Environmental and Sustainability Policy

DOCUMENT CONTROL	
Owner: Chief Executive Officer	Oversight: Board of Directors
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Approved by: Svein Erik Haugan, CEO	Approval date: 26 November 2026

1. Commitment and scope

TEAM NORSO AS provides professional services rather than manufacturing products. We shall comply with applicable environmental requirements and address the environmental effects of our office, digital operations, procurement and travel, including those of relevant service partners. Our operating model is primarily home working, customer premises and project-based rented facilities when required.

2. Travel and delivery

Choose remote meetings where they meet the assignment objective. Where travel is needed, consider rail, public transport, shared transport and efficient itineraries when practicable, taking account of accessibility, safety, time and cost. Do not compromise service quality or safety to meet environmental objectives.

3. Resources and purchasing

Prefer digital documentation and minimise unnecessary printing. Use energy efficiently in spaces and equipment under company control. Consider repair, reuse and responsible recycling of equipment, including secure disposal of data-bearing devices. Consider environmental performance when selecting material suppliers, proportionate to risk and practical influence.

4. Measurement and objectives

The CEO shall collect reasonably available annual data on business travel, relevant energy use and associated greenhouse gas emissions, using documented emission factors and assumptions. Assess other material sources, including digital services, where practical. Record the reporting boundary, gaps and estimates; avoid unsupported claims of carbon neutrality. Use 2026 as the first measurement year, documenting data gaps and estimates rather than presenting incomplete figures as verified totals. Set realistic improvement actions after reviewing the baseline. Aim to reduce environmental impact per assignment where practicable, without setting numerical targets before the baseline is assessed.

5. Reporting and review

Maintain a simple annual environmental record, with indicators such as travel distance by mode, estimated emissions, relevant energy data, waste or equipment actions and improvement measures. Provide accurate information to clients when reasonably requested. Review annually and when operations change; the Board oversees material commitments. Relevant representatives shall read and acknowledge this policy in writing.

Basis: IMS.PO.40, p. 5; applicable Norwegian environmental requirements.