

Drillcon Sustainability Policy

1. Introduction

Drillcon Group is a leading partner in drilling services for mining and infrastructure projects. We carry out international drilling projects with a focus on safety, innovation, and long-term commitment. Drillcon's work is based on our three core values: Innovation, Commitment, and Collaboration. We strive for sustainable improvements in all our activities, deliver on our commitments with transparency, and build long-term relationships with customers, suppliers, and business partners. These values permeate our culture and guide us in making a difference together.

Our sustainability efforts are based on the UN 2030 Agenda and an analysis of our most significant areas of impact. This policy covers our entire business, both internally and externally, and aims to integrate sustainability into decisions, processes, and relationships. By working systematically with environmental, social, and business ethics issues, we strengthen our competitiveness, reduce risks, and contribute to a more sustainable mining and infrastructure sector. The policy guides our daily operations and our long-term strategic development.



2. Purpose and Scope

Drillcon's sustainability policy is a guiding document that describes how we integrate sustainability throughout our operations. The policy aims to clarify our responsibilities and ambitions in environmental, social, and ethical sustainability, and serves as a support for decision-making, prioritization, and daily work.

The policy applies to the entire organization, from strategic management to operational levels, and is based on long-term goals, concrete actions, and continuous follow-up. It is approved by the CEO and adopted by Drillcon's management and board. The policy is communicated to all employees and is available on our Centuri portal and Drillcon's website.

3. Governance and Follow-up

Drillcon's sustainability work is led by the sustainability department in close collaboration with management and the board. The policy is a living document that is regularly updated to reflect changes in operations, the external environment, and relevant regulations. Goals and progress are monitored through internal processes and reported both internally and externally, in accordance with applicable legislation and frameworks. All employees are responsible for acting in line with the sustainability policy and contributing to the achievement of our goals.

4. Risk Management and Transparency

Drillcon has established processes, routines, and systems for risk management that cover identification, actions, and follow-up across all quality and sustainability areas.

5. Whistleblower Function

A whistleblower function is available via our website and has been communicated to all employees. It enables anonymous reporting of suspected misconduct and ensures protection for whistleblowers.

6. Environmental Sustainability – Climate Impact and Resource Use

Drillcon actively works to reduce its climate impact and promote efficient and circular resource use. Our environmental efforts are based on a materiality assessment and include both direct and indirect environmental aspects throughout the value chain. We have identified the following priority areas:

- **Business Travel and Internal Transport**

We aim to reduce emissions through travel routines and coordination of material transport.

- **Vehicle and Equipment Fleet and Fuel Choices**

Drillcon is gradually transitioning its vehicle and equipment fleet to fossil-free alternatives and monitors fuel use by vehicle type.

- **Energy Use**
We measure and monitor energy consumption at our facilities, with the goal of increasing the share of renewable energy.
- **Emissions Calculations**
We map and report our greenhouse gas emissions according to Scope 1, 2, and 3, and work to improve data quality and coverage.
- **Suppliers and Procurement**
We evaluate suppliers based on their climate impact, resource use, and social and ethical aspects. This assessment is part of our efforts to ensure sustainability throughout the value chain.
- **Waste Management and Recycling**
Drillcon has routines for sorting, recycling, and minimizing waste in projects and offices. We monitor waste volumes and recycling rates to identify areas for improvement.
- **Circular Economy**
Drillcon promotes circular principles by extending the lifespan of equipment and machinery in our own workshop, where we perform repairs and maintenance. By reusing components and optimizing resource use in our drilling projects, we contribute to reduced environmental impact and increased resource efficiency—even in a service-based business.
- **Chemical Management According to REACH**
We comply with the REACH regulation and have internal routines and systems for the safe handling, storage, and substitution of chemicals.
- **Audits and Follow-up**
Environmental efforts are followed up through internal and external audits, and the results are used to improve our routines and targets.

Drillcon's environmental work is monitored through clear goals and key performance indicators, which are reported in our sustainability reporting and supporting documents. All employees are responsible for acting in line with our environmental ambitions and contributing to the achievement of our targets.

7. Social Sustainability – Our Workforce

Drillcon strives to offer a safe, inclusive, and development-oriented work environment where all employees have equal opportunities to thrive and grow. Our work with social sustainability is based on the principle of respect for human rights, in accordance with the UN Declaration and the ILO's core principles, and covers the entire employment cycle, from recruitment to skills development and work environment.

Drillcon's social sustainability efforts are monitored through clear goals and key performance indicators, which are reported in our sustainability reporting and supporting documents. All employees are responsible for contributing to a safe, inclusive, and fair work environment. Through engagement, collaboration, and continuous development, we create the conditions for every individual to grow and thrive within Drillcon.

Work Environment and Safety

Drillcon has established processes, routines, and systems, and provides training as needed to ensure a safe work environment. We monitor workplace safety through key indicators such as workplace accidents, safety inspections, and sick leave. We work preventively with risk assessments and offer occupational health services and wellness initiatives.

Equal Treatment and Inclusion

Drillcon promotes a workplace where everyone is treated equally, regardless of gender, gender identity or expression, ethnicity, religion or belief, disability, sexual orientation, or age. Management, supervisors, and employees share responsibility for fostering an inclusive culture. We have routines to prevent and address discrimination, including training, clear reporting channels, and regular internal and external audits.

Employment Conditions and Labor Relations

We offer fair and transparent employment conditions in accordance with applicable legislation and collective agreements. Drillcon actively promotes good labor relations and dialogue between employees and management.

Drillcon has zero tolerance for all forms of human trafficking, forced labor, and child labor. We actively work to ensure that our operations and suppliers respect fundamental human rights in accordance with the UN Declaration and the ILO's core conventions.

Skills Development and Engagement

Drillcon invests in employee competence through training, onboarding programs, and development dialogues. We monitor employee engagement and satisfaction through regular surveys and dialogue. We follow up on training initiatives through documentation and evaluation and strive to offer continuous skills development for all employees.

8. Corporate Governance and Business Ethics

Drillcon conducts its operations with responsibility, transparency, and integrity. We strive to maintain a sound corporate culture and a business model that creates long-

term value for our employees, customers, shareholders, and other stakeholders. We comply with international and national legislation in the countries where we operate and respect human rights in accordance with the UN Declaration and the ILO's core principles. Our work in corporate governance and business ethics is based on international principles, including the UN Convention against Corruption (UNCAC), and covers our entire value chain.

Drillcon's work in corporate governance and business ethics is monitored through goals and key performance indicators, which are reported in our sustainability reporting and supporting documents. All employees are responsible for acting in line with our ethical guidelines and contributing to a business culture characterized by transparency, integrity, and accountability.

Business Ethics and Code of Conduct

Drillcon's Code of Conduct serves as a guide for all employees and business partners. It includes principles for fair business practices, respect for human rights, and compliance with laws and regulations. All employees are informed of and sign the Code, which aligns with the sustainability policy and forms the foundation for ethical conduct in our operations. We place equivalent requirements on our suppliers and partners through our Business Code of Conduct.

Anti-Corruption and Bribery

Drillcon has zero tolerance for corruption, bribery, and unethical behavior. We have established routines to prevent and manage misconduct, including a whistleblower function that enables anonymous reporting. This function is available to all employees via our website and protects whistleblowers in accordance with applicable legislation.

Supplier and Customer Assessments

Drillcon works to ensure that the entire value chain is characterized by responsibility and sustainability. We conduct regular assessments of suppliers and customers based on business ethics, environmental, and social criteria.

Payment Procedures

Drillcon has clear and transparent payment procedures and systems that ensure fair business relationships and financial integrity. We work to avoid late payments, monitor invoice flows, and ensure that our financial transactions are conducted in accordance with applicable agreements and legislation. By ensuring sound payment practices, we strengthen trust in our value chain and contribute to a sustainable business culture.

Audits and Follow-up

Corporate governance is monitored through internal and external audits. The results are used to improve our governance structures and ensure compliance with policies and guidelines. It is the responsibility of each subsidiary CEO to follow up and, if necessary, conduct internal audits within their organization.

Management

Personnel in senior positions within the group and/or subsidiaries' management teams have completed training in Fraud Awareness and the Business Code of Conduct. Furthermore, Drillcon Compliance must be signed and documented annually.