctioned portfolio have also been analysed individually to assess the risk of early cease of production (CoP) due to restrictions under the IEA scenarios. This analysis was performed by assessing pre-tax cashflows excluding any abandonment obligations. CoP is then set to the time when cashflow turns negative. IEA's «Net zero» results in the largest impact, while the other two scenarios have limited effect on the estimated CoP.

The table above illustrates the estimated CoP per asset, comparing the base assumption to different scenarios:

These results are based on producing assets, including sanctioned projects and initiatives.

For Draugen, additional resources and projects were sanctioned in 2023. The Power from Shore-project has a positive effect on Draugen’s long term cash flow. Brage production depends on continuous infill drilling which is included until 2026 for the purpose of this analysis. Tail end production at Yme is sensitive to lower prices and increased taxes as in the “Net zero” scenario. Implications on other assets are limited.

The magnitude of carbon costs in each scenario is illustrated below and shows the percentage change in carbon costs before tax, relative to the portfolio value before tax, for the full lifetime of the portfolio.

CLIMATE RELATED RISKS AND OPPORTUNITIES

The energy transition and climate change are increasingly crucial for OKEA in the medium and long term. Our risk assessment relies on the IEA’s three scenarios: Announced Pledges Scenario (APS), Sustainable Development Scenario (SDS), and Net Zero Emissions (NZE). Climate risks can impact us either positively or negatively, depending on our strategies for risk mitigation and adaptation to these scenarios. Importantly, the scenarios also signal the emergence of potential business opportunities.

We are committed to transparency regarding GHG emissions across all scopes, our transition pathways, and climate-related risks and opportunities. Our reporting framework aligns with the TCFD recommendations.

For a detailed overview of our disclosure in line with TCFD recommendations, please refer to the separate TCFD report on page 77.

Looking ahead to 2040 and 2050, exposure to climate risks will intensify. Uncertainty associated with risk factors and the scale at which these factors may materialise will increase. However, this also opens opportunities that can be harnessed. We have summarised the potential risks (categorised as threats and opportunities) on the subsequent pages.

MANAGEMENT OF CLIMATE RELATED RISKS AND OPPORTUNITIES

Management of climate related risks and opportunities, both physical and transition risks, are managed and mitigated in the same way as other business risks to which OKEA is exposed. However, the fact that they are emerging risks, means that they will require ongoing and more in-depth examination in the medium and long term.

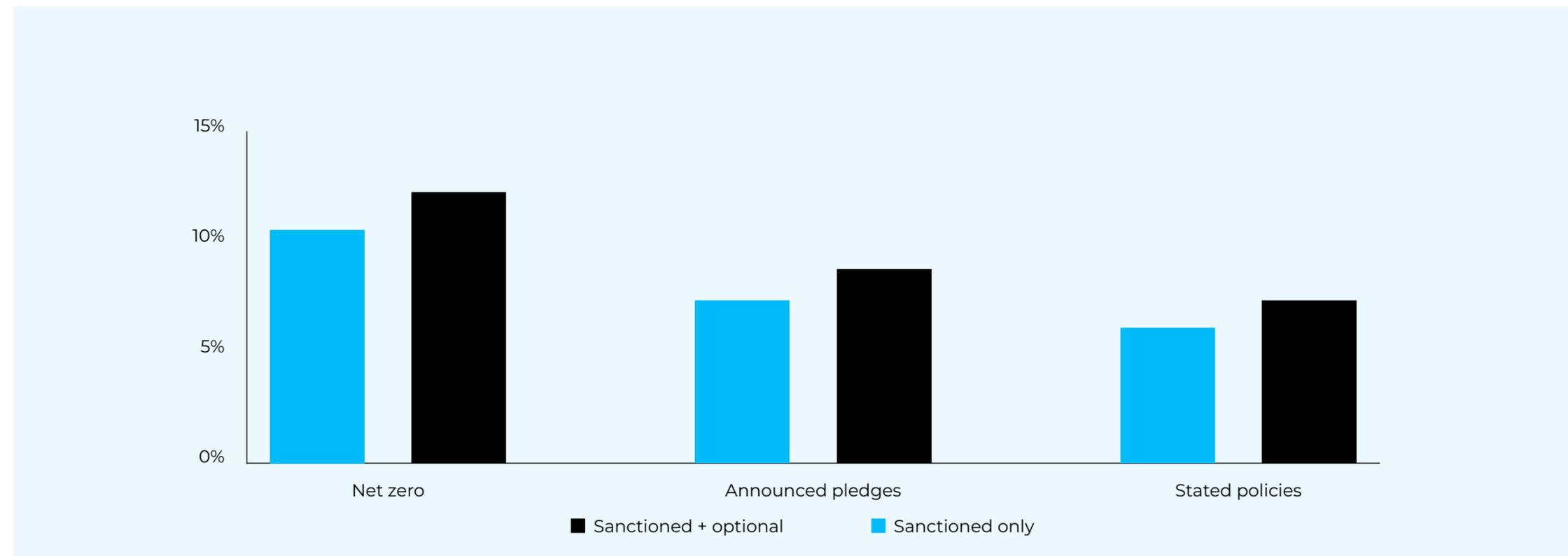


Figure 7. Carbon cost relative to value of portfolio



Table 9. Climate related risks

Type of risk	Risk	Risk description	Risk level	Level of influence	Time horizon	Financial impact	Mitigation measures
Market	Reduction in demand and prices for petroleum products	Price of renewable energy decreases and affects oil and gas demand and subsequently oil price.	Medium-high	Low	Medium/ Long term	Impacts in terms of lower financial results and shareholders returns.	<ul style="list-style-type: none"> Application of internal carbon pricing, scenario analysis and sensitivity testing Cost reduction initiatives Implementation of energy and emission efficiency programmes and emission reduction projects Exploring low-carbon technologies such as CCS and floating wind power to support decarbonisation efforts
	Increased pricing of GHG emissions and taxes	EU ETS prices increase to reach EU's 2030 climate goal. Uncertainty relating to the development in actual quota prices going forward, and timing of ramp-up of the total CO ₂ cost/ taxes towards 2030.	Low-Medium	Low	Short/ Medium term	Impacts in terms of increasing of costs related to higher CO ₂ costs and taxes.	<ul style="list-style-type: none"> Implementation of energy and emission efficiency programmes and emission reduction projects Inclusion of anticipated developments in carbon cost in all investment assessments and forecasting
Policy and regulatory	Governmental interventions	Regulation on production, development and/or emissions (e.g., operating restrictions (volumes), caps on emissions, reduction in exploration licensing or net zero development project requirements.	Low-medium	Low	Medium/Long term	Impacts in terms of reduced access to new exploration acreage, combined with restrictions on developing proven resources, would limit growth opportunities in the long term and lower financial results.	<ul style="list-style-type: none"> Be a prudent operator with a clear and credible ESG position. Continued engagement with external stakeholders, including the Norwegian authorities. Electrification, using hydro power from shore, or, where feasible, from offshore floating wind power
	Increased scrutiny from financial sector on oil and gas industry globally	Negative assessment of sustainable business strategy and sustainability/ESG performance by financial stakeholders.	Medium-high	Medium	Short/medium term	Impacts in terms of increasing cost of capital for the company and/or limit our potential access to new capital.	<ul style="list-style-type: none"> Engagement activities with financial stakeholders.
Reputational	Reduced attractiveness of the oil and gas sector	The industry's attractiveness can deteriorate making it difficult to attract and retain the right talent.	Low-medium	Medium	Medium/ Long term	Impacts in terms of reduced access to competent employees can limit growth opportunities and in a long term lower financial result.	<ul style="list-style-type: none"> Maintaining OKEA as an attractive employer External engagement and communication
	Increase of costs in connection with implementation of ESG-related technologies (e.g., hydro power from shore)	Increased costs in the supply chain due to increased competition, new regulations, increased energy prices and increased costs related to raw materials (e.g., steel).	Medium	High	Low-medium	Erosion of project margins or weakening of ESG related business cases due to higher prices for power, increased supplier, and raw material costs.	<ul style="list-style-type: none"> As above Energy efficiency initiatives
Physical risk	Acute extreme weather	Extreme weather events such as storms and heavy rain affecting own production and supply chain logistics.	Low	Low	Medium	Impacts in terms of increased operating costs, delays in operational activities and reduced project margins due to potential 5-10% increased downtime (waiting on weather).	<ul style="list-style-type: none"> Regular updates of meteorology and oceanography data used in project and operational planning. Insurance coverage Inclusion of contract clauses related to weather events



Opportunity	Risk description	Time horizon	Financial impact	Mitigation measures
Efficient use of resources				
Increased revenues in operation of aging oil and gas fields, versus building new ones	We expect that transaction activity on the NCS will increase over the next years as companies divest ageing assets. This could represent an opportunity for OKEA in realising the growth strategy and becoming the leading mid- to late-life operator on the NCS.	Short term/ medium Term	Impacts associated with our key capabilities as an operator to unlock upsides and implement cost-efficient solutions to extend life-of-field.	<ul style="list-style-type: none"> Carrying out energy assessments to identify appropriate solutions and maximise savings; designing and implementing measures and actions to reduce energy consumption and greenhouse gas emissions
Increased revenues in circular economy projects (e.g., Decommissioning, and green steel)	Utilise circular economy opportunities and increased profits through resale of steel and other metals from future decommissioning projects.	Short term/ medium term	Impacts associated with increased revenues / reduced costs.	<ul style="list-style-type: none"> Collaboration with decommissioning stakeholders Waste management and sorting optimisation
Energy and climate efficient operations				
Reduction of costs through initiatives aimed at reducing climate related impacts (e.g., offshore wind)	Energy efficiency measurements and renewable energy implemented in own operations.	Medium term	Reduction of fuel and electricity consumption costs through the implementation of energy efficiency solutions to reduce greenhouse gas emissions.	<ul style="list-style-type: none"> Innovation and R&D activities also through collaborations and partnerships.

Through the scenario development and assessment process, OKEA has identified three climate-related opportunities arising from a changing market and technological development. These opportunities also present ways of mitigating the identified risks and enabling continued growth. The opportunities have not been fully quantified at this time, as they vary significantly on a case-by-case basis.

Table 10. Climate related opportunities

Topic description

Preventing the loss of biodiversity and minimising negative environmental impacts from our operations through operating within acceptable risk limits identified in environmental risk assessments (ERA) for our activities.

IMPACTS ON NATURE

Our activities have actual and potential impacts on nature. These include the potential for serious uncontrolled discharges, as well as operations near protected areas.

IMPACTS/RISK TO OKEA

- ▶ Environmental concerns
- ▶ Health, safety, and environmental concerns

KPI

Acute spills to the environment (number)

AMBITION

Zero serious acute spills to the environment

STATUS

No serious acute spills to the environment in 2023

POLICY

- ▶ OKEA ESG strategy
- ▶ Biodiversity, and ecosystem policy

SDGS

- ▶ 14: Life below water
- ▶ 12: Responsible consumption and production

Protecting environment and ecosystems

Why this is important to OKEA

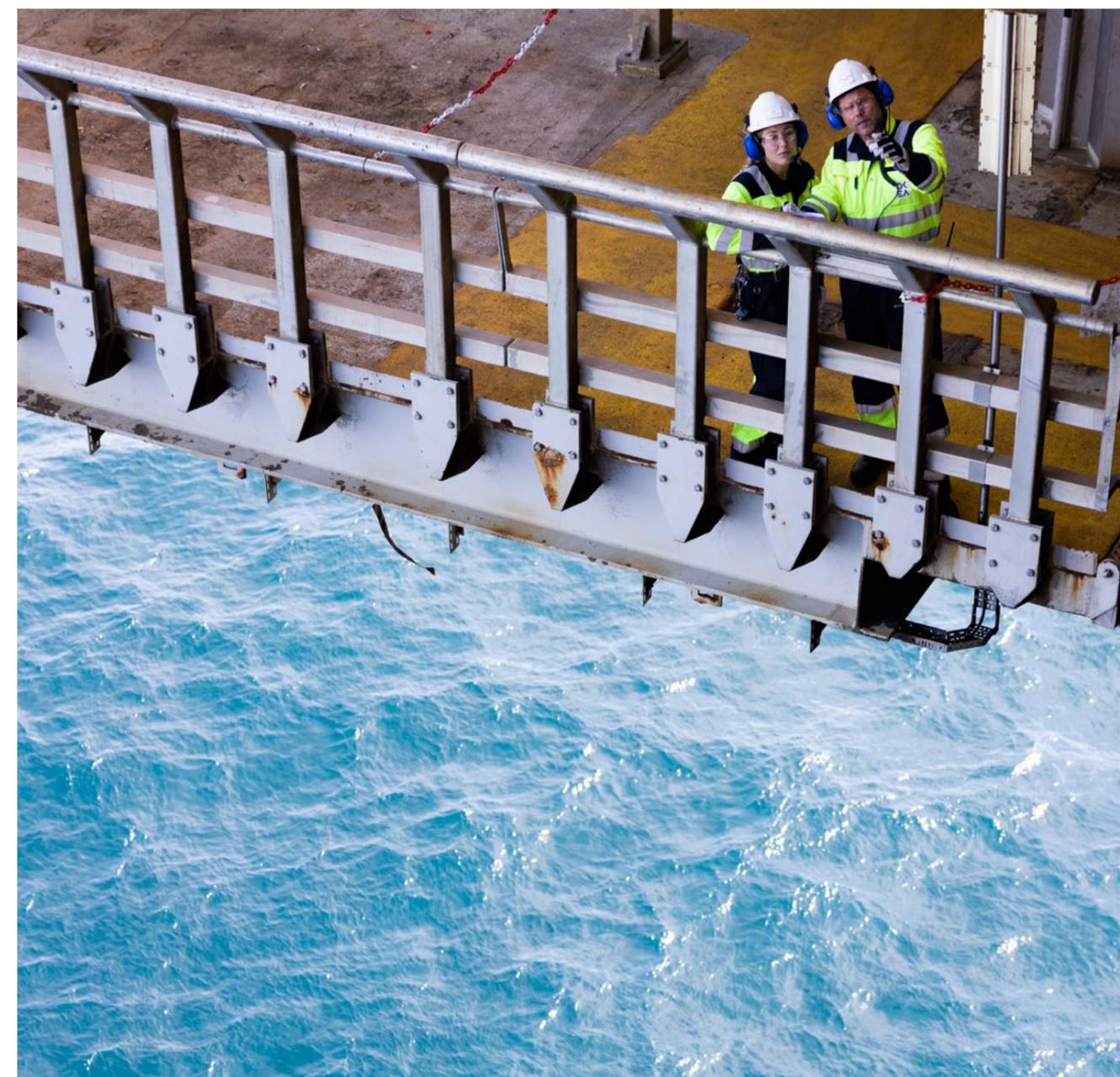
OKEA places great importance on safeguarding the environment and ecosystems. We recognise our duty to minimise adverse environmental impacts resulting from our operations, ensuring compliance with regulations, and meeting the expectations of our stakeholders.

Furthermore, the transition toward a resource-efficient, circular economy is a focal point that aligns with stakeholder expectations and commercial agreements. Notably, this shift is evident in initiatives like the EU Task Force on Nature-related Finance Disclosures (TNFD).

Management approach

OKEA is dedicated to environmental stewardship and minimising our impact on nature. Here are the key aspects of our approach:

1. Compliance with regulations: All our operations are meticulously planned and executed in accordance with applicable laws and regulations. We strive to adhere to recognised environmental management practices and meet required standards.



Our main commitments

Area	Short term commitments 2024	Medium term commitments 2025-2026	Long term commitments 2030
Water withdrawal	Optimise water reinjection strategy and seek opportunities for increased injection rates.	Continue to increase share of re-injected produced water	
Spill prevention	Zero acute spills ⁷ to the environment	Zero acute spills to the environment	
Protecting biodiversity and ecosystems	Plan and conduct our activities causing no harm to species and habitats of environmental importance ⁸	Continue to participate in joint industry initiatives related to biodiversity preservation.	

⁷ The ambition refers to all hydrocarbon and chemical spills from our operated assets

⁸ The ambition refers to species and habitats as outlined in [Norway's national biodiversity plan](#)



2. Discharges and emissions: We closely monitor discharges to the sea and emissions to the air. These activities are regulated by discharge permits and meticulously tracked in our central accounting system.
3. Integrated environment and energy management: Environment and energy management are integral to our business and all operational activities. We consider environmental factors in every decision we make.
4. ESG strategy and biodiversity commitment: Our ESG strategy and biodiversity and ecosystem policy underscore our commitment to safeguarding the environment and ecosystems.
5. Internal oversight and compliance: We have central internal functions overseeing our alignment with ISO 14001:2015 environmental management standard and NORSOK S-003 Environmental Care. This includes documentation of the use of best available techniques (BAT) and compliance with environmental regulations.
6. Risk analysis and monitoring: We conduct environmental risk analysis and closely monitor operations. Environmental care is seamlessly integrated into our planning and execution processes.
7. Emergency Preparedness: In the event of an incident, our robust emergency preparedness and response plans are promptly implemented.

We update our HSE plans annually, incorporating external environmental improvement activities and relevant KPIs.

Biodiversity

OKEA conducts oil and gas operations offshore on the Norwegian continental shelf (NCS), which holds the potential to impact habitats, biodiversity, and ecosystem services. The extent of OKEA's impact on biodiversity depends on project complexity, the natural environment's existing value, and the specific context of our activities.

One of the most significant impacts across all OKEA assets relates to land or sea use changes due to the physical presence of equipment and infrastructure. These changes can lead to habitat removal, degradation, or fragmentation, affecting various species. For

detailed information on potential impacts, refer to the table on page 68.

We systematically follow the mitigation hierarchy, prioritising preventive measures over corrective actions. Our goal is to achieve no net loss or net gain of biodiversity, depending on project-specific risks and context.

In 2023, OKEA conducted no operations in protected areas or habitats. Additionally, no IUCN Red List species or national conservation list species with habitats in these areas were affected by our operations. Restoration efforts were not undertaken during this period.

We diligently monitor and survey the local marine environment in accordance with national environmental guidelines. Collaborating with other operators, we develop methods for environmental monitoring of the water column and seabed.

OKEA actively participates in research activities within the petroleum industry. These include monitoring health effects on marine species and ecosystems, as well as developing analytical methods to identify naphthenic acid discharged via produced water.

In 2023, OKEA contributed to the SEATRAC phase III project, part of the SEAPOP program—a collaboration involving Norwegian authorities, research institutions, and the oil and gas industry. This project enhances mapping of seabird wintering areas and migration routes in the North Atlantic waters. Notably, SEAPOP observed significant nesting populations of kittiwakes at several offshore installations on the NCS, with the highest number documented at Draugen.

Every third year, in cooperation with other operators, we conduct an extensive offshore environmental monitoring program according to regulations near both Draugen and Brage. This program tracks environmental conditions over time, aiming to safeguard the marine environment and indicate development trends in the environmental conditions. The monitoring program was last conducted on Brage in 2022 and on Draugen in 2021 which also included baseline survey for Hasselmus.

Water, effluents, air quality and emissions

FRESH WATER (MARINE SALT WATER)

Water and energy share an intrinsic connection. At OKEA, we recognise the significance of sustainable water resource management. Our commitment extends to optimising water usage and minimising freshwater withdrawal.

Most of our withdrawn water originates from the ocean and serves as pressure support in our offshore industrial processes. Importantly, all our operations are situated on the Norwegian continental shelf (NCS), where freshwater withdrawal is limited and non-existent. Our assets are equipped with water-making units that produce fresh water for internal consumption.

While Norway enjoys abundant freshwater availability, we remain steadfast in managing and minimising freshwater use. In 2023, our marine saltwater withdrawal totalled 43,800 m³ compared to 13,819 m³ in 2022. OKEA is not involved in oil and gas production or water withdrawal from areas characterised by high or extremely high baseline water stress, as defined by the World Resources Institute's Aqeduct® tool.

Our commitment to responsible water management ensures a sustainable balance between industry needs and environmental preservation.



BIODIVERSITY MANAGEMENT

- ▶ **Biodiversity priority areas:** We incorporate biodiversity priority areas into our regular and project-specific environmental risk assessments.
- ▶ **Species consideration:** When planning activities and conducting risk assessments, we account for red-listed species and national conservation species habitats documented by the International Union for Conservation of Nature.
- ▶ **Environmental impact assessments (EIAs):** For all new operations or projects with significant changes, we conduct surveys and impact assessments (eg habitat mapping, biodiversity baselines) as part of EIAs.
- ▶ **Corrective measures:** If necessary, we promptly implement corrective measures to address any issues.

EFFLUENTS (PRODUCED WATER)

OKEA is committed to preventing, reducing, and managing the discharge of effluents. Our primary objective is to minimise the environmental impact from oil and chemicals present in produced water and avoiding accidental discharges of oil or chemicals. Produced water and discharged cooling water may have a potential impact on the fauna in the water column in the direct vicinity of the discharge point.

We manage effluent discharges (including produced water, drain water, and displaced water) and necessary chemicals according to Norwegian regulations. Our facilities incorporate a multiple barrier system that ensures safe operations, intercepts potentially harmful substances, and minimises their release. There were no exceedances of the regulatory discharge limit for oil-in-water concentration (30 mg/l) from produced water generated by our installations in 2023.

Produced water that is not re-injected is discharged to the sea after treatment using the best available techniques and in compliance with regulatory requirements. We measure and monitor discharged effluents on a daily basis, continually evaluating optimisation possibilities. The impact of our produced water discharge is regularly modelled and calculated using an environmental impact factor (EIF). Effluents (produced water) are managed through daily measurements of oil-in-water concentration or continuous online monitoring.

Our total volume of produced water remains stable, with a strong focus on re-injection to minimise volume discharged to the sea. In 2023, our reinjection rate reached 47 per cent a decrease from 54 per cent in 2022. Increasing this rate remains a priority as it is the most efficient way for our assets to minimise environmental impact on the sea.

Furthermore, we actively work to substitute chemicals with products that have less environmental impact in our operations, drilling activities, and contractor-related tasks.

OIL AND CHEMICAL SPILLS

Oil and chemical spills pose a significant environmental challenge for our industry. At OKEA, we prioritise spill prevention through rigorous operational practices and incident management. Our commitment is to minimise spills from occurring in the first instance.

In 2023, OKEA had 8 minor chemical spills, and 2 of them was notified to authorities. All of them risk rated in category D and E, and none of the spills are evaluated to have an environmental consequence. OKEA successfully avoided any serious incidents of hydrocarbon or chemical spills.

AIR QUALITY AND EMISSIONS

OKEA recognises the critical importance of protecting air quality for both human health and the environment. Our air quality management efforts primarily target emissions of sulphur dioxide (SO₂), nitrogen

oxides (NOx), and volatile organic compounds (VOCs).

As part of our comprehensive environmental management program, we continuously monitor non-GHG air emissions and implement measures to reduce potential impacts from our activities. Our emission limits are clearly defined in the discharge permits issued by the regulator.

To achieve this, we employ the best available technologies to minimize air emissions from our processes. Additionally, we conduct

periodic Leak Detection and Repair (LDAR) campaigns to control and minimise fugitive emissions. High sealing systems are also installed to prevent the leakage of volatile organic compounds. Our emissions to air have increased from 2022, primarily due to the inclusion of Brage air emissions in our disclosure data for the entire calendar year.

In our operations, we use KFK gases primarily as refrigerants in our kitchens. We are actively transitioning to less harmful alternatives for all our products.



CIRCULAR DECOMMISSIONING

OKEA aims to maximise the residual value of mature assets to seize all opportunities to reconvert plants and reuse their components.

Life extension of assets	Recycling of materials	Reuse of components
Identification of opportunities for extending the life of assets with targeted actions to optimise production and contain operating costs.	Recycling of ferrous and non-ferrous materials with the adoption of adequate contractual solutions for the sale of steel, copper, aluminium, and other fundamental resources for industrial processes.	Evaluation of equipment and components to be reused. OKEA is part of Virtual Inventory an accessible centralised repository where we can share our inventory and spare parts with other operators on the NCS.

Hazardous waste

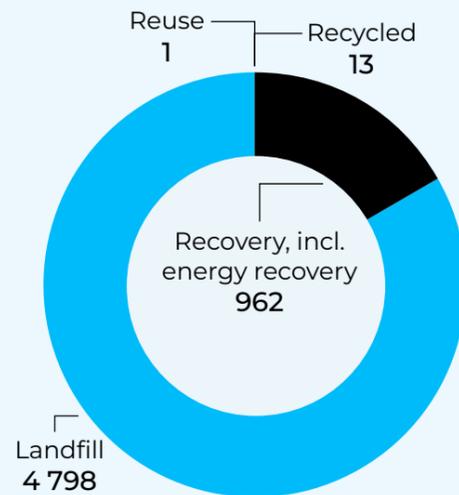


Figure 8. Hazardous waste generated (tonnes)

Non-hazardous waste

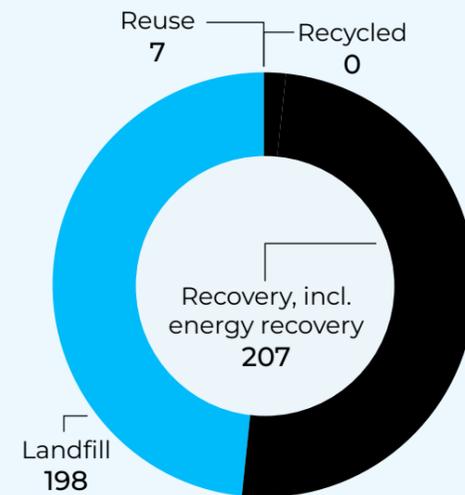


Figure 9. Non-hazardous waste generated (tonnes)

Waste, circular economy, decommissioning, and responsible recycling

WASTE

OKEA conducts offshore operational activities, and all significant production waste, both hazardous and non-hazardous, is returned to shore for recycling or disposal. This includes general waste, paper, glass, empty metal and plastic drums, oils, sludge, and chemicals.

The largest fractions of hazardous waste, in terms of weight, originate from our drilling operations. When we drill wells, the rock cuttings contaminated with mud and drilling fluids are transported onshore for appropriate handling.

Our waste management plan meticulously outlines the handling and disposal procedures for process-related waste. Waste transported to shore is managed by an approved and experienced waste contractor.

Our commitment to responsible waste management ensures that we minimise environmental impact while adhering to the highest standards.

The figures to the left illustrate the handling of all hazardous and non-hazardous waste, generated by OKEA in 2023.

In 2023, OKEA achieved a total waste recovery rate of 18.8 per cent for both hazardous and non-hazardous waste. Our commitment to minimising waste generation and maximising resource utilisation is ongoing.

To further strengthen our efforts, OKEA is actively embracing a circular economy approach. Recently, we published a new circular economy policy. Within OKEA, we have implemented the 6Rs rule based on the “ReSOLVE Framework”.

These six areas guide businesses toward circular economy principles:

1. **Reduce:** We aim to reduce waste by minimising resource consumption.
2. **Reuse:** Existing infrastructure is reused whenever possible.
3. **Recycle:** We prioritise recycling materials to extend their life cycle.
4. **Renew:** We explore renewable resources to reduce reliance on finite ones.
5. **Refurbish:** Refurbishing existing assets helps prolong their usefulness.
6. **Restore:** We focus on restoring products and materials to maintain their value.

Additionally, we recognise that decommissioning and restoration offer opportunities aligned with the principles of keeping products and materials in use. By adopting these practices, we contribute to a more sustainable future.

DECOMMISSIONING AND RESPONSIBLE RECYCLING

When oil and gas fields reach the end of their production life, it is our obligation as the facility's operator to decommission and dismantle the facilities and equipment. The disposal of these structures is subject to cessation plans approved by the authorities and handled by receiving facilities. This includes the equipment and surroundings of both on- and offshore facilities.

For more information related to our environmental performance data, see ESG performance data in appendix.

Performance review

In 2023, OKEA did not have direct Key Performance Indicators (KPIs) specifically measuring biodiversity. However, we evaluated our impact on biodiversity using the environmental KPI related to serious acute spills to the environment, and there were 0 serious acute spills during the year. Looking ahead to 2024, we aim to further refine our commitment to biodiversity. This includes understanding external and internal frameworks, such as the UN Biodiversity Conference (COP15), and establishing specific biodiversity KPIs.

The waste sorting rates for Draugen and Brage in 2023 were 85.6 per cent and 78.6 per cent, respectively, with the yearly target of 85 per cent partially achieved. To improve waste sorting, we implemented several measures, including monthly waste bin audits and a waste-reduction campaign on Draugen and Brage.

We continue to optimise water management in our operations. As a next step, we plan to establish quantitative targets to further enhance water management practices.

In terms of emergency preparedness, in 2023, we conducted a large-scale exercise in March alongside NOFO (The Norwegian Clean Seas Association for Operating Companies) and other operators on the NCS. We have continued to enhance OKEA's emergency response plans to be better prepared for any potential accidental oil spills at sea.





05 Social

Topic description

Ensure health, safety and security of people, environment, and assets.

IMPACTS ON PEOPLE

Our activities have actual and potential impacts on people, environment, and assets. These include the potential of injury, work related illness and major accidents.

IMPACTS/RISK TO OKEA

- ▶ Health, safety, and environmental concerns
- ▶ Digital and cyber security concerns

KPI

Serious Incident Frequency (SIF) - actual (number per million hours worked)

AMBITION

Zero actual serious incidents

STATUS

In November, we experienced a serious safety incident on the Brage asset

POLICY

- ▶ OKEA ESG strategy
- ▶ OKEA management system manual

SDGS

- ▶ 3: Good health and well-being

Ensuring safe and secure activities

Why it is important to OKEA

Safety and security at work are fundamental human rights. At OKEA, we prioritise the well-being of employees and anyone on our sites. Vigilance in safety and managing major accident risks remains our top priority. Our materiality assessment underscores that risks related to safety, environment, and security can also impact OKEA financially.

Management approach

Ensuring a safe and healthy working environment is fundamental in all our activities. At OKEA, our main priority is to maintain secure operations as a reliable energy supplier

OKEA's overall Quality, Health, Safety, Security and Environment (QHSSE) objectives are simply stated: **Safe production – no harm – no leaks;** based on the conviction that all accidents and work-related illnesses are preventable, through proactive identification, implementation, and maintenance of key barriers to continuously manage risk and eliminate loss.

OKEA follows an integrated occupational health and safety management system based on the ISO 45001 Health and safety standard. Our QHSSE system draws on collective organisational knowledge. It ensures safe execution of activities and clearly defines roles and responsibilities.





Our main commitments

Area	Short term commitments 2024	Medium term commitments 2025-2026	Long term commitments 2030
Health, safety and working environment	No actual serious accidents, losses or cyber incidents		
	Learning sessions are completed for all serious incidents (actual and potential incidents) Ensure that all offshore crew complete the mandatory OKEA HSE training course	Commitment to continuous improvement of HSE management, ensuring targeted actions and activities based on performance data, analyses of trends and understanding of context. Robust and transparent risk management.	
Security and cyber security	Employees meet requirements for IT/cyber security training defined for relevant position	Ensuring that relevant and adequate security measures are implemented and operational, maintaining a security level corresponding with the perceived risk and threat landscape.	

Our internal functions diligently oversee compliance with regulations and internal policies, ensuring coordination of health and safety topics across the company. Annually, we create a QHSSE activity plan that encompasses inclusive work life activities. This plan is presented and discussed in our Working Environment Committee (WEC), where employee representatives actively participate. Additionally, we maintain emergency preparedness and response plans for all project activities and operations.

Collaboration is essential for safety improvement, and at OKEA, we firmly believe in it. As part of this commitment, we are proud members of Offshore Norway and OFFB (The Operator’s Association for Emergency Response).

EMERGENCY PREPAREDNESS

To ensure preparedness, we establish emergency response capabilities that limit the consequences of potential incidents. Our organisation is equipped to handle

emergencies and hazardous situations effectively, aiming to prevent dangerous scenarios from escalating into accidents and minimising consequences when necessary.

HEALTH AND WORKING ENVIRONMENT

At OKEA, our employees and contractors play a crucial role in our success. We prioritise their psychological, physical, and social well-being as a central element of our operations.

Our approach includes rigorous risk management and systematic monitoring of work-related illnesses, considering factors such as chemicals, noise, ergonomic workplaces, and psychosocial aspects. We conduct monthly reviews of registered cases and gather insights from our people survey, which covers psychosocial and organisational health risk factors. Additionally, we closely track illness trends, particularly work-related illnesses. All employees exposed to occupational risks, as determined by work environment risk assessments, participate in our health surveillance program.

Furthermore, we provide tailored safety risk and working environment training for all employees, ensuring their preparedness. Health and safety remain integral themes in our introductory program for new team members.

SECURITY AND CYBERSECURITY

At OKEA, safeguarding our people, assets, information, and reputation is paramount. As an energy supplier, we diligently collaborate to identify, deter, prevent, and mitigate a range of

potential threats to our personnel, facilities, and operations. These risks include cyber-attacks, illegal activism, theft of intellectual property, and fraud, which could lead to production losses, compromise sensitive information, and impact safety and the environment.

Our core commitments on security and cyber security are outlined in OKEA corporate management system. We have implemented control mechanisms to address the elevated security threats impacting the industry. Additionally, we maintain close collaboration with relevant private and public actors. To ensure operational resilience, we monitor international sanctions and trade control legislation, especially regarding potential supply chain interruptions and third-party services.

We prioritise employee awareness through regular and intensive learning exercises. Our efforts cover general information security topics, ad-hoc demands, and formats like mandatory e learnings, knowledge checks, and anti-phishing email campaigns. Fortunately, we have not experienced any serious security or cybersecurity incidents. In 2023, we focused on key security enhancements, including targeted projects to enhance technical and procedural measures related to information security capabilities and continuous evaluation of our IT maturity level.

For more details, reference is made to our ESG performance data in the appendix.



Performance review

In November, we experienced a serious safety incident on the Brage asset. There were eleven medical treatment cases during 2023. The total recordable injuries frequency (TRIF) increased to 8,99 in 2023 compared with 5,12 in 2022.

The aforementioned serious incident took place on the Brage platform in November 2023. One person incurred a skeletal injury during planned maintenance (pressure testing) in the well area. The injured person received initial care by the company nurse at site and was then transported to shore by search and rescue helicopter, in accordance with the emergency response plan. The person is back at work. Ensuring a comprehensive understanding of the incident, with associated direct and underlying causes, is an important basis for identifying focus areas for improvement with corresponding actions. As a result, the incident is thoroughly investigated by OKEA, in line with our corporate framework. The incident is also investigated by The Norwegian Ocean Industry Authority (Havtil).

The occurrence of this serious incident meant we did not meet our corporate KPI target for health and safety in 2023. Additionally, in 2023 we also observed an increase in the corporate TRIF rate, indicating a higher frequency of recordable injuries compared with the previous year. We recognise this situation as unsatisfactory, as OKEA remains convinced that all accidents and incidents are preventable. Targeted measures are identified both on company and asset level to improve our safety management and performance. Our safety objectives remain a priority for OKEA's management.

The rate of recordable work-related illness was 0 in 2023 and consistent with last year's result. Considering these outcomes, we view our continuous and systematic efforts to improve the working environment as satisfactory. In 2023, we successfully achieved our target of keeping absence due to sickness below 5 per cent, and we continue to proactively address sickness absence.

Topic description

Creating a diverse and inclusive place to work where equal opportunities and human capital development is fostered, and discrimination is not tolerated in any form.

IMPACTS ON PEOPLE

OKEA employs a diverse workforce of 435 employees, with offices in several places in Norway and two offshore locations.

IMPACTS/RISK TO OKEA

- ▶ Diversity, equal opportunity, and inclusion concerns
- ▶ Employee attraction, talent management and retention concerns
- ▶ Business integrity and ethical misconduct concerns

KPI

- ▶ Female employee percentage (percentage)
- ▶ Employee engagement score (employee survey scale of 0 to 100)

AMBITION

- ▶ 30 percent female employees in OKEA
- ▶ Employee engagement score of 90 (employee survey scale of 0 to 100)

STATUS

- ▶ 26 percent female employees
- ▶ Employee engagement score of 85 (employee survey scale of 0 to 100)

POLICY

- ▶ OKEA ESG strategy
- ▶ Human and labour rights policy
- ▶ Code of conduct
- ▶ Diversity and inclusion strategy

SDGS

- ▶ 8: Decent work and economic growth
- ▶ 5: Gender equality

Empowering people

Why it is important to OKEA

Attracting, developing, and retaining talents and skilled employees and teams is a key factor to succeed in achieving OKEA's ambitious strategy and vision. We are working systematically to have the right capability and to secure and develop capacity and competence.

We are focusing on organisational development and building one common culture based on our values, where each employee understands how they contributes to our success.

Management approach

At OKEA, we are committed to building a scalable and optimised organisation with clearly defined roles and responsibilities. Our structure is designed to drive both organic and inorganic growth.

In 2023, we took significant steps to enhance our organisational framework:

- ▶ We defined organisational framing and design principles.
- ▶ Our organisational architecture and structure were revalidated.
- ▶ We introduced an asset-centric management model, emphasising value creation through our assets.



Our main commitments

Area	Short term commitments 2024	Medium term commitments 2025-2026	Long term commitments 2030
Diversity	30 per cent female recruitments	30 per cent female in management and leadership positions	30 per cent female employees in OKEA
	15 per cent of employees under the age of 35 by 2024	Continue to recruit emerging talent and experienced hires.	
Training	> 90 per cent of employees have completed the internal ESG course	Updating skills in line with business and technological developments.	
Engagement	Employee engagement score of 90 (employee survey scale of 0 to 100)		

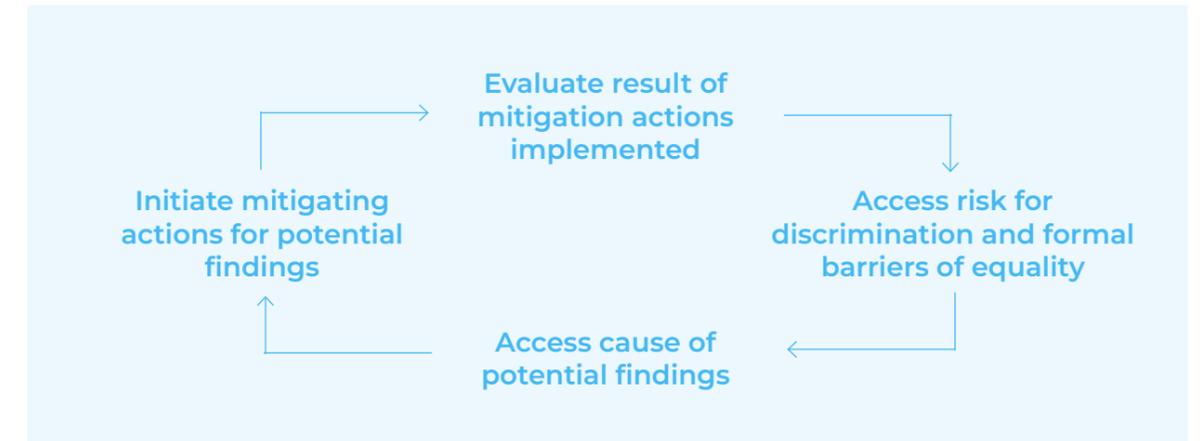


Figure 10. How we work for equality and non-discrimination

Our workforce planning process includes a manpower projection plan (MPP) for strategic growth scenarios. We ensure that our growth is timely and well-aligned. As we observe a demographic shift in parts of the organisation, we strategically recruit both emerging talent and experienced hires. Additionally, our comprehensive succession process identifies and prepares employees to step into critical roles when others retire or leave.

We prioritise employee engagement and psychological safety at work. Our employee survey, which consistently receives high response rates, provides valuable insights into employees' views. In 2023, our employee engagement index score ranked in the top 15 per cent compared to other companies in the survey.

To create an exceptional workplace, we actively involve our people in the company's

development through cross-functional collaboration, engagement with union representatives, and safety delegates.

DIVERSITY AND INCLUSION (D&I)

OKEA is committed to Diversity & Inclusion based on fundamental principles of non-discrimination and equal opportunity. We ensure that all our people are treated fairly, regardless of differences in gender, nationality, sexual orientation, physical abilities, or age. In 2023, we implemented a new diversity and inclusion strategy.

We strictly adhere to the Norwegian Equality and Anti-Discrimination Act, which mandates that all employers actively promote equality and prevent discrimination in the workplace. Our approach involves a recommended four-step working method, as required by the act. The results of our efforts are integrated into our inclusive working life plan, developed in

collaboration with employee representatives through the company's working environment committee (WEC) and endorsed by the company's management. This plan sets annual goals and targets across various areas, including equality, non-discrimination, harassment, and senior policy.

To ensure a fair and inclusive workplace, we employ various methods, including:

- ▶ Health and working environment surveys to identify harassment and bullying.
- ▶ Collaborations with employee representatives and trade unions through various committees.
- ▶ A whistleblowing system for reporting concerns.
- ▶ Annual pay assessments to maintain transparency and fairness.

Our commitment to equality and diversity drives us toward a more inclusive and supportive work environment.

OKEA has established ambitions related to improved gender balance. As per year end 2023, 26 per cent of employees are females. 26 per cent of new recruits in 2023 were female, and 30 per cent in management and leadership positions were female. Two employees attended the Female Future leadership development programme in 2023.

From 2024 onward, we are focused on recruiting more young people into the organisation. In 2023, 14 per cent of new recruits were under the age of 30.

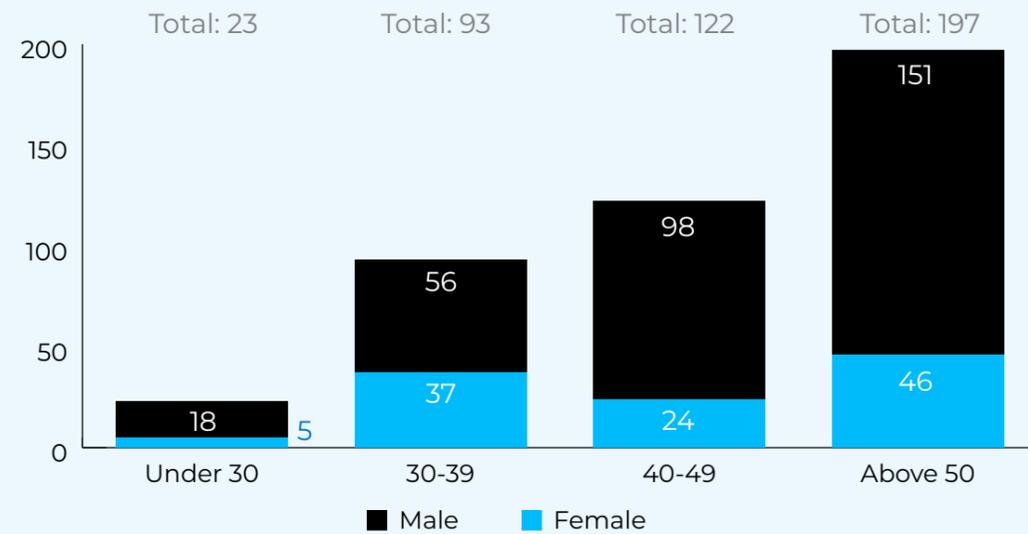


Figure 11. Gender balance and age distribution of 435 employees

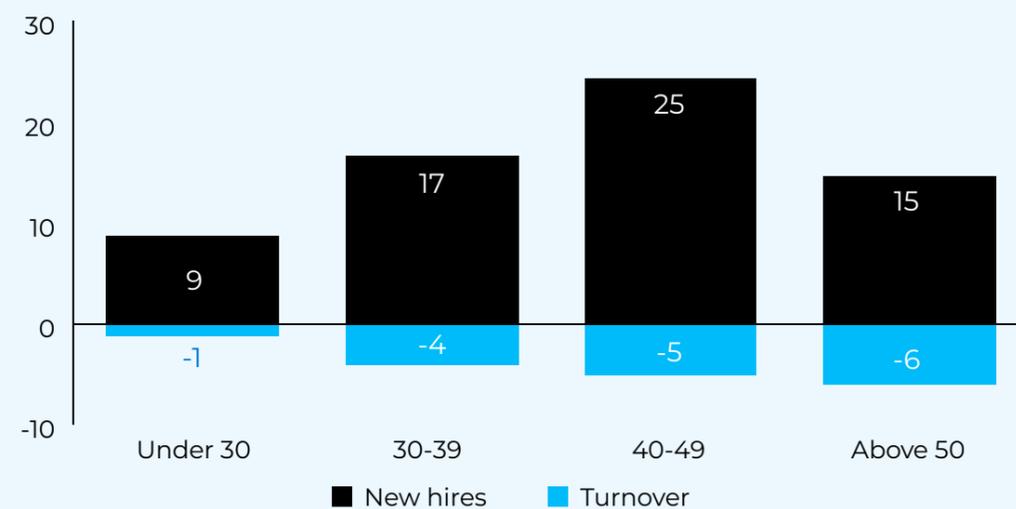


Figure 12. Number of new hires and turnover



FOCUS ON DIVERSITY AND INCLUSION (D&I)

- ▶ D&I is integrated in our people processes, from how we recruit, build teams, manage talent and succession, to leadership assessment, development, and deployment.
- ▶ We use a structured recruitment process and provide recruitment training to our managers with the aim to ensure fair and unbiased assessment of all applicants.
- ▶ In our recruitment process, we selected a diverse pool of candidates, with particular focus on gender.

REMUNERATION

Remuneration policies for OKEA’s employees provides a foundation for fair and competitive conditions. Salary progression is based exclusively on meritocratic criteria related to performance and market benchmarks. OKEA has remuneration standards well above the legal/contractual minimums as part of company policy. We annually check our positioning in terms of remuneration, adjusting as required.

GENDER PAY RATIO

At least annually, OKEA monitors the gender pay gap (gender pay ratio), using a comparison methodology of similar role and seniority

levels, in accordance with the UN principle of “equal pay for equal work”.

The figure on the next page illustrates the pay ratio between females and males in total and for each employee category. In 2023 the gender base pay ratio is 97 per cent when adjusted for equal categories and seniority. We continue to focus on closing the gaps through relevant processes (promotions and salary reviews). Internal assessments show room for improvement for diverse representation in the organisation, including management positions and particularly within the offshore organisation.

EMPLOYEE INVOLVEMENT

At OKEA, we place great faith in the Norwegian model of tri-partite cooperation. We actively maintain a transparent dialogue with elected staff representatives, including labour unions and safety delegates. We believe that early involvement of staff representatives and all employees leads to better and safer decisions. It also fosters a higher degree of employee engagement and is a natural part of change management.

We have several formal forums for involvement and consultation, including a company committee from 2023 (Norwegian: Bedriftsutvalg) where union representatives have direct access to senior executive management. Our working environment committee also serve as well-established arena for employee representation and participation.

EMPLOYEE BENEFITS

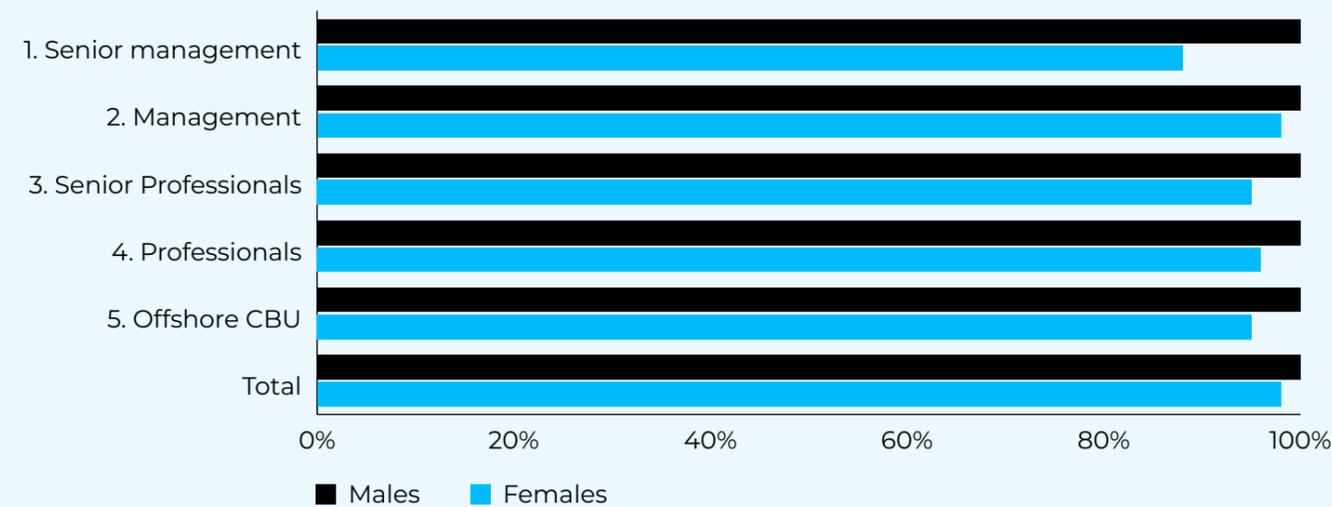
OKEA employees (both full time and part time employees) are offered a variety of benefits as listed in the figure on the right.

Figure 14. Main welfare initiatives

Work life balance	<ul style="list-style-type: none"> • Flexible working hours and possibility to work from home • Vacation of 5 weeks annually for all employees, additional vacation for those over 60
Employee and parental benefits	<ul style="list-style-type: none"> • Full pay during parental leave • Sick pay, up to 12 months full pay • Annual bonus program • Extensive insurance package covering occupational injury, occupational disability, travel, health, and loss of licence. • Company defined contribution pension plan at the maximum tax favourable level of 25.1%, capped at approximately NOK 1.4 million according to the pension legislation.
Health prevention and employee welfare	<ul style="list-style-type: none"> • Occupational health service

Figure 13. Ratio of payment of females to males in total and for each employee category

Gender pay ratio



Definition of levels of employees in the organisation:

- ▶ Level 1: **Senior Management:** Senior management group (SVPs and selected VP, and CEO)
- ▶ Level 2: **Management:** VPs, lead
- ▶ Level 3: **Senior Professionals:** Principals, managers
- ▶ Level 4: **Professionals:** All employees below level 3 except collective bargain union (CBU) employees
- ▶ Level 5: **Offshore CBU:** Offshore employees

Most offshore employees are part of the CBU, meaning they are paid based on a collective salary matrix. For salary assessment this matrix is based on the defined job-level and number of years of experience.



PARENTAL LEAVE

According to Norwegian legislation, all employees are entitled to statutory parental leave. The total period during which parental benefit is paid is 49 weeks with 100 per cent salary coverage. It is an option to elect 59 weeks with 80 per cent coverage, and there are rules on how the weeks should be shared between the parents. OKEA offers full pay during parental leave. In 2023, nine males and 15 females took paid parental leave. The return to work and retention rate of employees that took paid parental leave in 2023 was 100 per cent.

TRAINING AND EDUCATION

We prioritise continuous learning and skill development for our employees. In the 2023 survey, competence development received high scores, reflecting our valued investments in this area.

We follow the 70:20:10 model, emphasising on-the-job learning (70%), social interactions (20%), and formal training (10%). Our training includes e-learning, classroom sessions, and tailored programs for each employee’s role.

Strengthening leadership capabilities is a priority, and we support employees taking on new roles. Annual appraisal and development dialogues provide a solid foundation for employee growth. In 2023, 90 per cent of employees completed their development dialogues.

For more details, reference is made to our ESG performance data in the appendix.

Performance review

We consider our performance as satisfactory for our ambition to be acknowledged as an attractive employer, with good access to the right candidates, and low turnover. Attracting the right employees, talent management and retention continue to be central elements for us.

We need continued focus on diversity to reach our ambition particularly on gender balance. This is partly a challenge in the industry in general, but we see that the right focus internally and a systematic approach helps us towards achieving the ambition.

The employee survey shows that harassment and bullying scores are low (3,6 per cent) compared to the average in the private sector in Norway (10,2 per cent). This is an area where the ambition is zero, so we continue our efforts both through the general focus on culture, but also with more specific actions.

We are proud to see that the employee engagement stays very high, particularly since we are growing fast and have welcomed many new employees during the year. We believe our focus on empowering people and building a strong culture is important to keep the engagement high. Building the right performance culture on the basis of our values, to reach our goals and aim high together is key to our success.



— FEATURED CASE

Summer students in OKEA

Finding and helping to develop new talent for the industry is a task that is important to OKEA. In 2023, we had the pleasure of having a total of 15 summer students employed.

WARM WELCOME

Arnt Vegard Arntzen has studied Petroleum Engineering at NTNU in Trondheim. This was Arnt Vegard's second year as a summer student at OKEA.

- This year I have worked with production support for Draugen. The best thing about working at OKEA has been the warm welcome I have received every morning when I come to work, and how good the people here are at helping you and cheering you up. You really feel looked after, even if you are only going to be here for a short period.

STUDENTS ARE GIVEN MEANINGFUL ASSIGNMENTS.

In OKEA, the summer students are given meaningful assignments. Tora Essen studies Petroleum Geoscience and Engineering at NTNU and has worked with the team at Drilling and Wells at the office in Trondheim.

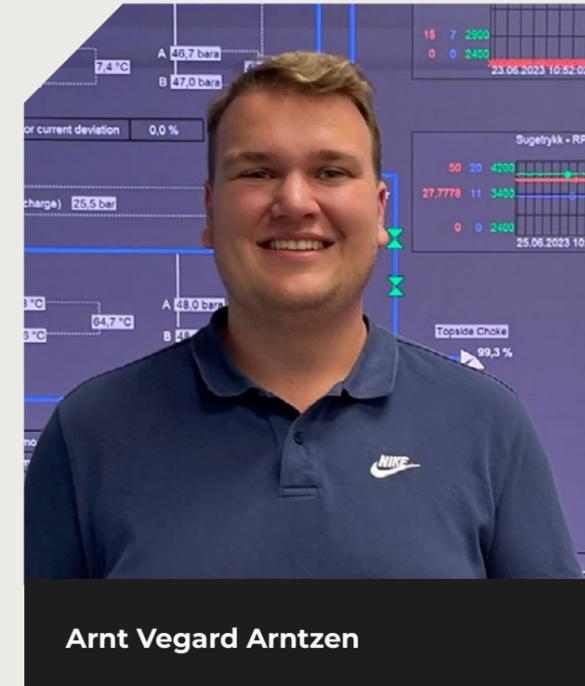
- I have been given meaningful tasks and I feel that I have contributed to the operation, and that is very nice! I have been given the opportunity to travel offshore this summer, and I am incredibly happy about that because it is very educational to come offshore where

you can actually see the processes that I hear about and read about every day. You get different perspectives from what you sit and work with on paper.

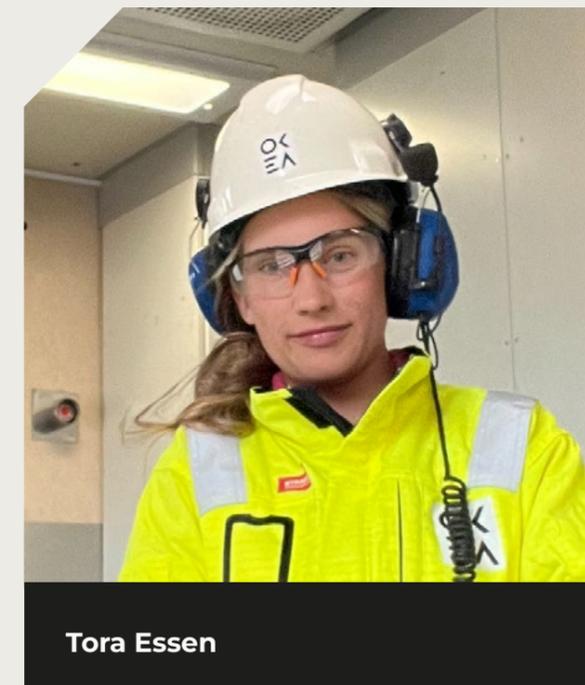
SUMMER STUDENTS GET A LOT OF RESPONSIBILITY

OKEA has had summer students in many different fields. Ida Otterdal Larsen has been working from the office in Oslo but has had the opportunity to go around to our locations to, among other things, create content for the company's social media.

- This summer I worked in OKEA's communications department. I have been responsible for producing content for the company's social media. The best thing about working at OKEA has been that you get varied tasks and that you get the space and confidence to manage your working day yourself.



Arnt Vegard Arntzen



Tora Essen



Topic description

Respecting human rights in our activities and supply chain

IMPACTS ON HUMAN RIGHTS

OKEA has subcontractors in countries where human and labour rights might be at risk

IMPACTS/RISK TO OKEA

- ▶ Human rights concerns

KPI

Confirmed instances of discrimination and human rights violations

AMBITION

Zero instances of discrimination and human rights violations

STATUS

No instances of discrimination or violations

POLICY

- ▶ Human and labor rights policy
- ▶ Supplier code of conduct
- ▶ Code of conduct

SDGS

- ▶ 16: Peace, justice and strong institutions

Respecting human rights

Why it is important to OKEA

Many aspects of how we run our business affect human rights, including our employees' working conditions, health and safety and our supplier's business practises. We recognise that our activities can have a significant impact on society, both positive and negative, and we continuously work to prevent, mitigate, or remediate those impacts appropriately in each situation.

Management approach

OKEA is committed to safeguarding the human rights of our employees and those directly affected by our business, including suppliers, communities, indigenous peoples, and society at large. Our responsibilities encompass a wide range of areas, such as equality, non-discrimination, fair wages, working hours, employee representation, labour rights in the supply chain, land rights, and ensuring free, prior, and informed consent (FPIC).

OKEA ensures compliance with international human rights standards throughout its value chain. We adhere to the OECD Guidelines for Multinational Enterprises, which provide non-binding principles and standards for responsible business conduct within a global context. These guidelines help us avoid and address negative impacts while contributing to sustainable development.



Our main commitments

Area	Short term commitments 2024	Medium term commitments 2025-2026	Long term commitments 2030
Human rights	Zero instances of discrimination and human right violations		
Due diligence	Identify two improvement areas after lessons learned	Continue to strengthen the due diligence process to prevent and identify risks	

Figure 14. Human right infringement

Human rights in the workplace	<ul style="list-style-type: none"> • Discrimination and equal treatment • Safe and healthy working conditions
Human rights in the supply chain	<ul style="list-style-type: none"> • Freedom of association and collective bargaining • Safe and healthy working conditions • Working conditions (wages and working hours) • Forced or compulsory labour and child labour
Human rights in communities	<ul style="list-style-type: none"> • Land rights • Environmental impacts that affect livelihood, or rights of indigenous people

Our responsibility entails having systems and procedures to identify and address actual or potential adverse impacts where we are involved. We take measures to cease, prevent, and mitigate these impacts. Our code of conduct, supplier code of conduct, and human and labour rights policy, approved by the board of directors, mandates that human rights must be respected by our employees, consultants, suppliers, contractors, and business partners. Our human and labour rights policy were updated in 2023 and are communicated both internally and externally on our website.

TRAINING AND AWARENESS

We focus on training and awareness to uphold our human rights commitment. OKEA's code of conduct e-learning module covers topics like discrimination, harassment, diversity, inclusion, bribery, and corruption. In 2023, we conducted a third-party facilitated course for supply chain professionals and company representatives, emphasising labour rights, ethics, anti-corruption, and human rights.

RISK-BASED APPROACH

We prioritise human rights issues based on severity, scope, and remediation feasibility. Our approach aligns with the Norwegian Transparency Act, OECD Guidelines, and UN Guiding Principles for business and human rights. We gather information from risk analysis, supplier audits, grievance mechanisms, and stakeholder consultations. Our ongoing human rights risk assessment identifies key areas, with a strong focus on our supply chain. Additionally,

specific projects undergo human rights impact assessments to assess their exposure to human rights-related risks.

OKEA is mindful of the potential for human rights infringements within our workplace, supply chain, and projects. The potential human rights infringements are outlined in the figure on the left.

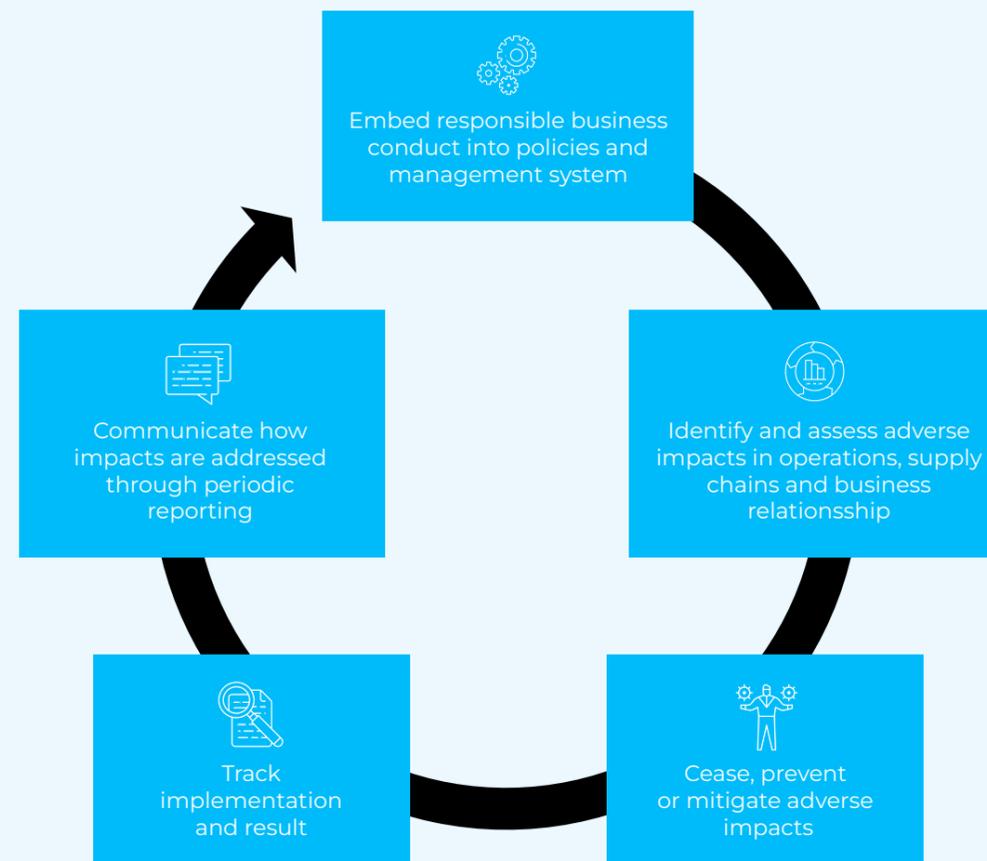
DUE DILIGENCE ON HUMAN RIGHTS

Our human rights due diligence process centres on addressing risks and impacts related to our business activities, including the rights of our workforce, and affected communities. The model is multi-disciplinary, integrated into corporate processes, and employs a risk-based approach to identify, prevent, mitigate, and report on adverse human rights impacts. OKEA's due diligence model is outlined in the figure on the next page.

HUMAN RIGHTS IN THE WORKPLACE

Respecting workers' rights is crucial for lasting relationships. OKEA adheres to internationally recognised human and labour rights standards, including the International Bill of Human Rights and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work. OKEA employs a comprehensive framework to manage human rights, ensuring effective risk prevention in workforce management. As a result of our corporate human rights risk assessment, we have identified adverse impacts that require further assessment and follow-up.

Figure 15. OKEAs due diligence model



SPECIFIC COMMITMENTS TO HUMAN RIGHTS IN THE WORKPLACE

Working environment: We comply with local working time and overtime provisions, which is essential for creating a professional working environment. Part-time employees receive the same benefits as full-time employees.

Operational Changes and Minimum Notice Periods: While Norwegian law doesn't specify a minimum notice period for operational changes, significant impacts on employment require a notice period of one to six months. In all situations regarding operational changes, we prioritise early involvement of employee representatives in decision-making.

Privacy and personal data protection: OKEA safeguards personal data rights for all individuals associated with the company. Our internal data protection procedure ensures compliance with privacy standards and regulations.

Freedom of association and collective bargaining agreements: We respect employees' right to organise collectively. Approximately 80% of OKEA employees belong to formal unions, ensuring fair representation. These unions are: Industri Energi, Tekna, Safe, Lederne or Nito. Non-unionised employees are still covered by collective bargaining agreements.

These findings underscore our commitment to proactively address human rights concerns and ensure responsible business practices. By closely monitoring and addressing these impacts, we aim to uphold our commitment to respecting human rights in the workplace.

HUMAN RIGHTS IN THE SUPPLY CHAIN

OKEA places a strong emphasis on workers' rights, aligning with the International Labour Organisation's (ILO) fundamental conventions. We extend this commitment to our contractors, suppliers, and joint ventures, ensuring that they adhere to the same high standards.

Through our human rights risk assessment, impact assessment reports and information obtained from relevant sources, we have identified key human rights areas that are relevant to our operations with the key focus area being human rights in our supply chain.

In 2023, OKEA collaborated with a third-party provider to collect comprehensive human rights-related data across our supply chain. The initial risk assessment at the country level helped us identify potential at-risk suppliers. By combining industry-specific and country-level risks, we are able to evaluate risks and create follow-up plans to address any identified issues.

While our primary operations are in low-risk Norway, we acknowledge that tier 2 and 3 suppliers may face increased risks.

To mitigate these risks, we actively engage with our suppliers, conduct thorough verifications, track corrective actions, and maintain an ongoing dialogue.

Notably, 12 capability assessment audits conducted in 2023 revealed no human rights issues. Additionally, according to the Transparency Act, there were no information requests during the same period.

HUMAN RIGHTS IN COMMUNITIES

OKEA is dedicated to mitigating potential adverse effects resulting from its operations. We conduct comprehensive environmental, social, health, and impact assessments (ESHIA) before commencing any project. These analyses offer insights into the project’s impact across multiple dimensions, including environmental and human rights aspects. The goal is to minimise risks and enhance opportunities for all stakeholders involved.

Whenever our development activities have the potential to impact communities or their land, we consult with relevant stakeholders and obtain the necessary permissions. We prioritise fair and transparent procedures when it comes to land use and compensation in local communities.

For higher-risk projects, we conduct specific human rights impact assessments (HRIA). These assessments help us identify any potential negative impacts.



For ongoing projects, we monitor business partners and suppliers to ensure human rights compliance. This includes spot checks, HSSE walks, and adherence to human and labour rights policies and supplier codes of conduct. If any adverse impacts are identified, we promptly create concrete action plans for mitigation. In 2023, our assessments uncovered no detrimental effects on communities or the rights of indigenous peoples.

GRIEVANCE AND REMEDIATION MECHANISM

OKEA is committed to providing remedies for adverse human rights impacts it may

have caused or contributed to. We also strive to promote the same objective when impacts are directly related to our operations, products, or services. Under the Norwegian Transparency Act, we have established a grievance mechanism for stakeholders. Reports and complaints are promptly verified and addressed through our whistleblowing channel. Fortunately, no eligible grievances were received across our operated assets in 2023 according to our internal procedures

For more details about human rights and grievances, refer to our ESG performance data in the appendix.

Performance review

In 2023, we lacked direct KPIs for measuring human rights performance. However, our KPI related to “Confirmed instances of discrimination and human rights violations” indicated no such instances occurred during the year. The challenge remains to find meaningful and objective assessments within the business and human rights field.

For 2024, we will persist in integrating human rights into existing due diligence processes and enhance our focus on identifying relevant risks through third-party due diligence.

Topic description

Creating value for society through generating revenue, job opportunities and local purchasing.

IMPACTS ON SOCIETY

OKEA makes substantial payments to governments and can influence socio-economic development where it operates. OKEA is a large employer of local and non-local workers to carry out construction, operations, and decommissioning work in the areas we have operations.

IMPACTS/RISK TO OKEA

- ▶ Business integrity and ethical misconduct concerns

KPI

- ▶ Share of procurement spend locally (%)
- ▶ Payment to government (NOK)

AMBITION

- ▶ 80% of procurement spend locally
- ▶ Not applicable

STATUS

- ▶ 98% of procurement committed spend locally

POLICY

Code of conduct, Human and labour rights policy, Communication policy

SDGS

- ▶ 8: Decent work and economic growth
- ▶ 17: Partnership for the goals

Deliver value to society

Why it is important to OKEA

OKEA creates substantial long-term value from the natural resources available to us. The value creation achieved by OKEA, including generating revenue, job opportunities and economic wellbeing through procurement and tax revenue, is distributed to our owners and the society in the form of shareholder returns.

Management approach

Host communities and value chain partners play a crucial role in recognising and providing societal value. The process of identifying opportunities begins during the initial phases of business development. Collaborating with local authorities allows us to gain insights into the needs and expectations of our host communities. These insights, in turn, inform our business models and project strategies, enabling us to create lasting value for the community and support our activities.

Our economic impacts on society are primarily in the form of taxes and other payments to governments, purchases of goods and services, wages, and employee benefits, rather than social investments. Listed in the table on the following page are both direct and indirect impacts:



Our main commitments

Area	Short term commitments 2024	Medium term commitments 2025-2026	Long term commitments 2030
Local opportunities	15 summer students, 1-2 trainees, 5 apprentices	Continue to secure predictable jobs through long-term alliances with key supplier and partnership with local schools and regional universities, to recruit future talent	
Local spend	80% committed spend domestically.	Continue to enable local value creation through local spend and collaboration with key suppliers	



In addition to tax contributions, OKEA actively supports local engagement by creating jobs and fostering local businesses in our operating communities. Our efforts begin with engaging students and young individuals in these locations. In 2023, we had seven apprentices/trainees and 15 summer students.

We remain committed to local procurement, giving local contractors and suppliers opportunities within a competitive bidding process. Additionally, we aim to develop local suppliers and promote local hiring as needed.

Our community investments focus on economic development and education, carefully selected to benefit the local communities where we operate.

We assess our performance through tax contributions, procurement spending, sponsorships, and donations.

Table 11. OKEA's impact to economy and community

	Direct effect	Indirect effect
Purchases	Local purchases: increased production due to purchases made directly by OKEA through national suppliers	Local purchases along the supply chain: increase from production due to purchasing from OKEA's suppliers through national suppliers
Employment	Local people employed by OKEA in business activities and related wages	Local employed throughout the supply chain and related wages
Tax revenue	Local taxes: taxes paid by OKEA to the communities where we operate	Local taxes throughout the supply chain: taxes associated with production of goods and services along the supply chain

OKEA tax payment 2023	Million NOK	OKEA share	OKEA %
Social security tax	145		
CO ₂ tax*	244	97	39.53 %
CO ₂ quotas*	290	118	40.87 %
NO ₂ fee*	30	12	40.41 %
Profit before tax	1 099		
Profit after tax	-935		
Taxes paid	1 253		
Total operating income	8 885		
EBITDA	5 756		

Table 12. OKEA's tax contributions in million NOK



TAX CONTRIBUTIONS

OKEA's business activities generate a substantial amount and variety of direct and indirect taxes. The company also collects and pays withholding tax for employees, as outlined in the table to the left.

PROCUREMENT, SPONSORSHIP AND DONATIONS

In addition to tax contributions, we deliver socioeconomic benefits through procurement spending, sponsorships and donations, as outlined in the table table below left.

Performance review

Our performance in delivering value to society is satisfactory. We contribute significantly through tax payments, local employment, and procurement spending. In 2023, 98% of our total spending was committed locally, fostering value creation within the community. Additionally, OKEA paid NOK 1,253 million in income taxes and royalty fees to local and national governments.

In 2024, we will:

- ▶ Contribute to socio-economic development by employing local staff, offering summer jobs, and facilitating knowledge transfer.
- ▶ Monitor local value creation year-on-year, considering both positive and potential negative impacts of our activities.

*Paid gross operated and Okea's share on operated licences. Tax deductible.



— FEATURED CASE

OKEA contributes to the local communities

OKEA is committed to contribute to the communities where we operate. In 2023, we have contributed to creating activity in our local areas by allocating sponsorship funds to over 20 beneficial and important initiatives. It is important to OKEA that the regions we operate are perceived as attractive to our employees, and we want to support activities and organisations that contribute to this.

THREE OKEA CUPS, BERGSTUDERENDES FORENING AND OPERA

The main strategy is to have two major sponsorship agreements in each region that support important activities in children’s and youth sports, culture, and education. Since 2018, OKEA has been a sponsor of the handball cup OKEA Cup in Kristiansund. This is the largest handball cup for children and young people in central Norway with around 200 teams and 2,000 players aged 10-20. In 2023, OKEA entered into a sponsorship agreement with Bjarg Handball in Bergen, which is building up OKEA Cup Bjarg under the same model as the OKEA Cup in Kristiansund. In Trondheim, OKEA has entered a partnership with Ranheim Football on the OKEA Cup Ranheim. This is Trøndelag’s second biggest football cup.

- “ This agreement inspires and motivates us to increase the quality in our work for our children and young people, girls and boys. In the meeting with OKEA, we have met particularly warm people who see and care deeply about

the growing conditions of our members and for those who come to participate in the cup. We are looking forward to an exciting journey together with OKEA”, says Frank Robert Saltvik, Development Manager in Ranheim.

In September 2023, the tournament was organised for the first time with 173 participating teams and over 1,500 children who had a great experience.

OKEA is also proud to have sponsored the national alpine ski race for youth. The championship was held in Vassfjellet Winter Park in March and was a great success with many young talents taking part.

- Freidig Alpin does a brilliant job of engaging children and young people in alpine sports in Trondheim. We want to contribute to the further development of our local communities, and here Freidig Alpin contributes to the highest degree”, says Principal Communication Advisor, Jon Are Nilsen



OKEA has over many years supported cultural life in Trondheim and Kristiansund. In 2023, we have contributed to activities in the Opera in Kristiansund and Opera Trøndelag. The operas are important institutions for the education and practice of classical music and dance for children and young people.

Recruitment of new talent from NTNU is important for further development of the industry. In 2023, OKEA entered into

an agreement as the main sponsor of the Bergstuderendes Forening at NTNU. The contribution from OKEA contributes to healthy and meaningful leisure activities for the students in petroleum, geology, material technology and geosciences. The agreement will promote increased well-being for the students and stimulate increased application numbers and prevent dropouts from important fields of study for the oil and gas industry.



06 Governance

Topic description

Ensuring responsible and ethical business practices is embedded across the company through our values, Code of Conduct, and compliance systems.

IMPACTS ON SOCIETY

Unethical business activities distorts competition, ruins reputations and can result in criminal penalties.

IMPACTS/RISK TO OKEA

- ▶ Business integrity and ethical misconduct concerns
- ▶ Environmental non-compliance concerns

KPI

- ▶ Confirmed instances of corruption and bribery (number of)
- ▶ Employees who signed the Code of Conduct (%)

AMBITION

- ▶ Zero confirmed instances of corruption and bribery
- ▶ 90 % of employees have signed the code of conduct

STATUS

- ▶ No confirmed instances of corruption and bribery
- ▶ 95 % of employees signed the code of conduct

POLICY

- ▶ OKEA code of conduct, supplier code of conduct, Human and labour rights policy, tax strategy
- ▶ Code of conduct, Human and labour rights policy, Communication policy

SDGS

- ▶ 16: Peace, justice and strong institutions

Responsible and ethical business practices

Why it is important to OKEA

Our commitment to applying ethical business practices, and compliance with legal requirements and regulations throughout our organisation and supply chain is essential to maintain our licence to operate.

Management approach

In OKEA we conduct our business in a lawful manner, responsibly and in compliance with applicable laws and regulations. OKEA has a management system in place to ensure that our internal and external obligations are properly fulfilled. We have central management functions responsible for continuously assessing compliance with relevant laws and regulations.





Our main commitments

Area	Short term commitments 2024	Medium term commitments 2025-2026	Long term commitments 2030
Corruption and bribery	Zero confirmed instances of corruption and bribery		
Code of conduct	All employees have completed the Code of Conduct course every other year and are committed to comply with it.		
Supply chain	Risk based audit of a minimum of 10 suppliers through the Magnet JQS Audit program.	Keep 100% of new major suppliers assessed according to social impact criteria through Magnet JQS.	

CODE OF CONDUCT

The code of conduct outlines expectations, commitments, and ethical requirements for all individuals working on behalf of the company. It is endorsed by the sustainability and technical risk committee (STR) and subsequently approved by the board of directors. The code undergoes annual reviews, and any changes are discussed with employee representatives. The code of conduct is available on <http://www.okea.no/>.

We do not tolerate any breach of applicable laws and regulations, the code of conduct, associated policies, and procedures. Employees and others working on behalf of the company are encouraged to seek advice from their manager or the legal department, and to report relevant matters considered to conflict with laws and regulations, the company's guidelines, and the general perception of what is justifiable or ethically acceptable. In 2023 we had no recorded breaches or violations of the code of conduct.

WHISTLEBLOWING

The Code of Conduct at OKEA places a duty on individuals to report possible violations of the Code or other incidents of unethical conduct. We've established accessible routines for handling concerns in accordance with applicable legal regulations. Furthermore, our management system includes processes for reporting and handling non-conformities and driving improvements.

Reporting can be done both through internal channels and a third-party service for whistleblowing, accessible to both employees, suppliers, and other stakeholders on <http://www.okea.no/>.

Internal reporting can be made via a line manager, to members of the senior management, to the vice president legal, to the chair of the audit committee or to the CEO. Pursuant to applicable law, reporting can also be made to the chairman of the board. The legal department, together with the P&O

department are responsible for maintaining the reporting mechanism.

OKEA provides a third-party whistleblowing service accessible to both employees and external parties. This service ensures confidentiality of reports and tailors the case process to individual circumstances. All documentation adheres to relevant policies for data retention, protection, and destruction.

Reported complaints or concerns are handled in accordance with established and communicated routines. Reports are given an introductory assessment and based on this VP P&O together with the legal department will set a course of action and dedicate resources to investigate. Following necessary investigations, the dedicated resources will conclude with a report and potential corrective measures. In 2023 we had no reported events of misconduct /whistle blower events or reported incidents of discrimination, including harassment, and corrective actions required to be undertaken.

ANTI-CORRUPTION AND ANTI-COMPETITIVE BEHAVIOUR

We have zero tolerance for corruption in any form, including but not limited to bribery, facilitation payments, and trading in influence. Routines and procedures for anti-corruption work are included in our code of conduct. As of 31 December 2023, 100% of the company's operations are in Norway. Norway has extensive legal regulation for anti-corruption and is currently ranked second globally on Transparency International's corruption perceptions index.

In line with the zero-tolerance principle in the Code of conduct, OKEA has a system of rules, controls, and organisational monitoring to prevent corrupt practices, which is also useful to prevent money laundering in the context of non-financial activities. In 2023 we have no confirmed incidents of corruption or actions required to be undertaken.



OKEA'S MEASURES TO ENSURE ANTI-CORRUPTION ANTI-COMPETITIVE BEHAVIOUR

- ▶ Top level commitment
- ▶ Risk assessments and regulatory follow up
- ▶ Anti-corruption due diligence
- ▶ Supplier audits, supervisory activity, and whistleblowing system
- ▶ 98 % of committed procurement with suppliers in Norway
- ▶ Internal measures and contractual remedies
- ▶ Anti-corruption training every other year
- ▶ Annual reporting



OKEA is committed to protecting fair and open competition, and to competing in a fair and ethical manner. We do not tolerate any violations of applicable rules relating to competition. Our code of conduct also addresses the requirement to comply with applicable competition and antitrust laws. In 2023 we have not been subject to any legal actions for anti-competitive behaviour, anti-trust, and/or monopoly practices.

OKEA has adopted a structured compliance risk assessment and monitoring process aimed at identifying, assessing, and tracking corruption risks within the scope of our value chain, and periodically analysing the performance of the identified risks, by running specific controls. We have not identified any non-compliance with laws or regulations in the social and economic area in 2023.

We do not have any contracts with governments and do not have any political involvement or take part in any lobbying activities.

ENVIRONMENTAL COMPLIANCE

Environmental compliance is considered a baseline minimum at OKEA, and we have robust systems in place to ensure that all operations adhere to stringent environmental standards. Our environmental accounting system closely monitors the evaluation of environmental performance and compliance with laws and regulations for operational fields.

To drive continuous improvement, we:

- ▶ Set annual environmental targets and KPIs.
- ▶ Incorporate external environmental enhancement activities into our Annual HSE plans.
- ▶ Strive for improved environmental performance.

Our internal KPI is zero breaches of Norwegian Environment Agency (NEA) permit conditions. However, in 2023, we encountered four breaches, all related to deviations from regulatory limits within the framework permits on Draugen and Brage. All breaches were followed up in close dialog with NEA and updated permits applied and received during 2023. Notably, in the same year, we incurred no monetary fines and faced no non-monetary sanctions or dispute resolution cases related to environmental compliance.

COMPLIANCE WITH LAW AND REGULATIONS

In 2023, OKEA was subject to several external supervision activities from the authorities, with no significant incidences of non-compliance. We had zero monetary fines, no non-monetary sanctions or cases brought through dispute resolution mechanisms related to compliance with law and regulations.

Focus on supply chain

Suppliers and strategic partnerships play a significant role in OKEA’s operations and value creation processes. We recognise that long-term partnerships are key to growth, securing our licence to operate, and driving successful projects. Our integrated supply chain function actively contributes to the company’s sustainable development by embedding sustainability considerations into our processes and procedures.

SUSTAINABLE AND RESPONSIBLE SUPPLY CHAIN

One of the UN’s sub-goals toward stopping climate change by 2030 is to promote sustainable procurement arrangements. As a company, our procurement decisions significantly impact the climate and environment. Therefore, we prioritise understanding how we can promote sustainable solutions in practice. Our procurement employees are required to complete sustainability courses to enhance their awareness and knowledge.

ESG RISKS AND LOCAL ECONOMIES

We recognise that the supply chain presents specific ESG risks and can also contribute to local economies where we operate. Our suppliers must comply with regulations and best practices, and our contractors are expected to align their behaviour with the OKEA Suppliers Code of Conduct.

Supply chain risk management		
Due diligence scoring	Procurement and recruitment	Performance assessment
<ul style="list-style-type: none"> Registration of suppliers and contractors in Magnet Joint Qualification System, including screening for social criteria such as human rights, forced labour, child labour, anti-corruption, and other financial crime. Adopting Suppliers Code of Conduct Reputational analysis of all suppliers through Descartes Denied Party Screening (DPS) Validation of HSE and environmental criteria 	<ul style="list-style-type: none"> Accepting OKEA’s general terms of contract, which include the obligation to comply with current regulations and practices 	<ul style="list-style-type: none"> Assessment performance in management of human rights, environment, and safety over the term of the contract Applying corrective measures if requirements are not met

Figure 17. OKEAs supply chain risk management

Our commitment to responsible supply chain management ensures a positive impact on both our business and the environment. OKEA’s supply chain risk management are outlined in the figure above.

We collaborate with our suppliers to implement initiatives related to relevant ESG issues. Our approach to supplier collaboration and ESG practices are summarised below:

COLLABORATION WITH SUPPLIERS:

- ▶ We actively collaborate with our suppliers to implement initiatives related to relevant ESG issues.
- ▶ During the execution of new contracts and agreements, we define the principles of applicable ESG standards.

RISK MANAGEMENT AND AUDITS:

- ▶ We regularly perform external audits to examine and monitor supplier and contract performance.
- ▶ In 2023, 12 capability assessment audits were conducted on key suppliers.
- ▶ These assessments cover safety, occupational health, working environment, security, external environment, and human rights.
- ▶ The results indicated that none of the audited companies posed any relevant nonconformities, signifying no direct or indirect ESG risks to our business.

TRAINING AND INITIATIVES:

- ▶ Our supply chain professionals have completed a 6-module training course on sustainable procurement, covering labor rights, ethics, anti-corruption, and human rights.
- ▶ Sustainable procurement and low-carbon initiatives were included in the agenda of all annual strategic supplier meetings in 2023.

Our commitment to responsible supply chain practices ensures alignment with ESG principles and risk mitigation.

TAX STRATEGY AND TRANSPARENCY

OKEA is committed to being a responsible company, including a professionally executed tax risk management, tax compliance and planning aligned with business purposes. Our approach is to engage with relevant expertise and tax authorities to ensure high quality and full transparency in all reporting and correspondence regarding our tax payments.

OKEA's tax strategy is based on the principles of transparency, honesty, fairness, and good faith set forth in the "OECD Guidelines for Multinational Enterprises" and has as its primary objective the timely and correct payment of taxes, aware of its significant contribution to the tax revenues, supporting local economic and social development. For more information related to our tax management, see our disclosures against the GRI 207 (2019) tax standard in the ESG performance data contained in the appendix.

PUBLIC POLICY

Given the nature of the oil and gas industry, OKEA is affected by policies and framework conditions directly or indirectly related to energy production on the Norwegian continental shelf. We promote our views on issues of importance either through direct interaction with public authorities or through various industry associations. We do not have any contracts with governments and do not have any political involvement or participate directly in lobbying activities.

For more details, reference is made to our ESG performance data in the appendix.



Performance review

In 2023, we utilised the Code of Conduct sign-off and the number of confirmed instances of corruption and bribery as Key Performance Indicators (KPIs) to measure our performance regarding "Responsible and ethical business practices". Our Code of Conduct outlines our commitment and requirements for conducting business at OKEA. Notably, 95 per cent of our employees have signed off on the code of conduct, which aligns with our target.

There were no confirmed instances of corruption and bribery in 2023. Moving forward, we remain steadfast in our commitment to ethical, socially responsible, and transparent business conduct.

However, we acknowledge that our compliance with environmental regulations fell short in terms of exceedances and deviations from regulatory limits specified in the NEA framework permits. To address this, we have initiated mitigating measures

aimed at improving our practices. Ensuring alignment with environmental laws and regulations remains of utmost importance. All deviations, observations, and nonconformities are meticulously recorded and addressed within our internal nonconformity management system, emphasising our dedication to continuous improvement.

ESG Performance Data

Energy transition and climate change

Scope 1 Direct GHG emissions	2020	2021	2022	2023	Units
Direct GHG Emissions – all gases	197,659	199,828	249,641	394,163	tonnes CO ₂ e
Third party verified direct CO ₂ emissions	191,931	194,407	242,910	378,558	tonnes CO ₂ e
CH ₄ (Methane)	5,381	5,061	6,127	14,434	tonnes CO ₂ e
N ₂ O (Nitrous oxide)	347	361	605	1,170	tonnes CO ₂ e
Methane Intensity	2.7	2.5	2.5	3.7	% of total Scope 1 emissions

Scope 1 emissions- by sources	2020	2021	2022	2023	Units
Flaring	8,964	9,895	16,229	21,593	tonnes CO ₂ e
Venting and fugitive emissions	4,396	3,709	5,511	13,518	tonnes CO ₂ e
Fuel combustion	184,230	186,244	227,901	359,051	tonnes CO ₂ e
Methane fugitive emissions	65	65	158	406	tonnes CO ₂ e
Continuously flared hydrocarbons	0	0	0	0	tonnes CO ₂ e
Other combustions	0	0	0	0	tonnes CO ₂ e

Scope 1 GHG Intensity	2020	2021	2022	2023	Units
Gross operated GHG intensity	31.0	34.4	42.1	37.7	kg CO ₂ e/boe
Net share operated and non-operated assets GHG intensity	16.7	17.9	21.2	20.1	kg CO ₂ e/boe

Scope 2 Indirect GHG emissions	2020	2021	2022	2023	Units
Indirect GHG Emissions (market based) ¹¹	1,133	1,234	1,038	1,007	tonnes CO ₂ e
Indirect GHG Emissions (location based) ¹²	48.7	53.0	39.3	37.9	tonnes CO ₂ e

¹¹ Market based factor: Electricity disclosure for power suppliers (in Norwegian).

¹² Location based factor: Climate declaration for physically delivered electricity.



Energy transition and climate change

Scope 3 Indirect GHG emissions	2020	2021	2022	2023	Units
Total CO ₂ emissions from scope 3 ¹³	-	25,218	52,086	✓ 4,631,201	tonnes CO ₂ e

Energy	2020	2021	2022	2023	Units
Total energy consumption from non-renewable sources	2,342	2,476	2,728	4,840	GWh
Gas	1,715	2,290	2,558	4,300	GWh
Diesel	508	54	102	273	GWh
Flare	119	132	68	267	GWh
Total fuel consumed from renewable sources	0	0	0	0	GWh
Electricity consumption	0	0	0	0	GWh
Electricity	0.1	1.6	1.5	2.0	GWh
District heating	0	0	0	0	GWh
District cooling	0	0	0	0	GWh
Electricity sold	0	0	0	0	GWh
Total energy consumption within the organisation	2,342	2,478	2,730	4,842	GWh
Energy intensity	0.40	0.43	0.40	0.46	MWh/Production volume (boe)

Environment and ecosystems

Water and effluents ¹⁴	2020	2021	2022	2023	Units
Total freshwater withdrawals	17,940	13,255	13,819	43,800	m ³
Total water withdrawals from area with water stress	0	0	0	0	m ³
Total extracted produced water (upstream)	11,555,464	11,300,972	15,205,971	21,372,238	m ³
Re-injected produced water volume	5,503,901	5,822,374	7,751,783	10,074,486	m ³
Percentage of produced water re- injected	48	52	51	47	%
Produced water discharged to sea volume	6,051,563	5,478,598	7,455,054	11,291,789	m ³
Percentage of produced water discharged	52	48	49	53	%
Total freshwater discharges in water-stressed areas	0	0	0	0	m ³
Hydrocarbons in wastewater	106	75	88	157	Tonnes

¹³ 2021 and 2022 numbers are not updated to reflect updated calculation methods

¹⁴ Fluid effluents generated in the processes and activities are subjected to purification treatment to minimise their potential impact of the discharge on the environment and to ensure compliance with legal requirements. The used treatment technologies are adjusted to the type of activity and the characteristics of the facility.



Environment and ecosystems

Spills	2020	2021	2022	2023	Units
Number of oil spills to sea (>0.1 m ³)	0	0	0	0	m ³
Oil spills (>0.1 m ³)	0	0	0	0	m ³
Operational oil spills/100% operated hydrocarbon gross productions (upstream)	0	0	0	0	m ³ /boe
Number of chemical spills to sea (>0.1 m ³)	1	0	1	5	Number
Chemical spills (>0.1 m ³)	0.36	0.30	18.745	13.12	m ³
Number of hydrocarbon leaks (>0.1 kg/s)	0	0	1	0	Number
Total mass of hydrocarbon leaks (>0.1 kg/s)	0	0	306	0	Kg

Air emissions ¹⁵	2020	2021	2022	2023	Units
NOx (Nitrogen oxides)	1,023	1,090	1,271	1,757	Tonnes
NOx emissions/100% operated hydrocarbon gross production (upstream)	-	-	-	1.68 · 10 ⁻⁴	tonnes NOx/boe
SOx (Sulphur oxides)	17	3	10	10	Tonnes
SOx emissions/100% operated hydrocarbon gross production (upstream)	-	-	-	9.10 · 10 ⁻⁷	tonnes SOx/boe
Non-methane VOC	753	329	553	1,265	Tonnes

Waste	2020	2021	2022	2023	Units
Total weight hazardous waste	176	86	1,761	5,773	Tonnes
Reuse	0	0,058	3	1	Tonnes
Recycling	49	24	252	13	Tonnes
Recovery, incl. energy recovery	127	42	786	962	Tonnes
Landfill	0,325	19	386	4,798	Tonnes
Total weight non-hazardous waste	218	133	459	413	Tonnes
Reuse	0	0	0	0	Tonnes
Recycling	216	101	208	207	Tonnes
Recovery, incl. energy recovery	0	29	206	198	Tonnes
Compost	2	0	0	0	Tonnes
Landfill	0	3	46	7	Tonnes

¹⁵ When the applicable regulations do not define a method of calculation or direct measurement, these emissions are calculated using the methodologies described in the internal guidelines for reporting environmental parameters.

Environment and ecosystems

Waste diverted from/to disposal	2020	2021	2022	2023	Units
Total weight of waste diverted from disposal	392	187	1,666	1,381	Tonnes
Total weight of hazardous waste diverted from disposal	176	86	1,466	976	Tonnes
Total weight of non-hazardous waste diverted from disposal	216	101	200	405	Tonnes
Total weight of waste diverted to disposal	325	22	261	4,805	Tonnes
Total weight of hazardous waste diverted to disposal	325	19	223	4,798	Tonnes
Total weight of non-hazardous waste diverted to disposal	0	3	38	7	Tonnes

Impacts of activities, product, and services on biodiversity

Operations and activities within our industry can affect the natural and social environments where they take place. The following table contains the actual and potential impacts that they may have on biodiversity because of our operations.

Area	Activity aspect	Description	PHASES		
			Development and construction	Operation	De-commissioning
Land use/use of area	Physical presence	Physical on-site presence may generate a visual impact on the environment. Other related potential impacts include the alteration, fragmentation or loss of habitat and changes in the presence and distribution of local species	Potential	Potential impact	Potential impact
	Physical disturbance	Physical disturbance is an activity largely associated with the start and end of the life of an asset and may have a visual impact on the environment. Other related potential impacts include the alteration, fragmentation or loss of habitat and changes in the presence and distribution of local species	impact	Unlikely or low potential impact	Potential impact
	Consumption/ extraction of water	Water consumption for use in processes can lead to reduced water availability and potentially affect the ecosystems and habitats of certain species	High potential impact	Potential impact	Unlikely or low potential impact
	Noise and vibrations	Noise and vibrations caused by processes can disturb local marine wildlife.	Unlikely or low potential impact	Unlikely or low potential impact	Potential impact
	Light	The light emitted by our activities can generate a visual impact at night.	Potential impact	Potential impact	Unlikely or low potential impact
Emissions	Exhaust/ combustion emissions (GHG, NOx, SOx, VOC)	Exhaust emissions associated with the operation of the fuel-burning equipment can impact local air quality and climate change on a global scale	Potential impact	High potential impact	Potential impact
	Fugitive emissions and venting	Unplanned fugitive emissions and venting can impact local air quality and climate change on a global scale.	Unlikely or low potential impact	Potential impact	Unlikely or low potential impact
	Flaring	Flaring can impact local air quality and climate change on a global scale. It can also have an associated thermal impact on the surrounding wildlife.	Unlikely or low potential impact	Potential impact	Unlikely or low potential impact
Discharges	Wastewater, grey water	The discharge of treated wastewater may cause changes in the quality of available water.	Potential impact	Potential impact	Potential impact
Waste	Hazardous waste	Groundwater/surface water, possibly impacting the ecosystems and habitats of certain species	Potential impact	Potential impact	Potential impact
	Non-hazardous waste	Contamination of soil and groundwater/surface water, possibly impacting the ecosystems and habitats of certain species.	Potential impact	Potential impact	Potential impact
Accidental events	Spills	Accidental events such as spills can lead to contamination of soil and groundwater/surface water, possibly impacting the ecosystems and habitats of certain species.	Unlikely or low potential impact	Potential impact	Unlikely or low potential impact
	Fire or explosions	Accidental events such as fire or explosions can generate thermal and visual impacts on wildlife, affect local air quality, or lead to habitat alteration and fragmentation.	Unlikely or low potential impact	Unlikely or low potential impact	Unlikely or low potential impact
	Introduction of invasive species	The unintentional introduction of invasive species can lead to changes in the occurrence and distribution of species within the area of operation.	Unlikely or low potential impact	Unlikely or low potential impact	Unlikely or low potential impact



Ensuring safe and secure operations

Item	2020	2021	2022	2023	Units
Total recordable incidents (TRI)	2	2	7	15	Number
Serious incident Frequency (SIF) – actual	0	0	0	0,59	per mill exp. Hours
Total recordable incidents per million manhours	3,42	3,51	5,12	8,99	TRIF
Fatalities Employees	0	0	0	0	Number
Fatalities Contractors	0	0	0	0	Number
Serious Injuries Employers	0	0	0	1	Number
Serious Injuries Contractors	0	0	0	0	Number
Lost time incidents Employees	0	0	2	0	Number
Lost time incidents Contractors	0	0	2	3	Number
Lost time incidents Employees + Contractors	0	0	2.92	1.80	per mill exp. Hours
Medical treatment incidents Employees	0	1	0	4	Number
Medical treatment incidents Contractors	2	1	3	7	Number
Total Exposure hours	584,688	569,618	1,367,687	1,668,813	Hours
Fatalities work-related ill health employee	0	0	0	0	Number
Recordable work-related ill health employee	0	1	0	0	Number
Fatalities work-related ill health contractors	0	0	0	0	Number
Recordable work-related ill health contractors	0	1	0	0	Number
Absence due to sickness	2,7	3,3	2,1	4,6	Percent

Empowering people

All employees-Age	2020	2021	2022	2023	Units
Under 30	7	1	17	23	Number
30-39	40	39	84	93	Number
40-49	68	66	118	122	Number
Above 50	92	101	164	197	Number
Total	207	213	383	435	Number

New hires - Age	2020	2021	2022	2023	Units
Under 30	3	3	4	9	Number
30-39	2	1	11	17	Number
40-49	1	6	12	25	Number
Above 50	2	6	8	15	Number
Total	8	16	35	66	Number

All employees - Gender	2020	2021	2022	2023	Units
Male	159	166	287	323	Number
Female	48	47	96	112	Number
Total	207	213	383	435	Number

New hires - Gender	2020	2021	2022	2023	Units
Male	6	15	26	49	Number
Female	2	1	9	17	Number
Total	8	16	35	66	Number

Part term employees* - Gender	2020	2021	2022	2023	Units
Male	0	0	1	1	Number
Female	0	0	0	2	Number
Total	0	0	1	3	Number

*OKEA does not have any voluntary part term employees

Turnover-Age	2020	2021	2022	2023	Units
Under 30	1	2	0	1	Number
30-39	1	1	0	4	Number
40-49	1	2	1	5	Number
Above 50	5	5	3	6	Number
Total	8	10	4	16	Number

Temporary employees* - Gender	2020	2021	2022	2023	Units
Male	0	0	1	1	Number
Female	0	0	0	0	Number
Total	0	0	1	1	Number

*Temporary employees are engaged in cases where there is a temporary need for additional resources.

Turnover - Gender	2020	2021	2022	2023	Units
Male	6	8	4	15	Number
Female	2	2	0	1	Number
Total	8	16	4	16	Number

Parental leave

Average number of weeks – All employees

	2020	2021	2022	2023	Units
Male	16	15	28.8	9	Number
Female	27	22	12.5	15	Number

Average number of weeks – Senior management*

	2020	2021	2022	2023	Units
Male	0	0	0	0	Number
Female	0	0	0	0	Number

*CEO and senior management group (SVPs and selected VPs)

Average number of weeks – Management*

	2020	2021	2022	2023	Units
Male	0	12	1	2	Number
Female	29	5	0	0	Number

*VPs and lead roles.

Employee training

Total hours of courses for off-shore employees – Gender

	2020	2021	2022	2023	Units
Males	2904	3941	7,807	6729	Number
Females	671	799	1,189	1611	Number
Total	3575	4740	8,996	8340	Number
Males	81	83	87	81	%
Females	19	17	13	19	%
Total	100	100	100	100	%

Average number of weeks – Senior professionals*

	2020	2021	2022	2023	Units
Male	12	5	0	9	Number
Female	50	26	1	11	Number

*Senior professionals are defined as Principals, managers

Average number of weeks – Professionals*

	2020	2021	2022	2023	Units
Male	19	15	1	17	Number
Female	3	35	0	23	Number

*All employees below level 3 except collective bargain union (CBU) employees

Average number of weeks – Offshore CBU*

	2020	2021	2022	2023	Units
Male	18	20	4	9	Number
Female	0	0	1	5	Number

*Offshore employee

Average course hours for off-shore employees - Gender

	2020	2021	2022	2023	Units
Male	81	51	52	51	Number
Female	19	80	35	47	Number

Diversity and inclusion

Board of directors – Gender spread	2020	2021	2022	2023	Units
Male	54,5	64	64	64	%
Female	45,5	36	36	36	%
Total	100	100	100	100	%

Board of directors – Age spread	2020	2021	2022	2023	Units
Age 50+	82	91	91	91	%
Age 30-49	18	9	9	9	%
Total	100	100	100	100	%

Senior management – Age spread	2020	2021	2022	2023	Units
Age 50+	3	3	50	70	%
Age 30-49	3	5	50	30	%
Total	6	8	100	100	%

Gender balance in OKEA	2020	2021	2022	2023	Units
All employees (women share of total)	23	22	25	26	%
Senior management (women share of total)	17	25	30	40	%
Management (women share of total)	24	22	23	22	%
Senior professionals (women share of total)	24	23	22	28	%
Professionals (women share of total)	41	40	41	34	%
Offshore CBU (women share of total)	11	10	20	20	%

Senior management – Gender balance	2020	2021	2022	2023	Units
Male	5	2	7	6	Number
Female	1	6	3	4	Number
Total	6	8	10	10	Number
Male	83	75	70	60	%
Female	17	25	30	40	%
Total	100	100	100	100	%

Management – Gender balance	2020	2021	2022	2023	Units
Male	28	28	41	51	Number
Female	9	8	12	14	Number
Total	37	36	53	65	Number
Male	76	78	77	78	%
Female	24	22	23	22	%
Total	100	100	100	100	%

Senior professionals – Gender balance	2020	2021	2022	2023	Units
Male	28	33	69	74	Number
Female	9	10	20	29	Number
Total	37	43	89	103	Number
Male	76	77	78	72	%
Female	24	23	22	28	%
Total	100	100	100	100	%



Diversity and inclusion

Professionals – Gender balance	2020	2021	2022	2023	Units
Male	30	29	42	59	Number
Female	21	19	29	31	Number
Total	51	48	71	90	Number
Male	59	60	59	66	%
Female	41	40	41	34	%
Total	100	100	100	100	%

Offshore CBU – Gender balance	2020	2021	2022	2023	Units
Male	67	70	130	133	Number
Female	8	8	32	34	Number
Total	75	78	162	167	Number
Male	89	90	80	80	%
Female	11	10	20	20	%
Total	100	100	100	100	%

Ratio of payment women to men

Ratio of payment of women to men – Senior management	2020	2021	2022	2023	Units
Male	92	100	100	100	%
Female	100	79	78	78	%

Ratio of payment of women to men – Professionals	2020	2021	2022	2023	Units
Male	100	100	100	100	%
Female	94	92	93	96	%

Ratio of payment of women to men - Management	2020	2021	2022	2023	Units
Male	95	93	99	100	%
Female	100	100	100	98	%

Ratio of payment of women to men – Offshore CBU	2020	2021	2022	2023	Units
Male	100	100	100	100	%
Female	97	97	94	95	%

Ratio of payment of women to men – Senior professionals	2020	2021	2022	2023	Units
Male	100	100	100	100	%
Female	99	99	99	95	%



Protecting human rights

Item	2020	2021	2022	2023	Units
Negative social impacts in the supply chain and actions taken	0	0	0	0	number
Negative social and environmental impacts in the supply chain and actions taken	0	0	0	0	number
Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	0	0	0	0	number
Reported human rights violations	0	0	0	0	number
Reported incidents of violations involving rights of Indigenous peoples	0	0	0	0	number
Operations and suppliers at significant risk for incidents of child labour	0	0	0	0	number
Operations and suppliers at significant risk for incidents of forced or compulsory labour	0	0	0	0	number

Responsible and ethical business practices

Item	2020	2021	2022	2023	Units
Recorded breaches or violations of the code of conduct	0	0	0	0	number
Reported events of misconduct (whistle blower events)	0	0	0	0	number
Reported incidents of discrimination, including harassment, and corrective actions taken	0	0	0	0	number
Confirmed incidents of corruption and actions taken	0	0	0	0	number
Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	0	0	0	0	number
Identified non-compliance of laws or regulations in the social and economic area	0	1	0	0	number
Financial or in-kind political contribution (directly or indirectly)	0	0	0	0	number
Total monetary value of significant fines	0	0	0	0	NOK
Number of non-monetary sanctions for non-compliance with environmental laws and regulations	0	0	0	0	number
New suppliers that were screened using social and environmental criteria	0	100	100	100	%
Negative social and environmental impacts in the supply chain and actions taken	0	0	0	0	number

Tax

Proper management of OKEA’s tax obligations has a direct effect on the social and environmental areas. Aware of this challenge, OKEA has embraced the most rigorous international standards when it comes to tax disclosure, including those under GRI 207. Table summarising compliance with GRI 207:

GRI 207	Evidence of compliance
GRI 207-1 Tax approach	
Tax strategy	OKEA has a tax strategy in place. The CFO owns and implements our Tax Strategy.
Body tasked with reviewing the tax strategy	OKEA’s tax strategy is reviewed annually. The audit and risk committee also oversees compliance and the key aspects of tax matters and risks.
Approach to regulatory compliance	Our approach is to engage with relevant expertise and tax authorities to ensure high quality and full transparency in all reporting and correspondence.
Link between tax approach, business strategy and sustainable development	Our Tax Policy is aligned with the Company’s mission and values. OKEA seeks to be recognised as a company of integrity and fiscal responsibility. Tax decisions are adopted responsibly in accordance with tax regulations and are aligned with the economic activity of the company.
GRI 207-2 Tax governance, control, and risk management	
Governing body responsible for compliance with tax strategy	The Audit and risk committee is the governing body in charge of adopting OKEA’s Tax Policy, which contains the tax strategy.
How the tax approach is integrated into the organisation	The management of OKEA’s tax affairs is conducted in line with internal taxation procedures and processes, aimed at mitigating the key tax risks. OKEA’s finance department is made up of experts in a range of tax-related disciplines; these professionals are responsible for managing all the tax affairs of the company.
Tax risks, identification, management, and oversight	Tax risk management in OKEA is embedded in the Integrated Risk Management System and is reflected in the existence of processes, systems, and internal controls. Our Financial department and dedicated tax experts are responsible for managing OKEA’s tax risks, as the body responsible for tax compliance. In addition, OKEA operates robust information management systems that assure the integrity of the information and tax compliance processes while minimising the possibility of human error.
Evaluation of compliance with the tax governance and control framework	Tax risk control and tax-related reporting are supplemented by procedures and controls that assure the integrity and reliability of the accounting information used in tax processes. One of the main functions of the Audit and Control Committee is to support the Board of Directors in its oversight duties.
Description of channels for reporting tax-related concerns	Any employee or third party may report any possible breach of the Code of Conduct, including any potentially unethical or illegal conduct that might affect the integrity of the organisation in relation to taxation. Any such matters may be communicated in a confidential and anonymous manner through the whistleblower channel managed by an independent third-party and set up for this purpose.
Tax content verification process	OKEA has a thorough process to prepare and review the tax return. This involves the finance group as well as a third-party accounting firm (Sumitup AS) who has specialised in petroleum tax in Norway.
GRI 207-3. Cooperative relations and advocacy	
Commitment to tax authorities	In accordance with the principles that guide our Tax Policy, OKEA is committed to supporting an effective tax system and maintaining cooperative relations with the tax authorities of the countries where it operates, based on mutual respect, transparency, and trust
Advocacy of public policy on taxation	The company has a transparent tax policy, and maintains a professional, open, and constructive relationship with relevant tax authorities as well as relevant authorities for the Norwegian oil and gas activities
GRI 207-3. Cooperative relations and advocacy	
Processes for eliciting and considering stakeholder opinions and concerns	Key tax matters are presented for the board and/or the audit committee for discussion. OKEA also maintains close co-operation with the auditor (PwC) who undertakes a detailed review and signs the tax return as a part of the tax filing process.
GRI 207-4 Country-by-country reporting	
	The latest published report provides the 2023 data, as presented to the Norwegian tax authorities in 2023 for automatic sharing with other tax authorities. The information is shared on www.okea.no/investor/tax-information



07 Appendix



TCFD Disclosures

	Page in this report
Governance	
a) Describe the board's oversight of climate-related risks and opportunities.	29
b) Describe management's role in assessing and managing climate-related risks and opportunities.	29
Strategy	
a) Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term.	30-31
b) Describe the impact of climate related risks and opportunities on the organisation's businesses, strategy, and financial planning.	30-31
c) Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	27-29
Risk Management	
a) Describe the organisation's processes for identifying and assessing climate-related risks.	29
b) Describe the organisation's processes for managing climate-related risks.	29
c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management.	29
Metrics and Targets	
a) Disclose the metrics used by the organisation to assess climate related risks and opportunities in line with its strategy and risk management process.	64-65
b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	64-65
c) Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.	22



GRI Disclosures

Disclosure	Location	Requirement omitted	Reason for omission	Explanation of omission	GRI Sector standards ref. no
GRI 2. General disclosure 2021					
2-1 Organisational details	page 5	-	-	-	-
2-2 Entities included in the organisation's sustainability reporting	page 4	-	-	-	-
2-3 Reporting period, frequency, and contact point	Reporting period is 01.01.2023-31.12.2023. The report is issued yearly. Contact point can be found on our website.	-	-	-	-
2-4 Restatements of information	page 88	-	-	-	-
2-5 External assurance	page 4	-	-	-	-
2-6 Activities, value chain and other business relationships	page 4 & 8				
2-7 Employees	pages 44 & 69-73			There is no involuntary part time employees in the organisation.	
2-8 Workers who are not employees	none	-	-		
2-9 Governance structure and composition	Annual report	-	-	-	-
2-10 Nomination and selection of the highest governance body	Annual report	-	-	-	-
2-11 Chair of the highest governance body	Annual report	-	-	-	-
2-12 Role of the highest governance body in overseeing the management of impacts	page 16	-	-	-	-
2-13 Delegation of responsibility for managing impacts	page 16	-	-	-	-
2-14 Role of the highest governance body in sustainability reporting	page 16	-	-	-	-
2-15 Conflicts of interest	Annual report	-	-	-	-
2-16 Communication of critical concerns	Annual report	-	-	-	-



General disclosures

Disclosure	Location	Requirement omitted	Reason for omission	Explanation of omission	GRI Sector standards ref. no
2-17 Collective knowledge of the highest governance body	page 16	-	-	-	-
2-18 Evaluation of the performance of the highest governance body	Annual report	-	-	-	-
2-19 Remuneration policies	Annual report	-	-	-	-
2-20 Process to determine remuneration	Annual report	-	-	-	-
2-21 Annual total compensation ratio	Annual report	-	-	-	-
2-22 Statement on sustainable development strategy	page 14	-	-	-	-
2-23 Policy commitments	pages 21-63	-	-	-	-
2-24 Embedding policy commitments	pages 21-63	-	-	-	-
2-25 Processes to remediate negative impacts	pages 18, 19 & 21-63	-	-	-	-
2-26 Mechanisms for seeking advice and raising concerns	page 60	-	-	-	-
2-27 Compliance with laws and regulations	page 61	-	-	-	-
2-28 Membership associations		-	-	-	-
2-29 Approach to stakeholder engagement	page 12	-	-	-	-
2-30 Collective bargaining agreements	page 51	-	-	-	-

Material topics

Disclosure	Location	Requirement omitted	Reason for omission	Explanation of omission	GRI Sector standards ref. no
GRI 3. Material topics 2021					
3-1 Process to determine material topics	pages 10-12	-	-	-	-
3-2 List of material topics	page 11	-	-	-	-



Material topics

Disclosure	Location	Requirement omitted	Reason for omittance	Explanation of omittance	GRI Sector standards ref. no
Economic performance					
GRI 3: Material Topics 2021					
3-3 Management of material topics	pages 5-9 & 14-19	-	-	-	-
GRI 201: Economic performance 2016					
201-1 Direct economic value generated and distributed	Annual report	-	-	-	-
201-2 Financial implications and other risks and opportunities due to climate change	page 29-31 & 77	-	-	-	-
201-3 Defined benefit plan obligations and other retirement plans	page 45	-	-	-	-
201-4 Financial assistance received from government	Annual report	-	-	-	-
Market presence					
GRI 3: Material Topics 2021					
3-3 Management of material topics		GRI 3-3	Not applicable	Not a material topic	-
GRI 202: Market Presence 2016					
202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Page 44	-	-	No employees compensated based on wages subject to minimum wage rules	-
202-2 Proportion of OKEA's management hired from the local community	page 12	-	-	Senior management and its members have residence in Norway	-
Indirect economic impacts					
GRI 3: Material Topics 2021					
3-3 Management of material topics		GRI 3-3	Not applicable	Not a material topic	-
GRI 203: Indirect Economic Impacts 2016					
203-1 Infrastructure investments and services supported	pages 25-26	-	-	-	-
203-2 Significant indirect economic impacts	page 4	-	-	-	-



Material topics

Disclosure	Location	Requirement omitted	Reason for omittance	Explanation of omittance	GRI Sector standards ref. no
Procurement practices					
GRI 3: Material Topics 2021					
3-3 Management of material topics	pages 53-55	-	-	-	-
GRI 204: Procurement Practices 2016					
204-1 Proportion of spending on local suppliers	page 55	-	-	Definition of local is within Norway.	-
Anti-corruption					
GRI 3: Material Topics 2021					
3-3 Management of material topics	pages 59-61	-	-	-	-
GRI 205: Anti-corruption 2016					
205-1 Operations assessed for risks related to corruption	pages 60-61	-	-	-	-
205-2 Communication and training about anti-corruption policies and procedures	pages 60-61	-	-	-	-
205-3 Confirmed incidents of corruption and actions taken	There were no confirmed incidents of corruption in 2023	-	-	-	-
Anti-competitive behavior					
GRI 3: Material Topics 2021					
3-3 Management of material topics	pages 60-61	-	-	-	-
GRI 206: Anti-competitive Behavior 2016					
206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	There were no confirmed legal actions for anti-competitive behaviour, anti-trust, and monopoly practices in 2023	-	-	-	-



Material topics

Disclosure	Location	Requirement omitted	Reason for omittance	Explanation of omittance	GRI Sector standards ref. no
Tax					
GRI 3: Material Topics 2021					
3-3 Management of material topics	page 63	-	-	-	-
GRI 207: Tax 2019					
207-1 Approach to tax	page 75	-	-	-	-
207-2 Tax governance, control, and risk management	page 75	-	-	-	-
207-3 Stakeholder engagement and management of concerns related to tax	page 75	-	-	-	-
207-4 Country-by-country reporting	page 75	-	-	-	-
Energy					
GRI 3: Material Topics 2021					
3-3 Management of material topics		-	-	-	-
GRI 302: Energy 2016					
302-1 Energy consumption within the organisation	page 65	-	-	-	-
302-2 Energy consumption outside of the organisation		302-2	Information unavailable	OKEA is working towards full disclosure of energy consumption outside of the organisation in alignment with its disclosure of Scope 3 GHG emissions	-
302-3 Energy intensity	page 65	-	-	-	-
302-4 Reduction of energy consumption	page 65	-	-	-	-
302-5 Reductions in energy requirements of products and services		302-5	Information unavailable	The information was not available at the time of reporting	



Material topics

Disclosure	Location	Requirement omitted	Reason for omittance	Explanation of omittance	GRI Sector standards ref. no
Water and effluents					
GRI 3: Material Topics 2021					
3-3 Management of material topics	pages 32-35	-	-	-	-
GRI 303: Water and Effluents 2018					11.6
303-1 Interactions with water as a shared resource	pages 34-35	-	-	-	-
303-2 Management of water discharge-related impacts	page 35	-	-	-	-
303-3 Water withdrawal	page 65	-	-	-	-
303-4 Water discharge	page 65	-	-	-	-
303-5 Water consumption	page 65	-	-	-	-
Biodiversity					
GRI 3: Material Topics 2021					
3-3 Management of material topics	pages 32-34	-	-	-	-
GRI 304: Biodiversity 2016					11.4
304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	page 33-34	-	-	-	-
304-2 Significant impacts of activities, products, and services on biodiversity	page 80-81	-	-	-	-
304-3 Habitats protected or restored	page 33-34	-	-	-	-
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	page 33-34	-	-	-	-
Emissions					
GRI 3: Material Topics 2021					
3-3 Management of material topics	pages 21-31	-	-	-	-
GRI 305: Emissions 2016					11.1
305-1 Direct (Scope 1) GHG emissions	page 64	Biogenic CO ₂ emissions	Not applicable	No biogenic CO ₂ emissions within OKEA's scope 1 emissions.	



Material topics

Disclosure	Location	Requirement omitted	Reason for omittance	Explanation of omittance	GRI Sector standards ref. no
305-2 Energy indirect (Scope 2) GHG emissions	page 64	-	-	-	-
305-3 Other indirect (Scope 3) GHG emissions	page 65	-	-	-	-
305-4 GHG emissions intensity	page 64	-	-	-	-
305-5 Reduction of GHG emissions	pages 22-23	-	-	-	-
305-6 Emissions of ozone-depleting substances (ODS)		305-6	-	OKEA does not manufacture or market substances classified as "ozone depleting substances (ODS)", nor does its activity generate these substances as by-products. The presence of ODS substances is limited to some firefighting or refrigeration system equipment installed in the past, and the level of ODS emissions is estimated to be very low	
305-7 Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions	page 66	-	-	-	-



Material topics

Disclosure	Location	Requirement omitted	Reason for omittance	Explanation of omittance	GRI Sector standards ref. no
Effluents and waste					
GRI 3: Material Topics 2021					11.5
3-3 Management of material topics	pages 36-37	-	-	-	-
GRI 306: Waste 2020					
306-1 Waste generation and significant waste-related impacts	pages 66-67	-	-	-	-
306-2 Management of significant waste-related impacts	pages 36-37	-	-	-	-
306-3 Waste generated	pages 66-67	-	-	-	-
306-4 Waste diverted from disposal	pages 66-67	-	-	-	-
306-5 Waste directed to disposal	pages 66-67	-	-	-	-
GRI 306 - Effluents and Waste 2016					
306-3 Significant spills	page 66	-	-	-	-
Environmental compliance					
GRI 307 - Environmental compliance	page 61	-	-	-	-
Supplier environmental assessment					
GRI 3: Material Topics 2021					
3-3 Management of material topics	page 62	-	-	-	-
GRI 308: Supplier Environmental Assessment 2016					
308-1 New suppliers that were screened using environmental criteria	page 74	-	-	-	-
308-2 Negative environmental impacts in the supply chain and actions taken	page 74	-	-	-	-



Material topics

Disclosure	Location	Requirement omitted	Reason for omittance	Explanation of omittance	GRI Sector standards ref. no
Employment					
GRI 3: Material Topics 2021					
3-3 Management of material topics	pages 42-48	-	-	-	-
GRI 401: Employment 2016					
401-1 New employee hires and employee turnover	page 70	-	-	-	-
401-2 Benefits provided to full-time employees that are not provided to part-time employee	None	-	-	-	-
401-3 Parental leave	page 71	-	-	-	-
GRI 402: Labour/Management Relations 2016					
402-1 Minimum notice periods regarding operational changes	page 51	-	-	-	-
Occupational health and safety					
GRI 3: Material Topics 2021					
3-3 Management of material topics	pages 39-41	-	-	-	-
GRI 403: Occupational Health and Safety 2018					
403-1 Occupational health and safety management system	pages 39-40	-	-	-	-
403-2 Hazard identification, risk assessment, and incident investigation	pages 39-41	-	-	-	-
403-3 Occupational health services	pages 39-41	-	-	-	-
403-4 Worker participation, consultation, and communication on occupational health and safety	pages 39-41	-	-	-	-
403-5 Worker training on occupational health and safety	pages 39-41	-	-	Compulsory training courses is decided based on laws and regulations and discipline specific needs.	-
403-6 Promotion of worker health	pages 39-41	-	-	-	-



Material topics

Disclosure	Location	Requirement omitted	Reason for omittance	Explanation of omittance	GRI Sector standards ref. no
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	pages 39-41	-	-	-	-
403-8 Workers covered by an occupational health and safety management system	pages 39-41	-	-	-	-
403-9 Work-related injuries	page 69	-	-	-	-
403-10 Work-related ill health	page 69	-	-	-	-
Training and education					
GRI 3: Material Topics 2021					
3-3 Management of material topics	pages 46-48	-	-	-	-
GRI 404: Training and Education 2016					
404-1 Average hours of training per year per employee	page 71	-	-	-	-
404-2 Programs for upgrading employee skills and transition assistance programs	pages 46-48	-	-	-	-
404-3 Percentage of employees receiving regular performance and career development reviews	100%	-	-	-	-
Diversity and equal opportunity					
GRI 3: Material Topics 2021					
3-3 Management of material topics	pages 42-46	-	-	-	-
GRI 405: Diversity and Equal Opportunity 2016					
405-1 Diversity of governance bodies and employees	page 11	-	-	-	-
405-2 Ratio of basic salary and remuneration of women to men	page 73	-	-	-	-
Non-discrimination					
GRI 3: Material Topics 2021					
3-3 Management of material topics	pages 42-46	-	-	-	-



Material topics

Disclosure	Location	Requirement omitted	Reason for omittance	Explanation of omittance	GRI Sector standards ref. no
GRI 406: Non-discrimination 2016					
406-1 Incidents of discrimination and corrective actions taken	None	-	-	-	-
Freedom of association and collective bargaining					
GRI 3: Material Topics 2021					
3-3 Management of material topics	pages 49-52	-	-	-	-
GRI 407: Freedom of Association and Collective Bargaining 2016					
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	page 74	-	-	-	-
Child labour					
GRI 3: Material Topics 2021					
3-3 Management of material topics	pages 49-52	-	-	-	-
GRI 408: Child Labour 2016					
408-1 Operations and suppliers at significant risk for incidents of child labour	page 74	-	-	-	-
Forced or compulsory labour					
GRI 3: Material Topics 2021					
3-3 Management of material topics	page	-	-	-	-
GRI 409: Forced or Compulsory Labour 2016					
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	page 74	-	-	-	-
Local communities					
GRI 3: Material Topics 2021					
3-3 Management of material topics page	pages 52-57	-	-	-	-



Material topics

Disclosure	Location	Requirement omitted	Reason for omittance	Explanation of omittance	GRI Sector standards ref. no
GRI 411: Rights of indigenous people 2016					
411-1 Incidents of violations involving rights of indigenous people	page 74	-	-	-	-
GRI 412: Human rights Assessment					
412-1 Operations that have been subject to human rights reviews or impact assessments	pages 50-52	-	-	-	-
412-2 Employee training on human rights policies or procedures	page 50	-	-	-	-
GRI 413: Local Communities 2016					
413-1 Operations with local community engagement, impact assessments, and development programs		413-1	Information unavailable	Information to be included in future reporting where material	
413-2 Operations with significant actual and potential negative impacts on local communities		413-2	Information unavailable	Information to be included in future reporting where material	
Supplier social assessment					
GRI 3: Material Topics 2021					
3-3 Management of material topics	page 62	-	-	-	-
GRI 414: Supplier Social Assessment 2016					
414-1 New suppliers that were screened using social criteria	page 74	-	-	-	-
414-2 Negative social impacts in the supply chain and actions taken	page 62	-	-	-	-
Public policy					
GRI 3: Material Topics 2021					
3-3 Management of material topics	page 63	-	-	-	-
GRI 415: Public Policy 2016					
415-1 Political contributions	Nil	-	-	-	-
GRI 419: Socioeconomic Compliance					
419-1 Non-compliance with laws and regulations in the social and economic are as	page 74	-	-	-	-



Restatements

Page	Original text/data in ESG 2022	Corrections made in 2023	Reason
Energy transition and climate change			
Page 85 (table)	Scope 2 emissions (marked based) 1172 tonnes CO ₂ e	Scope 2 emissions (marked based) 1038 tonnes CO ₂ e	Correction of error, due to changes in office locations and emission factor.
Page 85 (table)	Scope 2 emissions (location based) 50,3 tonnes CO ₂ e	Scope 2 emissions (location based) 39,30 tonnes CO ₂ e	Correction of error, due to changes in office locations and emission factor
Page 85 (table)	Gross operated GHG intensity 32.9 kg CO ₂ e/boe	Gross operated GHG intensity 42.1 kg CO ₂ e/boe	Correction of error

KPI calculation methodology

KPI	Methodology
Absolute GHG emissions scope 1 (million tonnes CO₂e) reductions	Scope 1: direct GHG emissions are those deriving from sources associated to the company's assets (e.g. combustion, flaring, fugitive, and venting), and include CO ₂ , CH ₄ and N ₂ O.
Accidental spills	Accidental spills are those deriving from unplanned release of oil and chemicals into the marine environment during operational activities.
Serious incidents frequencies (SIF)	Serious Incident Frequency (SIF) indicator measures the number of actual and potential unintentional serious incidents per million working hours. SIF includes major accident hazard and other serious safety accidents and near misses. Near misses are incidents with no actual consequences but with a serious potential.
Engagement score	Engagement score is a quantitative measure that represents the level of employee engagement within the organisation. It is a numerical value derived from the analysis of employee engagement survey data.
Female recruitment	The number of female employees recruited into the company during 2023.
Confirmed instances of discrimination and human right violations	Confirmed instances of discrimination and human rights violations in 2023 refer to the number of reported and verified cases involving violations of human rights. These instances can range from discriminatory practices, racial profiling, gender-based violence, and other forms of unethical behaviour.
Confirmed instances of corruption and bribery	Confirmed instances of corruption and bribery in 2023 pertain to the number of reported and verified cases involving illicit practices. These instances can range from bribery, embezzlement, fraud, or other forms of unethical behaviour.
Employees who signed-off the Code of Conduct	Employees who have signed off the Code of Conduct refer to the percentage of employees who have formally acknowledged and committed to following our organisation's ethical guidelines
Committed spend locally	Committed spend locally in Norway during 2023 refers to the portion of procurement expenses that were allocated to local suppliers and businesses within the country.
Payment to government	In Norway, taxes and contributions constitute most of the revenues received by the government, municipalities, and county councils. taxes. Payment to government refers to the direct or indirect taxes paid to the Norwegian government during 2023.

Statement on GHG accounting and reporting (year 2023)

This section contains details of OKEA GHG performance, and the methodologies and processes used to account for emissions, relating to direct Scope 1, indirect Scope 2, and indirect Scope 3 GHG emissions associated with the operations and activities of the value chain of OKEA.

ORGANISATIONAL BOUNDARIES SCOPE 1, SCOPE 2, SCOPE 3

OKEA applies the operational control approach to set the GHG organisational reporting boundary for Scope 1 and Scope 2 emissions. According to this approach, OKEA reports 100% of GHG emissions from assets over which it has operational control, that is, where OKEA can enforce its own operative policies and procedures, even when it holds less than 100% of the value.

For Scope 3 we use operational control on all categories. The Scope 3 emissions boundary is better explained in the dedicated section and table xx.

For the category 11, (use of sold products), which is the most relevant one, the reference boundary is the upstream equity hydrocarbons production sold.

OPERATIONAL BOUNDARIES

In terms of operational boundaries, both Scope 1 and Scope 2 direct and indirect GHG emissions reporting encompasses the operations of OKEA's own operated assets.

OKEA does not have any emissions from Category no. 13 - Downstream leased assets, Category no.14 - Franchises and Category no. 15 - Investments.

GHG EMISSIONS ACCOUNTING

OKEA has implemented a process to collect, account for and report GHG emissions based on the following elements:

- ▶ Internal procedures have been implemented for the identification of material GHG emission sources and for the identification of common methodologies to calculate GHG emissions.

- ▶ Centralised tools (dashboards) have been implemented to ensure a proper calculation of GHG Emissions. Dashboards are managed by centralised resources and verified by third parties to ensure that the emissions are estimated with the same approach throughout the assets, minimising the risk of error. CO₂ emissions are verified in accordance with EU ETS regulations.
- ▶ Quality assurance/quality control procedures are applied to ensure the accuracy and consistency of emissions data. Additional information is also collected to ensure data consistency.

GHG emissions are expressed in metric tonnes of CO₂ equivalent, using Global Warming Potential (IPCC, 4AR) as the conversion factors for CH₄ and N₂O.

Based on their physical origin, data are taken from: (i) fuel meter records; (ii) utility bills, e.g., for electricity consumption; (iii) direct measurement (such as LDARs for fugitive

emissions). The calculation of emissions is derived from estimated Activity data (e.g., fuel consumed, electricity, distance travelled).

Emissions factors used are mostly calculated using the chemical composition of the gas (gas analysis) or taken from the literature, e.g., Offshore Norge 044, Christian Michelsen Research model (CRM), rig specific emission factors.

Finally, internal audits are provided for at various levels, also covering GHG emissions data. Appropriate measures are implemented, where possible, to minimise the level of uncertainty associated with activity data (consumption) and emission factors, such as: (i) the application of uniform standards and the use of accredited laboratories for the analysis of fuel characteristics to determine emissions factors; (ii) the use of measurement instruments, calibrated and periodically checked in accordance with international standards, to calculate energy consumption (activity data).

GHG ACCOUNTING METHODOLOGIES

SCOPE 1

Stated Scope 1 GHG emissions come from sources owned or controlled by OKEA, including: emissions from “core” and support operations owned or controlled by OKEA; emissions from leased assets/operations (leased vehicles fleet). Scope 1 GHG emissions are classified in the following categories:

Greenhouse gas emissions from combustion and process

GHG emissions from stationary combustion, mobile sources, and industrial process operations.

Greenhouse gas emissions from flaring

GHG emissions from the controlled combustion of hydrocarbons during flaring. This type of source includes emissions deriving from: routine flaring, non-routine, and emergency flaring.

Greenhouse gas emissions from venting

GHG emissions from venting in Oil & Gas exploration and production operations, electricity generation and gas transportation operations. In detail: CO₂ and CH₄ within unburned gases discharged through venting and CO₂ from oilfields associated with Upstream production

CH₄ fugitive emissions

Leaks of hydrocarbon gas in equipment such as pumps, valves, compressor seals, etc

GHG emissions are expressed in metric tonnes of CO₂ equivalent, using Global Warming Potential (IPCC, 4AR) as the conversion factors for CH₄ and N₂O.

The calculation of emissions is derived from estimated Activity data (e.g., fuel consumed, electricity, distance travelled). Based on their physical origin, data are taken from: (i) fuel meter records; (ii) utility bills, e.g., for electricity consumption; (iii) direct measurement (such as LDARs for fugitive emissions); (iv) other methods used at some OKEA sites and facilities.

SCOPE 2

Stated scope 2 emissions come from GHG emissions indirectly resulting from the generation of purchased energy. The general criterion for estimating emissions is the same as that used for Scope 1. Emissions are estimated by applying an approach based on the place of origin of the energy carriers, considering the average energy mix where third-party purchases occur (location-based approach) and a market based approach. Norwegian power production is mainly from hydropower, resulting in a very low location-based emission factor (2023: 19 g CO₂/kWh). The market-based emission factor reflects the contractual arrangement in place between an organisation and its energy supplier, or, alternatively, reflects the fact that such an agreement does not exist. The market-based emission factor in Norway (2023: 502 g CO₂/kWh) is more than twenty times higher than the location-based emission factor. Emissions from imported electricity have been calculated with both factors.

SCOPE 3

GHG emissions connected with the OKEA value chain and not accounted for as either Scope 1 or Scope 2 GHG emissions. Based on the WBCSD/WRI GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard and the IPIECA standard, Scope 3 indirect GHG emissions are classified according to the categories listed in the table below. For the Oil & Gas sector, the most relevant category is that related to the refining of and use of the products sold (cat. 10 and 11).



Table 13. Scope 3 emissions according to the GHG Protocol categories.

Id.	Category	Description	Calculation methodology	Data sources
1	Purchased goods and services (including capital goods)	GHG emissions associated with goods and services purchased from the first level supply chain, through purchase contracts managed by OKEA's procurement department, that provides information on the type of purchases and associated expenditure.	The 'spend-based' method as described in the Scope 3 Guidance is used to calculate these GHG emissions, with industry-average emission factors applied based on the economic value of the goods and services. Spend data is broken down according to OKEA's internal taxonomy codes and allocated to the most appropriate product group category available. Emission factors are derived from EXIOBASE .	Annual spend data is extracted from OKEA's internal system that tracks external spend.
2	Capital goods	GHG emissions associated with capital goods purchased from the first level of the supply chain and through purchase contracts issued by OKEA's procurement department.	As above	As above
3	Fuel and energy-related activities	GHG emissions related to the extraction, production, and transportation of fuels and energy purchased or acquired by the reporting company in the reporting year, over which OKEA has operational control.	These emissions are calculated on activity data provided in Scope 1 and 2. Emission factors are derived from DEFRA.	Annual data is sourced from OKEA's internal database, with consumption of each type of fuel and energy being recorded by each of our operations.
4	Upstream transportation and distribution of products	GHG emissions from purchased transportation and distribution services paid for by OKEA and carried out with vehicles not owned by OKEA, including: (i) crude oil and petroleum product maritime transportation, based on the fuel consumed in direct transportation (ii) equipment and materials transportation by vessels (Upstream).	These emissions are calculated on spend data. We use spend from selected procurement categories, which are mapped to suppliers and accounts, and allocated to the most appropriate emission factor category. Emission factors are derived from EXIOBASE .	Annual data on fuel consumed in direct transportation and vessels used is sourced from OKEA's internal system.
5	Waste generated in operations	GHG Emissions from waste management carried out by third parties, during disposal and treatment of waste generated in OKEA's operations (100% operated).	These emissions are calculated from our onsite generated waste by waste disposal method, including both hazardous and non-hazardous waste. Emission factors are derived from DEFRA.	Annual data on waste generated is sourced from OKEA's internal system.
6	Business travel	GHG emissions generated by vehicles not owned by OKEA used by OKEA's employees for business travel. Emissions from leased vehicles operated by OKEA are included in category 7.	For purchased business travel services, the spend-based method is used to calculate associated emissions. Emission factors are derived from EXIOBASE .	Purchased business travel service spend data is extracted from OKEA internal system that tracks external spend
7	Employee commuting	GHG emissions from commuting from home-workplace and back, carried out by OKEA's employees.	To be evaluated	To be evaluated
8	Upstream leased assets	GHG emissions from assets not owned but leased by OKEA. Whenever an asset leased by OKEA falls within its organisational boundary, the relevant GHG emissions are accounted for as Scope 1 and those from electricity consumption as Scope 2 emissions.	These emissions are calculated on spend data. We use spend from selected procurement categories, which are mapped to suppliers and accounts, and allocated to the appropriate emission factor. Emission factors are derived from EXIOBASE .	Leased asset spend data is extracted from OKEA internal system that tracks external spend



Id.	Category	Description	Calculation methodology	Data sources
9	Downstream transportation and distribution of products	GHG emissions related to transport and distribution services for sold products (not paid for by OKEA). GHG emissions from transportation and distribution services purchased by OKEA are accounted for in Category 4, because the transportation occurs before they are sold to end users. Indeed, most of OKEA's products are fuels, so once sold to end users they are not transported or distributed. Moreover, this category is not expected to be material according to the IPIECA/API methodology for estimating Scope 3 emissions from the O&G Industry.	To be evaluated	To be evaluated
10	Processing of sold products	GHG emissions from processing carried out by a third party of crude oil and natural gas sold by OKEA.	The category is included in the emission factors used for category 11 that includes all emissions from production to combustion.	N/A
11	Use of sold products	GHG emissions from the use of OKEA's finished products from quota production of oil and natural gas sold. Emissions are calculated considering the different types of products sold.	We report emissions based on gross numbers of production. For the calculation a direct-use phase method was applied, where we take a conservative approach and assume all sold products are used for energy through combustion. Emission factors are derived from DEFRA and includes all emissions from production to combustion, and also includes emissions from scope 1 and 2.	Annual data on gross numbers of production are sourced from OKEA's internal system.
12	End-of-life treatment of sold products	GHG emissions associated with the end-of-life treatment of products not burned during their use. The calculation of emissions refers to the product transport and processing phases.	These emissions are calculated on activity data from products not burned during their use. The only product not burned are bitumen. Emission factors are derived from DEFRA.	Annual data on gross numbers of production are sourced from OKEA's internal system.
13	Downstream leased assets	GHG emissions from assets owned by OKEA but leased to third parties. The emissions in this category are not considered relevant for the Oil & Gas industry. OKEA does not account for Scope 3 emissions related to facilities and buildings not owned and not operated by OKEA due to the difficulties with traceability of the data. Furthermore, OKEA cannot control the emissions and does not have the opportunity to implement a mitigation project, so this source should be considered as not relevant.	N/A	N/A
14	Franchises	This is not relevant for OKEA. OKEA has no downstream operations, nor fuel stations under franchises.	N/A	N/A
15	Investments	Investment emissions are potentially material only for those companies with significant joint ventures that are not included within their Scope 1 and 2 emissions boundaries (inventory). OKEA has emissions from non-operated licences that are not under operational control that is applicable in this category, but these emissions are not calculated and reported as the information is not available.	N/A	N/A

Auditor's report



To the Board of Directors of OKEA ASA

Independent report on OKEA ASA's Greenhouse Gas (GHG) Statement

We have undertaken a limited assurance engagement in respect of OKEA ASA's GHG statement for the period 1 January 2023 – 31 December 2023, comprising GHG emissions marked with a separate symbol "✓" under "Energy transition and climate change" on page 64 and 65 in the OKEA ESG Report for 2023, and the Explanatory Notes related to scope 3 category specification included on page 24 and accounting and reporting principles included in section "Statement on GHG accounting and reporting (year 2023)" on page 91-94.

The applicable criteria against which the Greenhouse Gas Statement has been evaluated is the Greenhouse Gas Protocol - A Corporate Accounting and Reporting Standard (2004) (Criteria), applied as explained in the section "Statement on GHG accounting and reporting (year 2023)". The GHG Protocol Corporate Accounting and Reporting Standard, published by the World Resources Institute and the World Business Council for Sustainable Development, is available at <https://ghgprotocol.org/corporate-standard>.

Management's Responsibility

Management is responsible for the preparation of the GHG statement in accordance with the applicable Criteria, applied as explained in the section "GHG Accounting Methodologies". This responsibility includes the design, implementation and maintenance of internal control relevant to the preparation of a Greenhouse Gas statement that is free from material misstatement, whether due to fraud or error.

GHG quantification is subject to inherent uncertainty because of incomplete scientific knowledge used to determine emissions factors and the values needed to combine emissions of different gases.

Our Independence and Quality Management

We have complied with the independence and other ethical requirements as required by relevant laws and regulations in Norway and the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

Our firm applies International Standard on Quality Management (ISQM) 1, and accordingly, maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our Responsibilities

Our responsibility is to express a limited assurance conclusion on the GHG statement based on the procedures we have performed and the evidence we have obtained. We conducted our limited assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3410, Assurance Engagements on Greenhouse Gas Statements, issued by the International Auditing and Assurance Standards Board. That standard requires that we plan and perform this engagement to obtain limited assurance about whether the GHG statement is free from material misstatement.

A limited assurance engagement undertaken in accordance with ISAE 3410 involves assessing the suitability in the circumstances of OKEA ASA's use of the Criteria as the basis for the preparation of the GHG statement, assessing the risks of material misstatement of the GHG statement whether due to fraud or error, responding to the assessed risks as necessary in the circumstances, and evaluating the overall presentation of the GHG statement. A limited assurance engagement is substantially less in scope than a

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reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks.

The procedures we performed were based on our professional judgment and, among others, included:

- Inquiries to obtain an understanding of OKEA ASA's control environment and information systems relevant to emissions quantification and reporting, but we did not evaluate the design of particular control activities, obtain evidence about their implementation or test operating effectiveness.
- Evaluation of whether OKEA ASA's methods for estimating emissions and emission factors are appropriate and have been consistently applied and reported.
- Reconciliation of data for estimating emissions based on spend to supplier cost data and reconciling data for estimating downstream emissions to production data used as basis for reported production in financial reporting.
- Assess the completeness of the reported emissions sources, data collection methods, source data and relevant assumptions applicable to estimate emissions from a selection of OKEA ASA's emission sources. The test procedures were chosen taking into consideration the emission sources' contribution to total emissions and our understanding of the risk of material errors in measurements and reporting of emissions.
- Limited substantive testing on a selective basis of the Greenhouse Gas scope 1, scope 2 and scope 3 emissions to check that data had been appropriately measured, recorded, collated and reported. The test procedures were chosen taking into consideration the emission sources' contribution to total emissions and our understanding of the risk of material errors in measurements and reporting of emissions.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than, for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement. Accordingly, we do not express a reasonable assurance opinion about whether OKEA ASA's GHG statement has been prepared, in all material respects, in accordance with the criteria.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that OKEA ASA's GHG statement for the period 1 January 2023 – 31 December 2023, is not prepared, in all material respects, in accordance with the GHG Protocol Corporate Accounting and Reporting Standard (2004) applied as explained in the section "Statement on GHG accounting and reporting (year 2023)".

Stavanger, 4 April 2024
PricewaterhouseCoopers AS

Per Arvid Gimre
State Authorised Public Accountant

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