

ESG report 2025

*Raising
the Standard*

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This report has been produced in landscape format to optimise the reading experience online. Please consider the environment before printing.

Message from the CEO

Sustainability is no longer a side agenda, a compliance exercise, or a brand statement. It is a test of how serious a company is about long-term value creation. This 2025 ESG Report marks the third edition of Tampnet's ESG reporting. That matters. Not because of the number itself, but because it reflects a transition—from defining our ambitions, to embedding them, to holding ourselves accountable through consistent and transparent reporting. ESG at Tampnet is no longer new, experimental, or peripheral; it is part of how we run the business.

As CEO, I view Environmental, Social and Governance (ESG) commitments as a direct reflection of how we operate under real-world conditions: pressure, complexity, and scrutiny. This report is therefore not designed to impress—it is designed to inform. It shows where ESG is shaping decisions, managing risk, and reinforcing resilience across our operations. Our approach is anchored in operational resilience through digital efficiency. We believe the most meaningful contribution we can make is practical, not symbolic: enabling customers to operate more safely, more efficiently, and with a lower environmental footprint through robust digital infrastructure. Sustainability, in this context, is about reducing friction, waste, and unnecessary risk in systems that matter.

Equally, trusted and secure connectivity sits at the core of our social and governance responsibilities. As critical industries become more digital, resilience, cyber security, and strong governance are no longer support functions—they are foundational obligations. Trust is built through discipline, transparency, and consistent delivery, not declarations.

We are also clear about what ESG is not. It is not a parallel strategy, and it is not about chasing every metric or trend. Focus matters. We concentrate on the areas where we have real influence, where failure would have material consequences, and where strong execution creates durable advantage for customers, partners, and shareholders. Expectations from regulators, investors, and customers continue to rise—and rightly so. Companies that deliver critical infrastructure must demonstrate not only performance, but judgment. ESG risks and opportunities are therefore reviewed at management and Board level, with clear ownership as we expand into new markets. This report reflects our commitment to transparency over perfection. Progress matters more than polish. Where challenges remain, we address them openly, because credibility is earned through honesty, consistency, and follow-through.

As we move forward, our ambition is straightforward: to run a resilient, trusted company that creates long-term value, while contributing positively to the broader systems we depend on.



CEO Elie Hanna

Elie Hanna
CEO Tampnet

Corporate profile

Tampnet was founded in 2001 in Stavanger, Norway and operates the world's largest offshore high-capacity communication network in the North Sea and the Gulf of Mexico (Gulf of America), serving customers within oil & gas, wind energy, maritime and carrier sectors with first class telecommunications.

From subsea fiber through to 4G/5G LTE and LoS systems, we connect data, people and operational facilities.

2

Network Operations Centres

In Houston and
Stavanger

9

COUNTRIES

Norway, USA, UK,
Trinidad & Tobago,
Brazil, Germany,
Mexico, Sweden,
The Netherlands

172

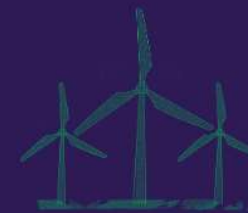
EMPLOYEES

with 96% on
permanent contracts



Offshore Energy

Fibre solutions and 4G/5G coverage for the offshore energy industry. For platforms, FPSOs, drilling rigs and service vessels.



Renewables

Fibre Solutions, Managed Services, Capacity Services.



Drilling and Maritime

Offshore 4G/5G coverage, LEO satellite services, AI based traffic orchestration, network management, private 5G and value added services for all drilling, maritime and subsea operations.



Carrier

Connecting data centres, finance and media through our low latency and high capacity network.

Our solutions

Since 2001, Tampnet has specialised in offshore connectivity, operating the world's largest high-capacity offshore communication network. Through 4,500 km of subsea fibre optic cable and 120+ offshore 4G/5G LTE base stations — complemented by Line-of-Sight microwave and LEO satellite (Starlink, OneWeb) — we ensure that fixed and mobile assets receive the most reliable connectivity available, with coverage spanning more than 600,000 km² across the North Sea and Gulf of Mexico.

High-capacity, low-latency access enables the digitalization of your operations: faster and better-informed decision making, safer facilities, greater efficiency, and significant cost savings versus traditional satellite communication.

Our services

From a single provider, we deliver the full stack of connectivity services that keep offshore operations running. Our own subsea fibre infrastructure, microwave and offshore 4G/5G networks provide high-capacity, low-latency coverage, blended with LEO satellite for full redundancy wherever you operate. On top of this we add managed network services, private networks, IoT and digitalization, and offshore-grade cyber security — so customers can choose anything from basic connectivity to a fully managed, secure network tailored to their assets.



Connected Platform



Connected Rig



Connected CCUS



Connected WindEnergy



Private Network



Carrier



Subsea Fiber



Offshore 5G Coverage



LEO Connectivity



Security Services

Vision, Mission & Values

Our VISION:

Tampnet's vision is to deliver first-class connectivity to offshore and global industries, enabling digitalisation and sustainability.

Our MISSION:

Tampnet owns and operates the world's largest offshore network, incorporating the latest technology to provide our customers with the most reliable and complete connectivity solutions.

From site to shore, our low-latency, high-capacity network enables our customers to achieve more through improved sustainability and efficient, safe, and digitalised operations.

Our **CORE VALUES** describe the attitudes and behaviours which shall characterize us- we call it the Tampnet DRIVE:



Our ESG strategy

The foundation of our ESG strategy is derived from the United Nations Sustainable Development Goals. Within each of the three areas of ESG, we have identified the Goals and Targets which we are able to influence or contribute to achieve. Combined with the Tampnet values, we believe that this approach provides a clear understanding of how Tampnet as an organization can play its part in achieving these vital objectives.

By setting clear and ambitious targets, Tampnet shall be recognized as a frontrunner and be held accountable by consistent and transparent reporting on all parameters.

Sustainability is not a side agenda in Tampnet- it is part of how we run the business.



The 7 UN Sustainable Development Goals focused on by Tampnet:



Tampnet's ESG strategy aligns with the following UN Sustainable Development Goals & Targets:

Goals

- Goal 3: Ensure healthy lives and promote well-being for all at all ages
- Goal 5: Achieve gender equality and empower all females
- Goal 9: Build resilient infrastructure, promote sustainable industrialization and foster innovation
- Goal 10: Reduce inequality within and among countries
- Goal 12: Ensure sustainable consumption and production patterns
- Goal 13: Take urgent action to combat climate change and its impacts
- Goal 16: Promote just, peaceful and inclusive societies

Targets

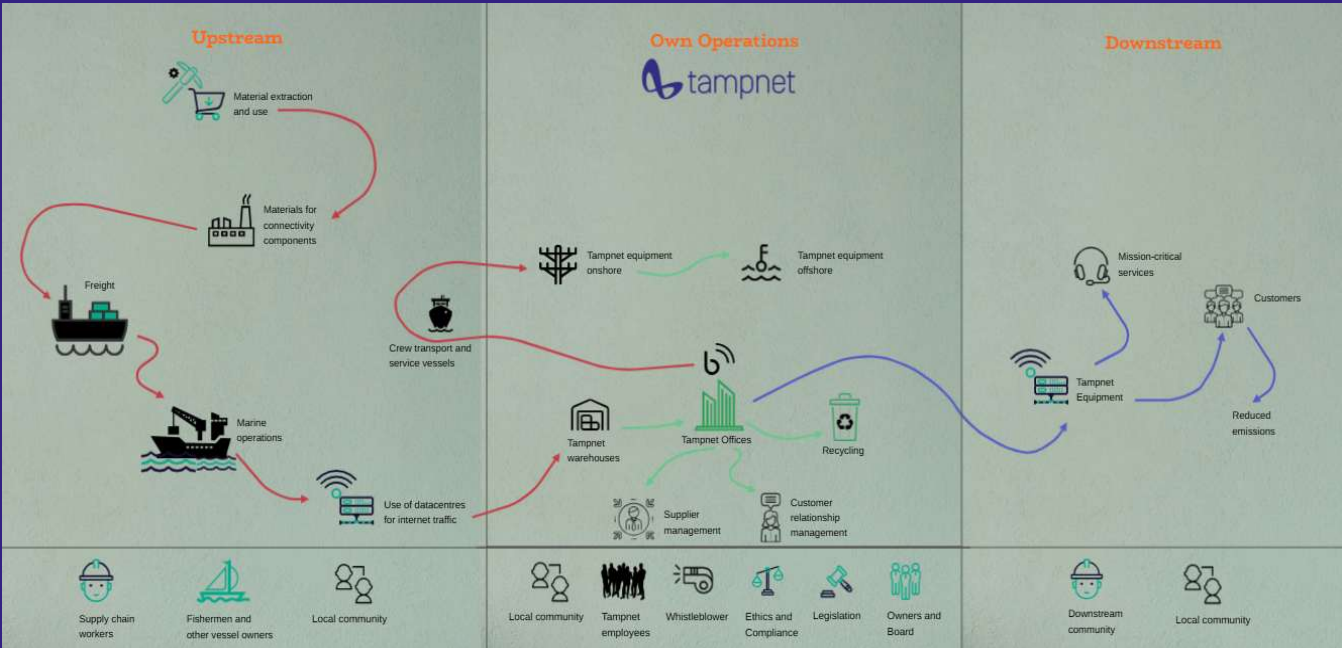
- 3.5 Strengthen the prevention and treatment of substance abuse, including narcotic drug abuse and harmful use of alcohol
- 5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life
- 5.B Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women
- 9.1 **Develop quality, reliable, sustainable and resilient infrastructure**, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all
- 9.4 By 2030, **upgrade infrastructure and retrofit industries to make them sustainable**, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities
- 9.5 Enhance scientific research, **upgrade the technological capabilities** of industrial sectors in all countries, in particular developing countries, including, by 2030
- 10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status
- 10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard
- 12.2 By 2030, achieve **sustainable management and efficient use of natural resources**
- 12.5 By 2030, substantially **reduce waste generation through prevention, reduction, recycling and reuse**
- 12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities
- 12.8 By 2030, ensure that people everywhere have the **relevant information and awareness for sustainable development and lifestyles** in harmony with nature
- 13.3 **Improve education, awareness-raising** and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning
- 16.5 Substantially reduce corruption and bribery in all their forms
- 16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels
- 16.10 Ensure public access to information and protect fundamental freedoms, in accordance with national legislation and international agreements
- 16.B Promote and enforce non-discriminatory laws and policies for sustainable development



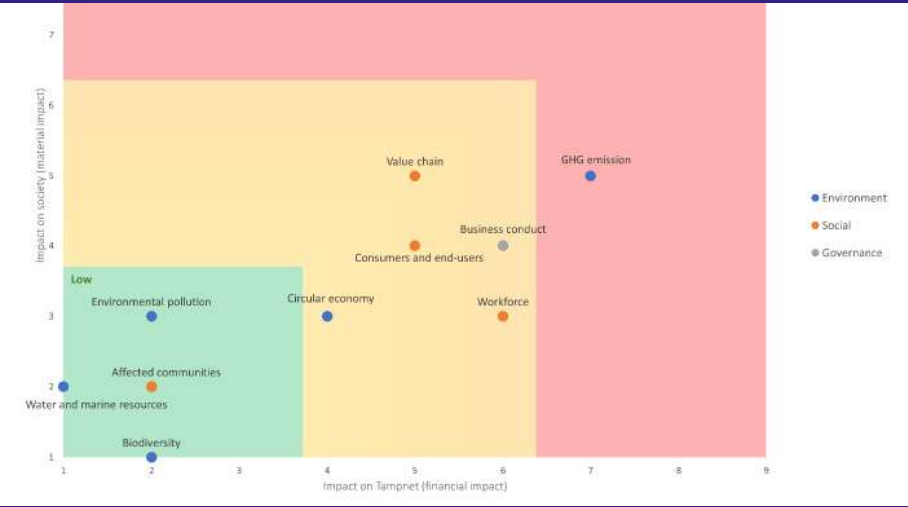
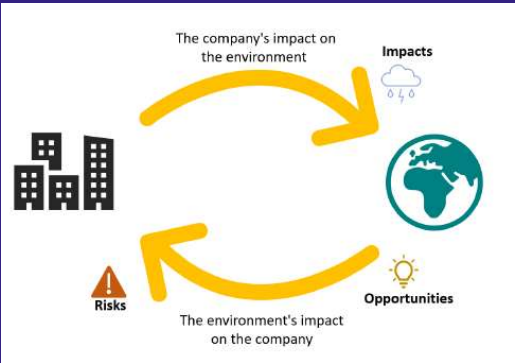
Tampnet DMA

Tampnet has completed a Double Materiality Assessment (DMA) in line with CSRD and ESRS requirements. A DMA is a comprehensive process that evaluates how a company affects and is affected by sustainability matters from two perspectives:

- ✓ Assessment of the company's direct and indirect effects on sustainability aspects such as environment, social welfare, and corporate governance
- ✓ Assessment of how sustainability aspects influence the company's financial performance, either as risks or opportunities. This helps clarify how sustainability is integrated into the company's strategy, operations, and risk management



Value chain visualization



Assessment of materiality

Environment



Tampnet has installed 4G coverage at the Hornsea One windfarm, making it fully digital

Vision:

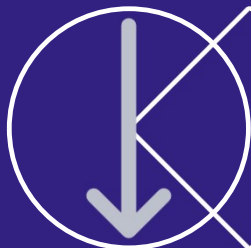
“Enable low impact operations and responsible growth”



Reduce our own
emissions



Sustainable project
execution



Enable Customers to
reduce their carbon
footprint



Resource management
and reduction of waste

Targets

Tampnet's environmental targets are centred around reducing our own emissions, enabling Clients to reduce their CO2 footprint and ensuring our entire organization maintains the expected sustainability mindset throughout the execution of their work

Reduce own emissions



Achieve a 95% reduction of Scope 1 and 2 emissions by 2030

- ✓ Decrease Scope 1 emissions by 50%
- ✓ Eliminate Scope 2 emissions entirely
- ✓ Reduce Scope 3 emissions by 20%

Enable Customers to reduce their carbon footprint



Provide robust and dependable services to enable autonomous offshore operations

- ✓ Promote the advancement of autonomous robotic systems
- ✓ Deliver integrated AI solutions to minimize human involvement
- ✓ Emphasize emissions reductions achieved by decreasing helicopter traffick

Sustainable project execution



Execute all projects with a sustainability mindset

- ✓ Integrate sustainability considerations into our procurement processes
- ✓ Explore hybrid-powered vessels, and eco-friendly ROVs for marine contractors
- ✓ Perform Environmental Impact Studies

Resource management and reduction of waste



Integrate consumption and waste considerations into company processes

- ✓ Upgrade equipment to lower consumption versions
- ✓ Ensure all new installs adhere fully to reuse, refurbishment and recycling practices
- ✓ Increase share of recycled waste by 25%

Project focus

For the Jaguar and STX Trion projects, Tampnet contracted the vessel “Cecon Vigor” to perform marine operations. The Vigor is a state-of-the-art vessel, featuring substantial environmental benefits:

- Hybrid battery + methanol dual fuel
- 70% emissions reduction compared to traditional offshore installation vessels
- DnV clean design, Tier III
- Utilizes the environmentally friendly *Marlin WR200 ROV*



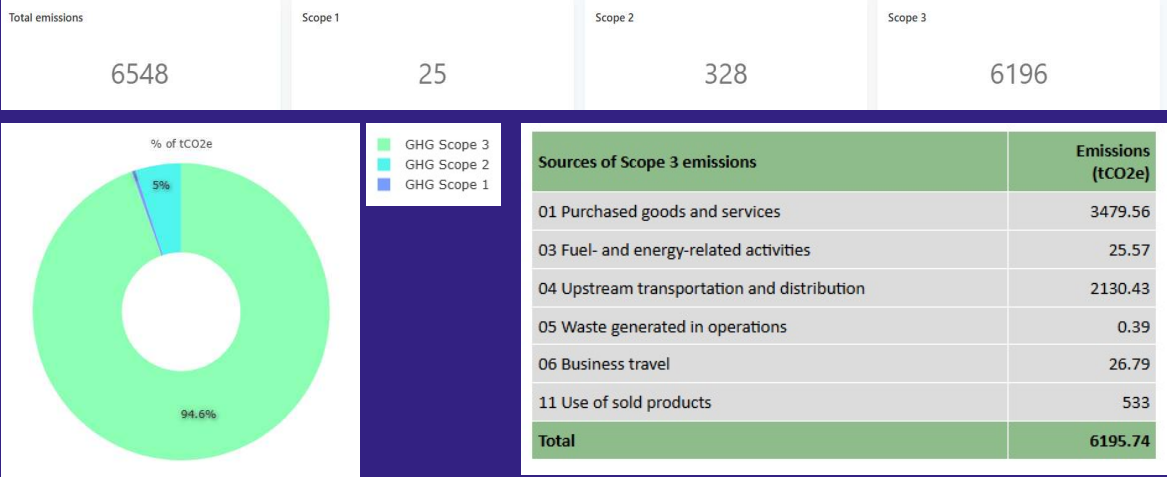
“Tampnet uses Environmental and Safety parameters as scoring metrics in our evaluation of suppliers for marine installation. The Jaguar and STX Trion projects were clear in their expectations to the marine contractor: environmental considerations were as important as other factors such as cost and time. The Cecon Vigor scores very high on those metrics as the Vigor is a new, state-of-the-art vessel utilizing the newest technologies to minimize the environmental impact. By utilizing a hybrid battery-operated vessel, Tampnet sends a clear signal to the industry that innovation and environmental improvements are important and rewarded, as they provide a competitive advantage.”



JP Poupard,
Project Manager

Environmental metrics 2025

VSME B3 note: energy mix shown (district heating, electricity without Guarantee of Origin, diesel, gasoline/petrol) is predominantly non-renewable outside of Norway; a formal renewable/non-renewable MWh split and GHG intensity per unit turnover are not yet separately disclosed.



% of tCO2e

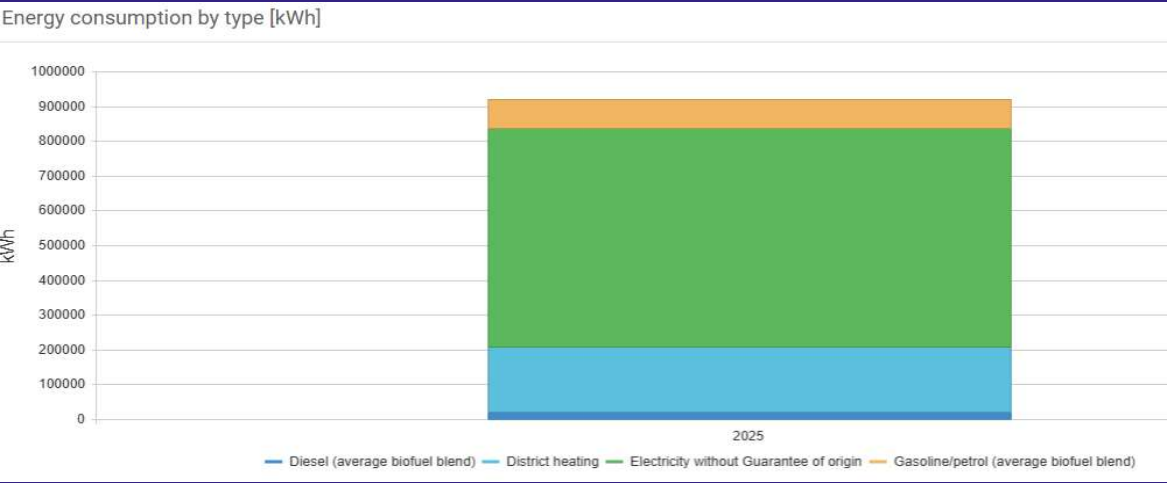
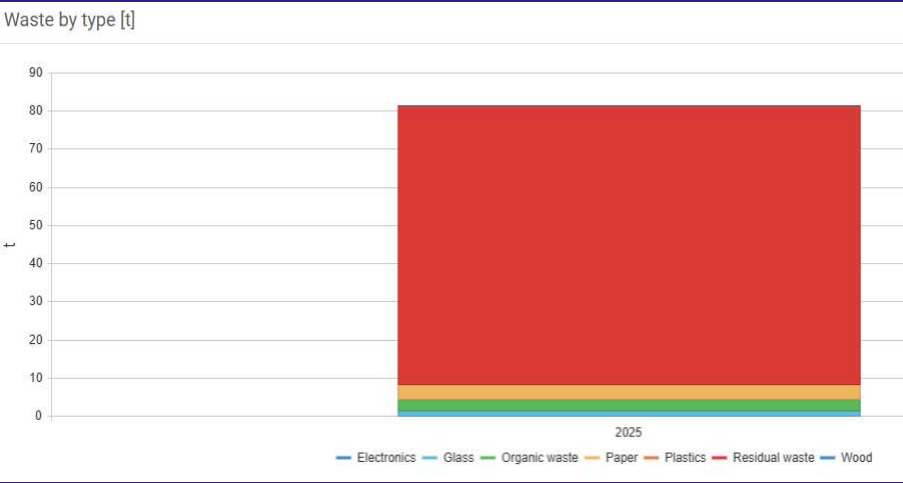
94.6%

5%

GHG Scope 3

GHG Scope 2

GHG Scope 1



Social



Tampnet stand at the IKT Day at the University of Stavanger

Social responsibility

Tampnet is committed to providing a working environment where all employees can thrive. Our Human Resources policies are grounded in our core values and reflect our strong commitments to ethics, safety, inclusion and continuous skills development.

EMPLOYEE VALUE PROPOSITION

We recognize that our employees are key to our success. Therefore, we strive to create a supportive and inclusive workplace that promotes kindness, collaboration, and opportunities for growth. Our HR initiatives are developed in alignment with the principles of the International Labour Organization (ILO).

Vision:

“Create and maintain a diverse, equitable and inclusive workplace where every individual is valued”

Social (S) – Key Focus Areas



Strengthen Diversity, Equity & Inclusion (DEI)

Promote gender balance
& inclusive leadership



Prioritize Employee Health & Well-being

Support health checks &
wellness activities



Ensure Continuous Learning & Development

Provide development
plans & training



Build a Strong Organisational Culture

Foster collaboration & unity



Create Community Impact

Engage in volunteer &
community activities

Targets

Strengthen Diversity, Equity & Inclusion (DEI)



- ✓ 100% of all recruitments follow a standardized , bias – mitigating hiring process
- ✓ Operate an active “Women in Tech program that attracts and support women through employer branding, inclusive recruitment practices and tailored workplace support
- ✓ 100% yearly completion of anti-harassment training

Secure safe working conductions for employees and those affected by our business



- ✓ Lost Time Injury Frequency: **0**
- ✓ **Zero** fatalities or recordable injuries
- ✓ Global sick leave **<2%**

Prioritize Employee Health, Well-being & Engagement



- ✓ Provide annual health checks and well-being activities in all regions
- ✓ Maintain Employee Net Promoter Score (E-NPS) and participation rate year over year
- ✓ Implement a global mental-health awareness campaign across all regions.
- ✓ Further strengthen “Tampnet on the Move” and similar initiatives that encourage physical activity and employee well-being

Targets

Ensure Continuous Competence, Learning & Development



- ✓ Ensure 100% of employees have a biennial development plan with documented follow-up
- ✓ Maintain a global learning platform (“Tampnet Academy”) including onboarding, leadership development and technical learning modules

Build a Strong and Collaborative Organisational Culture



- ✓ Increase team collaboration year over year by 2030
- ✓ Introduce yearly “One Tampnet” culture-building activities (global or regional)
- ✓ Implement a global “belonging index” to track progress on unity and connection across teams

Create Positive Social Impact Through Community Responsibility



- ✓ Participate at least two community initiatives per year
- ✓ Provide sponsorships for employee clubs/teams/associations annually

Highlights 2025

Health & Safety

The health and safety of our employees remains Tampnet's number one priority. It is vital that everyone working for the company is able to perform their work responsibilities in a safe and secure manner. We maintain measures to ensure employees stay fit and healthy, and encourage everyone to participate in company events.

Tampnet provides benefits such as free gym membership, bi-weekly yoga sessions, visits from chiropractor and annual health check-ups. We believe that these initiatives, along with multiple social events, create a working environment in which employees thrive and develop. This is reflected in our low sick leave levels and high satisfaction results in employee surveys.

0 Injuries in 2025

1,2% Low sick leave levels

0 Environmental incidents

23% Increase in safety reports*



Tampnet donation



Energy Relay Race



Ugly X-mas sweater day



Summer party bike ride

* Increase in safety reports as a result of a new reporting system, employee training & awareness campaign



Tampnet is committed to fostering a diverse and inclusive workplace with a strong focus on gender equality 💡

As part of Tampnet's ESG responsibilities, we strive to ensure women's full and active participation, along with equal opportunities for leadership and contributions in technology. Achieving gender equality is integral to creating a balanced and thriving professional environment.



Statistics 2025

17% Women in Tampnet

40% Women in Internal Advancement

11% Women in Management

12 Different nationalities amongst women

29% Female new hires

34% Women in final recruitment stages

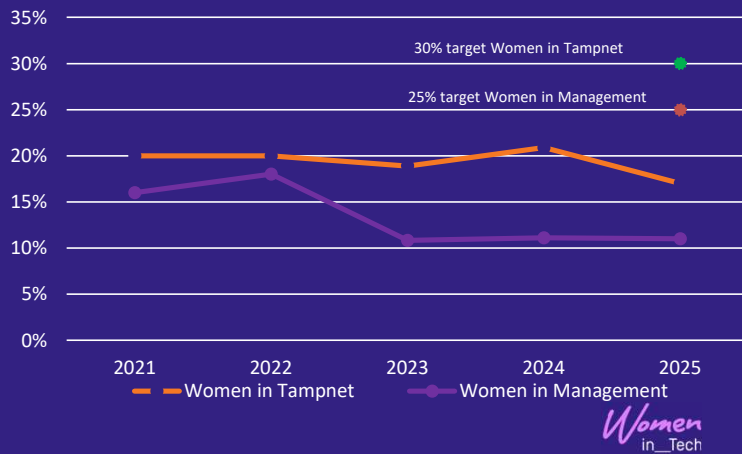


In our Women in Tech program, we set ambitious targets to strengthen gender balance across the company and in leadership.

🎯 Tampnet will increase the share of women in leadership by 10% by 2030.

📈 We shall improve the overall gender balance year by year.

Women in Tech 2021 - 2025



2025 highlights



Meet the Tampneterians:
Lei Win Tun
(Women in Engineering Day)

Female representation remains a challenge across the industry and progress is currently slower than targeted. While we do not expect significant short-term changes, Tampnet remains committed to maintaining inclusive recruitment practices and supporting initiatives that strengthen diversity over the longer term. We believe that our consistent focus and sustained efforts will ultimately enable us to reach our ambitious goals.



Hilde Mattingsdal
Chief Human Resources Officer



Celebrating Women's day by supporting voluntary membership with a Women in Tech Forum



Breast Cancer Awareness Month:
Donation to Pink Ribbon

Governance



Tampnet provides support 24/7 through two Network Operations Centres

Corporate Governance

Tampnet is committed to providing a working environment where all employees can thrive. Our Human Resources policies are grounded in our core values and reflect our strong commitments to ethics, safety, inclusion and continuous skills development.

EMPLOYEE VALUE PROPOSITION

We recognize that our employees are key to our success. Therefore, we strive to create a supportive and inclusive workplace that promotes kindness, collaboration, and opportunities for growth. Our HR initiatives are developed in alignment with the principles of the International Labour Organization (ILO).

Vision:

“Ensure transparent, ethical, and accountable governance that supports sustainable long-term value creation”

Governance (G)- Key Focus Areas



Transparency, Reporting
& Stakeholder Engagement



Risk Management & Compliance



Ethics, Integrity & Anti-Corruption



Responsible Supply Chain

Targets

Transparency, Reporting & Stakeholder Engagement



- ✓ Annual ESG report published and formally reviewed by Executive Management and the Board of Directors
- ✓

Risk Management & Compliance



- ✓ KPI 100% completion of mandatory compliance training
- ✓ Zero material compliance incidents

Ethics, Integrity & Anti-Corruption



- ✓ Whistleblower channel available and communicated in all regions
- ✓ All reported cases acknowledged within 5 business days and investigated and closed within defined timelines

Responsible Supply Chain



- ✓ 100% of critical (A) and high risk (B) suppliers screened for ESG and compliance risks at onboarding and monitored throughout the supplier relationship

Business ethics

Tampnet holds its operations to the highest ethical and legal standards. While our minimum standard is full compliance with local regulations, we have implemented rigorous internal policies and procedures across all activities to ensure integrity and accountability throughout the organisation

ANTI BRIBERY

We enforce a strict policy that applies to all employees and third parties associated with Tampnet. The policy clearly defines bribery and corruption, outlines potential consequences, and highlights each individual's responsibility to comply and report any violations. It also provides guidance on the appropriate handling of gifts, hospitality, entertainment, charitable contributions and donations.

ANTI-TAX EVASION

Tampnet has a zero-tolerance approach to tax evasion and the facilitation of tax evasion. We expect our employees to act transparently and honestly in all dealings with tax authorities, and we require the same high standards from our external partners.

WHISTLEBLOWING

We actively encourage employees to speak up if they witness or suspect misconduct. Concerns may be reported- anonymously if preferred- internally through our whistleblower report or externally through our website. Reported matters are promptly investigated by our Chief Legal Officer, with strict confidentiality maintained throughout the process.

SANCTIONS

Tampnet is committed to ensuring that it does not engage with any partner subject to trade sanctions. Systematic due diligence checks are performed before entering any new contractual relationship.

CYBERSECURITY

As Tampnet increasingly relies on digital systems to manage sensitive information, robust cybersecurity has become a strategic priority. Our cybersecurity policy sets out clear rules for securing data, networks and infrastructure against unauthorised access or attack.

Efforts are made to advance along our multi- year cybersecurity roadmap.

COMPLIANCE AND TRAINING

Each year, all employees are required to confirm they have read, understood and committed to the company's compliance policy and legal obligations. Our Code of Conduct and Business Ethics forms the foundation of a dedicated training module available through our training portal. It is mandatory for all new employees as part of their onboarding and regularly refreshed for all other employees.



Network Operations Centre (NOC)

The Global Network Operations Center (NOC) is the operational backbone of Tampnet's global network infrastructure, providing 24/7 monitoring, incident response, service assurance, and coordinated communication with customers and partners worldwide. As a unified operational function serving both the Europe and the Americas regions, the NOC ensures reliable services across complex multi-technology environments including LTE/5G, LoS microwave, subsea fiber, MPLS, SD-WAN, satellite/LEO connectivity and managed services.

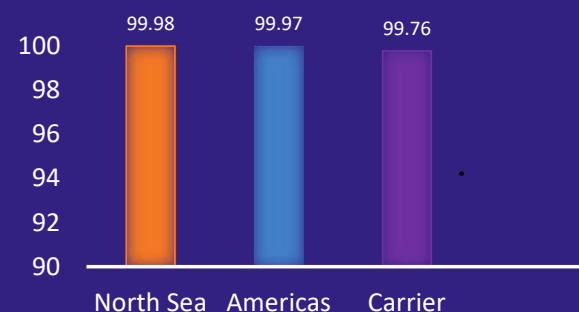
In 2025, Tampnet NOC continued strengthening its global operations by consolidating processes, improving cross-regional collaboration, and preparing for a full transition into a Follow-the-Sun operational model. This shift ensures that each regional NOC handles operations during its daytime hours, while handovers are streamlined to maintain uninterrupted service quality and continuity between regions. Over the course of 2025, Tampnet's global NOC team, consisting of 19 employees, served and resolved **14 456 tickets**, while maintaining an average uptime of 99.98% for the North Sea, 99.97% for Americas and 99.76% for Carrier.

To ensure peak performance under the most challenging situations, a full-scale simulated subsea fiber-break exercise tested the NOC team's readiness. The PIR concluded team performance exceeded expectations by following procedures flawlessly and identified only minor improvement actions.

Through continued investment in people, processes, and resilient infrastructure, Tampnet's Global NOC enters 2026 with strengthened capability, proven readiness, and a unified global operating model built to safeguard customer connectivity in even the most demanding environments



UPTIME



Appendix



Reporting Basis — VSME Standard: Comprehensive Module

This report is prepared under the EFRAG Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME), Basic Module (B1–B11) and Comprehensive Module (C1–C9), Recommendation (EU) 2025/1710 — not the CSRD/ESRS.

Why VSME, not CSRD

Following the Omnibus I Directive (in force 18 March 2026), mandatory CSRD reporting applies only to undertakings exceeding 1,000 employees and €450m net turnover. With ~172 employees, Tampnet is below this threshold. VSME is the EU's official voluntary standard for undertakings in this position, and since the Omnibus I Directive it also acts as a statutory 'value chain cap' — limiting how much sustainability data large customers, banks and investors may request from SME suppliers.

B1 — Basis for preparation

- Reporting option: Basic Module + Comprehensive Module
- Legal form: Tampnet AS, incorporated in Norway (2001)
- Employees: ~172 (headcount), 96% on permanent contracts
- Countries of operation: Norway, USA, UK, Trinidad & Tobago, Brazil, Netherlands, Germany, Mexico, Sweden
- Network Operations Centres: Stavanger (Norway) and Houston (USA)
- Basis of preparation: Tampnet entities- consolidated group basis applies
- NACE code, balance sheet total and turnover: 6110, 8,573,997,923 NOK & 1,639,244,595 NOK

A full disclosure-by-disclosure mapping against VSME B1–B11 and C1–C9, including identified gaps and an action roadmap, is maintained in the companion document: 'ESG Report 2025 — VSME Comprehensive Module Gap Analysis'.

Additional VSME Disclosures — Climate Risk, Human Rights & Governance

C4 — Climate-related risks

- Hazard: transition risk from declining oil & gas exploration/production activity as the sector responds to climate change and the energy transition
- Exposure: identified via the 2025 Double Materiality Assessment as a long-term financial risk — a material share of Tampnet's offshore connectivity revenue serves oil & gas operators
- Time horizon: long-term (>5 years)
- Adaptation actions: diversification into renewables (offshore wind), maritime, carrier and other sectors already underway (see Corporate Profile, Services)

C8 — Sensitive-sector revenue & benchmark exclusion

- Controversial weapons, tobacco, agrochemicals: not applicable — Tampnet has no activity in these sectors
- Fossil fuel sector: not applicable — Tampnet provides connectivity services to oil & gas operators but does not itself explore, extract, produce, process or refine fossil fuels

C6 — Human rights policies & processes

- Code of Conduct / human rights policy in place: Yes (slide 27)
- Covers discrimination: Yes — 100% yearly anti-harassment training (slide 18)
- Covers accident prevention: Yes — Group H&S policy and management system (slides 18, 20)
- Covers child labour / forced labour / human trafficking
- Complaints-handling mechanism: Yes — whistleblower channel (slide 27)

C7 — Severe negative human rights incidents

- No incidents identified for 2025, consistent with the 'zero material compliance incidents' reported under Business Conduct (slide 26)
- No confirmed incidents identified involving workers in the value chain, affected communities, consumers or end-users

C9 — Gender diversity in the governance body

- Women in Management: 11% (slide 21)
- Formal gender diversity ratio of the Board of Directors / governance body: 100% men

Additional VSME Disclosures — Workforce Metrics

B8 — Workforce, general characteristics

- Contract type: 96% permanent contracts (slide 4)
- Gender split: 17% women (slide 21)
- Employee turnover rate: 9%
- Headcount by country:

Country	Employees
Norway	90
USA	50
The Netherlands	17
UK	12
Trinidad & Tobago	2
Sweden	1

B10 — Remuneration, collective bargaining & training

- Pay at or above applicable minimum wage: 100%
- Gender pay gap: 13,36%
- % of employees covered by collective bargaining agreements: 0%
- Average annual training hours per employee, by gender:
 - Not tracked however Tampnet maintains an annual training budget of 1,7MNOK which equates to 15,000 NOK pr. employee

C5 — Additional workforce characteristics

- Female-to-male ratio at management level: 11% women in management (slide 21)
- Self-employed contractors working exclusively for Tampnet: 4
- Temporary agency workers: 2

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Simon Grapes,
Group QHSE Manager



Hilde Mattingsdal
Chief Human
Resources Officer



Christian Grinde
Chief Legal Officer

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