Creating a sustainable energy future.

For generations.

Sustainability Report 2022

Aker Solutions

Content

About this Report

The initiatives highlighted in this report include those that have an impact on our employees, customers, investors and societies where we are present. Aker Solutions reports and communicates on sustainability according to the Global Reporting Initiative (GRI), Carbon Disclosure Project (CDP) and the Task Force on Climate Related Financial Disclosures (TCFD). We also follow the Euronext guidance on ESG reporting of January 2020.

GRI Standards
Aker Solutions has reported in accordance with the GRI Standards (GRI 1: Foundation 2021and GRI 11: Oil and Gas Sector) for the period January 1, 2022 through December 31, 2022. Our GRI Index for the 2022 report is available on our website.

Report Boundaries
The report boundary is, in general, drawn around companies under the operational control of Aker Solutions ASA. However, we also provide information on some aspects where we have the potential to influence but do not have direct control.

Norwegian Accounting Act
The report addresses the legal requirements for company reporting as specified in section 3-3c of the Norwegian Accounting Act ("Regnskapsloven") for reporting on corporate social responsibility.

NCGB
Aker Solutions adheres to the Norwegian Code of Practice for Corporate Governance issued by the Norwegian Corporate Governance Policy Board (NCGB). The objective of the Code of Practice is that companies listed on regulated markets in Norway will practice corporate governance that provides division of roles between shareholders, the board of directors and executive management more comprehensively than is required by legislation.

At Aker Solutions, our purpose is to solve energy challenges for future generations. It shapes our enterprise strategy and connects our sustainability agenda to the way we operate. We see sustainability as a strategic differentiator for us, and this is reflected in our activities, in dedicated efforts for improving solutions and in further development of our technologies and competencies. Hence, we also welcome the continuous increase in expectations and standardization within ESG reporting. It helps us and the rest of the industry to be transparent and build trust in our improvement journey.

2022 was a successful year for Aker Solutions in many respects, though a disrupting and challenging time with unprecedented geopolitical disruption, including Russia's invasion of Ukraine. This continues to have negative impacts on environmental, social and economic aspects of life around the world. The current energy crisis has highlighted the need for both energy transition and energy security. While oil and gas will continue to play an important role in the energy mix, the industry must increase efforts to decarbonize its production to deliver on Net Zero promises.

Aker Solutions offers unique competencies and solutions to help our customers reach their energy and emissions targets while contributing to sustainable development. We are on-track to deliver on our 2025 and 2030 ambitions of deriving one-third and then two-thirds of our revenues from deliveries to renewables and transitional energy solutions. Our Climate Action Plan has progressed over the past year, delivering our 2022 climate roadmap milestones.

This includes deliveries such as lifecycle assessment models and setting clear contractual requirements to our suppliers with a grace period of two years to comply. Within human rights we have seen a positive result through close collaboration with our customers and suppliers, and we will continue our efforts to strengthen our program further.

Safety is always our first priority, and we work to prevent accidents so that everyone who works for us or with us returns safely home every day. Tragically, we had a fatal accident at our Egersund yard in October 2022 when a driver delivering scaffolding equipment lost his life during unloading. While we understand that no words or actions will remove the pain of the loss that his family, friends and colleagues are feeling, our thoughts and deepest sympathies are with them. The lessons learned will be absorbed to ensure this never happens again.

We will continue to incorporate and strengthen a sustainability mindset in everything we do. Building a culture and structured processes that drive us to deliver responsibly for our stakeholders – our employees, customers, shareholders and the communities where we work and live.

Together we will #PowerTheChange.

Best Regards,

Kjetel Digre
Chief Executive Officer

> " We are on-track to deliver on our 2025 and 2030 ambitions of deriving one-third and then two-thirds of our revenues from deliveries to renewables and transitional energy solutions.

Key Figures

96
Nationalities in Our Workforce
2021: 91

22%
Female Leaders
2021: 23%

461
CO_2 Emissions Intensity[1]
2021: 731

34%
of Total Studies Related to Energy Transition Projects
2021: 31%

0.15
Serious Incident Frequency
2021: 0.27

A+
ESG 100 2022 Ranking
2021: A

A-
CDP Climate Change 2022 Score
2021: B

1) Metric tons CO_2 per million hours worked. Includes scope 1 and scope 2 only (market-based), due to partial reporting on scope 3.

Sustainability at Aker Solutions is about making responsible business decisions that create value while protecting the environment and contributing to the good of society.

Who we are

For nearly 200 years, we have played a significant role in driving some of the world's most complex and strategically important energy projects to completion. By leveraging our experience and capabilities to meet the world's growing demand for sustainable, dependable, and affordable power, we are accelerating the transition to sustainable energy production. Aker Solutions employs approximately 15,000 people in over 20 countries.

Our purpose is to solve global energy challenges for future generations.

In all that we do, we are guided by a sustainability mindset. We ensure safe operations for our people and the environment, and we have robust programs in the social and governance areas. Our Climate Action Plan provides a pathway to ensure that we meet our emissions targets, support our clients in their goals, and further develop our renewable and transitional energy solutions.

Read more about who we are on our website.

Our Attitudes

We are powered by Attitudes. They describe who we are, what we do and how we will deliver our purpose. It is what we expect and encourage from each other to succeed. It is how we #PowerTheChange.

- We are **Safeguarders** that commit to Health, Safety, Security and Environment (HSSE) and quality, acting with integrity.

- We are **Solutioneers** that solve the hardest challenges for our customers with optimism and determination.

- We are experienced **Changemakers** challenging accepted truths, accelerating the transformation.

- We are **Co-creators** that mobilize our collective capabilities and respect each other's views.

Aker Solutions is a leading execution partner for delivering renewables and transitional energy solutions for projects around the globe.

We operate in a global and dynamic energy market, further accentuated by the European energy crisis caused by the war between Russia and Ukraine. This has triggered nations' willingness to invest in both renewable energy and fossil fuels.

A global transition towards renewable energy sources is occurring, supported by investments in transitional energy solutions. Governmental targets, policies and stimulus packages, supportive financial markets and technology developments are supporting this shift. Combined, these drivers are lowering the relative cost of renewable energy.

Bridging the Transition Gap
Even with the forecasted decline in demand for oil and gas over time, conventional energy sources will still require significant investment in new production in coming years as they bridge the gap between energy demand and natural decline. We are committed to enabling the transition through decarbonizing conventional energy sources and accelerating sustainable energy production. Our role as enabler of transitional energy solutions such as carbon capture and storage (CCS), electrification of offshore assets, hydrogen facilities, decommissioning and recycling, and subsea gas compression is part of this effort.

Our sustainability impacts
The sustainability initiatives highlighted in this report include those that have an impact on our employees, customers, investors and the societies where we

operate. This includes our strategies, activities and ambitions to reduce the company's environmental footprint, improve health, safety and well-being, and manage a responsible supply chain.

Setting ambitious targets
Our ambition is that projects within renewable and transitional energy solutions will represent one third of our total revenues in 2025, and two thirds of total revenues by 2030. It is also important that our own business and value chain with thousands of suppliers are sustainable. We have set ambitious emissions reduction targets and are committed to reducing our own emissions by 50 percent by 2030[2]. By 2050, our goal is to be net zero.

Our transition journey is well underway
Recent contract awards and our continued high tender pipeline illustrate a change in exposure as we tilt further towards renewables and transitional energy solutions. At the end of 2022, renewables and transitional energy solutions represented 22 percent of our revenue, compared to 15 percent at the end of 2021 and 6 percent at the end of 2020. In addition, in 2022 34 percent of all new studies we conducted was related to energy transition projects, up from 31 percent in 2021. At the end of 2022, renewables and transitional energy solutions accounted for NOK 97.3 billion (16 percent) of our order backlog, compared to NOK 49.2 billion (34 percent) one year earlier. Tender value at year-end 2022 was NOK 78 billion, of which approximately 37 percent was related to energy transition business.

Aker Solutions' Transition Targets

Renewables and Transitional Energy Solutions[1]
1/3 of revenues by **2025**
2/3 of revenues by **2030**

Reducing Emissions
50% by 2030[2]
Net Zero by 2050

1) Renewables and transitional energy solutions mainly includes projects with solutions and technologies for offshore wind, hydropower, aquaculture, carbon capture and storage (CCS), hydrogen, electrification of offshore and onshore facilities, decommissioning & recycling, and subsea gas compression.

2) Scope 1 and 2 emissions, with 2019 as a baseline. The year 2019 was selected as the baseline year for scope 1 and 2 emissions reporting because it is the most recent representative "full working" year. The emissions data from 2019 was prior to the COVID-19 global pandemic that resulted in lower business activity and employee travel in 2020 and 2021, and also prior to the November 2020 merger of Aker Solutions and Kvaerner. The baseline number for 2019 uses combined emissions data from Aker Solutions and Kvaerner. Beginning in 2020, emissions data is from one merged company, Aker Solutions.

Sustainability and Corporate Governance

Aker Solutions works proactively to ensure sustainability, integrity and responsibility in its operations.

Aker Solutions' Board of Directors, the highest governance body, is responsible for overseeing and safeguarding management of our sustainability work. There are eight ordinary board meetings per year, and extraordinary meetings when needed. Every ordinary board meeting includes an operational status report from the CEO and/or CFO, including project updates. Climate-related issues are also a priority when presenting tenders to the Board for

approval. Sustainability is a standard topic on the agenda for the quarterly Audit Committee meetings where material impacts, policies, reporting and other key topics are discussed and agreed. The annual sustainability report is discussed, reviewed and approved by the Board and Audit Committee in the first quarter of the year.

Under the CEO, the Executive Vice President of Sustainability has the responsibility to develop, drive and communicate the sustainability agenda, while our business segments and functions are responsible for implementation. Each of our locations is responsible for ensuring compliance with local legal requirements in addition to the corporate requirements. Aker Solutions' employees are expected to adhere to our Sustainability Policy.

The Code of Conduct is the key governing document and the foundation of our drive to uphold the highest levels of integrity and avoid becoming complicit in unethical or illegal behavior. We strive to minimize harm to the environment by providing environmentally sound technology for our own activities and those of our customers. We recognize our responsibility to positively impact societies and strive to ensure that they benefit from our operations.

Aker Solutions' Management System is governed through 12 policies anchored at the highest level in the organization that describe the intention and direction of the organization as formally expressed by top management. They are valid for everyone in Aker Solutions and are shared with our customers and prospective customers. Our business processes are owned by our global functions and business segments with responsibility and authority to standardize and optimize our work processes to secure efficient operation. The 12 policies are: Governance, HSSE, Performance, People, Finance, Supply Chain, Data

Protection & Information Security, Customers & Strategy, Segment Execution and Business Integrity, Sustainability and Human Rights. These policies can be found on our website.

Sustainability is embedded into Aker Solutions' enterprise strategy and is not a separately developed strategy.

Decisions are made every day that have an impact across our value chain: they affect people, customers and suppliers, as well as the environment and the communities in which we operate. We know that how we conduct ourselves as an employer and as a business has a profound impact on the company's ability to create long-term value for society and for our shareholders. More information on risk management is located in our Corporate Governance Report.

Ongoing Proceedings

In January and February 2022, two managers in Aker Solutions Malaysia were charged by the Malaysian authorities, related to allegations of errors in the annual return form for 2017. Aker Solutions was very pleased to see that both managers were acquitted by the Kuala Lumpur High Court on December 23, 2022. The charges were struck out by the court, finding them to be groundless, defective and not known in law. Malaysian authorities have appealed the acquittal with respect to one of the managers and Aker Solutions continues to support him.

Aker Solutions has operated in Malaysia for many years, and documentation and information regarding the company set-up have been disclosed to relevant authorities. In 2017, the licenses were renewed after clarification meetings. The latest renewals of the licenses were in mid-2020 and in August 2021.

Good health and well being
Ensure healthy lives and promote well-being for all at all ages

Gender equality
Achieve gender equality and empower all women and girls

Decent work and economic growth
Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

Responsible consumption and production
Ensure sustainable consumption and production patterns

Climate action
Take urgent action to combat climate change and its impacts

Life below water
Conserve and sustainably use the oceans, seas and marine resources for sustainable development

Peace, justice and strong institutions
Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

UN Sustainable Development Goals: Our Commitment

Starting with the highest level of the organization, Key Performance Indicators (KPIs) and specific targets hold leadership, managers and employees accountable for sustainability. Throughout this report we will share many of these KPIs and targets to demonstrate the company's global commitment to responsible business.

Aker Solutions supports the UN Sustainable Development Goals (SDGs), a collection of 17 global goals set by the United Nations General Assembly in 2015. Based on our materiality assessment, we have prioritized 7 SDGs where we believe we can have the most impact and where we seek to contribute positively.

EU Taxonomy

Aker Solutions reports on EU taxonomy as required for listed Norwegian companies. For 2022, the reporting builds on the EU Taxonomy reporting preparation process started in 2021. Of the six defined environmental objectives in the taxonomy, Climate Change Mitigation is where Aker Solutions' activities contribute the most. More information about our activities and our assessment process is located in our 2022 Board of Directors Report and 2022 Annual Report.

TCFD and Climate-related Risk

Aker Solutions follows the Financial Stability Board's Task Force on Climate-related Financial Disclosures (TCFD) recommendations. The TCFD recommended disclosures and our responses for 2022 can be found in the independent Climate Risk Review, updated annually, on our website.

To complete the Climate Risk Review, we engaged an external consultancy and developed three customized climate scenarios. These scenarios were based on publicly available scenarios published by the International Energy Agency, the Network for Greening the Financial System, and the IPCC Sixth Assessment Report. The customized scenarios, titled Net Zero 2050 (1.5°C), Delayed Transition (2°C), and Hot House World (+3°C), were tailored to consider Aker Solutions' full value chain and operations in oil and gas and renewable energy markets, such as offshore wind, hydrogen and carbon capture and storage (CCS). The three scenarios were examined, and four climate-related risks and two climate-related opportunities were identified. These were assessed for financial materiality and their potential impact on Aker Solutions' business model and strategy. The risks will be tracked through our enterprise risk management system. Moving forward, we will continue to carefully monitor climate risk especially with regard to regulatory and market changes.

CDP

CDP, formerly the Carbon Disclosure Project, runs a global disclosure system for organizations to manage their environmental impacts. Aker Solutions discloses annual ESG performance data and targets in the annual CDP report and uses a third party for independent verification of our greenhouse gas (GHG) emissions accounts. The 2022 Climate Change Score Report is available on our website. Our 2022 report received a score of A-, this is the second year of improvement over our 2020 score of C. The initial progress of our Climate Action Plan along with conducting a climate scenario analysis were the key drivers for our increased score.

Each year, CDP tightens its reporting standard, so our improved score has added significance. Further improvement will require adding more internal environmental targets and additional reporting on emissions. Many of these initiatives are already part of the company's Climate Action Plan and will come into effect over the next few years. In addition, demonstrating increased leadership engagement from the EMT and the Board of Directors will improve our score.

Key Memberships and Associations

Since 2008, Aker Solutions has been a signatory to the UN Global Compact, the world's largest corporate sustainability initiative, and is committed to its 10 principles. We respect and adhere to the precautionary principle (Principle 7). We have published corporate responsibility/sustainability reports since 2006, with annual releases since 2010.

Aker Solutions has formal participation and memberships in many industry and membership associations and advocacy and non-governmental organizations. We participate in governance bodies and advisory committees where relevant and are active members of local and regional industry, safety, community and ESG organizations in the countries where we do business. A sample of organizations across the industry, environment and social spectrum is included in the GRI Index on our website.

Promoting performance and inclusiveness through sport

Aker Solutions has teamed up with Team Aker Daehli and GB Snowsport to solve the challenges related to the lack of equal opportunity to achieve in the sport of skiing.

» Read more

Materiality Determination

Each year we undertake a review of our material topics for reporting. The review process includes commissioning an external analysis of existing material topics and identifying potentially new material topics. The review considers reporting from industry peers, independent expert opinion and stakeholder interviews. A complete report on our materiality assessment is available on our website.

Stakeholder Engagement

Aker Solutions has in depth and ongoing dialogue with our key stakeholders on sustainability impacts and topics throughout the year. Our key stakeholders include customers, investors, financers, employees, non-governmental organizations (NGOs), unions, governments and national authorities, partners and suppliers. Our participation and communication with unions is an example of formalized stakeholder engagement. A summary of our stakeholder engagement and the topics and impacts raised by them is included in the appendix. Examples throughout this report demonstrate how we incorporate stakeholder feedback into our management and approach for each material topic.

GRI Materiality Standard

Our recent materiality review is based on the GRI-3 (2021) Materiality Standard. GRI's Materiality Standard requires reporting companies to assess the significance of their actual and potential impacts, using the criteria in the standard. There are no changes to the material topics from 2021 to 2022.

Though our materiality review process, the following topics are considered material for reporting purposes in 2022:
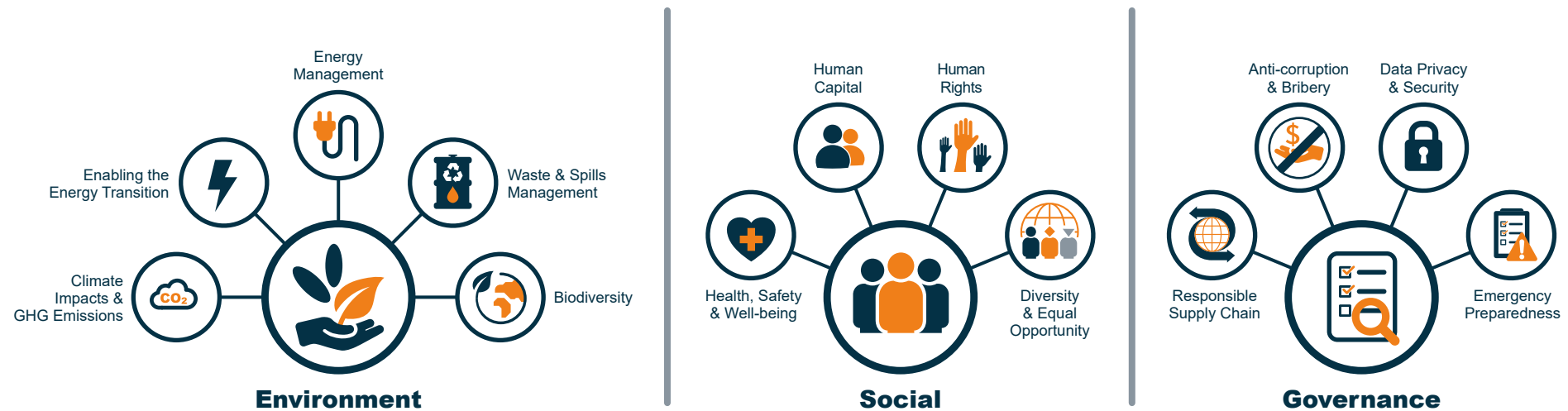
Climate Action Plan: Our Roadmap to Net Zero

Aker Solutions' Climate Action Plan is our roadmap to transform our business towards a net zero future while helping society solve global energy challenges for future generations.

In close collaboration with our customers and suppliers, we leverage our core capabilities to grow within renewables and transitional energy solutions to decarbonize oil and gas production. At the same time, we work systematically to reduce our emissions, optimize our energy use, remove waste and spills, and protect biodiversity.

The Climate Action Plan follows the Science Based Targets initiative's guidance and criteria. We are committed to engage with our whole value chain to enhance environmental and social governance and boost the power of data insights to continuously chase further improvements together.
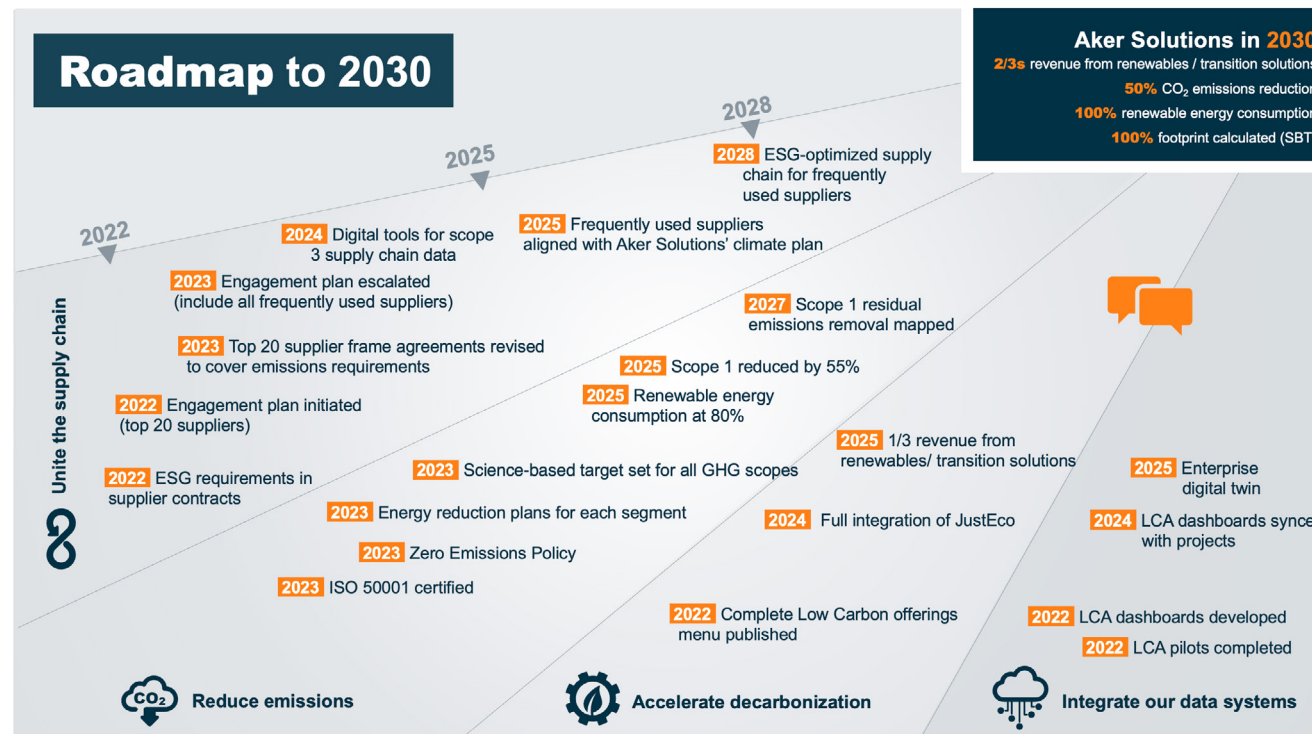
Status 2022

The Climate Action Plan is divided into four pillars with specific actions and milestones:

- reduce own emissions
- unite the supply chain
- accelerate decarbonization
- integrate our data systems

Reduce own emissions

In 2021, we performed analyses to determine where Aker Solutions could have the biggest impact in reducing our scope 1 and scope 2 emissions. Based on this, we prioritized the initiatives and CAPEX required. The switch to electrical vehicles has begun

Roadmap to 2030

2030 — **Aker Solutions in 2030**
- **2/3s** revenue from renewables / transition solutions
- **50%** CO_2 emissions reduction
- **100%** renewable energy consumption
- **100%** footprint calculated (SBT)

2028 — **2028** ESG-optimized supply chain for frequently used suppliers

2025
2024 Digital tools for scope 3 supply chain data
2025 Frequently used suppliers aligned with Aker Solutions' climate plan
2023 Engagement plan escalated (include all frequently used suppliers)
2027 Scope 1 residual emissions removal mapped
2023 Top 20 supplier frame agreements revised to cover emissions requirements
2025 Scope 1 reduced by 55%
2022 Engagement plan initiated (top 20 suppliers)
2025 Renewable energy consumption at 80%
2022 ESG requirements in supplier contracts
2023 Science-based target set for all GHG scopes
2025 1/3 revenue from renewables/ transition solutions
2023 Energy reduction plans for each segment
2024 Full integration of JustEco
2025 Enterprise digital twin
2023 Zero Emissions Policy
2024 LCA dashboards synced with projects
2023 ISO 50001 certified
2022 Complete Low Carbon offerings menu published
2022 LCA dashboards developed
2022 LCA pilots completed

Unite the supply chain

CO₂ Reduce emissions | Accelerate decarbonization | Integrate our data systems

across all of our sites and testing the use of lower emissions fuels for equipment and heating has started at select sites. The most significant investment has been the replacement of the oil heating system at our yard in Egersund, Norway, where it is estimated that the replacement will reduce carbon emissions by 87 percent compared to the current energy source.

We believe renewable energy is the future. To promote infrastructure growth in the renewable energy arena we have purchased energy attribute

certificates (EACs). In 2022, we obtained EACs for our yards and facilities in Norway, UK, Brazil, and the US. This accounted for 81 percent of our global electricity consumed.

A key enabler to continuously reduce emissions and optimize our energy use is implementation of ISO (International Standards Organization) 50001 – Energy Management. In 2022, we began the certification process, taking a location-by-location approach. We have established global and local

site resources for implementation and completed a gap analysis on improvements needed for certification. The outcome has been to structurally integrate energy management requirements into core documents including the energy management procedure, checklists and worksheets. Competence development and upskilling for employees and relevant resources at the pilot sites is also a focus.

By the end of 2022, stand-alone certifications were obtained for two of our locations in Brazil and one in Moss, Norway. A global certification program is ongoing and our location in Stord, Norway is expected to be the first site certified in 2023.

Unite the supply chain

Aker Solutions is taking an active approach to reduce scope 3 emissions in our value chain. We aim to have a full overview of our supply chain emissions and use this information as selection criteria and a performance management tool, in conjunction with other ESG criteria. This approach should produce a stronger, more responsible supply chain.

In 2022, our supply chain governance was updated to include new minimum requirements to suppliers. To allow our suppliers to progress on these expectations and promote sustainability within their operations the requirements will be incorporated in project procurement contracts by January 2025. In summary, the requirements are:

- to have an energy management focus
- measure and set targets for their own emissions referencing the Science Based Target initiative
- provide Environmental Product Declarations (EPD) for bulk and specified materials
- ensure they have adopted a reporting framework on climate, such as CDP

Accelerate decarbonization

To accelerate the energy transition, it will be crucial for the industry to overcome technical barriers and develop solutions to decarbonize oil and gas production. By utilizing our expertise and investing in and developing new technologies and solutions, we will help our customers reach their emissions reduction targets. This ambition is at the core of Aker Solutions decision in 2022 to further develop new growth engines for the energy transition, including new segments in Renewables and in establishing a digitally enabled Consultancy.

JustEco is one tool Aker Solutions has already developed to help customers understand energy consumption and emissions in combination with operational cost related to a design. The analysis can be applied to all project phases, from concept to late life. During 2022, the tool has been further developed, and in 2023 the ambition is to strengthen the implementation and use. So far, the potential reduction of more than 700,000 tonnes of CO_2/year has been identified.

Integrate our data systems

Full understanding of a product's carbon footprint helps provide fact-based insight into the emission hot spots and the reasons for them, including factors like sourcing raw materials, manufacturing processes, logistics, installation and final disposal. LCA (Lifecycle Assessment) will be fundamental to manage the carbon footprint of a product, service or project, and, if used extensively, LCA will improve the data accuracy in corporate emissions reporting. Our aim is to use LCA studies in the early phase of projects to ensure improvement in design, purchasing and construction to enable our clients to achieve a smaller footprint.

We have completed several different LCA models and have incorporated the learnings from these pilots to build and improve our internal process. We are now looking to use the knowledge and tools we have developed to provide opportunities for customers interested in reducing their carbon footprint, especially at the early phases of the project. Currently, the offshore wind award criteria for the Norwegian Continental Shelf requires a lifecycle assessment report and we see a future where such requirements will increase.

Measuring progress

In 2022, we defined 12 corporate milestones to track the progress of the Climate Action Plan. These were included in the functional balanced scorecard for the company with KPIs linked to executive variable pay programs. The quarterly reporting on these internal milestones allowed us to measure progress and quickly correct course or increase focus and resources when necessary. Going forward, our goal is for the Climate Action Plan to evolve from a corporate initiative to a business-driven transition fully integrated into our enterprise performance management system. We will continue to track progress on initiatives for emissions reduction, ISO 50001 certification and improved quality of environmental data.
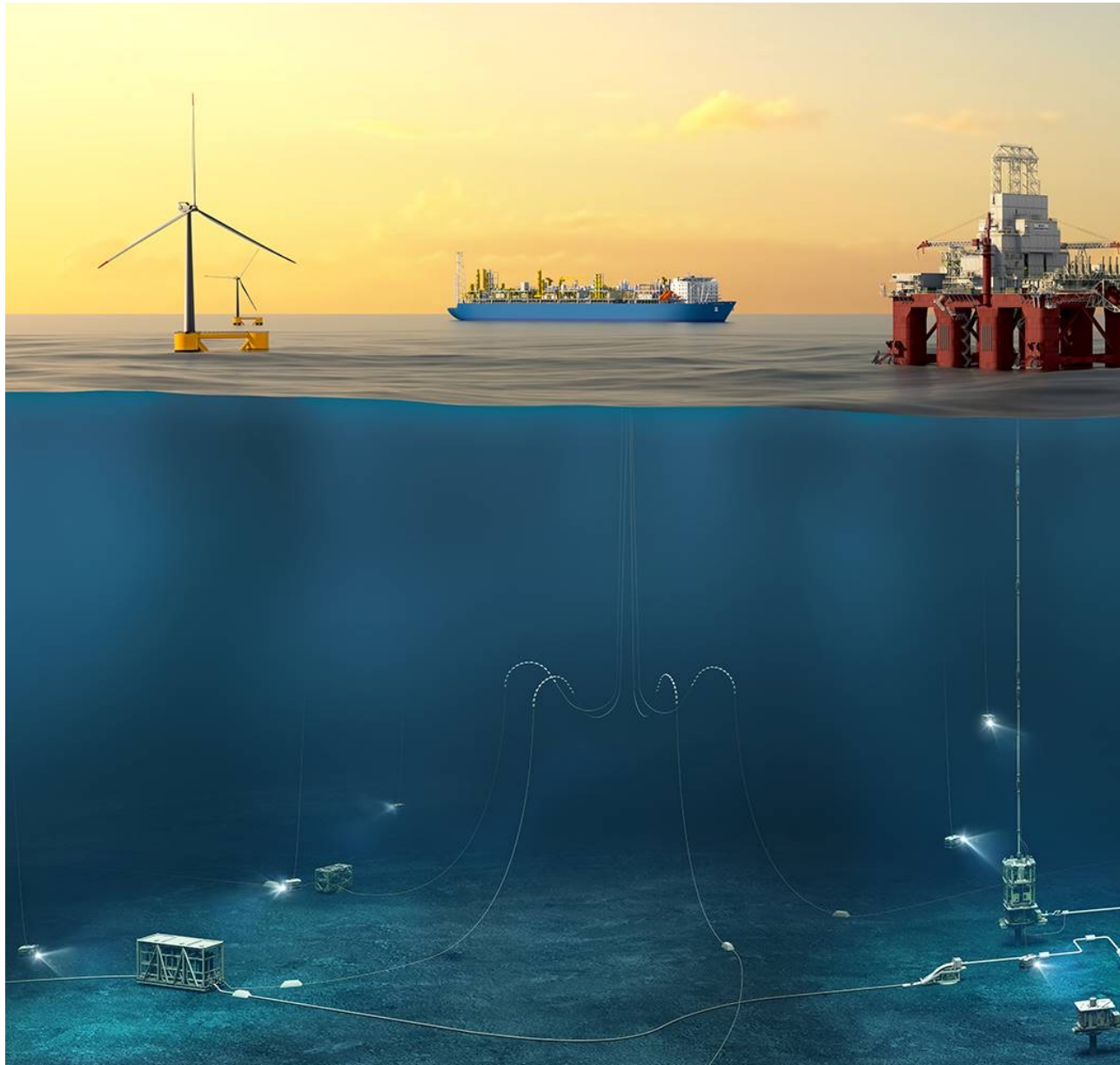
Environment

- Climate Impacts and Greenhouse Gas (GHG) Emissions
- Enabling the Energy Transition
- Energy Management
- Waste and Spills Management
- Biodiversity

Climate Impacts and Greenhouse Gas Emissions

Given the nature of our business and our global operations, Aker Solutions has a role to play, not only in supplying renewable and transitional energy solutions, but also in reducing our own climate impact through our internal operations and throughout our value chain. Excess emissions, which in 2022 reached more than 51 percent of pre-industrial times[1] are expected to continue to rise. We also see extreme weather events increasing with devastating effects. Climate impacts and GHG emissions are a material topic for us, and we have developed a climate action plan to drive us toward a net zero future.

Approach

Our commitment to 50 percent reduction[2] of our own emissions by 2030 and to become Net Zero by 2050 remains unchanged. We believe it is important to follow a science-based approach in our emissions reduction strategy and we have designed our emissions reduction plan to be in line with the Science Based Targets initiative (SBTi) requirements. In July 2022 we received acceptance from SBTi of our commitment and in 2024, we will submit targets based on our updated organizational structure.

For emissions accounting, we follow the GHG protocol and GRI frameworks and have internal targets based on absolute emissions. We use standardized methodology for emissions accounting and recognized emissions factors based on the type of data sets. Aker Solutions' complete emissions accounting methodology statement is available on

our website. We also conduct an annual third-party assurance process on our emissions data. For 2022, this was completed by PWC. More information on our climate accounting can be found in the appendix of this report.

Our Sustainability Policy has been updated to increase our focus on energy management through improving energy consumption and reducing energy waste. In 2022, we have also created new requirements on emissions and energy management for our future business partners. It is important that our suppliers and partners have a similar focus on emissions reduction and energy management so that negative impacts throughout the value chain are reduced. Internally, we have created engagement programs for our employees to participate in the journey towards Net Zero. It is valuable for employees to feel empowered to improve current work streams and identify potential design improvements. We also encourage changes in employees' personal habits and champion the changes they are making at home and with their families to reduce their environmental footprint.

In 2022, we developed a lifecycle assessment (LCA) process to assess environmental impacts and understand the impact of emissions after a project is completed. This process identified hot spots for emissions reductions in similar projects and opportunities to work with our clients to reduce the footprint of our products and services. The

assessments are conducted on two approaches, either for a cradle to grave approach through strategies spanning the project phase, or for a cradle to gate approach for the early phase. We are now able to provide this offering to clients that are interested in assessing and reducing the footprint of a product or project.

2022 Emissions

SCOPE 1 & 2

21,532

Metric tons CO_2e

SCOPE 3

2,730,807

Metric tons CO_2e

1) https://www.weforum.org/agenda/2022/11/global-co$_2$-emissions-fossil-fuels-hit-record-2022/
2) See page 7 for details on this target and baseline year

In past years, our key focus has been on measuring and reducing our own emissions (scope 1 & 2). These accrue primarily from combustion of fuels for transportation, heating, work activity and electricity consumption. In our direct emissions, we still utilize fossil fuels that generate more emissions compared to electrification, however, to understand the overall impact, a lifecycle approach is necessary. Within scope 1, we have included data from fugitive emissions (e.g., refrigeration and refining our fuels) including biogenic fuels. Our indirect emissions are from electricity consumption.

In 2022, we began capturing and evaluating emissions data in earnest for 10 relevant categories within scope 3. These include purchased goods and services, capital goods, fuel and energy related activities, upstream and downstream transportation and distribution, waste generated in operations, business travel, employee commuting, use of sold products and end-of-life treatment of sold products. Through digitalization efforts, our data pool is improving in quality and quantity.

Performance

In 2019, our baseline year[2] for emissions targets, Aker Solutions' scope 1 and 2 emissions were 62,871 tCO_2e[3]. Our 2022 scope 1 and 2 residual emissions were 21,532 tCO_2e, a 66 percent reduction from the baseline.

The 2022 internal reduction target for scope 1 was a 12 percent reduction from 2019 numbers. In 2022, we reduced this by 31 percent to 8,525 tCO_2e. To achieve this, we reduced the use of propane, increased electrification of equipment/ vehicles, and improved our reporting methodology of biofuel usage, especially on biofuel blends.

For 2022, we had an internal target to reduce scope 2 absolute emissions by 50 percent from 2019. We exceeded this target with a 74 percent reduction in absolute emissions to 13,007 tCO_2e. We achieved this reduction by purchasing 105,396 megawatt hours of electricity through energy attribute certificates (EACs) in Norway, Brazil, the UK, and the US. As part of the renewable energy industry, Aker Solutions encourages the use of renewable energy throughout our operations. This approach will help us meet

our overall target to reduce our own emissions by 50 percent by 2030[2] and achieve 100 percent of renewable energy use across the company by the same period.
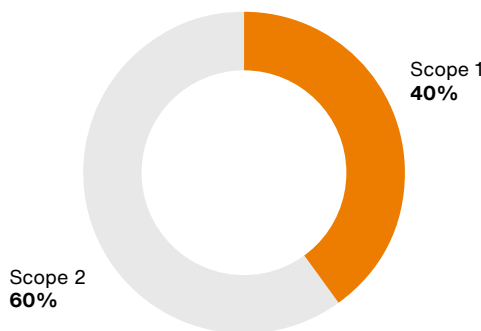
In 2022, our scope 1, scope 2 and partial scope 3 (business air travel only) emissions were 30,037 tCO_2e. This is a 61 percent reduction from 2019.

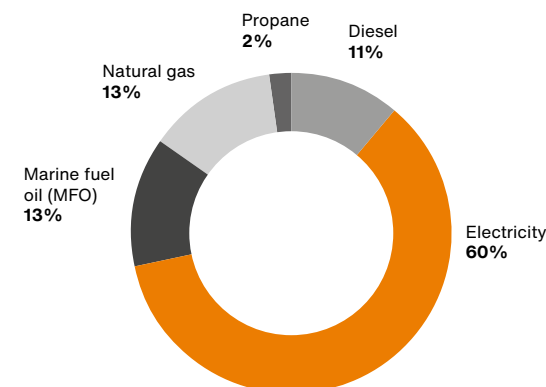|	Target	Baseline 2019 (tCO₂e)[3]	2022 (tCO₂e)	% Change from baseline
Scope 1	12% reduction	12,402	8,525	31% reduction
Scope 2	50% reduction	50,469	13,007	74% reduction
Scope 1 & 2	42% reduction	62,871	21,532	66% reduction

2) See page 7 for details on this target and baseline year
3) tCO_2e is used throughout our reporting and represents metric tons CO_2 equivalent

2022 Scope 1 & 2 Emissions, tCO₂e

Scope 1 **40%**

Scope 2 **60%**

2022 Scope 1 & 2 Emissions by Source, tCO₂e

Propane **2%**
Diesel **11%**
Natural gas **13%**
Marine fuel oil (MFO) **13%**
Electricity **60%**

This graph represents Aker Solutions' projected scope 1 and 2 emissions over the next eight years based on current work and projects. The information is expected to change year to year. Our ambition remains to reduce scope 1 and 2 emissions by 50 percent by 2030, using 2019 as a baseline.

Projected emissions reduction **Scope 1&2**

Expected Emissions Reduction Projects and Initiatives

- Electrification of mobile vehicles
- Electrification of heating system
- Local energy efficiency programs
- S1 Residual emission
- New heating system (combined)
- Renewable energy purchased
- S2 Residual emission
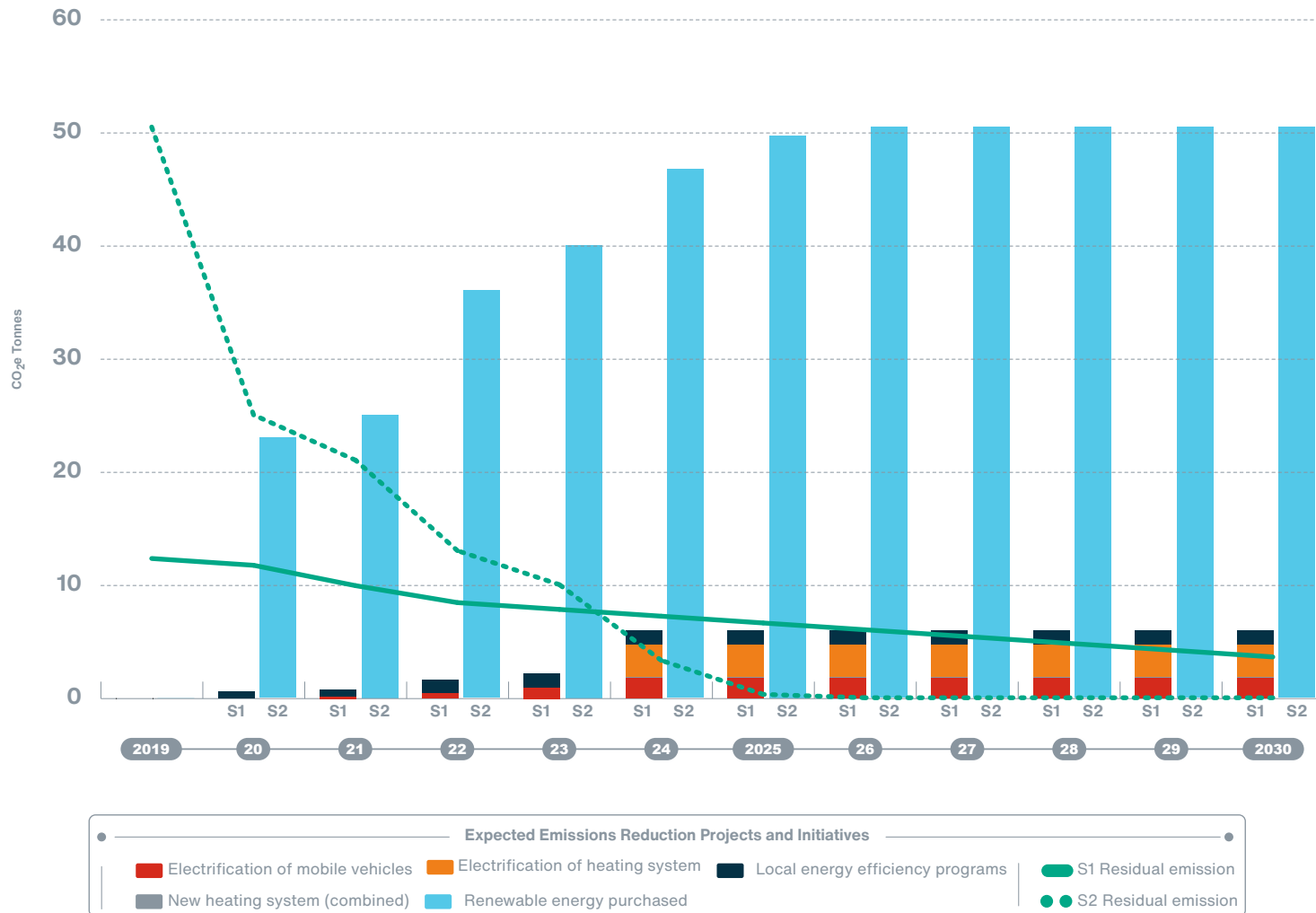
Aker Solutions will report on 10 categories within scope 3 for 2022. It has been a challenge to capture a complete picture of these emissions, but we expect the result to be approximately two thirds of the overall company emissions. So far, we have quantified approximately 87 percent of scope 3 emissions for 2022 totaling 2,730,807 tCO_2e. Our highest categories are purchased goods and services (61 percent) and the use of sold products (35 percent).

Scope 3 - Upstream emissions

Within upstream scope 3 emissions, we have quality data due to the direct relationships with our suppliers.

Category 1: The main activities that drive these emissions are purchased services and products (construction, metal, machinery, and electrical equipment) in our value chain. This accounted for 1,670,190 tCO_2e in 2022. As part of our Climate Action Plan, we launched an engagement program with suppliers and collected environmental product declarations from specific strategic suppliers while also using life cycle inventory databases to increase the accuracy of our data. Through this approach, we were able to cover more than 14,000 tons of procured products. The scope of the supplier engagement program will be increased to establish a high-quality emissions inventory and drive emissions reduction from the identified hot spots.

Category 2: The emissions associated with capital goods account for 47,033 tCO_2e in 2022. All capital investments and fixed assets for the reporting year are included. The main emission contributors are the investments in machinery equipment and construction activities.

Category 3: Upstream emissions from energy related activities account for 9,867 tCO_2e. Upstream electricity-related activities account for 77 percent of these emissions, while the remaining 23 percent is from upstream emissions of purchased fuels. Limiting the use of non-fossil fuels and increasing the selection of sustainable biofuels based on feedstock will be key to bringing down emissions in this category.

Category 4: Inbound and outbound transportation of products accounts for 17,977 tCO_2e. We have close collaboration with our freight agents who report transport and emissions data for our operations. The focus for Aker Solutions will be to further develop the decarbonization efforts of freight logistics.

Category 5: In 2022, we accounted for 1,691 tCO_2e for a total of 14,870 tons of waste generated from all operational sites. Higher levels of reuse resulted in lower emissions in 2022. Since the emissions factors are high for landfill waste, reducing this type of waste will be a continued focus area.
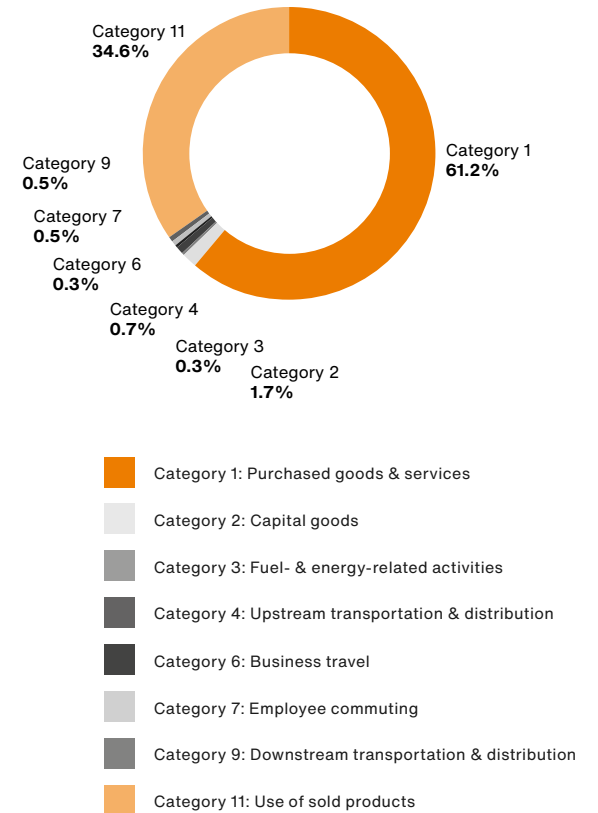
Category 6: In 2022, we saw a return to more regular business travel. Our emissions in this category were 8,505 tCO_2e.

Category 7: Aker Solutions has a flexible work policy in place for all locations, though the approved number of work-from-home days for office-based employees may vary by country. Due to the challenge of determining how often employees are computing to work and from what distance, the emissions in this category are estimated. The total employee commuting emissions for 2022 is 14,683 tCO_2e. The assumptions used to calculate this number can be found in the methodology statement.

Title: 2022 Scope 3 Emissions by Category, tCO_2e

Category 11 **34.6%**
Category 9 **0.5%**
Category 7 **0.5%**
Category 6 **0.3%**
Category 4 **0.7%**
Category 3 **0.3%**
Category 2 **1.7%**
Category 1 **61.2%**

- Category 1: Purchased goods & services
- Category 2: Capital goods
- Category 3: Fuel- & energy-related activities
- Category 4: Upstream transportation & distribution
- Category 6: Business travel
- Category 7: Employee commuting
- Category 9: Downstream transportation & distribution
- Category 11: Use of sold products

Scope 3 categories with emissions below 0.2% are not shown.

Scope 3 - Downstream emissions

For 2022, we collected data on three relevant categories of downstream scope 3 emissions. The other remaining categories are not relevant for Aker Solutions. Emissions from leasing of assets is included in scope 1 and 2 for 2022.

Category 9: Emissions from downstream transportation are 14,719 tCO_2e and originate from maritime operations and the delivery of products to final installation sites.

Category 11: The highest emissions level in the downstream categories is the use of sold products, which account for 945,776 tCO_2e. This data includes energy consumption according to engineering specifications for products delivered in 2022. These were mainly from the subsea and electrification, maintenance and modifications portfolios. By investing in decarbonizing solutions, we can contribute to reducing these emissions. As an example, one project involved upgrading facilities that had reached the termination stage. Based on the modifications that we performed, the life of the facility was extended for another 15 years.

Category 12: Decommission activities generated approximately 357 tCO_2e from disposal of materials from the two main projects in 2022. These types of projects allowed for 98 percent of the old platforms and ancillary equipment to be recycled. We consider this an important part of a circular economy when it comes to oil and gas production. Read more about these projects in the Enabling the Energy Transition section of this report.

Looking forward

We will continue to integrate climate action into business processes throughout the company. Some key areas that we will focus on are:

- increasing use of biofuel and biofuel blends from sustainable feedstock

- utilizing LCA for relevant projects in reducing overall carbon footprint and promote circularity

- improving the quantification of our scope three emissions

- setting SBTi targets for all scopes

Enabling the Energy Transition

A global energy transition is underway, but the pace of the transition will be dictated by a number of drivers, such as geopolitical turmoil, energy security and affordable access, efficiency gains, low-emission fuels and accelerated cost reductions of renewables. Still, demand for oil and gas is expected to grow over the next decade, although not as fast as the expected growth in renewable energy. We are developing a more balanced portfolio of products and technologies that either generate renewable energy or remove or reduce CO_2 emissions. This is a material topic for Aker Solutions because of the positive impact we can have mitigating climate change through renewable and transitional energy solutions.

Approach

Aker Solutions will leverage existing core capabilities to grow in selected renewable markets with an initial focus on market segments including offshore wind, CCS and hydrogen. Our experience and existing technology offerings and solutions are relevant to support our growth ambitions within renewables and transitional energy solutions. An important feature of our strategy is to work in alliances and close collaboration with partners who are experts in their respective fields. Some examples of such alliances include partners like Siemens Energy, MAN Energy Solutions, Aker Carbon Capture and Doosan Babcock.

Renewables and transitional energy solutions mainly includes projects with solutions and technologies for offshore wind, hydropower, aquaculture, carbon capture and storage (CCS), hydrogen, electrification of offshore and onshore facilities, decommissioning & recycling, and subsea gas compression.

This partial list of current renewable and transitional energy related projects can also be an indicator of future work in this arena for Aker Solutions.

Photo: Equinor

Offshore Wind

Hywind Tampen is the world's largest floating offshore wind project sanctioned to date and the first floating wind farm to power offshore oil and gas platforms. The project is an essential step in industrializing solutions and reducing costs for future offshore wind power projects. The project for Equinor will deliver considerable CO_2 emissions reductions, estimated at 200,000 metric tons per year. This is the equivalent to the emissions from 100,000 fossil-fueled cars on the road per year. Aker Solutions' scope is the Engineering, Procurement, Construction and Installation (EPCI) of the floating foundations for the 11 wind turbine generators in the project.

Sunrise Wind is a large 924-megawatt offshore wind project in the US, developed by Ørsted and Eversource. In a consortium with Siemens Energy, we will supply the high-voltage, direct current (HVDC) converter platform. Sunrise Wind is one of the largest offshore wind farms in the US, located offshore New York, and is planned to generate enough clean energy to power approx. 600,000 homes. It is expected to be operational in 2025.

Again in consortiums with Siemens Energy, we will supply the HVDC converter platforms for Vattenfall's Norfolk Boreas offshore wind project located in the North Sea off the coast of Norfolk and for ScottishPower Renewables East Anglia THREE offshore wind project in the UK.

Carbon Capture and Storage

In the CCS industry, Aker Solutions is engaged in projects across the value chain. One example is HeidelbergCement's Norcem cement factory in Norway where we are delivering the carbon capture facility. This carbon capture plant will have the capacity to capture 400,000 metric tons of CO_2 per year, in this hard-to-abate sector. This is the equivalent to the emissions from 200,000 fossil-fueled cars on the road per year.
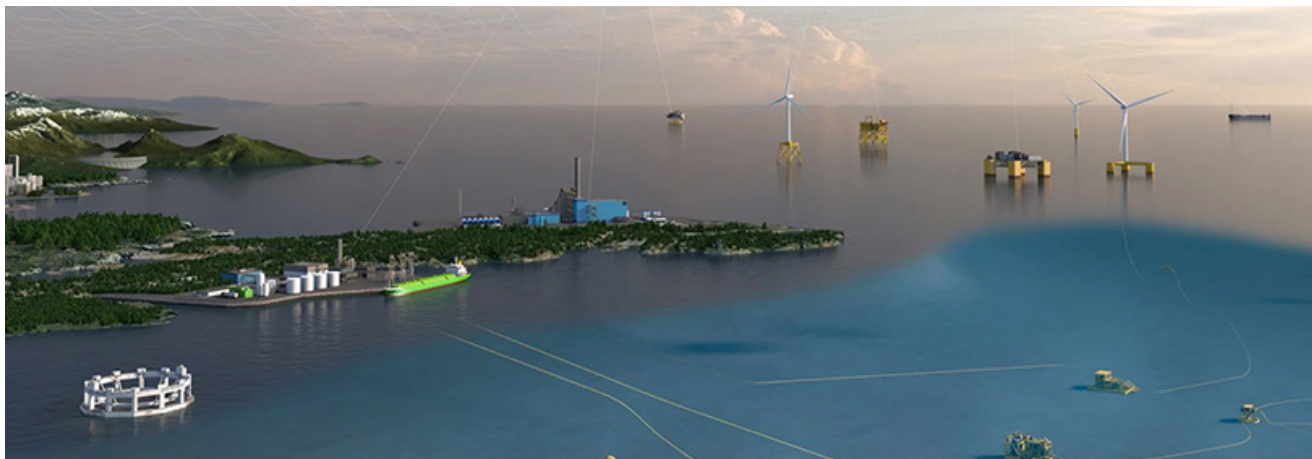
For the Northern Lights project, Aker Solutions is constructing the onshore receiving facility on the west coast of Norway, where captured CO_2 is received and temporarily stored before being transported offshore for permanent storage. We are also delivering the related subsea system offshore for the injection at the permanent storage reservoir at 2,600 meters below the seabed of the North Sea. This storage project is a key enabler that opens the addressable market for more carbon capture projects to be developed in Europe.

Hydrogen

Our offering within hydrogen includes engineering, procurement and construction services for green, blue and turquoise hydrogen plants and e-fuel. With our design and project execution skills, we can deliver full-scale hydrogen production plants in close cooperation with partners with specific hydrogen technologies. We are engaged in early-phase work on blue hydrogen, CO_2 liquefaction and the test qualification of a gas power generator for Equinor and also supporting Aker Clean Hydrogen in maturing its projects towards sanctioning.

Electrification

Troll West electrification is a project where Aker Solutions is engineering and delivering the solution for electrification from shore to the Troll B and C platforms, offshore Norway. Our scope is to modify the oil and gas platforms by replacing the existing gas-fired power turbines. This is estimated to reduce emissions by as much as 500,000 metric tons of CO_2 per year. This is equivalent to about 1 percent of Norway's total annual CO_2 emissions, or the equivalent of removing about 250,000 fossil-fueled cars from the road per year.

Looking Forward

As a part of our business development agenda, we are conducting feasibility and concept studies to develop and progress emerging opportunities in other areas. It is expected that there will be significant growth in the demand for renewable and transitional energy solutions moving forward, and we have the expertise, capabilities and technology to deliver. In addition, we remain committed to serving the global oil and gas market by offering solutions to safely decarbonize the production of energy.

98%
Project Recycling Rate

Decommissioning: Promoting circularity through reuse and recycling

Aker Solutions has extensive decommissioning experience and specializes in environmentally safe dismantling and recycling of offshore installations. In 2022, we worked to dismantle Repsol's Gyda and two decommissioned platforms from Aker BP's Valhall field, both operating on the Norwegian Continental Shelf since the 1980s.

Decommissioning old oil and gas platforms and structures contributes to the circular economy – from both a recycling and a reuse standpoint. Recycled steel, aluminum and other materials used in the construction of these platforms plays a key role in reducing emissions and resource consumption. These projects can also help reduce waste and waste-related emissions. Aker Solutions has an average recycling rate of about 98 percent for these projects.

To communicate the full environmental impact of the retired assets, the decommissioning team makes a complete list of the structures, accounting for every tonne that was decommissioned and provides this information to the client in a comprehensive Second Life Report.

Facts for Valhall and Gyda:

- both built in 1980s
- total weight of structures to be decommissioned is 56,000 tonnes.
- so far, Aker Solutions has dismantled 19,000 tonnes with a 98 percent recycling rate
- equipment that has been sent for reuse includes a pool table, training and gym equipment, fire protection equipment, large axels and winches, old communication equipment, light fixtures, silverware, and various appliances and equals about 9 percent of the total dismantled weight

See Aker Solutions' decommissioning team in action and learn more about these projects:

- » Decommissioned platforms final journey
- » Valhall video
- » Gyda video

Energy Management

Aker Solutions most significant form of energy consumption is from electricity in our operations. This is to run equipment such as machines, cranes, vehicles, office equipment, heating and cooling systems at our sites. This type of energy makes up approximately 77 percent of our annual consumption, while the remaining is from the usage of fossil fuels for heating and transportation. We are committed to reducing our energy usage footprint through energy optimization, use of clean energy and energy waste reduction and have identified this as a material topic for Aker Solutions.

Approach

To continue the focus on energy efficiency and conservation, we initiated the implementation process for ISO 50001 Energy Management in 2022. This is in addition to our existing ISO 14001 Environmental Management certification. The Energy Management certification program allows sites to systematically identify significant energy consumption, understand the factors affecting it and develop a reduction plan that will also reduce overall emissions. Our sites in Curitiba and Rio das Ostras, Brazil, and Moss, Norway were certified in 2022. The global process is underway at our Stord, Norway site and is expected to be certified in 2024.

The Energy Management certification process involves participation from facilities management, engineering design, supply chain, finance, HSSE, management, relevant suppliers, clients and employees. Together, they will assess current operations to develop the reduction plan and collaborate on improvements at the locations where we implement the program. Whether through use of equipment, day to day activities, procurement, or design for our clients, improving efficiency and reducing waste is critical.

We manage our energy usage by monthly tracking and monitoring electricity consumption through a global emissions database. As part of our HSSE Policy and Sustainability Policy we are committed to conducting our operations through efficient use of materials and energy and to designing products and services to have no undue environmental impact, to be safe and to be efficient in consuming energy and natural resources.

Performance

In 2022, approximately 63 percent of our global energy usage came from renewable sources, primarily hydroelectric power generation, compared to 61 percent in 2021. Overall, we have decreased consumption from non-renewable energy sources, compared to 2021. See the table below for year-over-year comparison of types of energy consumption.

Looking Forward

We will continue to integrate climate action into business processes throughout the company. Some key areas that we will focus on are:

- prioritizing infrastructure upgrades for energy efficiency
- implementing ISO 50001 management system to drive continuous improvement on energy use in operations and in design

2022 Energy Consumption by Source, MWh

- Electricity
- Natural gas
- Gasoline
- Biofuel
- Propane
- Marine Fuel Oil (MFO)
- Diesel
- Acetylene

Type of Fuel / Energy Consumption	Units	2022	2021	Change from 2021
Acetylene	m3	14,971	11,070	3,901
Biodiesel blend	m3	4	-	4
Biofuel	m3	129	-	129
Diesel	m3	869	1,886	(1,017)
Gasoline	m3	53	60	(7)
Marine Fuel Oil	m3	845	72	773
Natural Gas	m3	1,400,073	1,281,511	118,562
Propane	m3	78,453	355,198	(276,745)
Refrigerants	m3	9	-	9
Electricity - renewable (EACs)	MWh	105,396	68,686	36,710
Electricity - non-renewable	MWh	24,939	44,911	(19,972)

2022 Renewable vs. Non-Renewable Energy Consumption, MWh

Renewable energy **63%**

Non-renewable energy **37%**

Waste and Spills Management

In Aker Solutions' operating environment, responsible management of waste, actual and potential chemical spills and leaks to land, air and sea are crucial and relevant to our environmental management system. Waste can also be a source of material as reusing waste and promoting circularity of resources keeps materials in use. Spills can have devastating effects on the ecosystem, especially when they occur without containment and in the natural environment. We work to ensure that these risks are mitigated at our sites and the areas where we maintain operational control. This is considered a material topic for Aker Solutions as pollution from spills and leaks, and disposal of waste can have adverse environmental and social impacts.

Aker BP's Valhall platform on its way to our Stord, Norway facility to begin the decommissioning and recycling process.

Approach

Our enterprise HSSE Policy and Sustainability Policy promote responsible handling of waste and prevention of spills and leakages from our operations. The management of these material aspects is part of our proactive business operations, and we work closely to ensure that if there are occurrences, there is a mitigating action planned and any incidents are investigated with lessons learned developed.
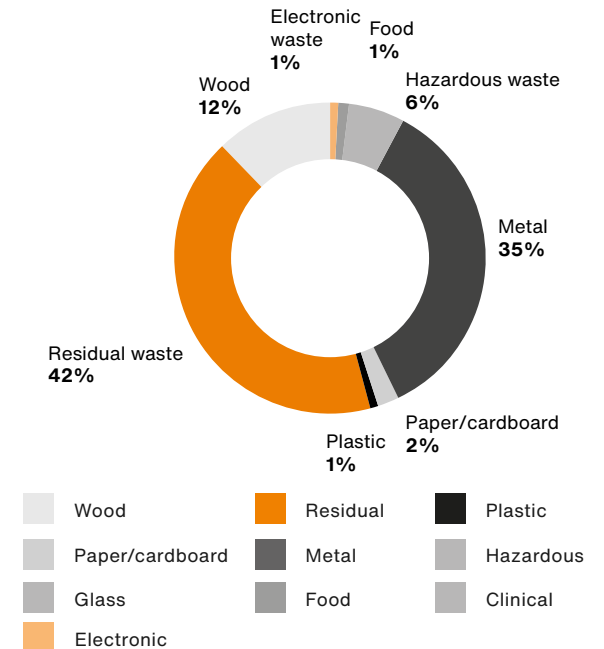
We promote reporting of environmental related observations, and mandate reporting of all incidents, including near misses, as a means of rectifying any gaps in the operations. We continuously monitor governmental guidelines, directives and regulations regarding the environment to ensure that we are informed and prepared for changes. All of our waste is handled and disposed of third-party service providers, either contracted by Aker Solutions or by the facility management if not an Aker Solutions-owned property.

Our impact assessment includes minimal risk of chemical spills during transport, use and storage of all chemicals on a site. Small spills and leaks have occurred due to manual handling activities during transfer of chemicals, defects in storage containers and leakage from machinery or equipment containing chemicals due to loosing of seals, overfilling, movement, etc. Mitigation measures such as secondary containment and transportation processes are integrated into the designs for proper storage. In the event of a spill, there is an emergency mitigation plan for containment, for prevention of the spread and for contamination of the natural environment. Should

a spill occur, it is reported, and necessary actions are taken. Lessons learned and future preventive measures are incorporated where relevant.

We take ownership in creating a more sustainable future by promoting recycling, reuse, and circular design in our solutions and throughout our value chain. This is also an area that is promoted in the LCA process, where materials that have improved recyclability or reuse can be selected as an additional way to reduce waste and emissions.

2022 Waste by Type

- Electronic waste **1%**
- Food **1%**
- Wood **12%**
- Hazardous waste **6%**
- Metal **35%**
- Residual waste **42%**
- Paper/cardboard **2%**
- Plastic **1%**

Legend:
- Wood
- Residual
- Plastic
- Paper/cardboard
- Metal
- Hazardous
- Glass
- Food
- Clinical
- Electronic

Performance

In 2022, Aker Solutions experienced only minor spills with limited impact. Aker Solutions was not subject to any significant fines or sanctions for non-compliance with environmental laws and regulations, and no grievances about environmental impact were filed through formal channels in 2022.

We generated 14,870 tons of waste, compared to 20,700 in 2021, a reduction of 28 percent. There was also an improvement in waste handling measures to promote reuse and composting. This reduction was achieved even during a higher activity year (46.7 million manhours reported in 2022 vs 42.1 million manhours reported in 2021). The waste reported is from our direct operations and does not include decommissioning projects. Information on

our decommissioning projects, reuse and recycling as part of the circular economy can be found in the Enabling the Energy Transition section of this report. Our top three waste categories are:

- **Residual waste (42 percent, 3 percent higher than 2021):** includes sandblasting residues that are landfilled

- **Metal (35 percent, 5 percent lower than 2021):** includes residual from fabrication/construction activities

- **Wood waste (12 percent, 12 percent higher than 2021):** packaging and concrete frame construction

Looking Forward

We continue to ensure that our practices consider spill and leakage prevention to reduce and eliminate unexpected releases. Moving forward, we have increased attention on reducing total waste, through redesigning equipment and promotion of circular economy strategies. Waste generation will be part of the emissions accounting to measure and monitor performance.

" In 2022, we reduced overall waste and increased focus on reuse and compost activities.

2022 Waste by Handling Method

Compost
5%

Hazardous waste
2%

Incineration with energy recovery
21%

Recycling
51%

Landfill
21%
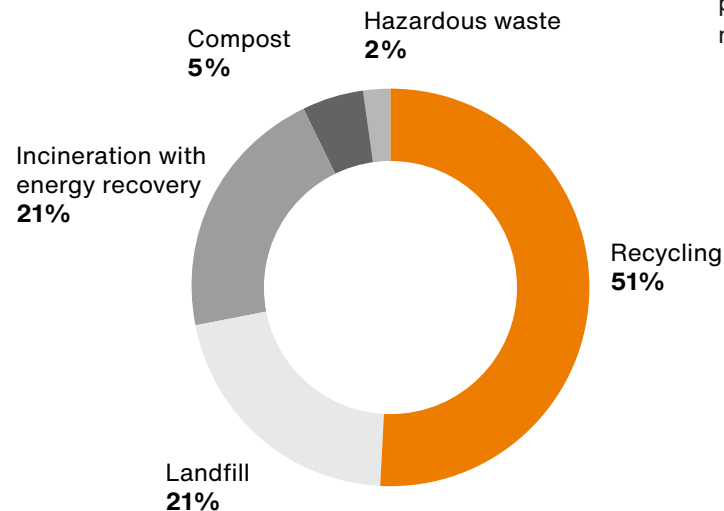
Biodiversity

As the natural world is rapidly disappearing due to overdevelopment and exploitation, the importance of biodiversity has received increasing attention. Protecting biological diversity is crucial for ensuring the survival and continuity of plant and animal species, genetic diversity, and natural ecosystems.

We provide products and services to both land and marine environments and have operations in over 20 countries. Aker Solutions has a role to play in conserving biodiversity and managing negative impacts of development and pollution. We do not have operations in many locations outside of existing industrial areas, but we are involved in the design and manufacture of equipment that will be placed by our clients in potentially sensitive areas. Since environmental impacts are assessed for entire projects, and we contribute selected parts of the entire project, biodiversity is one of our material topics.

Approach

Our Sustainability Policy includes a focus on biodiversity, ensuring that we will mitigate impacts with proper management plans when operating in environmentally sensitive areas. We conduct risk assessments to identify risks before embarking on new projects that may contribute to environmental impacts and ensure that adequate risk mitigation plans are prepared in accordance with requirements. Aker Solutions mandates the reporting of environmental incidents, including leaks or spills that may impact biodiversity. Any incidents will be tracked and followed up. For more information on reporting and mitigation, see the Waste and spills management section.

Performance

Most of our locations are within industrial areas, however there is still potential for adverse impacts. In our offshore operations, we ensure spill and waste prevention plans are managed to prevent pollutants from entering the sea.

Our Verdal yard in Norway is located adjacent to an International Bird Area (IBA) and Ramsar site. While we believe that our current activities do not have impacts on the birds, environmental site impact assessments will be completed for any future development. In addition, the development of any new areas must be within local and applicable legislation.

Biodiversity issues could occur at the project level and are managed by the facility owner or operator mostly in marine areas. Aker Solutions has a role to provide equipment and facility designs, in collaboration with our clients, that will reduce negative effects and promote potential nature positive measures.

Looking Forward

A biodiversity screening assessment process will be established in 2023. This will provide a benchmark for Aker Solutions within biodiversity and nature and allow for improved reporting on the topic in future years.

Social

- Health, Safety and Well-being
- Human Rights
- Human Capital
- Diversity and Equal Opportunity

Health, Safety and Well-being

Aker Solutions believes in promoting safe, reliable and sustainable operations to achieve our goal of zero harm to people, assets and the environment. We employ about 15,000 people in over 20 countries, and we work closely with our employees, clients and our wider supply chain to mitigate the impacts on employee health, safety and well-being. This is a material topic for Aker Solutions.

At the beginning of 2022, geopolitical tensions around the situation in Russia and Ukraine escalated. We continue to monitor and mitigate the increased uncertainties this has created, with particular focus on the safety and security of our people in the region.

Approach

Further work has been done on the Operating HSSE (Health, Safety, Security and Environment) Management System in 2022 to provide clarity and drive accountability into the organization. The system is designed to deliver our HSSE Policy and defines how everyone in the organization shall focus on their own and their colleague's health, safety and well-being.

Aker Solutions is compliant with ISO 45001-Occupational Health and Safety and our management system is based on the principles and requirements provided in this standard. Procedures and Work Instructions are also developed based on requirements in ISO as well as local and country-specific legislation. Compliance obligations for each country covers local legislation and requirements.

Our HSSE management system includes requirements for all employees, external personnel, suppliers

and visitors working at or visiting all Aker Solutions locations. To ensure continual improvement of the system, the business level annual reviews are also included in the Aker Solutions Management Review. In addition, regular internal audits at the location level and an annual external audit are important parts of our improvement process.

Participation and consultation of workers and workers representatives, where they exist, is a key success factor for the HSSE Management System and a key ingredient in a strong HSSE culture. An overview of the minimum expected level of worker participation and consultation on specific activities, from a global perspective, is included in our management system. As key stakeholders in this material topic, we enable participation, listen to our workers and cooperate actively with the industry to continuously improve and evolve our processes throughout the value chain. In 2022, information regarding occupational health and safety was mostly distributed on Yammer, our internal communication and networking tool. Information is also shared on local intranet pages and screens in common areas, where available.

Aker Solutions has a Working Environment Committee (WEC). The goal of the committee is to progress and implement a safe working environment in the company. The committee takes part in planning the safety and environmental work and carefully monitoring developments in the working environment.

Leadership of the committee alternates between Aker Solutions management and employees every second year. The committee operates on a quorum basis, and in the case of a tied vote, the chair has the casting

Operating HSSE

vote. The chief safety representative is a permanent member, while other employee representatives are chosen by the trade unions and the management's representatives are appointed by the company. Trade unions that do not have their own representative may state their views to one of the representatives or directly to the chief safety representative in the committee. The WEC meets at least four times per year, and extra meetings can be called if needed.

Aker Solutions has one Corporate WEC and sub-committees per segment. Each sub-committee is made up of employees and delegates from the individual locations, with representatives from projects, departments and HSSE.

Responsibilities of the Working Environment Committee

- **Answer questions relating to:**
  - company health service and safety service
  - training and instruction in areas that may affect the working environment
  - adaptations for employees with disabilities

- **Manage** plans for new buildings, processes or modifications that require the consent of the Norwegian Labour Inspection Authority and plans that may have a significant effect on the working environment, such as new machinery, rationalization measures, changes to work processes and preventive safety measures

- **Participate** in the company's health, safety and environment work and in mapping and preparation of action plans. Provide advice on prioritizations and measures

- **Assess** the health and welfare aspects of working schemes

- **Review** all reports on accidents, near-accidents and illnesses that may be due to the working environment. Focus on the causes of incidents and ensure that the employer does whatever is necessary to prevent these from happening again

- **Review** results and reports from occupational health surveys

- **Prepare** an annual report describing the activities for the year

We strive for our leaders to encourage active employee participation in resolving HSSE issues and promote employee ownership of those issues. In 2021 and 2022, there was significant progress made across our sites in developing our senior leaders to deliver excellent HSSE performance. Through the delivery of two-day leadership workshops focused on the importance of HSSE leadership, we ensured that our leaders understand our HSSE Management System and are able to role model a systematic way of delivering HSSE at our locations.

Safety Culture

In 2017, Aker Solutions launched a global HSSE mindset program. The quarterly program has continued with four new modules each year. In 2020, Aker Solutions entered into a collaboration agreement with key customers and peer companies to deliver common modules across our operations on a quarterly basis. Key focus areas were Avoid Major Accidents, Prevent Personal Injuries, Safe Work at Heights / Prevent Falling Objects and Working Environment. The annual program creates awareness of the main HSSE risks and opportunities to ensure our employees are prepared to handle these situations correctly in their daily work.

We collaborate closely with our clients on HSSE. It is a significant part of the onboarding process when contracts are awarded. Duty of Care audits are completed prior to mobilizing personnel and our personnel are encouraged to exercise their "Stop Work Authority" whenever they see a condition that they feel is unsafe, whether or not they are at an Aker Solutions site. We also work to influence and build health and safety measures through our participation in organizations like IOGP, Step Change in Safety (UK), Norsk Industri (Norway) and many other organizations around the world.

Another focus area has been the implementation of a new Global Control of Work Process across our sites which is used to identify and manage operational risk across all phases in our work execution process.

Life-Saving Rules

Aker Solutions is a member of the International Association of Oil & Gas Producers (IOGP). Membership in the IOGP allows Aker Solutions to collaborate with clients, peers and other exploration and production stakeholders to standardize and share knowledge in order to achieve improvements within HSSE, social responsibility, engineering and operations.

One of the main IOGP initiatives that Aker Solutions has implemented is the IOGP's Life-Saving Rules (LSR). These rules describe key actions to prevent fatal injuries during nine higher risk activities and were developed by IOGP based on analyses of serious incidents across the industry. While the roll-out was kicked off globally in Aker Solutions in March 2019, we have continued to establish and strengthen the focus in 2020. The LSR are now fully integrated into our management system and form the basis of our HSSE leadership development programs.

Stop Work Authority

We encourage everyone in our company to exhibit their "Stop Work Authority" if they experience a situation or condition that is not as expected. All employees in Aker Solutions have the responsibility and authority to stop work when conditions appear to pose a hazard or if work does not seem to be of the right quality. The Stop Work Authority can be initiated when observing any condition or situation that poses a risk for personnel, environment, material or immaterial assets, or a risk of not fulfilling requirements (internal, client or other external requirements) that may affect the quality of our deliveries. All Stop Work issues are treated positively by the affected employees. No employee should suffer retribution or negative feedback for using their Stop Work Authority.

Monitoring and Learning

Aker Solutions utilizes Synergi Life as our HSSE and Quality reporting tool. Employees, visitors and contractors can also report incidents, risk observations, near misses and improvements on paper cards if they don't have access to Synergi Life. As a learning organization, we depend on our employees to report incidents, hazardous situations and conditions, so we can prevent similar circumstances in the future.

We also carry out detailed incident review panels with senior leaders to ensure that the investigation process has identified the correct root causes and also identify any leadership or cultural issues that should be addressed.

Several HSSE performance dashboards within Synergi Life, are utilized to measure lagging and leading KPIs across our global operation and are discussed at leadership meetings ensuring that managers are accountable for their units' performance.

The introduction of a confidentiality module in the Synergi reporting tool has enabled the function to register sensitive cases while also ensuring privacy aspects. Other improvements of the tool have enabled cases within physical, personnel and IT security to be differentiated and managed by the correct functions. This has also ensured improvements within trending and root-cause analysis. No serious security incidents were reported in 2022.

In addition, the online HSSE community enables professional discussions, information and document sharing, as well as internal networking and resource sharing, creating a complete learning package that is available throughout the company.

Training

Behavior and HSSE performance are significantly influenced by the competence of the workforce. The segments and regions have different challenges and needs, and general HSSE training is given to reflect that where specific competencies are required for various jobs, the required skill level is stated in the

applicable work process. It's the responsibility of the managers to ensure that their employees have the correct competence to perform the job safely and in accordance with applicable legislative requirements.
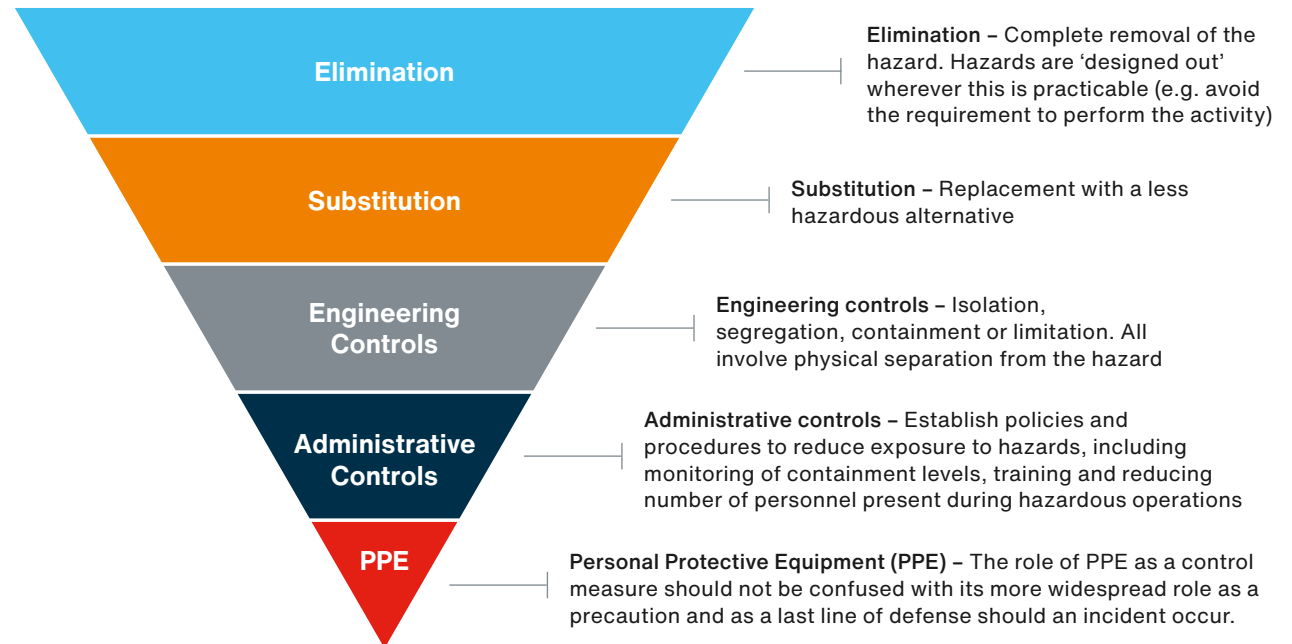
Records of trainings are kept in the Aker Solutions' global system, People Portal Learning.

Identifying Hazards, Managing Risks

Risks related to HSSE are defined as a risk category in the Enterprise Risk Management (ERM) procedure. On a company level, these risks include physical security threats, crisis management risks (e.g., COVID-19 pandemic), the risk of major accidents related to malfunctions in our products and / or insufficient service and the risk for fatalities, serious injuries or environmental spills in our own operations. However, as Aker Solutions is a multifaceted company, most of the risks are identified and mitigated on lower organizational levels. The global HSSE function is responsible for the development, implementation and maintenance of the ERM framework within each discipline and has a global responsibility for operational effectiveness. Within this responsibility there also lies an obligation to develop and execute global HSSE audit programs and facilitate and coordinate efforts within all units.

To be able to capture and assess all hazards, personnel with diverse and relevant competencies and experience participate in the risk assessment team. A hazard / risk register is established at all Aker Solutions locations and there are ongoing projects to assess and manage all risks and opportunities connected to our facilities and activities.

Hierachy of Controls

Elimination – Complete removal of the hazard. Hazards are 'designed out' wherever this is practicable (e.g. avoid the requirement to perform the activity)

Substitution – Replacement with a less hazardous alternative

Engineering controls – Isolation, segregation, containment or limitation. All involve physical separation from the hazard

Administrative controls – Establish policies and procedures to reduce exposure to hazards, including monitoring of containment levels, training and reducing number of personnel present during hazardous operations

Personal Protective Equipment (PPE) – The role of PPE as a control measure should not be confused with its more widespread role as a precaution and as a last line of defense should an incident occur.

When determining which controls / barriers are required to manage a hazard to an acceptable level, the hierarchy of controls is utilized. Priority is given to eliminating, replacing or isolating the risk.

The risk owner is responsible for communicating risks and controls to all relevant stakeholders, in particular those exposed to the risk. The communication should be timely and in an appropriate format to the target group, and the stakeholders should be given the opportunity to give feedback on the risks and controls. The risk owner is also responsible to implement controls to mitigate risk to an acceptable level. Controls or mitigations can include operating procedures or instructions, improvement procedures or the addition of new procedures.

Occupational Health Services

Aker Solutions is committed to a goal of zero harm to its employees, not just through accident prevention, but also through safeguarding employee's physical and mental health. The physical and mental health of our people has been the top priority throughout the past few years, especially related to addressing and acknowledging mental health.

Many health programs have been initiated throughout the year, including efforts to avoid negative effects of long-term working from home for significant numbers of employees. This was done by promoting mental health awareness and coping skills through internal mass communication channels as well as through use of face-to-face meetings and on digital platforms.

A primary task for our HSSE organization in close cooperation with the local OHS, is to identify and eliminate hazards in the working environment where possible, to minimize risk to health of all personnel. The Global Health discipline has introduced the Health Hazards Assessment E-score tool to document the identification, assessment and management of all potential health hazards in the workplace. A global work instruction describes the process for site-specific assessments. The E-score tool is used at five Norwegian locations and three international locations[1]. Actions to reduce the exposure to identified health hazards have been taken and continuous improvement plans are in place at these sites. Sick leave has continued at a high level after COVID-19. We do not see this because of a bad working environment, it is more likely related to messages from health authorities to stay home when having flu symptoms.

Since Aker Solutions operates in more than 20 countries globally, Occupational Health Services (OHS) may have different set-ups in each country. In general, OHS is contracted from a certified OHS provider by our local HSSE or HR department and delivered according to a Service Level Agreement (SLA). Aker Solutions' Global Health discipline is responsible for keeping an overview of the contractual partners and safeguarding the execution of the service. Aker Solutions companies and legal entities in each country are responsible for free access to and quality of the OHS delivered to all employees and hired-in personnel. In 2022, Aker Solutions had OHS contracts at all locations where mandated by national regulations or client requirements.

The main functions and tasks of our OHS are (but not limited to):

- assist with mapping and assessing health hazards and systematic surveillance of the work environment
- assist with making annual workplace health action plans and deliver reports on implementation of actions plans
- assist with industrial hygiene assessments and measurements
- guide on changes in work processes that may have implications on workers' health
- perform pre-employment health assessments, fitness for work and travel medical exams, including vaccination
- perform periodic health surveillance exams based on individual exposure to health hazards
- health promotion through courses, campaigns and seminars on work-life balance, healthy eating, exercise, smoke cessation and mental health resilience

- assist with expertise and information on health and safety training courses
- advice on prevention, management and promotion of workers mental and physical health
- advice on prevention of work-related injuries and illnesses, including identification and reporting of work-related illnesses
- assist with sick-leave follow-up, substance abuse programs, stress- and fatigue management and personal and family conflicts

The type of OHS delivered to the employees and hired-in personnel is determined by national health and safety regulation, client specifications and the company standard defined in our Health Management and Surveillance Procedure. Depending on the scope and type of services requested, some are delivered on site and some at the location of the OHS provider. Access to the services is secured in local agreements with the workers and confidentiality regarding personal medical information is ensured by the individual OHS provider.

Quality of the service is ensured through the process of assessing the competence of different OHS providers before contracting and checking their authorization. Aker Solutions' Global Health discipline provides advice to the local organization in the selection of the best possible provider and input to the content of the SLA. Furthermore, during the contractual period the HSSE or HR organization engages in regular meetings with the service provider to adjust and improve the quality of services where and when needed. Workers are encouraged to give feedback if not satisfied with the service requested and delivered.

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1) International locations included are Brazil, Malaysia and Canada

Information regarding non-occupational medical and healthcare services is mostly distributed on Yammer, our internal communication and networking tool. Additionally, information is shared on local intranet pages and screens in common areas, where available. In some locations, regular employees may have access to a broader range of services than externals depending on the type of service offered, contracts and local agreements.

Aker Solutions offers a wide range of health promotion activities and initiatives. Some initiatives are global and aim to reach out to all personnel working for Aker Solutions, other initiatives are national or local and are specific to local needs and requirements. In 2020, Aker Solutions focused on mental health and how to cope with the stress and uncertainty caused by the pandemic. Several articles and videos were internally published regarding these topics and numerous health promoting activities were offered at different locations, for example:

- gym facilities and group training
- online exercise classes
- company sports and social clubs
- mental health support line
- webinars on mental health

	Target values 2022	2022 Actuals[3]	2021	2020	Trend	Target values 2023
Fatalities	0	1	0	0	N/A	0
Zero Days	>315	314	306	305	↗	No target
SIF	<0.28	0.15	0.29	0.27	↘	0.15
LTIF	<0.25	0.15	0.34	0.18	↘	0.22
TRIF	<1.10	1.09	1.32	1.26	↘	1.00
Sick Leave (%)	<2.50	3.59	3.16	3.02	↗	3.50

Performance

Aker Solutions had a tragic fatality at our yard in Egersund, Norway in October 2022. A truck driver delivering scaffolding material lost his life when the materials fell on him during the unloading process. Our own investigation has been completed and the learnings were shared widely, both internally and outside our organization. As of March 2023, the investigation by the local police and Norwegian Labor Inspection Authority is still underway.

Despite this tragic event, our overall safety performance in 2022 has improved compared to 2021 performance. We achieved 314 Zero Days[2] against a target of 315. TRIF, LTIF and SIF have improved in 2022, as shown in the table above.

Looking forward

The next year will see a significant increase in activity and a large number of new recruits into our company. Quality inductions and ensuring that work is properly planned so that it can be executed safely will be our top priority. In summary, we intend to stay the course with our HSSE strategy for 2023. We will continue to focus on managing risk in our operations, implementing our Control of Work Process, and developing our HSSE leadership to create a proactive HSSE Culture. We will also increase the focus on compliance and verifications to secure good performance in the upcoming high-activity period.

2) A zero day is defined as a day without a recordable injury, illness, environmental spill or incident. Zero days will not be tracked going forward.
3) 2022 actuals for SIF, LTIF, and TRIF based on man hours of 46,738,783. 2022 total recordable injuries = 51 (includes 7 lost time injuries); serious incident = 7 (6 included in total recordable injuries and 1 fatality).
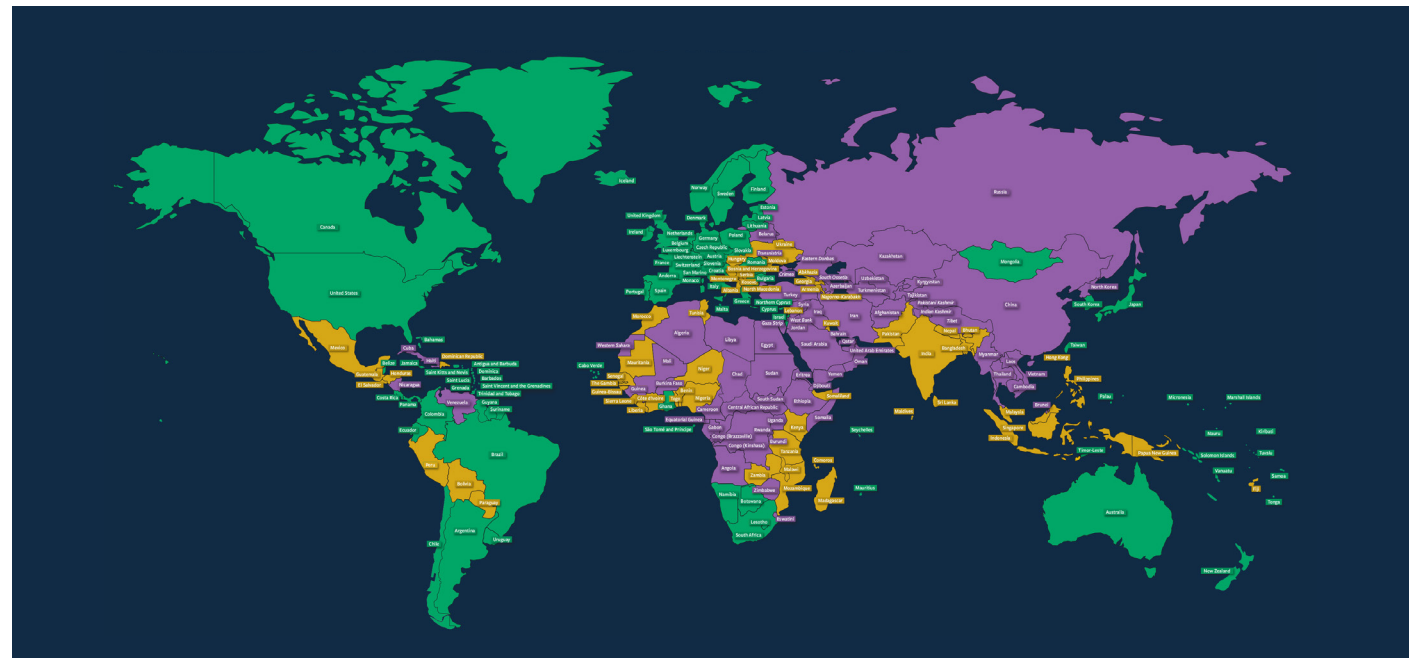
Human Rights

Aker Solutions shall respect human and labor rights. We support and respect internationally proclaimed human and labor rights, as defined by the International Bill of Rights and the International Labor Organization (ILO) Fundamental Conventions. We are prepared to say no to business opportunities that risk infringing on human or labor rights rather than risk negatively impacting people.

Aker Solutions often engages in work under challenging conditions, requiring the highest level of diligence to maintain the human and labor rights and the safety of employees and customers, subcontractors, consultants and other parties. Moreover, we have own operations as well as supply chain in countries associated with high political, corruption and human rights risks. Because of the nature of our work and the locations where we operate, human and labor rights are material topics for Aker Solutions.

Freedom House is a nonprofit, nonpartisan organization that works to create a world where all are free. Freedom in the World, their flagship annual report, assesses political rights and civil liberties in 210 countries and territories, using numerical ratings (from 0: Not free to 100: Free) and descriptive texts. The methodology and definitions are based in large part on the Universal Declaration of Human Rights (1948), and the report covers the preceding calendar year. The 2023 Global Freedom Status for 22 countries where Aker Solutions was present in 2022 is reflected in the map below.

Country	Score
Finland	100
Norway	100
Sweden	100
Canada	98
Australia	95
United Kingdom	93
Cyprus	92
Italy	90
United States of America	83
Ghana	80
Brazil	72
India	66
Malaysia	53
Nigeria	43
Angola	28
Brunei	28
Qatar	25
United Arab Emirates	18
Republic of Congo	17
Russia	16
China	9
Saudi Arabia	8

Approach

Human rights concerns are by their very nature multi-faceted and linked to multiple business processes. We strive to integrate human rights considerations into core business processes in our own operations as well as in cooperation with our suppliers and business partners and in interactions with communities where we operate. We think that such a holistic approach contributes to building a company culture where managing human rights risk and minimizing harm to people is considered as part of our core business.

To meet our commitments to respect and support of human rights, Aker Solutions shall maintain a human rights program which is embedded in our global compliance program managed by the Business Integrity & Compliance (BIC) team and led by the Chief Compliance Officer (CCO). More information on reporting to the Audit Committee can be found in the Anti-corruption and Bribery section of this report.

Our global compliance program is risk-based and designed to prevent, detect and respond to compliance and integrity risks, including human rights risks arising from the company's own activities and business relationships with suppliers and other partners, and learn from incidents of human rights violations.

Our human rights program is centered around human rights due diligence. This consists of the following key elements:

I. Commitment and Governance

The company's commitment to human and labor rights is covered by the Global Framework Agreement between Aker ASA and the Norwegian and international trade unions Fellesforbundet, IndustriALL Global Union, NITO and Tekna and our own Human Rights Policy.

A detailed description of our commitment and governance for respecting and promoting human rights can found here.

II. Activities to Identify, Prevent and Mitigate Human Rights Violations

Risk assessment:
Aker Solutions has established a process for conducting country risk assessments, including human rights impact assessment, for new country entries or for projects in new countries. We use Maplecroft's 11 indices on human and labor rights to risk-assess countries where we currently operate.

Aker Solutions has identified that potential significant risk exposure to human rights violations may be detected in the global supply chain. The most important prescriptions in the International Bill of Human Rights related to supply chain management are:

- right not to be subjected to slavery, servitude, forced labor, or child labor
- right to enjoy just and favorable conditions of work, and
- right to health

Cascading the requirements in the supply chain
We strive to ensure that our suppliers, vendors and subcontractors share our commitment to safety, business integrity, respect for human rights and compliance. We also expect that they in turn also apply the same principles towards their own employees, suppliers, subcontractors and agents with whom they work in the delivery of goods and services to Aker Solutions. We therefore cascade our expectations and requirements for human rights protections to our suppliers and subcontractors. These requirements are included in our Supplier
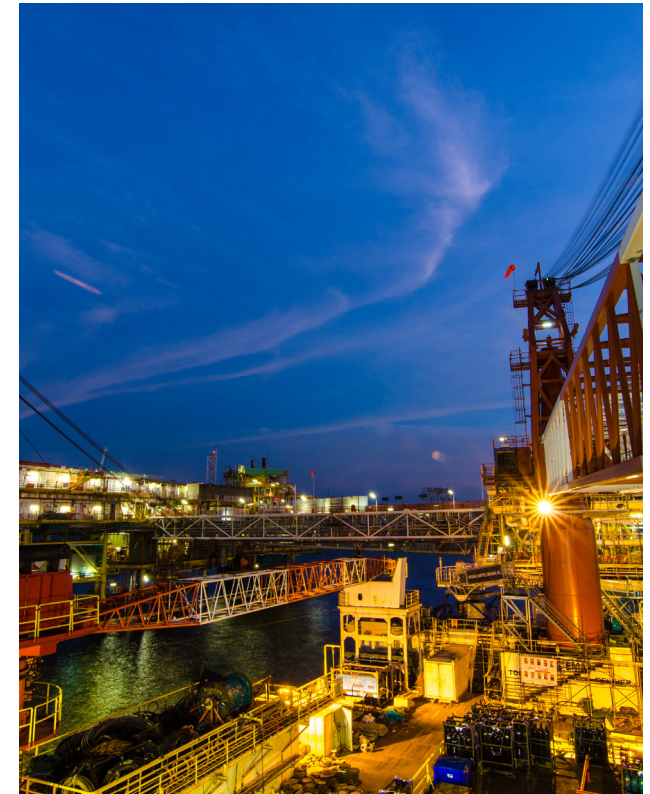
Declaration. The Supplier Declaration is used in our supplier pre-qualification process and commitment to the Supplier Declaration is a prerequisite for becoming qualified as a supplier, vendor or subcontractor to Aker Solutions.

Contractual clauses
Contractual clauses are a tool to signal expectations of respect for internationally recognized human rights to our business associates. Contractual clauses can allow us to demand a contractual party address and eventually rectify human rights violations or terminate a contract if deemed necessary.

We include 'audit rights' clauses in our contracts with suppliers to have the possibility to verify their compliance with the Supplier Declaration commitments on a risk basis.

Training, communication and awareness building
Business integrity and compliance training is one of Aker Solutions' key initiatives in building awareness about business integrity and preventing unethical behavior or breaches of the Code of Conduct, including human rights infringements.

We provide various types of integrity and compliance training to our employees. Please review the Anti-corruption and Bribery section of this report to read about our training and awareness building activities.

Due diligence
Aker Solutions performs integrity due diligence (IDD) on our customers, suppliers and other business partners such as JV partners, third-party representatives, and alliance partners. Projects and new country entries are subject to integrity and country risk assessments.

Potential integrity and compliance concerns and risks may relate to:

- corruption, human rights violations, violations of international sanctions, economic crimes (e.g., money laundering, terror financing), environmental breaches, or other material risks

Key procedures governing this process are:

- Business Integrity Policy, Country Risk Procedure, Business Partner Qualifications and Integrity Due Diligence Procedure, Supplier Approval Procedure

III. Monitoring and Reporting

Inspections, reviews and audits
We perform regular inspections for our own locations, projects and business partners. Controls of human rights guidelines and directives are regularly carried out, sometimes also in conjunction with a broader review of health and safety, procurement procedures and / or quality. A key risk exposure to human rights violations can potentially be found in the supply chain. Supply Chain teams conduct ISO-based supplier audits, where human rights and anti-corruption is part of the audit program. A risk-based audit selection methodology has been developed to ensure that high risk suppliers are subject to audits.

As planned, during 2022, we engaged three external specialized human rights audit service providers to support our auditing efforts in the supply chain and expand our on-site and worker-centric audit capacity and capabilities.

Reporting of concerns, whistleblowing and grievance mechanisms
We are committed to building a "Speak Up" culture and encourage all employees to raise concerns and report suspected violations to enable implementation of corrective actions and continuous improvement of the company. Reports can be done through internal channels or the whistleblowing channel. More information about our whistleblowing channel can be found in the Anti-corruption and Bribery section of this report and on our website. Our internal system Synergi provides a low threshold solution for recording improvement initiatives and can be assumed to be a form of grievance mechanism available for employees. Please read more about speaking up and whistleblowing in the Anti-corruption and Bribery section of this report.

Investigations
Incidents and investigations that uncover malpractices or breaches of causing, contributing to or being complicit in human rights violations shall result in recommended remediation and improvement actions. In such cases, remediation and improvement actions will be directed at the negatively impacted people and will prevent and mitigate the adverse effects now and reduce the risk of causing adverse effects in the future.

Remediation
Aker Solutions is committed to provide remediation for negative impacts or harm to people caused by our operations or through those of our supply chain when such instances have been identified.

The company has defined a process for human rights due diligence in the supply chain. In instances where we identify potential risks or weaknesses of IDD measures implemented at our suppliers we have a number of actions that we execute including enhanced due diligence, supplier questionnaire, compliance follow-up with supplier representatives, or we call for an audit by an external service provider (Aker Solutions has entered into framework agreements with three professional specialized human rights audit providers).

In a specific case during 2022, the collaboration with our client allowed us to finalize a joint human rights due diligence follow up plan for a strategic supplier and secure their engagement. This collaboration made it possible to monitor progress in order to mitigate the risk of potential deterioration of working conditions for the shop-floor employees.

Please read more about our approach to human rights and supply chain in the Responsible Supply Chain section of this report.

Internal and external reporting
Aker Solutions is a listed company on the Oslo Stock Exchange and follows the Norwegian Accounting Act for annual reporting. In addition, Aker Solutions follows the Euronext guidance on ESG reporting of January 2020. Pursuant to the UK Modern Slavery Act 2015, the company reports annually on steps that have been taken to ensure that there is no slavery or human trafficking in the supply chain. Internally, the Human Rights Committee reports on a quarterly basis to the Audit Committee through the Chief Compliance Officer.

Performance

We carried out, as planned, four quarterly meetings of the Human Rights Committee and reported on our human rights program to the Audit Committee.

In 2022 we revised and updated our Supplier Declaration to enhance the expectations in the area of human rights and decent working conditions in the context of implementation of the Norwegian Transparency Act.

We continued executing on our responsible and sustainable supply chain processes which, among other things, require that all new suppliers commit to our Supplier Declaration (including human rights and labor rights requirements) as a prerequisite of being approved as a supplier to Aker Solutions. More information about how we manage a sustainable and responsible supply chain and about our supplier qualification process including our Supplier Declaration can be found on our website. There were no reported human rights-related breaches of contracts in 2022.

During 2022, we significantly improved our human rights risk assessment of the global supply chain. The risk assessment provides a higher level of

granular information as to purchase categories, countries of origin, type of human rights or working conditions risks. Multiple indices on human rights data are contracted from Maplecroft as a provider of such data. The risk assessment provides a platform for a risk-based approach to human rights due diligence and tracking of actions to be implemented. This is yet another step to enhance our focus and supply chain risk assessment on human rights and working conditions.

At Aker Solutions we oppose modern slavery in all its forms, and we are committed to ensuring that there is no slavery or human trafficking in our business or our supply chain. Throughout 2022 we continued to improve our understanding of the modern slavery related risks faced by our business by maturing our human rights due diligence program and risk assessment. Aker Solutions' modern slavery statement issued in 2022 and approved by our Board of Directors can be found here.

In the third quarter of 2022, we rolled-out our annual Code of Conduct certification course. The e-learning course included a chapter on respecting and promoting human rights as well as other material topics e.g., anti-corruption / anti-bribery section, data protection section. In 2022, approximately 11,000 personnel (own employees and direct hired-ins) completed a mandatory annual Code of Conduct certification e-learning where they confirmed to have read and understood Aker Solutions' Code of Conduct. This constitutes approximately 96 percent of all personnel identified in the target group[3].

During 2022, we continued valuable collaboration across the company with key stakeholders with the purpose of working together towards improving our human rights due diligence process in compliance

with the OECD guidelines as well as the new legislation on human rights due diligence i.e., the Norwegian Transparency Act which came into force as of 1 July 2022.

Looking Forward

Throughout 2022, we continued further development of our human rights program. We continued a valuable cross functional collaboration across departments on human rights risks and mitigation. All in all, our human rights program is maturing with each year. Looking into 2023 we have new ambitions and goals to be achieved to continuously improve our performance in this area and to avoid harm to people.

Our focus areas for 2023 have been defined and we will concentrate on:

- continue strengthening the human rights framework in the supply chain
- continue building awareness and competence on human rights and business for our employees
- reviewing risk and continuing human rights salient issues mapping to ensure it corresponds with developments in our business and supply chain
- risk based human rights and worker-centric audits of selected suppliers based on established plan
- enhancing collaboration with key external stakeholders to ensure a lasting positive impact on human rights and working conditions for identified higher risk areas of common supply chains

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3) Company personnel is defined as own employees and hired-in consultants / contractors who report hours to and are directly remunerated by Aker Solutions. It does not include personnel employed and remunerated by suppliers / subcontractors.

Human Capital

We acknowledge that our people and their competence will enable us to accelerate the speed of the transition to more low-carbon and renewable energy. As a responsible employer, we recognize the potential negative socio-economic impacts of rapidly changing employment opportunities during the energy transition and the positive impacts of investing in our employees and their development. Human Capital is a material topic for Aker Solutions, and we are committed to investing systematically in people and competence to ensure a competent, engaged, and diverse workforce.

Approach
In 2021, Aker Solutions embarked on a global six-month Strategy & Culture project. The project involved employees at all levels in the organization and was centered around a series of dialogues and activities to explore and co-create our strategy while growing the culture needed to achieve our goals. The input from the 2021 Strategy & Culture project continues to shape our enterprise and segment strategies and has resulted in a new cultural framework, and also in setting priorities related to transformation initiatives and local actions plans.

Our leaders are challenged to protect and improve our current position within oil and gas and successfully accelerate our entry into the renewables space, exploring opportunities of digitalization and innovation. This not only tests the balancing act of short-term and long-term business perspectives, but also requires that our leaders recognize the tension between two distinct leadership capabilities – the operational and the transformational parts of the leadership role. Close contact with operations and a solid understanding of the strategy and how we operationalize it is expected. Good industrial relationships are an important part of Aker Solutions' history and culture. We encourage employee representation in our business units worldwide. Employee representatives provide employees with influence and lines of communication through their participation in working committees, on the Board of Directors and in operational improvement and organizational change projects. This is part of our commitment to human and labor rights.

Over decades, we have nurtured rising talents and become an attractive employer for the best and brightest. Our focus on accelerating the transition to sustainable energy production, and doing it responsibly, speaks to the next generation who want to contribute to the energy transition. Retention of talents and key personnel will be instrumental. Our talent retention 12 months rolling index is 93 percent.

We aim to strengthen our leadership pipeline, developing leaders that are diverse and multi-competent with a dialogue-based leadership mindset. Through execution of a structured succession planning process, we have been able to identify successors for our key leadership and project management roles in the company and strengthen our leadership pipeline. In 2022, 47 percent of our key leadership positions have a succession pipeline with at least two successors identified.

Training and Leadership Development
We are currently building and developing a set of programs and concepts around the topic of leadership. These are customized for different target groups with different aims.

- **Project Execution Program** was launched in 2022. Each program group is comprised of 20-30 project professionals from varying segments and locations convening regularly to foster learning and knowledge sharing. In 2022, 73 leaders from EPCI(C) projects participated in the program.

- **Leadership Learning Labs** is a space to meet leadership peers, gain new inspiration and insights and explore how to practice leadership skills in our evolving business.

- **Aker Solutions' Mentoring Program** was relaunched and evolved to include both professional and personal development.

- In 2022, 200 leaders participated in our **Leadership Learning Journey Program**. Participants included employees from Brazil, Brunei, Canada, China, Congo, UK, India, Malaysia, Norway and the U.S.

Programs and development concepts on Change Leadership, Leading transformation in a digital context, Leadership Toolbox, and Leader Team Development are under development and will be launched in 2023 as the next step in leadership development.

Pulse Check Results 2022 averages

68%

Response Rate

72%

Employee Engagement

77%

Organizational Effectiveness

Stakeholder Feedback

Aker Solutions' Employee Pulse Check Survey was conducted every fourth month in 2022. The survey is comprised of 10 short statements: half address employee motivation and engagement and the other half address collaboration and organizational conditions. The main purpose is to monitor and gain insights into employees' perceptions of own work motivation, team dynamics and organizational effectiveness and increase understanding of how the employee experience impacts our overall operations and drives our transformation agenda. Line managers and teams meet to share results and discuss plans to maintain or improve the work environment. The results are acted upon in different ways depending on the issues that surface in the reports. Support and reflection tools are available for teams and managers to foster this process. The results are also discussed in company democracy forums with union and safety representatives to ensure stakeholder engagement, capture valuable input and feedback, and collaborate on how the employee experience can be further improved.

We recognize that a balance between work and personal needs is important in supporting a healthy, motivated, and productive workforce. We have a variety of global and local programs and policies to help our team members achieve success at work and at home, while making their workplace an enjoyable and safe place. We have continued to stimulate and fund local welfare clubs and initiatives with a broad sport and social activity range for all employees. We have strengthened the platform for our global community of young professionals, Young Solutioneers. The valuable input from this forum continues to help our management team as we further develop the employee value proposition.

For the third year in a row, the number of own employees has increased and was 15,394 at the end of 2022. Building upon a strong and healthy company culture in line with our purpose and attitudes is important for us as we continue to grow. Employees in Norway account for 59 percent of our own employees. Our international footprint has been reduced and we have experienced a decrease in number of employees in most of our international locations. Additional data and figures on our employees can be found in the appendix.

Looking forward

In 2022, we have focused our efforts on initiatives to promote enterprise leadership, cultural framework, employee competence development and well-being, both in line with best practice and aiming to excel beyond compliance.

App Farm: Solving challenges through low coding

Low Coding will be a part of all employees' daily life in the years to come. App Farm is the start of an everyday digitalization journey to create digital awareness and develop competence across all levels of the organization.

#SKILLS: Training and Leadership Development

Successful transformation requires investing in our people. To support our employees in staying relevant in the emerging market, we have an ongoing competency lift project called #SKILLS. We are committed to creating an environment where everyone gets the opportunity to learn, build new skills and further develop. The #SKILLS learning initiative, launched in 2022, is a platform and community consisting of multiple tools and resources to learn, develop and share knowledge.

Based on employee input from the Strategy & Culture workshops in 2021 and input gained through a systematic process including all segments and regions, six strategic skills have been identified as key to manage our strategic transformation in Aker Solutions:

- digital
- leadership
- change readiness
- technical and professional
- positioning, execution and commercial awareness
- environmental, social and governance (ESG)

Regardless of role or organizational belonging, all areas are relevant for development of our employees, in addition to their on-the-job experience.

Resources:

One of the resources connected to #SKILLS is Coursera, an online learning platform offering access to over 7,000 online courses and certifications from world class universities and companies. Through our enterprise agreement with Coursera, the platform is available to all employees and affords them the opportunity to be curious, steer their own development journey and build new skills, both job-related and otherwise. On average, our employees each spent 6.1 hours on training in 2022. This does not include project-related training / training paid for by clients.

7,000+
ONLINE courses and certifications

6.1
HOURS average training in 2022

Diversity and Equal Opportunity

Aker Solutions has one of the industry's most admired environments for concept development and front-end work. Aker Solutions is empowered by its diverse workforce with 96 nationalities and by the number of female employees excelling and filling crucial roles across the company's global operations. There is great potential for negative social and economic impacts from inequality, lack of diversity and other biases, thus, diversity and equal opportunity is a material topic for Aker Solutions.

Approach

Aker Solutions is strongly committed to the principles of non-discrimination and equal opportunity, regardless of gender, age, nationality, or other factors. In accordance with our Code of Conduct and People Policy, we work hard to ensure that all personnel processes are free of biases both by design and in practice and we monitor and promote diversity and equal treatment in recruitment, promotions, competency development and salary reviews. Aker Solutions has a procedure for handling whistleblower cases, and it is followed with respect to investigating discrimination allegations. For more information on the whistleblower channel, see the Anti-corruption and Bribery section of this report.

The company has a diverse workforce, which it seeks to develop and motivate further through strategy involvement, competency management, employee engagement, career development and leadership training. Aker Solutions is committed to enabling local staff to move into management positions, in support of rules for local content and job creation for nationals

enacted in some countries. Local management teams actively seek to promote, build, and retain local talent, ensuring legal compliance and securing long-term operations.

We focus on the importance of diversity through various internal campaigns such as celebrating International Women's Day and Pride month. We also support the Stiftlesen VI Foundation that works to ensure that people with disabilities receive the same opportunities to perform as non-disabled. The Foundation gives a valuable opportunity for Aker Solutions to learn more about opportunities and rights for people with disabilities and encourages our employees to engage directly in their activities.

Performance

Globally, we strengthened our focus on initiatives to promote greater diversity in 2022 through a focus on recruiting female candidates and promoting women to leadership roles. As the table reflects, there was an increase in recruitment of females and an increase in the percentage of total share of female employees in Aker Solutions in 2022.

The percentage of women in leadership roles has decreased from 23 percent in 2021 to 22 percent in 2022. As we are not content with this development, increasing the share of female employees will remain a priority in 2023. In Norway, Aker Solutions is a partner and sponsor of the female network for

Objectives	2022 Gender % Female	2021 Gender % Female	2022 Age Groups		
			<30	30-50	>50
Board of Directors	45	45	0	18	82
Leadership	22	23			
Own Employees office	27	26			
Own Employees non-office	7	5			
Total own employees	21	18	16	55	28
Recruited[1]	25	18	34	55	11

1) 3,890 employees recruited in 2022. 2,841 employees recruited in 2021.

Science, Technology, Engineering and Mathematics (STEM) at NTNU[4], also highlighting female success stories and employee journeys (internally & externally). Diversity is an integrated part of the recruitment processes in the company, across all levels.

We have continued our focus throughout the year to provide our employees with an adequate workplace and arenas to interact with other colleagues. This includes initiatives such as free online, as well as in-person, exercise classes for employees, relevant equipment for home office and use of digital tools to interact and connect with employees for work and socially. The framework for working from home is now incorporated into the company's employee handbook.

Looking forward

In 2023 we will continue to focus our efforts on initiatives to promote greater diversity, leadership, culture, organization and competence development. The following priorities within diversity and equal opportunity are a continuous focus:

- performance process and dialogue sessions for teams and individuals that will include culture and competence development
- focus on number of female employees in leadership positions and building a strong leadership pipeline
- talent recruitment and retention with increased focus on diversity in our workforce including demographic profile, nationalities and gender
- align corporate and country specific diversity and inclusion forums to champion diversity and inclusion activities across the organization

4) Link to reference

Reporting on Gender Pay Gap

According to the Norwegian Equality and Discrimination Act, Norwegian companies have an obligation to map and actively work to prevent discrimination and gender inequality in the company and must report on gender pay gap among employees every other year. The key findings from our gender pay analysis are below and are related to employees in Norway only. Diversity reporting in other countries is according to local requirements.

Main Findings for Norway

The energy industry is a male dominated industry. Availability of female candidates with education within Science, Technology, Engineering and Mathematics (STEM) is increasing, but is still low in most of the markets where we operate. Our 2022 reporting shows an improving base salary pay gap in all levels of the organization. The level of temporary and part time work in the organization is low, and no involuntary part time work is identified.

Gender Distribution in the Norwegian Organization

The gender distribution shows that over 70 percent our office-based employees are men in the majority of the organization. The exception is among administrative staff and junior professionals where there is a majority of women. Among non-office employees 94 percent of the employees are male. The uneven gender distribution in the organization influences the pay gap.

Office Based Roles

Male / Female

	Male	Female
Executives	77%	23%
Senior Management	78%	22%
Senior Specialists and Team Leaders	73%	27%
Professionals	69%	31%
Entry Level and Junior Professionals	63%	38%

Non-Office Roles

	Male	Female
Operators and Team Leaders	94%	6%

Total

	Male	Female
	74%	26%
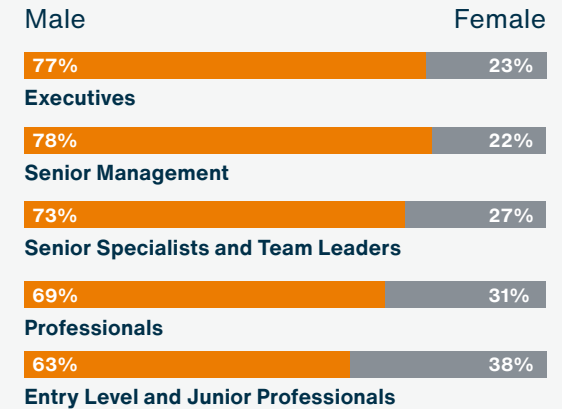
Norwegian Gender Pay Gap

The gender pay gap reporting shows women's average salary in percentage of men's average salary for the relevant position level – both for base salary and total compensation. The 2022 analysis shows that the base salary pay gap is decreasing compared to the 2021 data, across all job categories.

In total compensation, however, the pay gap continues to exist between women and men. For levels below senior management positions, the gap widens because men work more overtime than women and have more variable compensation from shift work and irregular hours.

Aker Solutions has a mandatory global compensation procedure to ensure gender neutral pay. The procedure includes principles for determining basic salary, for annual salary review process, and for out of cycle processes for determining basic salary.

There is no pay gap for non-office employees as they follow a tariff salary scheme.

Temporary Work, Part-time and Parental Leave in Norway

Temporary Work

The vast majority of our Norwegian employees are employed on permanent employment contracts. Attracting and developing new competence is critical for Aker Solutions and the employment of apprentices is an essential part of this effort. Apart from a small number of seasonal workers (e.g., summer interns) all temporary workers identified are apprentices. A high percentage of our apprentices are offered permanent employment upon completing their apprentice period. On average, 2.3 percent of male employees and 0.5 percent of female employees worked on temporary contracts in 2022.

Part-time Work

Aker Solutions had a very low level of part-time work in Norway during 2022. On average 1.7 percent of both male and female employees worked part-time. All of them did this as a result of their own request. No involuntary part-time work has been identified.

Parental Leave

Parental leave follows legal regulations and individual choices. During 2022, female employees on parental paid leave took an average of 30.6 weeks, while male employees took an average of 15.1 weeks paid parental leave. Aker Solutions pays full salary to employees on parental leave – also for employees with higher salary than the cap in Norwegian social security regulations.

UK Gender Pay Gap

In the UK, we report publicly and to the government on the gender pay gap. The initial 2022 results for Aker Solutions show a continuing decrease in the mean and median pay gap. This continues the downward trend from our first Gender Pay Gap report in 2017. The final pay gap outcomes or 2022 will be published at the end of March 2023.

Women's Average Salary as Percentage of Men's Average Salary for Norway

Job category	Base salary	Total compensation
Executives	99.5%	92.3%
Senior management	96.3%	93.2%
Senior specialist and team leaders	95.3%	89.9%
Professionals	97.1%	83.3%
Entry level and junior professionals	100.4%	87.9%

Governance

- Responsible Supply Chain
- Anti-corruption and Bribery
- Data Privacy and Security
- Emergency Preparedness

Responsible Supply Chain

Mismanagement of a global supply chain can cause negative environmental and social impacts, as well as impacts related to governance issues such as corruption and data privacy violations. Aker Solutions has a duty to responsibly manage our relationships with our suppliers, monitor their activities and actively work to diversify our supplier portfolio. With over 10,000 suppliers in our global supply chain, ensuring a responsible approach and management of this network to mitigate negative impacts is a material topic for Aker Solutions.

Approach

Our commitment to sustainability includes our external operations, such as those related to our suppliers and customers, as well as our internal operations. Suppliers are expected to adhere to our business ethics and Code of Conduct, including our standards for health and safety, human and labor rights, environment, quality management, business integrity and corporate social responsibility, as well as being competent and trustworthy. Our expectations are further outlined on our website.

This is controlled and followed up through our supply chain management systems, like the Qualified Vendor List (QVL) that allow continuous monitoring of our supplier base. A unified supplier onboarding process, which includes HSSE and compliance aspects like human and labor rights risks checks, allows for comprehensive evaluation of our qualified suppliers. This system, integrated with the company's internal audit management system, which tracks audit reports and findings, enables us to verify and monitor supplier

performance. The onboarding system also issues alerts when certifications are expiring.

In addition, our specific risk-based human and labor rights supplier audit program determines where the company focuses its audits, with the goal of ensuring that our supply base is aligned with Aker Solutions' principles and requirements. The audit questionnaire includes a detailed verification of adherence to the company Supplier Declaration and internationally recognized standards for human and labor rights (e.g., UN Guiding Principles for Business and Human Rights).

To engage our upstream value chain in the sustainability efforts we are implementing, we aim to influence our supplier base to deliver more sustainable goods and services by measuring supplier emissions in our internal reporting and adding requirements and selection criteria to our supply chain management tools.

Performance

In 2022, we continued awareness campaigns with our suppliers. In September, we organized the second annual Supplier Sustainability Day, a two-day global learning program dedicated to discussing ESG challenges that companies in our industry are tackling, proven solutions and best practices. The event included representatives from companies throughout our value chain, as attendees, panelists and speakers. This is also an example of stakeholder engagement and feedback. During the event, we answered questions from customers, suppliers

and partners regarding our approach to supplier management and also took suggestions for how we can improve.

We also completed a spend-based emissions assessment and identified 20 strategic suppliers with which we engaged during 2022, assessing their maturity and strategies, specifically focused on emissions. The plan will help Aker Solutions compare those suppliers with the potential to decarbonize their operations and contribute to our scope 3 emissions reduction ambitions. Aker Solutions also assessed the ability of these suppliers to provide product specific

emissions. During 2022, we used supplier data to support the first pilots of our LCA tool. This tool will enable us to move away from purely spend-based data for some scope 3 categories to a hybrid method. Aker Solutions will use spend, mass information and product specific information as primary data, and utilize Ecoinvent, the global lifecycle inventory database, for secondary data when needed. We have been progressively engaging with our wider supply chain base to gain a better understanding of their decarbonization maturity and to further develop our supplier engagement program to meet our emissions reductions and reporting targets.

Freight emissions continues to be a focus area for Aker Solutions, as we see an increase in the operations and, consequently, in the overall movements. Aker Solutions is partnering with our freight forwarders to explore greener ways to move shipments by optimizing routes, consolidating parts movement and by reducing airfreight where possible. We are also exploring alternative and more environmentally-friendly fuels to reduce our scope 3 emissions. In 2022, in some of our projects, we started to introduce offset and inset solutions, specifically targeting air and sea for the use of biofuel. As an example, our US operations have completed a significant emissions management milestone by signing the first local contract with DHL to inset all shipments automatically. To further the significance of this milestone, Aker Solutions is also the first US customer to sign up for this agreement.

Following our approach to managing risks of breaches of human and labor rights and per new legislation – the Norwegian Transparency Act that entered into force in 2022 – our risk assessment methodology, human rights due diligence planning and execution

capacity have been improved. These improved processes impacted our operations overall, including our locations and supply chain.

Collaboration with our clients and suppliers was strengthened and has become fundamental to anchoring and embedding human rights requirements into operations, building the necessary awareness at various levels and implementing improvement plans.

Due diligence initiatives with a specific focus on human rights and working conditions were conducted both on selected projects as well as on a country level, including some higher risk countries (e.g., United Arab Emirates). These processes became an integrated element of our internal approach as well as an increasing expectation and requirement from our stakeholders. In one example, the collaboration with our client allowed us to complete a joint human rights due diligence follow-up plan for a strategic supplier and secure their engagement. This collaboration made it possible to monitor progress in order to mitigate the risk of potential deterioration of working conditions for the manufacturing employees.

In Norway, the domestic regulation Påseplikten that requires an obligation to ensure compliance with generally applicable collective agreements on social security and labor conditions was accounted for in specific suppliers' audits conducted during 2022.

Driven by new regulatory requirements, tools and procedures and improved collaboration, the maturity level of the organization and awareness of the importance of pursuing sustainable business with suppliers and sub-suppliers has increased.

Looking Forward

Aker Solutions is progressing on the journey toward understanding the impact and the total emissions from our suppliers, while also maturing our own internal processes for how to assess, monitor and work together with our partners and the Climate Action Plan. Our expectation is to capture the emissions in our value chain and enable targeted initiatives with our supplier base to reduce emissions across all scopes.

Aker Solutions will ensure the monitoring of regulations on climate action, such as the European Union's work on Sustainable Finance and the EU Taxonomy regulation and challenge our supplier base to commit and take action for sustainable growth.

Cultivating long-term relationships with our strategic suppliers allows us to engage, plan and reduce climate-related risks and their potential business impacts. Moving forward, we will continue to carefully monitor sustainability risks related to our external operations, track them through our risk management process, and ensure that the correct tools are in place to avoid or mitigate those risks. As an example, Aker Solutions will prioritize our sustainability engagement with the supply chain on key commodities such as steel, cement, chemicals and transportation. In addition, a set of minimum sustainability requirements will be rolled out for dynamic implementation into the supply chains of all operations.

Anti-corruption and Bribery

At Aker Solutions, we have a long and proud industrial history. We honor that legacy and secure our current and future license to operate by acting responsibly and with integrity. By adhering to the highest standards and honoring our commitments we gain and maintain trust of one another, our customers, business partners and other stakeholders. We have operations in countries associated with high political, corruption and human rights risks and the potential negative impact from these risks makes anti-corruption and anti-bribery material topics for us. During 2022 we have observed new geopolitical instabilities resulting in extensive use of political tools like sanctions or blacklisting, all of which impacted Aker Solutions as a global company and our international supply chain. Additionally, Aker Solutions' alliance / joint venture / consortium partners represent the highest risk of being involved in or associated with corrupt activities and are therefore subject to thorough due diligence scrutiny.

These material topics are at the core of the company's compliance and integrity program. As such, they are subject to periodic communication and reporting to key stakeholders like the Board of Directors, Audit Committee, Unions (through employee representatives to the Board), executive management team, business segment management and all employees. There are different ways the company engages with internal stakeholders on material topics. Some examples of our engagement include periodic reporting on risk assessments, reporting on design and efficiency of the compliance program and risk mitigation relating to material topics, company-wide awareness campaigns and internal capacity building

through compliance trainings. In addition, external stakeholders such as customers, suppliers and partners are consulted and involved during supply chain audits and the integrity due diligence process.

Approach

Our approach to building a culture of compliance and integrity is based on a clear commitment and strong tone from the top expressed by firm expectations from the Board of Directors and the company's management.

Aker Solutions' commitment to compliance and integrity is operationalized and managed by implementation of a global compliance program. Aker Solutions' compliance program is managed by the Business Integrity and Compliance (BIC) team and led by the Chief Compliance Officer (CCO). The CCO has a direct and independent reporting line to the Audit Committee. The Audit Committee regularly reviews the company's compliance with the Code of Conduct and supporting compliance documents. The CCO reports quarterly to the Audit Committee on the design, implementation and effectiveness of the company's business integrity program and activities, and reviews performance in this respect. Particular focus is given to whistleblowing cases and independent investigations concerning the Code of Conduct, follow-up of high-risk business partners including third party representatives, and adherence with human rights and data privacy. Once a year, in the third quarter, the Audit Committee meets separately with the CCO without members of management present.

Our **global compliance** program, including **anti-corruption** and **human rights frameworks** is based on the right tone from the top and is designed to promote a culture of ethical and responsible business conduct.

Periodic compliance and integrity risk assessments

Comprehensive governing documents setting expectations and guidelines to employees

Risk-based internal audits of business process controls

"Speak Up" culture and whistleblowing system

Regular and systematic employee training

Business Partner and 3rd party risk management processes

Regular monitoring of internal controls through self-assessments at all locations and spot checks

Follow-up by BIC team, corrective actions and improvements

We work continuously and systematically to improve operationalization of the compliance program across the global organization and to enable the right business conduct throughout the company.

The company's compliance program is designed to help us promote a culture of compliance and integrity and to prevent, detect and respond to non-compliances, breaches of law, regulations, or internal policies.

Aker Solutions business integrity and compliance program consists of three key elements:

1. Preventive measures
2. Detective measures
3. Responding measures

Each of the above-mentioned key elements of Aker Solutions' business integrity and compliance program are described below.

1. Preventive measures

a. Risk assessment
Assessment of business integrity and compliance risks is an integrated part of the Enterprise Risk Management (ERM) process which is subject to a quarterly review in the ERM committee. The category "Compliance and integrity risk" is defined as one of Aker Solutions' top ten risks which are reported to the EMT on a quarterly basis as well as to the Audit Committee. At the end of 2022, the risks identified and assessed in this category were relating to:

- business partners in terms of corruption and integrity
- geopolitical situation and use of tools like sanctions and blacklisting
- potential breaches of human rights and adverse impacts to people though the supply chains
- potential breaches of competition compliance prior to the closing of the planned joint venture transaction between Aker Solutions' subsea business and SLB

Mitigation measures for all these risks are defined and responsible persons for follow-up are assigned.

b. Governing documents
Aker Solutions' Code of Conduct is endorsed by the Board of Directors and constitutes a framework for managing compliance and integrity risks. It describes our commitments and requirements regarding business practice, personal conduct, and expectations towards business partners.

The Code of Conduct outlines clear principles and rules in key compliance and integrity areas like anti-corruption and anti-bribery, facilitation payments, conflict of interest, gifts and hospitality, human rights and labor rights, fair competition, anti-money laundering, sanctions and trade compliance.

Our Business Integrity Policy is endorsed by the CEO and supplements the Code of Conduct and sets clear responsibilities and procedures for managing compliance and integrity risks at all business levels in the Aker Solutions organization globally.

The Code of Conduct, Business Integrity Policy and other compliance procedures are implemented and operationalized in the line of business through a global compliance program.

c. Training and awareness building
Continuous focus on awareness of compliance and business integrity is important to ensure that our employees know what to do if they find themselves in a risk or dilemma situation.

In 2022, approximately 11,000 personnel (own employees and direct hired-ins) completed a mandatory annual Code of Conduct certification e-learning where they confirmed to have read

and understood Aker Solutions' Code of Conduct. This is approximately ninety-six percent of all personnel identified in the target group[1]. Additionally, approximately 3,400 new hires completed the mandatory introduction to business integrity e-learning and approximately 1,100 employees in high-risk roles, such as supply chain and business development, have been trained on relevant compliance topics through dedicated face-to-face or Teams-based training sessions.

For more information on training programs, see this report's section on Human Rights. More details on number of employees trained, type of course and completion per region are available in the appendix.

d. Third party risk management and integrity due diligence
Country and business partner risk
Aker Solutions is present at multiple locations in more than twenty countries, several of which have scores on internationally recognized indices that indicate high inherent integrity risk. Risks are managed through country risk assessments, sanctions and trade compliance assessments, mandatory compliance and integrity awareness trainings, compliance reviews and integrity due diligence (IDD) process of business partners.

Aker Solutions performs IDD on our customers, suppliers and other business partners such as joint venture partners, third-party representatives and alliance partners. Projects and new country entries are subject to integrity and country risk assessments.

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1) Company personnel is defined as own employees and hired-in consultants / contractors who report hours to and are directly remunerated by Aker Solutions. It does not include personnel employed and remunerated by suppliers / subcontractors.

During 2022, there were 88 Country Risk Notifications (CRN) recorded triggering execution of an IDD process. Respective numbers for previous years are: 117 CRNs in 2021 and 76 CRNs in 2020. More information on our IDD process is included in the Human Rights section of this report.

Transparency International's Corruption Perceptions Index (CPI) scores and ranks countries / territories based on how corrupt a country's public sector is perceived to be by experts and business executives. It is a composite index, a combination of 13 surveys and assessments of corruption, collected by a variety of reputable institutions. The CPI is the most widely used indicator of corruption worldwide. The CPI scores for the 22 countries where Aker Solutions was present in 2022 are shown in the map below.

Corruption Risk Picture

Country	Score
Finland	87
Norway	84
Sweden	83
Australia	75
Canada	74
United Kingdom	73
United States of America	69
United Arab Emirates	67
Brunei*	60
Qatar	58
Italy	56
Cyprus	52
Saudi Arabia	51
Malaysia	47
China	45
Ghana	43
India	40
Brazil	38
Angola	33
Russia	28
Nigeria	24
Republic of Congo	20

* Brunei was not included in the 2021 or 2022 Corruptions Perceptions Index. This score is from CPI 2020.

Score

Highly corupt — 0-9 | 10-19 | 20-29 | 30-39 | 40-49 | 50-59 | 60-69 | 70-79 | 80-89 | 90-100 — Very clean | No Data | No data

The designations employed and the presentation of material on this map follow the UN practice to the best of our knowledge. January 2023. They do not imply the expression of any opinion on the part of Transparency International concerning...
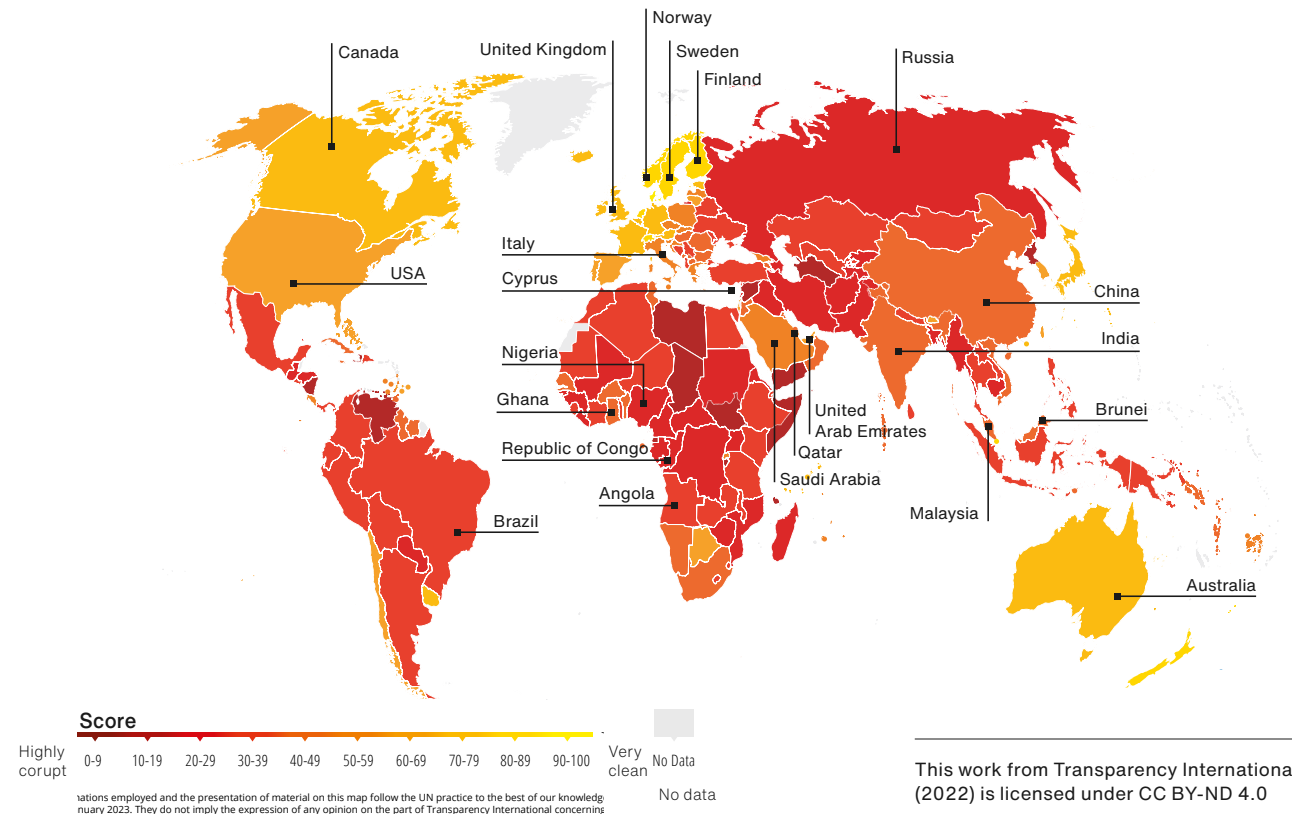
This work from Transparency International (2022) is licensed under CC BY-ND 4.0

2.Detective measures

a. Monitoring and compliance self-assessment, audits, and reviews

There is an established process for an annual compliance self-assessment. A self-assessment form is sent out to all legal entities. The form includes a set of approximately 35 questions covering 12 risk categories which are subject to self-assessment by local entity representatives. In 2022, the self-assessment questionnaire was sent out to 52 Aker Solutions locations. The data is captured in a global compliance dashboard. Self-assessment responses provided by locations constitute the basis for risk-based compliance audits or reviews conducted independently by the BIC team for verification purposes. During 2022, the BIC team conducted five compliance internal audits.

b. "Speaking Up" and whistleblowing

Aker Solutions is committed to building a culture of trust where employees are comfortable to ask questions, seek guidance, raise concerns and report suspected violations. Aker Solutions' whistleblowing channel allows anyone (including externals) to report concerns, incidents, breaches or suspected breaches of the Code of Conduct, other internal policies or laws and regulations. We all have a responsibility and must have the courage to speak up promptly about ethical questions or issues, and anything we believe, in good faith, to be a suspected violation.

Notifications can be sent anonymously through Aker Solutions whistleblowing channel or by email to whistleblowing@akersolutions.com. We do not tolerate retaliation against anyone who speaks up in good faith to ask questions, raise a concern, report a suspected violation or participate in an internal company investigation.

Whistleblowing information posters are made available in several languages and provide key information about what to report, how to report and what channels are available.

The number of cases reported in 2022 was 0.20 reports per 100 employees[2] as compared to 0.63 for the previous year. There were 38 reports recorded in 2022, compared to 95 reports in 2021 and 169 reports in 2020. Around 50 percent of received reports in 2022 concerned employee relations and human resources issues, which is similar to the 2021 level. The remaining cases were related to other business integrity topics.

There are various channels available for employees to ask questions or seek guidance. Aker Solutions established a common channel for employees: ethics@akersolutions.com which is managed by the BIC team. Guidance on the company's policies, procedures and processes is available on the company's intranet. BIC set up a communication channel on the company's intranet where awareness posts are published on a regular basis and employees have the possibility to comment and ask questions to the team. Additionally, there is a Compliance Officer dedicated to each business segment, so employees have a dedicated person to go to with questions or requests for guidance.

The company conducts an annual monitoring activity and sends a self-assessment form to all legal entities in the group. This self-assessment form allows for feedback to BIC. If there are ideas for improvement of processes, they can easily be shared through the

form. Compliance Officers interact with business segments on a regular basis and feedback is routinely collected. The BIC team accesses the feedback received and changes are implemented as part of our continuous improvement approach to the company's compliance and integrity program.

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2) For statistics on Whistleblowing, we are using 15,012 as the total number of employees. See additional key staff figures in the appendix.

Whistleblower Reports

38	95	169
2022	2021	2020

Reports concerning employee relations and human resources issues

50%	50%	59%
2022	2021	2012

> " We work continuously and systematically to operationalize the compliance program across the global organization and to support and enable the right business conduct throughout the company.

3.Responding measures

Aker Solutions has implemented a number of measures to respond to non-compliance. The key measures include adequate investigation of all reported concerns / whistleblowing cases, systematic capture of lessons learned from incidents, consistent implementation of response / improvement actions, including disciplinary actions and regular reporting to the CEO and Audit Committee.

All notifications to the whistleblowing channel are received and managed by our BIC department and are treated with strict confidentiality. BIC has a mandate from Aker Solutions' Board of Directors to investigate alleged compliance violations. Investigations are conducted in accordance with the rules set out in the Whistleblowing Procedure and the Investigation Procedure.

Continuous improvement

We work continuously and systematically to operationalize the compliance program across the global organization and to support and enable the right business conduct throughout the company.

Performance

Throughout 2022, the company maintained the core elements of its global compliance program including anti-corruption, human rights and sanctions compliance frameworks. We conducted screenings of potential projects in high-risk countries and IDD processes of potential business partners as the company pursued opportunities in higher-risk markets. All whistleblower reports received were investigated. A Code of Conduct refresher e-learning was made available to all company personnel. Activities requiring travel and / or in-person interaction, such as classroom training and on-site audits, were partly re-activated after being postponed or cancelled in 2021 and 2020 due to the global COVID-19 pandemic.

Looking forward

In 2023, we will continue our efforts of enabling responsible business conduct and promoting a culture of compliance and integrity. We will continue shaping our global compliance program to ensure that it evolves and remains relevant in the dynamic global context and amid challenges like increased regulations, enforcement, geopolitical instability, complexity and external expectations as well as ESG impact and alignment with our strategic sustainability agenda.

Our priorities for 2023 have been defined and we will concentrate our focus on:

- strengthening the company's global compliance and integrity program
- continuous improvement of our end-to-end business partner follow-up process
- implementing innovative and engaging business ethics training concepts to build awareness and engagement
- digitalization or automation of identified compliance processes to increase efficiency

Data Privacy and Security

Maintaining the security and privacy of our data is essential for legal compliance and continuity of operations. Aker Solutions is heavily reliant on access to data and IT (Information Technology) systems to deliver services to our clients, where data security has the highest priority. The company is responsible for processing data about our employees, contractors, clients, projects and partners. They rely on Aker Solutions to protect their privacy and manage their data in a secure way. Keeping systems and data secure is a material topic for Aker Solutions.

Approach

Aker Solutions has adopted the ISO 27001 and NIST (National Institute of Standards and Technology) SP 800-53 frameworks for managing data privacy and information security risks. The Audit Committee of the Board of Directors oversees the risk exposure and mitigating controls implemented by management. Risks are reviewed by management on a quarterly basis through the Enterprise Risk Management process. Audits are performed regularly towards internal organizations as well as external providers to ensure compliance with policies and controls.

All employees sign off on an annual basis that they will follow the company's procedure for acceptable use of IT equipment and all employees also complete annual training on cyber security awareness.

The risks posed by cyber criminals continue to be a major threat to operations. This risk is managed by IT with the security function actively engaged as a stakeholder. As such, the threat landscape is continuously monitored, and necessary steps are taken to safeguard employees, systems, data and products through internal procedures and proactive engagement with national authorities.

Phishing emails remain the most important vector for cyber-attacks. The company conducts a minimum of six phishing exercises for all employees aimed at increasing awareness and competency around phishing. The failure rate is determined by the number of recipients in the simulation that were compromised out of the total number of recipients in the specific simulation. Additional training courses are mandated for those that fail more than one simulation per year. Our aim is to reduce the failure rate by five percent year on year. Further measures have been taken to improve capabilities for early detection of ongoing malicious activities, securing immediate response and resuming normal operations. Precautions have been taken to protect Aker Solutions' and its clients' assets.

Performance

From a personal data protection perspective, key focus areas for 2022 were customer personal data and transfer impact assessments. Aker Solutions implemented new routines and systems for handling and ensuring data protection compliance related to processing of customer personal data. With respect to international transfers of personal data, focus was spent on adhering to EDPB Guidelines 01/2020 and 02/2020 and meeting the December 27 deadline for implementing new Standard Contractual Clauses.

Eight phishing campaigns were launched during 2022 with a seven percent failure rate. This is the same failure rate as 2021. A similar number of exercises will be conducted in 2023.

In addition, we report personal data protection breaches in accordance with applicable laws. Aker Solutions has not received any substantiated or unsubstantiated complaints related to breaches of customer privacy in 2022. In order to ensure we manage our customer personal data in accordance with applicable data protection laws, in 2022, we invested in new software solutions to ensure safe and controlled storage and processing of customer personal data.

Looking forward

Cyber security remains a substantial risk for Aker Solutions in 2022. To reduce the adverse consequences of a major security incident, we have implemented several improvements to our information security programs. In early 2022, we bought cyber insurance for the company and renewed this for 2023. In 2022, we implemented a central logging system, SIEM, and have established a 24/7 Security Operations Centre. The two latter improvements will enable us to detect and act on any incidents effectively and immediately.

Emergency Preparedness

While the main focus of the company's Corporate Emergency Response Team (CERT) in 2022 was to analyze the operational impact and practice the business continuity response following a major cyber-attack event, additional effort was placed on coordinating emergency response actions across the business. Emergency situations can result in impacts on the economy, environment, people and society. Aker Solutions has a responsibility to prepare for events such as loss of containment, security, and other emergency situations. Emergency preparedness is a material topic for Aker Solutions.

Approach

Aker Solutions' framework for emergency and crisis management is based on ISO 22301 and the same structure is used for emergency response situations as well as for business continuity events. The structure for handling unwanted events is based on a three-tiered approach. In this model, a Tier 1 Emergency Response Team (ERT) will typically focus its activities at sites or at the project level and is responsible for the immediate management of the event and the short-term impacts. If required, a Tier 2 ERT, typically sitting at either the country or segment level, can be mobilized to provide additional resources to the Tier 1 team, coordinate activities with other parts of the business, manage the business continuity recovery or help reduce the impact of commercial and financial impacts. In an extreme situation, should an event be deemed sufficiently serious, affect multiple countries or segments or threaten the company's core values, the Tier 3 CERT can be mobilized at the strategic level to either coordinate activities or lead the response as necessary, depending on the nature of the event.

Governance around emergency management has been revised and the roles, responsibility of functions and how they will interact with each other in an event have been refined. A new emphasis has been placed on training and exercises are now conducted at all three levels ensuring that teams, as standard, include leaders from the P&O, IT, HSSE, Security, Legal and Communications functions with subject matter experts included as appropriate. The teams receive training and take part in regular exercises and all findings and learnings are registered in Synergi, the digital reporting tool used throughout the organization.

Aker Solutions' commitment towards safeguarding employees, assets and reputation is demonstrated by the core team of security professionals and the operation of a 24/7 Global Security Operations Center. The Center supports all aspects of Aker Solutions' global operations as well as some of the affiliated Aker companies.

Security is grouped into the disciplines of physical security, personnel security, travel security, information security and executive protection and managed either from within the security function or as a stakeholder in concert with the appropriate function.

Aker Solutions is committed to the enhancement of the wider security environment by requiring our employees to complete an annual Code of Conduct training and through contractual deliverables that third party security personnel are trained in human rights, ethical behavior and anti-corruption procedures.

Performance

In 2022, our emergency response teams at all tiers mobilized in response to a number of emergency events. These events have highlighted that while the level of resilience within the organization is high, the focus for 2023 will be on coordinating the activities between Tiers 1, 2, and 3. In December 2022, Aker Solutions conducted a major, pan-organization cyber-attack exercise to increase the company's awareness of impacts from such an incident and what our response would be. Several key lessons were learned, but the exercise highlighted that our process is robust.

Looking forward

We will continue to improve proactive risk management processes ensuring the business has visibility of the threat landscape and mitigating actions are appropriate, in place and well-rehearsed. The geopolitical situation has increased the threat level. While our clients are seeing increased threats to their facilities, we see the threat to our company data and the threat to European energy infrastructure as our major risks and focus our analysis and training scenarios accordingly.

Appendix: Sustainability Metrics Subject to Audit for 2022

Aker Solutions has engaged PwC to perform a limited assurance engagement on the company's GRI compliance, as well as selected sustainability metrics. A table of the sustainability metrics covered by the assurance engagement is shown below. PwC's audit report is included on the following pages.

Material Topic	Sustainability Metric	Criteria (GRI / Other)	Location
Climate Impacts and GHG Emissions	Scope 1, Scope 2 and total value chain GHG emissions (Scope 3) and emissions intensity	The Greenhouse Gas Protocol Corporate Accounting and Reporting Standard, applied as described in Aker Solutions' methodology statement	2022 Sustainability Report: Appendix
Enabling the Energy Transition	Share of revenue related to renewable and transitional energy solutions	Aker Solutions' Metric: Renewables and transitional energy solutions mainly includes projects with solutions and technologies for offshore wind, hydropower, aquaculture, carbon capture and storage (CCS), hydrogen, electrification of offshore and onshore facilities, decommissioning & recycling, and subsea gas compression.	2022 Sustainability Report: GRI Index
Energy Management	Energy consumption and intensity	GRI 302-1, GRI 302-2, GRI 302-3	2022 Sustainability Report: Appendix
	Energy consumption from non-renewable and renewable sources	GRI 302-1, GRI 302-2	2023 Sustainability Report: Appendix
Waste and Spills Management	Non-hazardous and hazardous waste	GRI 306	2022 Sustainability Report: Appendix
Health, Safety and Well-being	Number of Fatalities	GRI 403-9	Health, Safety & Well-being section of 2022 Sustainability Report
	SIF: Serious Incident Frequency	Aker Solutions' Metric Number of serious incidents per million hours worked. A serious incident includes all HSSE incidents (accidents, near misses, unsafe condition and security incidents) classified with potential consequence severity red or black (high or extreme as defined by the company's classification matrix).	
	TRIF: Total Recordable Injury Frequency	Includes fatalities, lost time injuries (serious - and other lost time injuries), restricted work injuries and medical treatment injuries per million worked hours. TRI does not include first aid treatment cases. This indicator equals the GRI standard's injury rate (IR) in GRI 403-9.	
	LTIF: Lost Time Injury Frequency	Aker Solutions' Metric Number of lost time injuries per million worked hours. A lost time injury is any work-related injury, other than a fatal injury, which results in a person being unfit for work on any day after the day of occurrence of the occupational injury. 'Any day' includes rest days, weekend days, leave days, public holidays or days after ceasing employment.	
	Sick Leave (%)	Aker Solutions' Metric Total monthly sickness hours/Planned monthly work hours, 12 month average percent is reported. Own employees only.	
Human Capital	Pulse Check Results: Average Response Rate, Employee Engagement and Organizational Effectiveness	Aker Solutions' Metric Employee Pulse Check Survey, conducted every fourth month in 2022. Survey is comprised of 10 short statements: five address employee motivation and engagement and five address collaboration and organizational conditions. Reported figure is average of three pulse check surveys.	2022 Sustainability Report: Human Capital section
	Country by Country reporting: Number of employees, Revenue, Investments in assets, Paid taxes by country, Operating cost, Salaries and employee benefits, Financial cost	GRI 201-1	2022 Sustainability Report: Appendix
	Key staff figures: Total staff, Age groups own employees, part-time own employees, employees by region, both own and contract, gender distribution, recruitment and turnover figures, parental leave own regular employees	GRI 2-7, GRI 401-1, GRI 401-3	2022 Sustainability Report: Appendix
Diversity and Equal Opportunity	Gender and age distribution of highest governance body	GRI 405-1	2022 Sustainability Report: Diversity and Equal Opportunity section Appendix
	Gender distribution of office based and non-office based employees		
	Gender Pay Gap (reporting for Norway and UK only)	GRI 405-2	2022 Sustainability Report: Diversity and Equal Opportunity section Appendix
Responsible Supply Chain	Proportion of spending on local suppliers	GRI 204-1	2022 Sustainability Report: GRI Index
	Proportion and number of new suppliers that were screened using environmental and social criteria	GRI 308-1, GRI 308-2, GRI 414-1, GRI 414-2	2022 Sustainability Report: GRI Index
Anti-corruption and Bribery	Number of personnel completed annual code of conduct training, e-learning "Introduction to business integrity" and classroom course in Business Ethics	GRI 205-2	2022 Sustainability Report: Appendix
	Number of country risk notifications recorded triggering execution of an Integrity Due Diligence (IDD)	Aker Solutions' Metric	2022 Sustainability Report: Anti-corruption & Bribery section
	Number of whistleblower reports, and reports per 100 employees	GRI 2-25, GRI 2-26	2022 Sustainability Report: Anti-corruption & Bribery section
Data Privacy and Security	Number of phishing campaigns, and failure rate	Aker Solutions' Metric Failure rate is number of recipients in the simulation that were compromised out of the total number of recipients in the specific simulation. Annual average rate reported.	2022 Sustainability Report: Data Privacy & Security section

To the Board of Directors of Aker Solutions ASA

Independent statement regarding Aker Solutions ASA's sustainability reporting

We have examined whether Aker Solutions ASA has prepared a GRI Index for 2022 and reporting of selected sustainability metrics (sustainability reporting) for the period of 1 January - 31 December 2022. Our assurance engagement was conducted to obtain limited assurance.

Aker Solutions ASA's GRI index for 2022 is an overview of which sustainability topics Aker Solutions ASA considers material to its business and which sustainability metrics Aker Solutions ASA uses to measure and report its sustainability performance, together with a reference to where material sustainability information is reported. Aker Solutions ASA's GRI Index for 2022 is available on Aker Solutions ASA's website and reference is included in Aker Solutions ASA's sustainability report. We have examined whether Aker Solutions ASA has developed a GRI Index for 2022 and whether mandatory disclosures are reported according to the Standards published by the Global Reporting Initiative (www.globalreporting.org/standards) (criteria).

Sustainability metrics are indicators of sustainability that Aker Solutions ASA measures and controls. The selected sustainability metrics that are part of our assurance process are presented in a separate table included in Aker Solutions ASA's sustainability report for 2022, specifically in the chapter "Appendix: Sustainability Metrics Subject to Audit for 2022". Aker Solutions ASA has defined the sustainability metrics and explained how they are measured in the same table (criteria). We have examined the basis for the sustainability metrics subject to audit and examined whether these are developed, measured and reported in accordance with the criteria.

Management's responsibility

Management is responsible for Aker Solutions ASA's sustainability reporting and for ensuring that it is prepared in accordance with criteria as described above. The responsibility includes designing, implementing and maintaining an internal control that ensures the development and reporting of the GRI Index and sustainability metrics.

Our independence and quality control

We are independent of the company in accordance with the law and regulations and the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards) (IESBA Code), and we have fulfilled our ethical obligations in accordance with these requirements. We use ISQM 1 - Quality management for firms that perform audits or reviews of financial statements, or other assurance or related services engagements and maintain a comprehensive system of quality control including documented guidelines and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory claim.

Auditor's responsibilities

Our responsibility is to express a limited assurance conclusion on Aker Solutions ASA's sustainability reporting based on the procedures we have performed and the evidence we have obtained. We conducted our work in accordance with the Standard on Assurance Engagements ISAE 3000:

"Assurance engagements other than audits or review of historical financial information". A limited assurance engagement in accordance with ISAE 3000 involves assessing the suitability in the circumstances of management's use of the criteria as the basis for the preparation of the sustainability reporting, assessing the risks of material misstatement of the sustainability reporting whether due to fraud or error, responding to the assessed risks as necessary in the circumstances, and evaluating the overall presentation of the sustainability reporting. A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks.

The procedures we performed were based on our professional judgement and, among others, included an assessment of whether the criteria used are appropriate, as well as an assessment of the overall presentation of the sustainability reporting. Our procedures also included meetings with representatives from Aker Solutions ASA who are responsible for the material sustainability topics covered by the sustainability reporting; walkthroughs of internal controls and routines for reporting the sustainability metrics; obtaining and reviewing relevant information that supports the preparation of the sustainability metrics; assessment of completeness and accuracy of the sustainability metrics subject to audit; and controlling the calculations of the sustainability metrics based on an assessment of the risk of error.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement. Accordingly, we do not express a reasonable assurance opinion about whether the sustainability reporting has been prepared, in all material respects, in accordance with the criteria.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Conclusion

- Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that Aker Solutions ASA's GRI Index for 2022 is not, in all material respects, developed in accordance with the requirements of the Standards published by The Global Reporting Initiative;

- Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that Aker Solutions ASA's sustainability metrics subject to audit are not, in all material aspects, developed, measured and reported in accordance with the definitions provided in "Appendix: Sustainability Metrics Subject to Audit for 2022".

Bergen, 21 March 2023
PricewaterhouseCoopers AS

Hanne Sælemyr Johansen
State Authorized Public Accountant

(2)

Appendix: Stakeholder Engagement Table

Stakeholder Group	Type of Engagement and Aker Solutions' Content / Response	Frequency of Engagement	Key Topics and Concerns Discussed (Topics Not Listed in Order of Priority)	
Customers and Collaboration Partners	▪ Phone and email communication ▪ Customer and project meetings ▪ Tradeshows and technical sessions ▪ Site tours and audits ▪ Customer satisfaction surveys ▪ Tender responses and presentations	Daily, Weekly, Monthly, Quarterly, Annually	▪ Anti-corruption and bribery ▪ Climate risks ▪ Emergency preparedness ▪ GHG emissions ▪ Human rights	▪ Renewable and transitional energy solutions for customers ▪ Occupational health and safety ▪ Quality issues ▪ Responsible supply chain
Employees and Potential Employees	▪ Internal and external communication channels (Yammer / Arena / Social Media) ▪ Strategy and Culture Project ▪ Performance dialogues and reviews ▪ Career development conversations ▪ Code of conduct and other trainings ▪ Employee surveys	Daily, Weekly, Monthly, Quarterly, Annually	▪ Diversity and equal opportunity ▪ GHG emissions ▪ Human rights ▪ Renewable and transitional energy solutions for customers ▪ Health, safety and well-being, including mental health ▪ Strategy ▪ Talent attraction, development and retention ▪ Employment conditions	
Financial Community and Owners	▪ Phone and email communication ▪ Investor meetings and roadshows ▪ Press releases ▪ Annual and quarterly reporting ▪ Regular and annual general meetings	Monthly, Quarterly, Annually (and ongoing basis when relevant)	▪ Climate risks ▪ Compliance and Governance ▪ Financial results and outlook ▪ Renewable and transitional energy solutions for customers ▪ Strategy	
Governments, Authorities, NGOs and Industry Groups	▪ Phone and email communication ▪ Scheduled meetings ▪ Visits and tours at Aker Solutions' facilities ▪ Committee meetings ▪ Contact at established arenas / conferences ▪ Community events, sponsorships and partnerships ▪ Participation on advisory boards ▪ Social media	Monthly, Quarterly, Annually Frequency depends on type of government / public authority body Aim for pro-active approach regarding priority cases about frame conditions, specific topics, etc. For NGO's with focus of less direct relevance for Aker Solutions' business, contact is as needed, driven mostly by events	▪ Anti-corruption and bribery ▪ Climate risks ▪ Compliance, including adherence to regulations to protect health, safety and environment ▪ Diversity and equal opportunity ▪ Frame conditions related to current operations / new business opportunities ▪ Human rights ▪ Information / updates regarding status and outlook for operations ▪ Renewable and transitional energy solutions for customers ▪ Outlook for market trends and opportunities for new contracts, and potential effects on local / regional / national employment ▪ R&D and technology, including focus on the effects on reducing environmental footprint, improving safety or increasing value creation ▪ Rules / Regulatory compliance ▪ Spills ▪ Status and plans for training / education of existing new employees, including programs for apprentices ▪ Status of operations, and effects on local / regional / national employment	

Appendix: Stakeholder Engagement Table

Stakeholder Group	Type of Engagement and Aker Solutions' Content / Response	Frequency of Engagement	Key Topics and Concerns Discussed (Topics Not Listed in Order of Priority)
Media	■ Phone and email communication ■ Interviews ■ Press releases ■ Website and social media	Daily, Weekly, Monthly Frequency depends on type of media, reach to key Aker Solutions' stakeholders, and editorial focus vs Aker Solutions' key business activities. Aim for pro-active approach to key media. For less prioritized media, contact frequency as needed, driven by company / industry / local activities.	■ Anti-corruption and bribery ■ Climate risks ■ Compliance, including adherence to regulations to protect health, safety and environment ■ Diversity and equal opportunity ■ Human rights ■ Renewable and transitional energy solutions for customers ■ Outlook for market trends and opportunities for new contracts, and potential effects on local / regional / national employment ■ R&D and technology, including focus on the effects on reducing environmental footprint, improving safety or increasing value creation ■ Status and plans for training / education of existing and new employees, including programs for apprentices ■ Status of operations, and effects on local / regional / national employment
Suppliers	■ Phone and email communication ■ Meetings and industry events / forums ■ Supplier visits and audits ■ Business planning ■ Business and project reviews ■ Negotiations and prospects discussions	Daily, Weekly, Monthly, Quarterly, Annually	■ Anti-corruption and bribery ■ Competitive roadmap and strategies ■ Cost efficiency ■ Human rights ■ Innovation and new technologies ■ Joint improvement programs ■ Renewable and transitional energy solutions for customers ■ Modern Slavery Act statement ■ Occupational health and safety ■ Project performance ■ Quality and deliveries ■ Responsible supply chain
Unions	■ Phone and email communication ■ Labor / Works council meetings ■ Committee meetings ■ Consultation meetings and Formal negotiations ■ Involvement and consultations related to strategic change and transformation processes effecting employee conditions ■ Informal collaboration discussions ■ Representation on Aker Solutions' Board of Directors and legal entity Boards	Daily, Weekly, Monthly, Quarterly, Annually	■ Contract / tariff / salary negotiations ■ Diversity and equal opportunity ■ Human rights ■ Occupational health and safety ■ Strategic change and transformation processes ■ Working conditions

Appendix: Key Staff Figures[1, 4, 5]

	2022		2021		2020	
	#	%	#	%	#	%
Total Staff	**22,663**		**19,977**		**18,732**	
Own employees office[2]	10,964	71.2	9,334	62.2	8,929	61.6
Own employees non office[2]	4,430	28.8	5,678	37.8	5,565	38.4
Contract staff	7,269	32.1	4,965	24.9	4,238	22.6
Own employees (%)	15,394	67.9	15,012	75.2	14,494	77.4
Norway of total own employees	9,039	58.7	7,982	53.2	8,037	55.5
Age Groups Own Employees[2]						
<30	2,519	16.4	2,063	13.8	1,846	12.8
30-50	8,512	55.4	8,918	59.6	8,675	60.2
>50	4,322	28.2	3,984	26.6	3,900	27.0
Part-time Own Employees	158	1.1	158	1.1	183	1.2
Part-time own employees Norway[2]	130	1.4	132	1.7	147	1.8
Part-time own employees UK[2]	28	3.1	26	3.4	36	4.6

	2022			2021			2020		
	Own	Contract	Total	Own	Contract	Total	Own	Contract	Total
Employees[2]									
Total	15,394	7,269	22,663	15,012	4,965	19,977	14,494	4,238	18,732
North America	550	105	655	458	87	545	432	73	505
Brazil (including CSE)	2,067	-	2,067	3,557	-	3,557	3,073	-	3,073
Africa	200	78	278	177	129	306	177	25	202
Asia Pacific	2,607	315	2,922	2,058	631	2,689	2,049	375	2,424
Europe (excl. Norway and UK)	46	8	54	28	-	28	26	-	26
UK	885	363	1,248	752	252	1,004	700	152	852
Norway	9,039	6,400	15,439	7,982	3,866	11,848	8,037	3,613	11,650

	2022				2021				2020			
	Female		Male		Female		Male		Female		Male	
	#	%	#	%	#	%	#	%	#	%	#	%
Gender Distribution[2]												
Own employees office	2,925	26.8	7,997	73.2	2,428	26.1	6,859	73.9	2,313	26.1	6,542	73.9
Own employees non office	320	7.2	4,110	92.8	264	4.7	5 414	95.4	210	3.8	5,356	96.2
Total own employees	3,245	21.1	12,107	78.8	2,692	18.0	12,273	82.0	2,523	17.5	11,898	82.5
Part-time %	83	52.5	75	47.5								
Own leaders %	163	21.7	589	78.3	134	23.2	444	76.8	131	23.8	420	76.2

1) Employees not on SAP are not included and diversity information, including gender, is not available. 2022: 41 employees not in SAP (all in Norway); 2021: 47 employees not in SAP (7 in North America, 19 in APAC, 16 in Europe, 5 in Norway); 2020: 73 employees (11 in North America, 43 in APAC, 15 in Europe, 4 in Norway)
2) Regular and temporary employed on our payroll (judicially employed)
3) Regular employed
4) Employee numbers are reported on head count and at the end of the reporting period, December 31, 2022
5) Contract staff is reported as full time equivalent (FTE). As of end of the reporting period there were 7,269 FTE. The head count is 10,426 of which 425 were female, 7,068 were male and 2,933 were unreported gender. Gender is not a mandatory field for external hires, so not reported for all
6) In 2022, there were approximately 10 people registered as non-guaranteed hours employees. These are summer interns and are registered this way to avoid problems with time accounting if they take a holiday during their internship

Appendix: Parental Leave Own Regular Employees[1]

	Employees taking parental leave in 2021 (employed in 2022)			Employees taking parental leave in 2020 (employed in 2021)			Employees taking parental leave in 2019 (employed in 2020)		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Norway									
Entitled to Parental leave[4]	1,569	6,413	7,982						
Employees taking parental leave	82	226	308	87	309	396	73	219	292
Returned from parental leave	76	212	288						
Return to work rate after parental leave	92.7%	93.8%	93.5%						
Employed after 12 months	69	198	267						
Employed 12 months after leave ended (%)[2]	84.1%	87.6%	86.7%	86.2%	85.1%	85.4%	91.8%	82.2%	84.6%
UK									
Entitled to Parental leave[4]	170	582	752						
Employees taking parental leave	15	26	41	28	23	51	23	43	66
Returned from parental leave	12	26	38						
Return to work rate after parental leave	80.0%	100.0%	92.7%						
Employed after 12 months	11	21	32						
Employed 12 months after leave ended (%)[2]	73.3%	80.8%	78.0%	71.4%	60.9%	66.7%	56.5%	58.1%	57.6%
Malaysia									
Entitled to Parental leave	107	310	417						
Employees taking parental leave	9	15	24	10	18	28	17	48	65
Returned from parental leave	8	15	23						
Return to work rate after parental leave[7]	88.9%	100.0%	95.8%						
Employed after 12 months	8	15	23						
Employed 12 months after leave ended (%)[2]	88.9%	100.0%	95.8%	60.0%	77.8%	71.4%	70.6%	79.2%	76.9%
India									
Entitled to Parental leave [4,5]	254	1019	1273						
Employees taking parental leave	15	59	74	8	43	51	11	57	68
Returned from parental leave	15	56	71						
Return to work rate after parental leave	100.0%	94.9%	95.9%						
Employed after 12 months	13	54	67						
Employed 12 months after leave ended (%)[2]	86.7%	91.5%	90.5%	100%	95.3%	96.1%	72.7%	93.0%	89.7%
Angola									
Entitled to Parental leave[4]	18	124	142						
Employees taking parental leave	2	2	4						
Returned from parental leave	2	1	3						
Return to work rate after parental leave[7]	100.0%	50.0%	75.0%						
Employed after 12 months	2	1	3						
Employed 12 months after leave ended (%) [2]	100.0%	50.0%	75.0%						
Brazil[3]									
Entitled to Parental leave[4,6]	187	755	942						
Employees taking parental leave	0	15	15						
Returned from parental leave		14	14						
Return to work rate after parental leave[7]	N/A	93.3%	93.3%						
Employed after 12 months	0	14	14						
Employed 12 months after leave ended (%)[2]	N/A	93.3%	93.3%						
Brunei									
Entitled to Parental leave[4]	103	217	320						
Employees taking parental leave	6	7	13						
Returned from parental leave	6	7	13						
Return to work rate after parental leave	100.0%	100.0%	100.0%						
Employed after 12 months	5	7	12						
Employed 12 months after leave ended (%) [2]	83.3%	100.0%	92.3%						

1) Employee numbers are reported on head count and at the end of the reporting period, December 31, 2022
2) Percentage of employees employed at Aker Solutions 12 months after parental leave ended
3) Brazil CSE employee exclueded from data as they do not have timesheet inpu ton Aker Solutions payroll
4) 2021 headcount figures used
5) Office employees only
6) Interns excluded
7) All employees who took parental leave and returned were still employed 12 months after their return

Appendix: Recruitment and Turnover Figures[3]

	2022 #	2022 %	2021 #	2021 %	2020 #	2020 %
Recruited[1]	3,891		2,841		1,435	
Own employees office	2,854	73.4	1,405	49.5	514	35.8
Own employees non-office	1,037	26.7	1,436	50.6	921	62.2
Age Groups Recruited[1]						
<30	1,315	33.8	849	29.9	368	25.6
30-50	2,132	54.8	1,744	61.4	905	63.1
>50	444	11.4	248	8.7	162	11.3
Recruited Region[1]						
Total	3,891		2,841		1,435	
North America	209	5.4	92	3.2	61	4.3
Brazil (including CSE)	795	20.4	1,652	58.2	866	60.4
Africa	34	0.9	26	0.9	12	0.8
Asia Pacific	819	21.0	235	8.3	89	6.2
Europe (excl. Norway and UK)	40	1.0	6	0.2	3	0.2
UK	301	7.7	192	6.8	176	12.3
Norway	1,693	43.5	638	22.5	228	15.9
Recruited Gender[1]						
Female	963	24.7	496	17.5	160	11.2
Male	2,927	75.2	2,345	82.5	1,275	88.9

	2022 #	2022 %	2021 #	2021 %	2020 #	2020 %
Turnover[2]	1,082	7.74	881	6.20	781	5.84
Own employees office	783	72.4	582	66.1	505	64.7
Own employees non-office	299	27.6	298	33.9	276	35.3
Age Groups Turnover[2]						
<30	189	17.5	149	16.9	115	14.7
30-50	789	72.9	647	73.5	579	74.1
>50	104	9.6	84	9.6	87	11.1
Turnover Region[2]						
Total	1,082	4.7	881		781	
North America	51	4.7	25	2.8	23	2.9
Brazil (including CSE)	318	29.4	308	34.9	258	33.0
Africa	5	0.5	3	0.3	2	0.3
Asia Pacific	222	20.5	126	14.3	116	14.9
Europe (excl. Norway and UK)						
UK	88	8.1	45	5.1	78	10.0
Norway	398	36.8	374	42.5	304	38.9
Turnover Gender[2]						
Female	248	22.9	196	22.3	143	18.3
Male	834	77.1	684	77.7	638	81.7

1) Regular and temporary employed on our payroll (judicially employed)
2) Regular employed
3) Employee numbers are reported on head count and at the end of the reporting period, December 31, 2022

Appendix: Business Ethics Training Overview

Course Type	Duration	Total number of company personnel[4] trained end 2022[1]	Total Number of company personnel trained end 2021[1]	Total Number of company personnel trained end 2020[1]
E-learning: Introduction to business integrity[5]	15 minutes	3,395	1,200	7,800
Classroom Course in Business Ethics[2]	2 hours	1,100	Suspended in 2021 due to COVID-19 pandemic	8,900
E-learning: Annual Code of Conduct training[3]	10 minutes	11,100	7,800	11,800

1) The numbers have been rounded to the nearest 100
2) Topics: Values & policies, anti-corruption, conflict of interest, confidential information, human and labor rights, gifts and hospitality, country risk and reporting concerns (whistleblowing)
3) Topics in 2022 and 2021: Sustainability, Acting with Integrity (Anti-Corruption, Anti-Bribery, Facilitation payments, Gifts & Hospitality, Conflict of Interest, Working with Business Partners, Fair Competition), Caring for People (Human & Labour Rights, Data Protection & Privacy) and Speaking Up & Reporting Concerns (Whistleblowing)
4) Target group for the Code of Conduct (total of 11,508) is defined as own employees and hired-in consultants / contractors who report hours to and are directly remunerated by Aker Solutions. incl. permanent office employees, temp office and externals (with no direct access to People Portal)
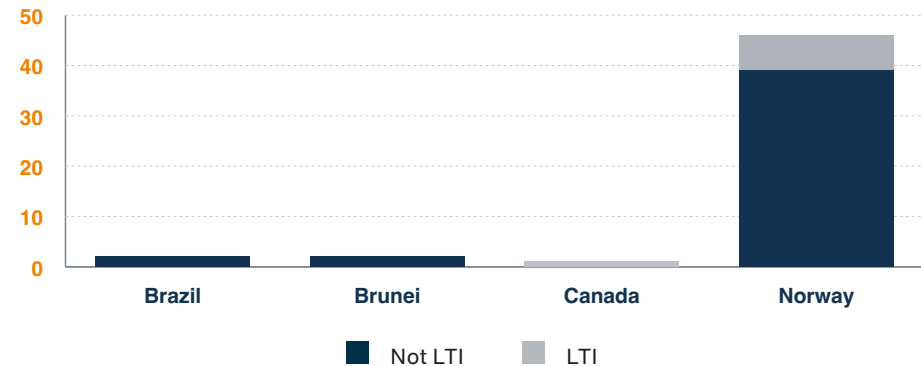5) For 2022 and 2021, the reported training data is the number of employees who completed the training within the year The data for 2020 shows cumulative completion of training

E-learning: Annual Code of Conduct Training, by region

Region	Completed	%	Not completed	%	Total[4]
Middle East and Africa	150	98.04	3	1.96	153
Americas	1,600	99.63	6	0.37	1,606
APAC	2,569	99.65	9	0.35	2,578
Europe	6,770	94.41	401	5.59	7,171
Total	11,089	96.36	419	3.64	11,508

Appendix: Injuries by Type and Region

	Personal injuries, Count
Arm/Elbow	
Soft tissue injury (crush injury)	1
Back / Neck / Shoulder	
Soft tissue injury (crush injury)	1
Eye	
Foreign body	2
Unspecified- other	1
Finger	
Fracture	6
Soft tissue injury (crush injury)	1
Sprain / Strain / Dislocation	1
Unspecified- other	1
Wound injury	16
Foot / Toe	
Fracture	1
Sprain / Strain / Dislocation	1

	Personal injuries, Count
Head / Face	
Heat injury/burn	1
Internal injury	1
Soft tissue injury (crush injury)	1
Unspecified- other	1
Wound injury	2
Leg / Hip / Knee / Ankle	
Heat injury/burn	1
Soft tissue injury (crush injury)	1
Sprain / Strain / Dislocation	1
Unspecified- other	2
Wound injury	1
Tooth	
Unspecified- other	1
Wrist / Hand / Finger	
Soft tissue injury (crush injury)	1
Unspecified- other	1
Wound injury	9

Aker Solutions uses the following industry standard definition for injury reporting and injury frequency reporting:

- **Lost Time Injury (LTI):** A lost time injury is any work-related injury, other than a fatal injury, which results in a person being unfit for work on any day after the day of occurrence of the occupational injury. 'Any day' includes rest days, weekend days, leave days, public holidays or days after ceasing employment.

- **Lost Time Injury Frequency (LTIF):** Number of lost time injuries per million worked hours.

- **Total Recordable Injuries (TRI):** Includes fatalities, lost time injuries (serious - and other lost time injuries), restricted work injuries and medical treatment injuries. TRI does not include first aid treatment cases.

- **Total Recordable Injury Frequency (TRIF):** Number of fatalities, lost time Injuries (serious – and other lost time injuries), restricted work injuries and medical treatment injuries per million worked hours. This indicator equals the GRI standard's injury rate (IR).

Aker Solutions does not track the gender of injured persons, as this might come in conflict with GDPR regulations when in smaller departments.

Aker Solutions keeps track of information whether the injured person is an employee, hired in, contractor etc. in our reporting system, but in reporting we include all categories in the same LTIF and TRIF. We follow IOGP industry standards for reporting boundaries.

2022 actuals for SIF, LTIF, and TRIF are based on man hours of 46,738,783. 2022 total recordable injuries = 51 (includes 7 lost time injuries); serious incident = 7 (6 included in total recordable injuries and 1 fatality).

Appendix: Environmental Figures

	Unit	2022[1]	2021[2]	2019
Total carbon dioxide equivalent emissions				
Scope 1 carbon dioxide equivalent emissions	**Metric tons CO$_2$e**	**8,525**	**10,003**	**12,402**
Scope 2 carbon dioxide equivalent emissions (market-based residual after EACs purchase)	**Metric tons CO$_2$e**	**13,007**	**21,029**	**50,469**
Total value chain GHG emissions (scope 3)	**Metric tons CO$_2$e**	**2,730,807**	**933,145**	**14,991**
Value chain GHG emissions (scope 3) - Category 1 - Purchased goods and services	Metric tons CO$_2$e	1,670,190	880,930	-
Value chain GHG emissions (scope 3) - Category 2 - Capital goods	Metric tons CO$_2$e	47,033	13	-
Value chain GHG emissions (scope 3) - Category 3 - Fuel and energy related activities	Metric tons CO$_2$e	9,876	-	-
Value chain GHG emissions (scope 3) - Category 4 - Upstream transportation	Metric tons CO$_2$e	17,977	5,144	-
Value chain GHG emissions (scope 3) - Category 5 - Waste generation in operations	Metric tons CO$_2$e	1,691	1,221	-
Value chain GHG emissions (scope 3) - Category 6 - Business travel	Metric tons CO$_2$e	8,505	3,181	-
Value chain GHG emissions (scope 3) - Category 7 - Employee commuting	Metric tons CO$_2$e	14,683	40,753	-
Value chain GHG emissions (scope 3) - Category 9 - Downstream transportation	Metric tons CO$_2$e	14,719	-	-
Value chain GHG emissions (scope 3) - Category 11 - Use of sold products	Metric tons CO$_2$e	945,776	1,903	-
Value chain GHG emissions (scope 3) - Category 12 - End-of-life treatment of sold products	Metric tons CO$_2$e	357	-	-
Total Scope 1, Scope 2 and Scope 3 emissions (market-based residual after EACs purchase)	Metric tons CO$_2$e	2,752,339	964,177	27,393
Scope 2 carbon dioxide equivalent emissions (location-based)[3]	Metric tons CO$_2$e	10,674	10,831	14,588
Total Scope 1, Scope 2 and Scope 3 emissions (location-based)	Metric tons CO$_2$e	2,750,006	953,979	41,981
Out of scopes biogenic carbon dioxide equivalent emissions	Metric tons CO$_2$e	305	-	-
Total energy and carbon Intensity per manhours worked[4]				
Energy intensity	MWh per million worked hours	3,610	3,798	3,031
Scope 1 & 2 emission intensity (location-based)	Metric tons CO$_2$e per million worked hours	411	496	450
Scope 1 & 2 emission intensity (market-based)	Metric tons CO$_2$e per million worked hours	461	731	-
Total energy consumption				
Energy consumption	MWh	168,719	159,429	181,864
Renewable energy	MWh	106,630	-	-
Non-renewable energy	MWh	62,090	-	-
Renewable fuel consumption				
Biodiesel blend	m3	4	-	-
Biofuel	m3	129	127	-
Electricity consumption	MWh	105,396	68,683	-

1) We report in accordance with GHG protocol
2) 2021 emissions numbers are assured by LRQA, AA1000AS v3
3) Excludes emissions purchased from renewable sources via EACs
4) Energy intensity calculation includes energy consumption from all energy sources from within the organization

Appendix: Environmental Figures cont.

	Unit	2022[1]	2021	2019
Non-renewable fuel consumption				
Diesel	m3	869	1,886	2,187
Gasoline	m3	53	60	47
Marine Fuel Oil	m3	845	72	112
Natural Gas	m3	1,400,073	1,281,511	1,544,983
Acetylene	m3	14,971	11,070	23,742
Propane	m3	78,453	355,198	514,976
Electricity consumption	MWh	24,939	44,911	65,021
Refrigerants	kg	9	-	-
Non-hazardous waste and waste handling [2, 4]				
Total waste excluding hazardous waste[3]	metric tons	13,962	20,700	8,350
Recycled waste excluding hazardous waste	metric tons	7,499	14,248	5,105
Reuse	metric tons	628	184	70
Incineration without energy recovery	metric tons	-	10	-
Incineration with energy recovery	metric tons	2,607	2,759	746
Composting	metric tons	103	80	16
Landfill, including hazardous waste[3]	metric tons	3,118	3,942	478
Others/not selected	metric tons	9	280	329
Waste to energy/energy recovery	metric tons	-	-	818
Recycling factor, excluding hazardous waste[3]	Percent	54	69	69
Hazardous waste and waste handling [2, 4]				
Total Hazardous waste	metric tons	908	1,589	719
Hazardous waste treatment handles by waste company	metric tons	244	261	149
Incineration with energy/recovery	metric tons	534	48	72
Incineration without energy/recovery	metric tons	1	5	3
Recycling[5]	metric tons	86	618	84
Reuse	metric tons	2	1	9
Other	metric tons	40	164	402
Spills above reportable limit				
Accidental spills	Number	-	-	-

1) We report in accordance with GHG protocol
2) All information from facility providers and waste handling companies. All waste is handled by a third party
3) For 2021, hazardous waste was included in the recycled waste fraction
4) Wastewater is not included in any calculations, neither hazardous or non-hazardous waste
5) Not part of recycled waste

Energy data is harvested locally either via meter readings at the sites or via invoicing of purchased electricity and fuels. Each location submits their environmental data monthly for the premises and activities controlled by Aker Solutions. Aker Solutions does not sell energy. Heating and cooling is reported under electricity consumption.

All calculations are done automatically in our Synergi Life reporting tool for scope 1, 2, and 3 (category 3) and waste including the conversion factor between units.

All information on waste disposal methods is derived either from the site itself (some sites have their own compost facilities and do this in-house) or from the waste handling companies.

The year 2019 was selected as the baseline year for scope 1 and 2 emissions reporting because it is the most recent representative "full working" year. The emissions data from 2019 was prior to the COVID-19 global pandemic that resulted in lower business activity and employee travel in 2020 and 2021, and also prior to the November 2020 merger of Aker Solutions and Kvaerner. The baseline number for 2019 uses combined emissions data from Aker Solutions and Kvaerner. Beginning in 2020, emissions data is from one merged company, Aker Solutions.

- **Scope 1** emissions include all the direct GHG emissions (converted to CO_2e) from the fuel combustion in sources that are owned or controlled by the company.
- **Scope 2** (location-based) emissions include all the indirect GHG emissions (converted to CO_2e) from the purchased electricity using location specific emission factors.
- **Scope 2** (market-based) emissions include all the indirect GHG emissions (converted to CO_2e) from the purchased electricity using market-based emission factors where available, and location-based emissions in cases that there are no available market-based emission factors.
- **Scope 2** (market-based) emissions include all the indirect GHG emissions from the purchased electricity using market-based emission factors where available, location-based emissions in cases where there are no available market-based emission factors and take into consideration the purchase of Energy Attribute Certificates (EACs).
- **Scope 3** emissions include all GHG emissions for the value chain converted to CO_2e. The reported scope 3 emissions in the 2021 Sustainability Report included only category 6 - business travel, therefore the amount in 2021 report was 3181 metric tons CO_2e. In 2022, we account for all scope 3 categories relevant to our value chain, operations and business model, including categories 3, 9 and 12 that were calculated for the first time.

The outside scopes emissions include the direct CO_2 impact of burning biofuels. The non-CO_2 impact is accounted in scope 1.

Aker Solutions' complete emissions accounting methodology statement is available on our website.

Appendix: Country by Country Report

Country	Employees[1]	Revenues[2]	Investments in assets[3]	Paid (refunded) taxes[4]	Operating Expenses (ex salaries)[5]	Salaries and employee benefits	Payments to providers of capital
Norway	9,006	34,815	521	1	24,451	8,747	334
Brazil	2,067	2,382	79	24	1,612	613	1
India	1,743	564	17	25	135	319	2
UK	883	3,186	20	12	1,907	1,077	76
Malaysia	525	1,717	9	20	1,033	280	9
Brunei	324	694	2	9	501	125	1
Canada	280	722	5	8	340	299	2
USA	270	2,458	17	-	1,983	396	(5)
Angola	151	783	3	94	442	143	2
Congo	33	146	1	13	77	8	-
China	30	62	-	3	10	9	-
Russia	-	6	-	3	(1)	15	1
Finland	18	20	-	-	4	15	-
Other[6]	65	289	39	9	312	57	13
Sum of countries	**15,395**	**47,844**	**714**	**219**	**32,807**	**12,102**	**435**
Eliminations[2, 5]	**-**	**6,427**	**-**	**-**	**6,427**	**-**	**(3)**
Total Aker Solutions	**15,395**	**41,417**	**714**	**219**	**26,380**	**12,102**	**438**

1) The locations of employees are based on the location of the company where they are employed. Branches are therefore included in the figures for the legal entity
2) Revenue figures per country include internal and external revenues and are based on location of the Aker Solutions company that has recognized the revenue. Intercompany sales are subtracted in the line "eliminations" to present external Aker Solutions revenues as in the income statement
3) Investments in assets includes additions to property, plant and equipment as well as technology development and other intangible assets during the year
4) Paid taxes include income taxes, witholding taxes and other corporate taxes, but does not include value added taxes (VAT) and other indirect taxes. In addition to corporate taxes, Aker Solutions' activities contribute directly and indirectly to government tax revenues in many countries where we operate. In Norway, as an example, the national insurance contribution (Nw: Arbeidsgiveravgift) payment was NOK 1 016 million and in addition, the total amount withheld and paid to the tax authorities on behalf of our employees was NOK 2 119 million
5) Figures per country for operating expenses include internal and external expenses and are based on location of the Aker Solutions company that has recognized the revenue. Intercompany sales are subtracted in the line "eliminations" to present external Aker Solutions expenses as in the income statement.
6) Other includes: France, Australia, Cyprus, South-Korea, Netherlands, Sweden, Ghana, Nigeria, Saudi Arabia and UAE - addition for taxes paid: Italy, Dem.Rep. Congo, Egypt and Singapore

Appendix: ESG Ratings

	Key topics measured	Scale	Aker Solutions' 2022 rating
MSCI ESG Ratings	Exposure to industry-specific ESG risks and ability to manage risks relative to peers	AAA to CCC	AA
ESG 100, The Oslo Stock Exchange	ESG strategies, risks and opportunities as reported by the company	A+ to F	A+
Sustainalytics ESG Risk Rating	Preparedness, disclosure and performance for key ESG issues and risks	0 (negligible) to 40+ (severe)	24.5, Medium
CDP Climate Change Score	Company self-reporting on environmental and climate data	A to F	A-

Transparency is essential in an industry that can have a significant impact on local communities. Aker Solutions operates globally, including in societies that depend heavily on oil and gas revenue, suffer from poverty, struggle with corruption and have low transparency. Openly sharing information and having honest dialogues with our stakeholders is one of the company's core values. It is crucial for improving transparency where we operate and building trust with those affected by our operations.

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