

## Hermana Holding Group's Compliance with The Transparency Act

The Transparency Act is a Norwegian law promoting enterprises' respect for fundamental human rights and decent working conditions in its delivery of goods and services. The Act applies to larger enterprises resident in Norway and foreign enterprises offering goods and services in Norway. Enterprises are required to provide public access to information regarding how adverse impacts on fundamental human rights and decent working conditions are addressed. Furthermore, enterprises are required to establish guidelines, perform human rights due diligence, establish actions to mitigate risk, monitor results, stakeholder dialogue and access to remedy.

Hermana Holding Group operates in Norway and UK, and currently within the oil and gas energy segment. The Group focuses on licensing and royalty revenue streams. The main risks for breach of human rights and lack of decent working conditions are currently limited to the working conditions on or connected to the management of the FPSO Hermana Holding has licensing revenues from, where suppliers of the Group's customer could be forcing its employees or contractors to perform work under unsafe or forced situations and for unfair low wages.

As set out in the Group's Modern Slavery Statement, the Group has processes in place for managing human rights and labor conditions in its supply chain. The approach is the same across the Group and targets the selection, qualification, and follow-up of suppliers and partners invited to invest or work with the Group.

Questions related to the Group's management and compliance with the Transparency Act can be sent to [IR@hermanaholding.com](mailto:IR@hermanaholding.com).