

Corporate Social Responsibility (“CSR”) policy of the TergoPower

TergoPower’s fundamental policy of CSR reflects company’s commitment to further growth as a trusted, socially responsible corporation. Company is socially responsible by following the law, integrating social, environmental, ethical, consumer, and human rights concerns into their business strategy and operations.

Integrity, transparency and responsibility characterize the way we conduct business. Operating with a strong sense of integrity is critical to maintaining trust and credibility with our customers, partners, employees, shareholders and other stakeholders. Such trust and credibility requires transparency in how we conduct business and confidentiality when we conduct business to protect business assets and the privacy of individuals. Creating an environment of transparency in the conduct of business is a high priority for TergoPower.

1. Compliance with laws, rules and regulations

TergoPower complies with law, regulations and ethical requirements of the countries and regions where its business operations are based. The Company establish and deploy policies, strategies, codes of conduct, reporting systems, training programs and all other means necessary to ensure through, companywide compliance.

Also employees are expected to be familiar with, and comply with, the laws, regulations, policies, standards and procedures that are relevant to their role.

2. Prevention of Bribery and Corruption

TergoPower is committed to preventing bribery and corruption. The Company will not engage in any kind of corrupt activity, not tolerate such activity committed by a third party on TergoPower behalf. The Company does not provide, promise, or offer any money, gifts, or other advantages to domestic or foreign public officials or other third parties for the purpose of illegal gaining or securing business advantages, obtain illegal advantages over other parties, or reward another party for past illegal actions.

No one working for TergoPower receive a bribe or facilitation payment under any circumstances either directly or through a third party in connection with Company’s business.

3. Antitrust and fair competition

The Company is committed to supporting free enterprise and complying with antitrust and competition where it operates. TergoPower does not engage in practices such as illegal monopolies, improper trade restrictions (cartel, bid rigging, etc.), unfair business practices or abuse of dominant positions.

4. Equality and diversity

TergoPower is committed to a work environment where employees are treated with respect and dignity. The company expects relationships in the workplace to be professional and free of bias, prejudice and harassment. The company expressly prohibits discrimination or harassment based on an individual’s age, race, color, sex, religion, national origin, sexual orientation, citizenship status, veteran status, marital status, pregnancy, disability (where the individual is qualified to perform the essential functions of the job with or without reasonable accommodation), genetic information, military commitment or service, or any other characteristic protected by law, or participation in a protected activity as defined by law. Any such harassment is against company policy, could be a form of illegal discrimination and will not be tolerated.

5. Security

The protection of life and property at TergoPower is committed through the development and implementation of corporate security and emergency measures, policies and processes. The Company requires visitors to be made aware of facility safety policies and procedures.

6. Environment

TergoPower considers the protection of the environment as a key factor when implementing new projects. The aim is to conserve biodiversity and promote sustainable

development in the regions it operates in by protecting the local people, minimizing harm to the local environment and working in cooperation with local communities. Operations are set up adopting policies to minimize the impact on the environment and monitoring this on an ongoing basis.

The Company is committed to conducting business in a manner that protects the environment and communities where it operates. To achieve this, Company works to comply with environmental laws and apply reasonable standards where laws do not exist. The Company abide by all applicable legal standards and reporting requirements in managing environmental risks and minimizing the adverse environmental impact of Company's operations. In order to reducing impact on the environment, the Company works on developing and applying best-practice technologies, designs and operating practices.

The Company ensures that all partnerships, contractors and business relations are working with Tergopower are compliant with Company's standards.

Company's employees are expected to comply with environmental regulations and maintain Company standards.

TergoPower expects personnel to continuously work to improve company's environmental performance through monitoring, pollution prevention, waste minimization, water and energy efficiency, effective use of raw material by paying maximum attention to the efficient use of resources in all phases of the lifecycle, from business development to abandonment.

7. Health and safety

TergoPower is committed to providing a safe and healthy workplace for employees, minimizing the environmental impact of operations, and partnering with suppliers and subsuppliers who share company's commitment to safety and environmental stewardship.

8. Local Investment

TergoPower is committed to use local workforce and subsuppliers to extent possible on

commercial terms (assuming local companies are competitive).

TergoPower will support local community in all cities we operate as a local sponsor in terms of improving greenery, visual impact, noise impact. TergoPower is committed to support social projects.

TergoPower will support local community through direct funding to the public authorities using transparency principle, especially in full transparency with local bodies and community.

9. Intellectual Property

In the performance of their duties and responsibilities, TergoPower representatives may develop an innovative product that is known as intellectual property. The Company must abide by all laws and regulations related to intellectual property, copyrights, patents, trademarks and trade secrets.

TergoPower protect new and non-obvious inventions, such as machines, apparatus, devices, manufacturing components, chemical compositions, business processes and methods.

10. Global Trade Policy

TergoPower act responsibly to move products and services across borders in compliance with the local and international trade regulation that govern our operations.

11. Financial Integrity

TergoPower is required to follow strict accounting principles and standards, to report financial information accurately and completely, and to have appropriate internal controls and processes to ensure that accounting and financial reporting complies with applicable laws, regulations, and listing requirements.

12. Employees obligations

Every TergoPower employee is responsible for acting ethically and following company's CSR Policy. Each employee is obliged to report immediately any matter of potentially violation of CSR Policy to the CEO of TergoPower AS.