

VSME Sustainability Report 2025

Soiltech ASA



Content

General information	2
Business Model and Sustainability Strategy	5
Sustainability practices, policies and future initiatives	6
Environmental impact	10
Social metrics	15
Governance metrics	17
Conclusion and Future Goals	18
Omitted sections	18



General information

| B1

Purpose

The purpose of this report is to provide a comprehensive overview of our company's sustainability efforts and how we meet the requirements of the VSME Standard. We report in accordance with both the Basic Module and Comprehensive Module, ensuring transparency and accountability across all key areas.

The report has been prepared on a consolidated basis and covers all relevant aspects of our operations, including energy consumption, greenhouse gas emissions, biodiversity, water usage, circular economy principles, resource use, working conditions, anti-corruption and bribery measures, stakeholder engagement, and compliance with applicable laws and regulations.

Ref.: B1 24(a), (c)

Information on previous reporting period | 16

List of disclosures for which no changes are reported compared to the previous reporting period:

- B4 Pollution of air, water and soil
- B5 Biodiversity
- B7 Description of circular economy principles
- C8 Revenues from certain activities and exclusion from EU reference benchmarks

* The numbers or letters shown in each disclosure correspond to specific paragraphs in the VSME Standard (European Commission Recommendation, adopted in July 2025).

Company | 24 (d)

Soiltech ASA

Legal form | 24 (e-i), 4

ASA
Public Limited Company

NACE sector classification

code(s) | 24 (e-ii), 5-6

NACE E – 39.00 Remediation activities and other waste management service activities

Balance sheet

/ assets (EUR) | 24 (e-iii)

50 424 066

Turnover (EUR) | 24 (e-iv)

34 200 314

Number of employees | 24 (e-v), 7-8

146 (Headcount)

Country of primary operation, location of significant asset(s) and sites owned, leased or managed | 24 (e, vi, vii), 9-12

Site	Address	Coordinates	Ownership
Primary operation	Koppholen 25 4313 Sandnes, Norway	58.88861223441778, 5.7023216971780855	Leased
Additional Office	Kokstadvegen 23, 5257 Kokstad, Norway	60.294440390635636, 5.265286610771237	Leased

Sustainable certifications | 25, 13

ISO 45001:2018
ISO 14001:2015
ISO 9001:2015
Ecovadis: Bronze Medal Top 35%

Description and validity

ISO 45001:2018
Valid from 11.03.2014 until 11.03.2029.
ISO 14001:2015
Valid from 11.03.2014 until 11.03.2029.
ISO 9001:2015
Valid from 07.01.2013 until 11.03.2029.
Ecovadis: Bronze Medal Top 35%
Issued by Ecovadis
Valid from 19.12.2025 until 19.12.2026.

List of subsidiaries | 24 (d)

Site	Address	Notes
Soiltech Offshore Service AS	Koppholen 25 4313 Sandnes, Norway	Employs Norwegian offshore personnel
Sorbwater Technology AS	Koppholen 25 4313 Sandnes, Norway	Inactive
Soiltech Romania SRL	BUCURESTI, SECT. 1, STRADA AVIATOR POPISTEANU, CLADIREA 2, ETAJUL 2, biroul 214ResCowork22 NR.54A Bucharest, Romania	No employees
Soiltech UK Branch	7 Albert Street AB25 1XX, Aberdeen, UK	Employs UK-based offshore personnel

Reporting Boundaries

This report covers environmental and operational data for the Soiltech Group for the reporting year 2025, based on the principle of operational control.

Soiltech ASA (parent company) is the sole contributor to Scope 1, Scope 2 and other environmental indicators such as energy use, water consumption and waste generation, as it is the only entity with office and workshop facilities under Soiltech's operational control. A single employee based in a shared office facility in Bergen is excluded from Scope 2 reporting, as energy consumption is not separately metered and is considered immaterial.

The remaining group entities, as listed in the table above, have no physical office or operational facilities and are therefore excluded from Scope 1 and Scope 2 reporting. Their personnel work on third-party offshore installations where Soiltech does not have operational control over energy use or emissions. In addition to permanent employees, Soiltech engages approximately 25 agency personnel, who are excluded from organizational boundary considerations where relevant.

Soiltech has updated the baseline year for Scope 1, Scope 2, and Scope 3 emissions to 2025. The previous base year was 2022, with different emission factor sources used from period 2022 to 2024. From 2025 onwards, EMBER emission factors will be applied for Scope 2 location-based emissions. Due to changes in emission factor sources, results are not fully comparable across years, even where electricity consumption remains at similar levels. To ensure consistency in reporting and progress tracking, 2025 has been set as the new base year. The reporting approach is otherwise consistent with prior periods.





We are an innovative technology company specializing in the treatment, recycling and sustainable handling of fluids and solid waste



CEO Introduction

In 2025, we continued our growth journey, with strong results and increased customer demand for our technologies. Soiltech's solutions contribute to reduced carbon emissions, in a world with growing energy demands. We see an increased demand across our full technology portfolio, thanks to the dedicated Soiltech team and our focus on delivering innovative solutions and strong operations.

Soiltech operates as an innovative cleantech service provider, delivering sustainable solutions for the treatment, recycling, and responsible management of contaminated water and industrial waste. We design, build, own, and operate our own treatment technologies, working closely with clients on-site to ensure tailored and effective environmental services.

With a strong focus on collaboration and innovation, Soiltech also has biodegradable chemical solutions which may be applied across sectors such as energy (produced water), aquaculture, municipal services, and other industries. Our strategy centres on being a preferred partner by combining technical expertise, customer-focused operations, and a commitment to environmental stewardship.

This commitment extends beyond our services to the way we operate as a company. Corporate responsibility is at the core of our business, guided by strong principles in health, safety, environment, and quality (HSEQ). We strive for zero harm, upholding international safety standards, and continuous improvement through rigorous risk management and employee engagement.

Equally, we take social responsibility seriously by maintaining high ethical standards, promoting integrity, and respecting human rights.

Our policies emphasize transparency, anti-corruption, and fair business practices, while fostering diversity and equal opportunities. By aligning our operations with these values, we aim to create long-term value for stakeholders and contribute positively to the communities where we operate.

Jan Erik Tveteraas
CEO

Business model and sustainability strategy

Soiltech is an innovative technology company specializing in the treatment, recycling and sustainable handling of contaminated water and solid industrial waste streams at site. Our technologies enable cost savings and lower CO2 emissions through waste reduction, waste recovery and reuse. Our main services include: | 47(a)

- Slop treatment
- Water treatment
- Cuttings handling
- Cuttings treatment
- Swarf treatment
- Cleaning services
- Biodegradable chemical solutions
- Other related services

Markets and business conditions | 47(b)

Our treatment technologies and solutions are applicable to the energy sector, aquaculture, municipal services, and other industries. Through our operations, research, and engineering, we aim to develop products, services, and solutions that optimize performance and reduce costs.

We operate world-wide, with our head office at Forus in Sandnes, Norway. We design, build, own, and operate our treatment technologies, and also provide services in close cooperation with customers on-site.

Main business relationships | 47(c)

Our main business relationships include:

- Critical and key suppliers of materials and components essential to our operations.
- Oil and gas industry customers relying on our expertise in fluid treatment and solid waste handling.
- Strategic partners that support the expansion and delivery of integrated waste management solutions in selected regions.

We emphasize close collaboration across these relationships to ensure quality, efficiency, and long-term value creation throughout the value chain.



Strategic initiatives | 47(d)

We have implemented several initiatives to promote sustainability in our business:

- Advance clean technology solutions: Focus on innovation by improving existing technologies and developing new solutions based on operational experience and market needs.
- Promote circular economy practices: Enable reuse, recovery, and recycling of industrial waste and wastewater.
- Strengthen workplace health and safety: Driving a zero-injury ambition through continuous training, risk reduction, and empowering employees to stop unsafe work.
- Engage suppliers for responsible value chains: Apply our Code of Conduct to suppliers and subcontractors, ensuring fair labor, human rights, and environmental practices.
- Ensure transparency and compliance: Fulfill reporting obligations under the Norwegian Transparency Act and enforce strict anti-bribery and ethical business policies.
- Align strategy with UN Sustainable Development Goals: Support SDGs on health and safety, decent work, innovation, climate action, circular production, and responsible waste management.

We will continue to engage with stakeholders and adapt our practices to ensure our business develops in a sustainable direction.

Sustainability practices, policies and future initiatives

Established practices, policies or future initiatives to facilitate a transition to a more sustainable economy | B2 26-28, 14-16, C2 48-49, 149

Climate Change

Yes No

Targets

Yes No

Publicly available

Yes No

Most senior role responsible for implementation

We track our Scope 1, Scope 2 and Scope 3 – Category 6: Business Travel emissions.

As our premises are leased, to reduce our environmental footprint in Scope 2, we have installed energy-efficient LED lighting systems and motion or daylight sensors. We promote energy-saving initiatives among employees, such as turning off lights upon exit from the workshop or office.

Since our team is geographically dispersed with several working offshore, business travel, and particularly air travel, is an essential part of our operations. This is reflected in the yearly emissions increase in Scope 3 – Business Travel category. To reduce our climate impact in this area, we have adopted the following measures: encouragement of virtual meetings, optimization of travel and scheduling, promotion of low-emission travel options among others.

Soiltech aims to:

- Monitor and improve the quality of greenhouse gas data across Scope 1, Scope 2 and relevant Scope 3 categories
- Improve transparency and data coverage for Scope 3 emissions, including engagement with value chain partners
- Reduce energy consumption where feasible through efficiency measures
- Limit emissions from business travel through improved planning and use of virtual alternatives where possible
- Evaluate and implement emission reduction measures as part of ongoing operational improvements
- Maintain awareness of climate-related risks and opportunities in operations and decision-making

All public information can be found at www.soiltech.no

The CEO holds overall accountability for climate-related policies, supported by the VP HSEQ & Sustainability and relevant management functions.

Water and Marine Resources

Yes No

Targets

Yes No

Publicly available

Yes No

Most senior role responsible for implementation

As we operate within the cleantech and waste treatment sector, responsible water management and protection of marine ecosystems are fundamental to our business model. All operations involving water treatment and discharge follow national and international standards, including requirements from the Norwegian Environment Agency and the OSPAR Convention for offshore discharges.

At Soiltech, we adhere to the principle of “no harm to marine life” by ensuring that all treated water released to the sea meets quality limits defined by authorities. Our technologies are designed to treat, clean and reuse contaminated water from drilling and industrial operations, thereby reducing the need for fresh water and the environmental footprint of offshore and onshore projects.

While we do not have water-intensive processes, we aim to:

- Maintain zero non-compliant discharges to the sea
- Reduce the amount of freshwater used in operations through recycling and reuse
- Improve treatment efficiency
- Continue annual monitoring and reporting of water-related performance indicators

All public information can be found at www.soiltech.no

The CEO holds overall accountability for the implementation of policies, while operational responsibility is delegated to the VP HSEQ & Sustainability and relevant management functions.

Pollution

Yes No

Targets

Yes No

Publicly available

Yes No

Most senior role responsible for implementation

Soiltech operates under a certified ISO 14001:2015 Environmental Management System, which governs the management of pollution-related risks and environmental performance. In 2025, the company updated its policy framework by introducing a dedicated Climate & Environmental Policy, strengthening its approach to pollution prevention, resource efficiency, and continuous improvement.

Further, Soiltech has established procedures for the safe handling, storage, and use of chemicals to minimise environmental risk, and complies with Norwegian Environmental Agency regulations and international offshore discharge standards. Our core operations involve the treatment, purification, and recycling of contaminated water and industrial waste, both onshore and offshore, thereby reducing waste transportation to land and mitigating the risk of secondary pollution.

Finally, Soiltech adheres to a “zero-accident and zero harmful discharge” philosophy as part of its HSEQ framework.

At Soiltech, we aim to:

- Continuously reduce environmental impact through innovation and resource efficiency
- Minimize the use of hazardous chemicals
- Maintain zero pollution incidents during operations

All public information can be found at [www.soiltech.no / Sustainability](http://www.soiltech.no/Sustainability)

The CEO holds overall accountability for the implementation of environmental policies, while operational responsibility is delegated to the VP HSEQ & Sustainability and relevant management functions.

Biodiversity and Ecosystems

Yes No

Targets

Yes No

Publicly available

Yes No

Most senior role responsible for implementation

Circular Economy

Yes No

Targets

Yes No

Publicly available

Yes No

Most senior role responsible for implementation

Our company’s core expertise lies in handling, treating and recycling contaminated water and solid industrial waste streams. We aim to reduce environmental externalities through innovative treatment technologies that minimize energy consumption and the use of chemicals.

All public information can be found at [www.soiltech.no / Sustainability](http://www.soiltech.no/Sustainability)

The CEO holds overall accountability for the implementation of policies, while operational responsibility is delegated to the VP HSEQ & Sustainability and relevant management functions.

Own Workforce

Yes No

Targets

Yes No

Publicly available

Yes No

Most senior role responsible for implementation

Our Quality Management System is based on health and safety principles that emphasize risk management, employee well-being and compliance with international standards. We have designated safety representatives and a working environment committee that monitor and address workplace health issues. Finally, we provide an incident report system that enables us identify and manage potential risks.

We have a zero-accident philosophy when it comes to incidents and spills.

[Health Safety and Quality Policy](#)
[Annual Transparency Act Report](#)
[Financial Reports](#)

The CEO holds overall accountability for the implementation of environmental policies, while operational responsibility is delegated to the VP HSEQ & Sustainability and relevant management functions.

Workers in the Value Chain

Yes No

Targets

Yes No

Publicly available

Yes No

Most senior role responsible for implementation

We apply a structured risk-based approach to supplier assessment and human rights due diligence. While no confirmed human rights or labour breaches have been identified, we recognize the need for continuous monitoring. Therefore, prior to supplier approval, we perform an initial risk screening covering geographical, industry and social risks to identify potential human rights violations and poor working conditions.

Further, we evaluate our critical and key suppliers through a Supplier Questionnaire. Suppliers must meet certain requirements and confirm their commitment to adhere to our Code of Conduct. Finally, continuous audits and follow-ups are carried out for high-risk suppliers to ensure compliance and address potential issues.

Annual Transparency Report is published at link:
<https://soiltech.no/sustainability/>

The CEO holds overall accountability for climate-related policies, supported by the VP HSEQ & Sustainability and relevant management functions.

Affected Communities

Yes No

Targets

Yes No

Publicly available

Yes No

Most senior role responsible for implementation

Through our Labour and Human Rights Policy, we commit to respect human rights in communities affected by our activities, including the rights related to property, use land and natural resources, health & safety and access to water and sanitation.

[Labour and Human Rights Policy](#)

The CEO holds overall accountability for climate-related policies, supported by the VP HSEQ & Sustainability and relevant management functions.

Consumers and End-users

Yes No

Targets

Yes No

Publicly available

Yes No

Most senior role responsible for implementation

As stated in our Privacy Statement, we process data in accordance with the principles of GDPR.

[Privacy Statement](#)

The CEO holds overall accountability for climate-related policies, supported by the VP HSEQ & Sustainability and relevant management functions.

Business Conduct

Yes No

Targets

Yes No

Publicly available

Yes No

Most senior role responsible for implementation

Soiltech is committed to respecting internationally recognized human rights and conducting business with high ethical standards. Our Policy Framework includes the Labor and Human Rights Policy, Code of Conduct, Supplier Code of Conduct, and Diversity, Equity and Inclusion Policy, which together define expectations for employees and business partners.

The Labor and Human Rights Policy is aligned with the UN Guiding Principles on Business and Human Rights and ILO core conventions, and covers both human rights and labor conditions across our operations and value chain. The Code of Conduct sets out requirements for ethical behavior, including integrity, conflicts of interest, and a zero-tolerance approach to corruption and bribery. The Supplier Code of Conduct defines standards for responsible business practices in the supply chain. The Diversity, Equity and Inclusion Policy supports a fair, inclusive and non-discriminatory working environment.

Soiltech conducts annual due diligence assessments in line with the Norwegian Transparency Act (Åpenhetsloven), covering own operations, supply chain and business partners. Further details are provided in the Transparency Act report.

[Annual Transparency Report](#)
[Labor and Human Rights Policy](#)
[DEI Policy](#)
[Code of Conduct](#)

The CEO holds overall accountability for climate-related policies, supported by the VP HSEQ & Sustainability and relevant management functions.

Environmental impact

Total energy consumption | B3 29, 18-25

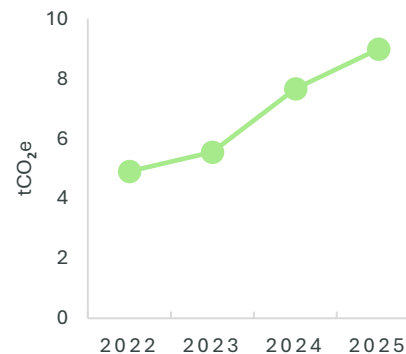
	2024	2025
Total Energy Consumption (MWh)	314.51	332.79
Renewable Energy Consumption	0	0
Non - Renewable Energy Consumption	314.51	332.79
- Purchased Electricity	162.23	167.06
- District Heating/Cooling	152.28	165.73

Greenhouse gas emissions – development over time | B3 30, 50-54, 26-45, 152-158, C3 54

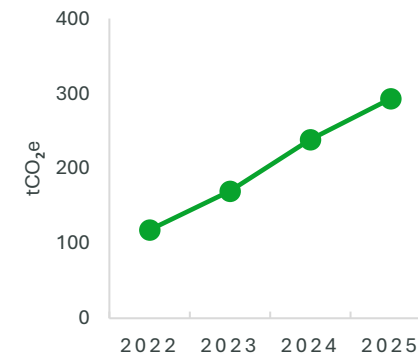
Emission factor sources: Scope 1: DEFRA | Scope 2: Location-based: EMBER, Norsk Fjernvarme , Market-based: AIB, Norsk Fjernvarme

Scope	Source of emission	Total emissions 2022 (tCO ₂ e)	Total emissions 2023 (tCO ₂ e)	Total emissions 2024 (tCO ₂ e)	Total emissions 2025 (tCO ₂ e)	GHG emission reduction target 2030 (tCO ₂ e)	GHG emission reduction target 2050 (tCO ₂ e)
Scope 1	Fuels	3.86	4.49	6.39	3.90	2.22	0
Scope 2	Location-based	1.04	1.05	1.27	5.08	2.89	0
Scope 2	Market-based			97.31	89.57		
Total Scope 1 and 2 Location-based		4.90	5.54	7.66	8.98		
Total Scope 1 and 2 Market-based				103.70	93.47		
Scope 3		113	164	231	284		
	Category 6 – Business Travel	113	164	231	284		
Total Scope 1, 2 location-based, and 3		117.90	169.54	238.66	292.98		

Total Scope 1 and Scope 2 Location based



Total Scope 1, Scope 2 Location-based and Scope 3



GHG Intensity | B3 31

	2024	2025
Total Scope 1 and Scope 2 Location based	0.000000325 tCO ₂ e per € → 0.33 gCO ₂ e per €	0.000000262 tCO ₂ e per € → 0.26 gCO ₂ e per €
Total Scope 1, Scope 2 Location based, and Scope 3	0.000010 tCO ₂ e per € → 10 gCO ₂ e per €	0.00000857 tCO ₂ e per € → 8.57 gCO ₂ e per €

GHG reduction targets and climate transition | C3 54(e), 55-56, 159-163

Scope 1

Planned actions include reducing fuel consumption through more efficient use of company vehicles and workshop equipment and minimizing unnecessary driving. The company will also assess opportunities to transition to low- or zero-emission alternatives, such as electric vehicles and forklifts, where operationally feasible. In addition, regular maintenance of vehicles and equipment will be prioritized to ensure optimal fuel efficiency.

Scope 2

Planned actions include continued monitoring and optimization of energy consumption in office and workshop facilities, as well as improving energy efficiency through operational measures. The company will also assess opportunities to reduce indirect emissions related to electricity consumption by engaging with building owners on energy-efficient solutions.

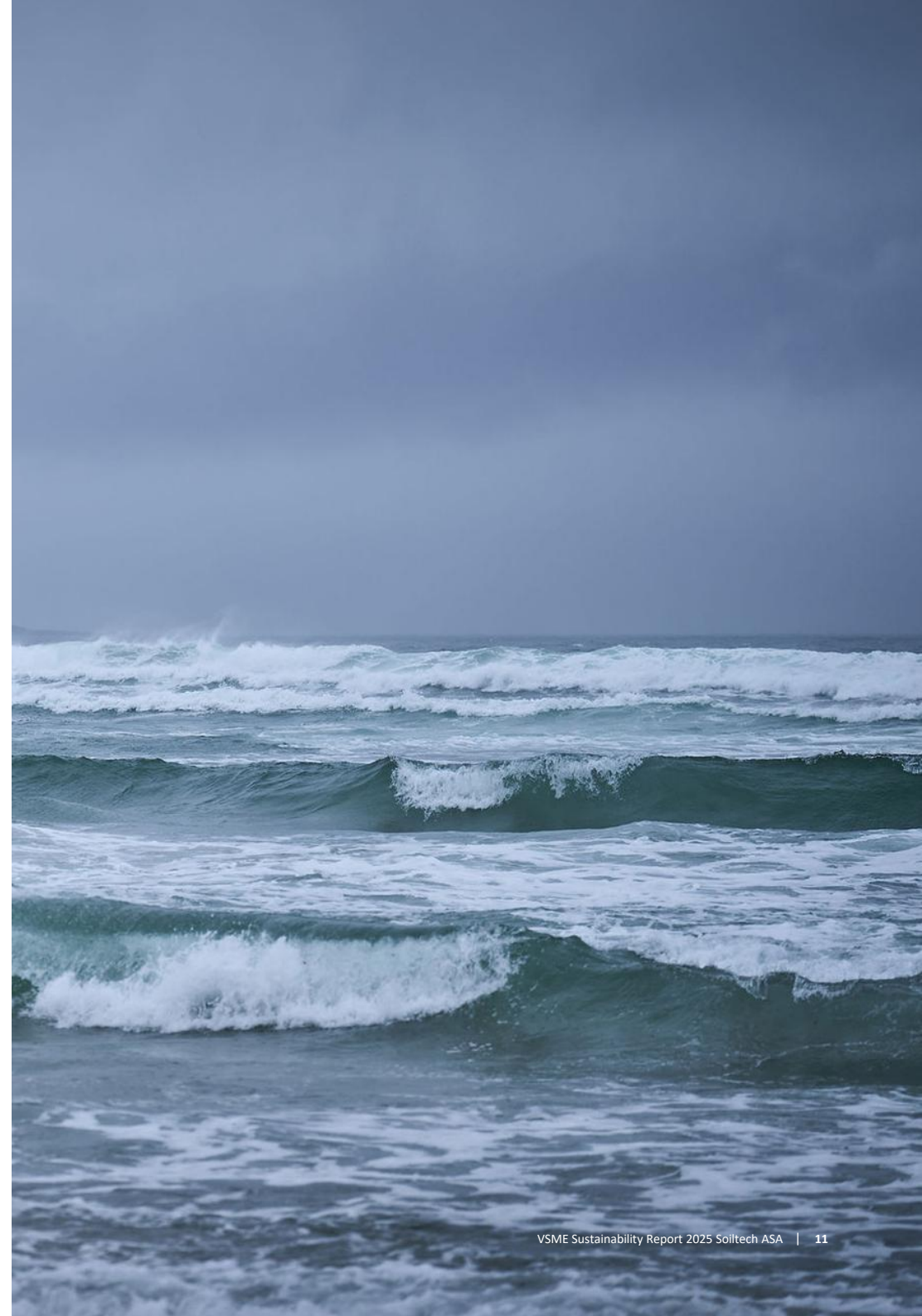
Scope 3

While no formal reduction targets have been set for Scope 3 emissions, the company aims to limit emissions from business travel where feasible. This includes increased use of digital meeting solutions, improved planning of travel activities, and prioritizing lower-emission transport options when possible.

A significant share of business travel is related to offshore personnel commuting to work, which requires air travel due to geographical distribution and operational requirements. This inherently limits reduction potential in this category. Nevertheless, the company seeks to promote awareness and more sustainable travel choices where operationally feasible.

Climate transition

Soiltech has not yet established a formal climate transition plan but has initiated a phased approach to strengthen its climate management over time. In the near term, the company focuses on improving data quality and transparency across Scope 1, Scope 2 and Scope 3 emissions, including engagement with value chain partners. Over time, Soiltech aims to identify and implement practical emission reduction measures, particularly related to energy use and business travel, while continuing to integrate climate considerations into operations and decision-making. The company will assess the development of a more formalised transition plan as its data foundation and understanding of emission drivers improve.



Climate risks | C4 57, 164-166

Description of climate risks and changes | 57 (a)

We have identified several climate-related hazards and transition events that could impact our operations. Physical hazards include extreme weather events offshore that may disrupt operations or damage equipment at customer sites. Transition events are mainly driven by the global energy transition, tightening emissions and discharge regulations, changing customer preferences, and potential shifts in investment patterns. The same regulatory drivers also represent a business opportunity, as stricter environmental requirements increase demand for our treatment technologies.

Description of how the company has evaluated the impact of these risks on its business, assets, and supply chain | 57 (b)

Soiltech has assessed its exposure and sensitivity to climate-related risks through an internal double materiality assessment conducted in 2025, drawing on existing risk registers (environmental, quality and working environment management systems), supplier risk assessments, stakeholder analysis, and management reviews. Direct climate risk to own assets is assessed as low, as Soiltech does not own fixed infrastructure — equipment is deployed at customer-operated sites. Sensitivity to transition risks is moderate, as our primary customer segment is subject to increasing regulatory and market pressure. This exposure is partially offset by the fact that stricter environmental regulation directly increases demand for Soiltech's services.

Time frames for when these climate risks or changes might happen | 57 (c)

Physical hazards such as extreme weather events represent a short to medium term exposure (0–5 years), linked to ongoing offshore operations. Transition risks driven by regulatory tightening and shifting emissions standards are assessed as medium term (2–5 years), as these developments are already observable in our industry. The long-term shift in our primary customer segment as part of the broader energy transition is considered a long-term risk (6–30 years). Opportunities arising from stricter environmental requirements and potential expansion into new sectors are similarly assessed on a medium to long-term horizon.

Description of steps to adapt to climate change | 57 (d)

To mitigate these risks, the Group focuses on energy-efficient technologies that reduce emissions and promote responsible resource management, helping to lower sensitivity to these hazards and transition events. Soiltech's treatment technologies operate significantly below current regulatory discharge limits, positioning the company favourably should environmental standards become more stringent in the future. This technological margin represents both a risk mitigation measure and a business opportunity in a market with increasing environmental requirements.

Potential adverse effects of climate risks on financial performance or business operations | C4 58, 164-166

Risk Description	Risk Severity
Operational disruption from extreme weather events offshore	Low
Long-term reduction in oil and gas activity affecting primary customer base	Medium

While climate-related matters are not expected to have a critical effect on our assets, provisions, or future cash flows, we acknowledge that broader industry-wide climate risks could indirectly affect our operations over time.

Biodiversity | B5 33, 70-73

According to the *World Database on Protected Areas* and the *World Database on Key Biodiversity Areas*, none of our operational sites is situated in or near any biodiversity-sensitive area.

Land use | 34, 74-76

Land use type	Area (m ²)	
	2024	2025
Total sealed area	3 112	3 259
Total nature oriented area on-site	-	-
Total nature oriented area off-site	-	-
Total use of land	3 112	3 259

Soiltech does not operate in water-stressed areas, and no water withdrawal occurs in such regions.

Reduction and efficiency measures:

- Collaboration with other tenants and the building owner to promote water efficiency
- Monitoring of annual water consumption and awareness initiatives
- Implementation of basic efficiency measures such as leak checks and water-saving fixtures

All water is sourced from the public supply network and discharged to the municipal sewer system.

Due to the nature of the company’s operations and limited water use, water consumption is not considered a material environmental aspect.

Water | B6 35-36, 77-93

Water Withdrawal	Water (m ³)	
	2024	2025
Total water withdrawal	~ 503.7	~ 718

Water withdrawal for Soiltech’s operations is limited to its main office and workshop facility in Sandnes, Norway, which is located within a shared multi-tenant building.

The total water consumption for the building in 2025 was approximately 1,540 m³. Soiltech leases 3,231 m² out of a total building area of 6,932 m², corresponding to approximately 46.6% of the total floor space. Based on this, Soiltech’s estimated water withdrawal amounts to approximately 718 m³ for the reporting period.

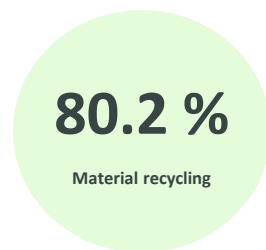
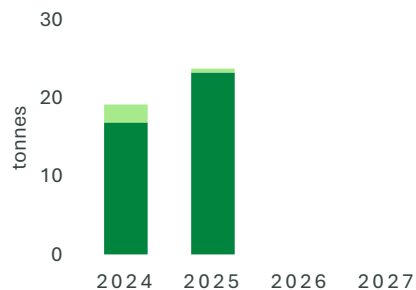
This estimate is based on proportional allocation by leased area and reflects typical office and workshop usage. No production or process water is used at this location.

Resource use, circular economy and waste management | 87

Annual waste generation: Total annual generation of hazardous and non-hazardous waste | 38(a,b), 95-107

Waste figures are estimated based on Soiltech’s leased share of a multi-tenant facility (3,231 m² out of 6,932 m², corresponding to approximately 46.6% of total building area). Waste data is provided at building level and is not separately measured per tenant. Hazardous and non-hazardous waste, as well as treatment categories, are therefore allocated on a pro-rata basis as a reasonable proxy. The hazardous waste figure reflects a one-time event in 2025, where Soiltech assumed responsibility for the declaration and disposal of waste generated during the cleaning of the building's oil separator. This was not part of Soiltech's regular operational waste generation.

Waste classification	Waste Management (tonnes)	
	2024	2025
Total non hazardous waste	16.85	23.25
Total hazardous waste	2.31	0.47
Total waste generated	19.16	23.72
Waste diverted to recycling	6	18.65
Waste directed to disposal	-	0.86



Circular economy principles | 37, 94

We integrate circular economy principles (CEP) into our business practices at Soiltech ASA.

- Implementation of the “Eliminate waste and pollution” principle
We strive to reduce waste and pollution at the source by developing and deploying clean technologies that aim to minimize emissions and limit the use of harmful chemicals.

- Implementation of the “Circulate products and materials at their highest value” principle
At the core of our business model is the commitment to keeping resources in productive use for as long as possible. We focus on the treatment, recycling, and sustainable handling of contaminated water and solid industrial waste streams, enabling recovered materials to be reused instead of discarded. Our technologies are specifically designed to prioritize reuse and recovery, particularly in water and waste treatment processes, ensuring that materials retain their highest value within circular cycles.
- Implementation of the “Regenerate nature” principle
By treating and recycling contaminated water and industrial waste, Soiltech reduces harmful impacts on land and ecosystems, contributing directly to the regeneration of nature.

Annual mass-flow of relevant materials used | 38(c), 108-109

In 2025, Soiltech significantly increased its use of materials, primarily driven by the construction of new equipment to support company growth and operational expansion. The total material use was dominated by carbon steel, with approximately 561 tonnes used during the reporting period. Stainless steel represents a minor share of the total material consumption.

The increase compared to 2024 reflects a higher level of activity and investment in new treatment units. While this leads to increased material use in the short term, the equipment is designed for long operational lifetimes and repeated use across multiple projects. Soiltech places emphasis on maintaining and reusing equipment where possible, extending the lifetime of steel-based units and thereby reducing the need for frequent replacement. This supports more efficient use of materials over time. Material use is therefore closely linked to both operational growth and the company’s approach to resource efficiency and lifecycle management.

Material	Weight of material used (tonnes)	
	2024	2025
Carbon Steel	60.7	561
Stainless Steel	0.2	-
Total	60.9	561

Social metrics

Workforce | B8

Employee counting methodology for the disclosures below: | B1 24 (e-v), 7-8
At the end of the reporting period

Employee counting methodology | B1 24 (e-v), 7-8
Headcount

Gender | B8 39 (b), 112-116

Female	Male	Other	Not reported	Total employees (Headcount)
12	134	0	0	146

Type of Employment Contract | B8 39 (a), 112-116

Contract Type	Number of employees (Headcount)
Temporary Contract	0
Permanent Contract	146
Total Employees	146

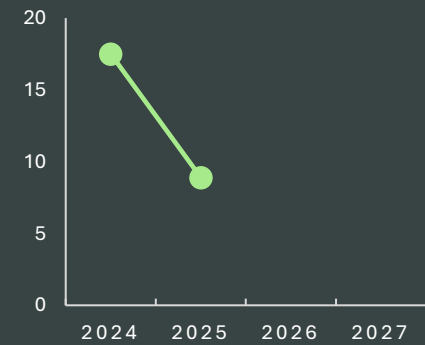
Country of Employment Contract | B8 39 (c), 112-116

Country of Employment Contract	Number of employees (Headcount)
United Kingdom	18
United Arab Emirates*	3
Norway	125
Total Employees	146

* The resources are employed by our agent, but function as permanent resources within our organization and are integrated into regular operations.

Employee turnover rate | B8 40, 118

Turnover rate %



Reported employment numbers for 2025

Turnover rate B8 40, 118	8.9%*
Gender ratio - Management level C5 59, 167-169	3:5
Gender diversity ratio – Governance body C9, 178-180	Board members: 2:3
Type of workers C5 60, 170-172	
Total self-employed workers without personell that are working exclusively for the undertaking	0
Total temporary workers provided by undertakings primarily engaged in employment activities	25 (Headcount)
Total temporary and contractors	25 (Headcount)
Collective bargaining agreement B10	
% employees covered by collective bargaining B10 42(c), 137-140	60% **
Average number of annual training hours pr employee B10 42(d)	
Female	3.08
Male	4.62
Other	0
Not reported	0
Total reported incidents B9 41(a), 119-121	0
TRIF (total recordable incident frequency) B9 41(a), 119-121	0
Fatalities B9 41(b), 122-126	0
Employees receive pay equal or above minimum wage determined by national law or collective bargaining agreement? B10 42(a) 127-128	Yes

Human rights policies and processes | C6 61 (a-b), 173

The undertaking has a code of conduct or human rights policy for its own workforce that covers:

- child labour
- forced labour
- human trafficking
- discrimination
- accident prevention

Soiltech maintains both an anonymous reporting channel and an incident reporting system as part of its complaint-handling mechanisms. The first provides a safe channel for employees to report irregularities and concerns, while the latter enables employees to report operational incidents and helps the company identify and manage potential risks proactively.

In addition, the company has a documented procedure and reporting process for whistleblowing. | 61 (c)

Severe negative human rights incidents | C7 62 , 174

The company does not have any confirmed incidents in its own workforce | 62(a)

The company is not aware of any confirmed incident involving workers in the value chain, affected communities, consumers or end-users. | 62(c)

Annual Transparency Report is published at link: <https://soiltech.no/sustainability/>

*Employee turnover rate is calculated using the following formula:

$$\frac{\text{Number of employees who left during the reporting year}}{\text{Average number of employees during the reporting year}} \times 100$$

During the reporting year, 13 employees left the company and the average number of employees was 146. Accordingly, the employee turnover rate is $(13/146) \times 100 = 8.9\%$.

** This % reflects Norwegian Offshore employees.

Governance metrics

Corruption and bribery | B11 43, 141-144

The company has not made any violation to anti-corruption and anti-bribery laws, nor either received any fines for any violations.

Prevention measures:

We have adopted the following measures to prevent corruption and bribery:

- All third-party contracts are written, time-bound and require compliance with our Anti-Corruption and Bribery (ABC) policy, with termination rights in case of breach.
- Limiting gifts, hospitality and travel expenses to legitimate business purpose.
- Accurate recording of all payments related to business activities.
- All employees, contractors and any other third party are required read and acknowledge ABC Policy.

Revenues from certain sectors | C8 63, 175-176

The company is not active in any of the following sectors:

- controversial weapons (anti-personnel mines, cluster munitions, chemical weapons and biological weapons);
- the cultivation and production of tobacco;
- fossil fuel (coal, oil and gas) sector (i.e. the undertaking derives revenues from exploration, mining, extraction, production, processing, storage, refining or distribution, including transportation, storage and trade, of fossil fuels as defined in Article 2, point (62), of Regulation (EU) 2018/1999 of the European Parliament and the Council 17), including a disaggregation of revenues derived from coal, oil and gas;
- chemicals production if the undertaking is a manufacturer of pesticides and other agrochemical products;

Exclusion from EU reference benchmarks | C8 64, 177

The company is not excluded from EU reference benchmarks that are aligned with the Paris Agreement.



Conclusion and future goals

Summary

In 2025, Soiltech has further developed its ESG framework by improving data quality, transparency, and governance structures. The baseline year for Scope 1, Scope 2 and Scope 3 emissions has been updated to reflect changes in emission factor sources.

During the year, Soiltech has also strengthened its policy framework. Several policies have been updated, consolidated, and clarified to better reflect the company's operations, regulatory expectations, and best practices. This includes the introduction of new policies, integration of climate-related topics, and the establishment of a unified Code of Conduct, resulting in a more structured and coherent governance framework.

The company continues to integrate ESG considerations into its operations, including efforts related to responsible business conduct, supplier engagement, and risk management. While no formal reduction targets have been set for all emission categories, Soiltech remains committed to identifying practical measures to limit its environmental footprint over time.

Looking ahead

In 2026 and beyond, our priorities include:

- Establishing emission reduction targets based on the 2025 baseline and further improving the quality and coverage of emissions data, particularly for Scope 3.
- Continuing to implement and operationalize the updated policy framework across the organization, ensuring alignment with daily operations and decision-making.
- Identifying and implementing practical measures to reduce energy use and emissions from operations and business travel, where feasible.
- Strengthening ESG awareness internally and maintaining active engagement with suppliers on ESG-related topics.
- Further developing due diligence processes to better identify, assess and mitigate ESG-related risks across the value chain.

List of omitted disclosures | B1 24 (b)

Omitted sections	Reasoning
Classified or sensitive information B1 24 (b)	Not applicable
Scope 3: Categories 1-5, 7-15 B3 50-54	Not Applicable
Pollution of air, water and soil B4	Not Applicable - Not legally required to report
Water consumption B6 36	Not material
Percentage gap in pay between female and male employees B10 42(b)	Not applicable – Does not meet threshold



Soiltech ASA
Koppholen 25
4313 Sandnes
Norway

Soiltech.no

Compera
Auglendsmyrå 8
4016 Stavanger
Norway

compera.no

This report is generated through the Compera Platform. The issuer is responsible for the content of this report.

April 2026