

Policy

Environmental Policy

Policy statement

At Welltec, environmental responsibility is a core business value and an essential part of our sustainable operations. We are committed to minimizing our environmental impact while delivering innovative solutions to the energy industry.

Our approach integrates climate action, pollution prevention, and circular economy principles into our operations, ensuring compliance with relevant environmental legislation and best practices.

We strive to continuously improve our environmental performance through decarbonization, electrification, energy and resource efficiency, and responsible product lifecycle management, contributing to a more sustainable energy sector.

Key environmental commitments

Climate change mitigation & adaptation

Welltec recognizes the risks and opportunities associated with climate change and is actively taking steps to decarbonize its operations and enhance resilience. Our commitments include:

- Reducing Greenhouse Gas (GHG) emissions:
 - Decreasing our customers' environmental footprint by providing Welltec products and services that offer lower-impact alternatives to conventional solutions.
 - Reducing GHG emissions from own operations through automation and energy efficiency, modernization and electrification of equipment, incorporating renewable energy wherever feasible.
- Climate adaptation measures:
 - Enhancing business resilience against extreme weather conditions affecting operations.

Pollution prevention (air, water, and soil)

Welltec is committed to minimizing its environmental footprint by preventing pollution and ensuring responsible resource use. Our commitments include:

- Striving to eliminate pollution of air, water, and soil across our operations.
- Ensuring full compliance with applicable national and international pollution regulations.

Circular economy & resource efficiency

Welltec prioritizes sustainable material use, product longevity, and waste reduction by implementing circular economy principles. Our commitments include:

- Product lifecycle management:
 - Designing intervention tools for long-term use, using steel that contains a high proportion of recycled content.
 - Requiring all operational bases to maintain and repair tools to ensure maximum utilization and durability.
 - Returning tools that are beyond repair to HQ for final inspection and scrapping, ensuring 100% recycling.
- Resource optimization and waste reduction
 - Promoting efficient use of energy, water, and materials, and avoiding unnecessary consumption.
 - Managing waste responsibly, including hazardous waste, and minimizing releases to air, water, and soil.
 - Segregating waste to enable maximum recycling and proper disposal.

How we will achieve our commitments

- Monitor and assess our environmental impacts, incl. carbon footprint and waste performance.
- Register and analyze all environmental incidents, seek root causes, learn lessons and implement improvements to avoid recurrences.
- Promote an open communication on environmental matters and our achieved results, thereby encouraging the exchange of ideas to create continuous improvements
- Motivate, educate and involve employees in environmental issues, and ensure understanding of, and compliance with, a desirable environmental behaviour.
- Assess our suppliers and partners to facilitate a sustainable environmental behaviour.

Governance

The policy is reviewed periodically and approved by Welltec Executive Management. It applies to all Welltec entities under operational control and is aligned with our values and Code of Conduct.

Date: 11 August 2025



Peter Hansen, CEO
For and on behalf of Welltec