

Communication & Media Policy

We believe in precise, open, and honest communication, based on facts. Our Core Values and Code of Conduct govern our communicational ethics and behaviour. What and how we communicate is important and we have defined clear responsibilities and means of communication towards key target groups. The CEO of the group and the Managing Directors of the group companies are responsible for all communication with media. The senior management are our spokespersons and when contacted by media, our employees shall refer to them.

Internally, management shall communicate proactively and regularly, in areas such as strategy, objectives, results and improvements whether it is good or bad news. The newly developed SharePoint/Intranet have been established to function as a main channel for internal communications in addition to face to face (F2F) communication and Microsoft teams. Further, we encourage face-to-face communication, exchange of views and feedback, sharing of information and opportunities in the organization. Communication management is an integral part of the Tschudi Management System, and the company working language is English.

Information is also a strategic and valuable asset. All employees engage in gathering of information, exchange of views and utilization of data relevant for their roles. We shall structure, store, and protect information ensuring its confidentiality, integrity, and availability. Applicable clauses of confidentiality and nondisclosure aims to protect the company and its owners, employees, partners, customers, and suppliers.

Our official homepage www.tschudigroup.com, is the main external online communication channel. Individual group companies might use additional channels and networks and employees might share positive work experiences in social media, however whenever doing so you are regarded as a Company representative and we emphasize that the message is always compliant with company values, policies, and standards. Even if acting as an individual and not intentionally writing on behalf of the Tschudi Group, one can still be seen as a representative and should act accordingly. When using social media, the same duty of employee loyalty, as defined in your work employment contract, always applies.

Furthermore, we shall act responsibly with respect and dignity, and proactively consider the consequences such communication might have. The company's reputation and the privacy of owners, employees, customers, partners, and suppliers must be well protected and not jeopardized.

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Felix H. Tschudi

Chairman

Lysaker, October 05, 2021

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Jon Edvard Sundnes

CEO