

QHSE POLICY STATEMENT

As Managing Director I am committed to continuous improvement of QHSE and sustainable development of the Company.

By applying this QHSE Policy Statement, we, Novenco AS, commit to the following:

- Ensuring commitment and responsibility for quality, health, safety and environment throughout all our processes, products, systems, and services
- Continuous development of processes, products, systems, and services to meet the customer expectations
- Ensuring compliance with relevant laws and regulations where Novenco operate
- Ensuring a working environment for employees where:
 - knowledge and experience are developed through dialog, training and education
 - values and culture are communicated and abided by through behavior
 - well-being and work-life balance is promoted and where all employees are involved in the continuous development of the Company
- Developing and continuously improving the efficiency of our quality management system in compliance with ISO 9001
- Always have objective and measurable operational results as steering tools for the daily business

This policy is communicated and available to all relevant stakeholders and the public in general. This Quality policy will be reviewed annually by Novenco AS leader team and updated and republished in the case of significant change to the nature or scope of risk in the business.

Oslo, November 2024

**Morten
Velure**

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Morten Velure
Managing Director Novenco AS