

HSE and Quality policy

Nel's vision is all about 'Empowering generations with clean energy forever.

Our technology allows people and businesses to make everyday use of hydrogen, the most abundant element in the universe.

Safety and Quality first!

We believe that all accidents, injuries, and occupational illness are preventable.
Delivering what the customer expects will make us succeed.

At Nel we are committed to develop an inclusive culture where occupational health, safety, environment and quality (QHSE) are natural part of daily activities and decision-making for everyone. We shall provide safe and healthy working conditions and efficient routines to achieve:

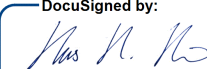
- Zero harm to our employees, environment, customers, contractors, partners, and members of the public.
- Maximise Customer value and performance.
- Excellent QHSE performance; by training and encouragement of employees to enforce our culture and lean fundamental principles.

Our preventive initiatives focus on protection and improvements, committing us to:

- Eliminate accidents.
- Continuously improve our QHSE management practices and mitigate nonconformities to deliver products and services that meet or exceed customer expectations.
- Protect the environment through pollution prevention, reduction of natural resource consumption and emission, and reduction and recycling of waste.
- Apply our technical skills to QHSE aspects in the design and engineering of our services and products.
- Eliminate hazards, reduce HSE risks and mitigate by applying industry best practices to ensure the integrity and safety of our installations.
- Communicate openly with stakeholders and ensure understanding of our QHSE policies, standards, programs, and performance.
- Systematically improve crisis management and business continuity planning to be prepared for any emergency, crisis, or business disruption.
- Continually improve our QHSE performance. Openly share our best-practices, success stories and lessons learned with our employees and external stakeholders.
- Fulfilling legal and committed requirements.
- Confer, involve, and encourage our employees and employee representatives to contribute in QHSE matters.
- Respecting, reviewing and constantly improving our operating procedures.

Defining QHSE performance objectives, measuring results, assessing, and continually improving processes, services, and product quality, through our effective management system.

Skøyen, 2023-06-16

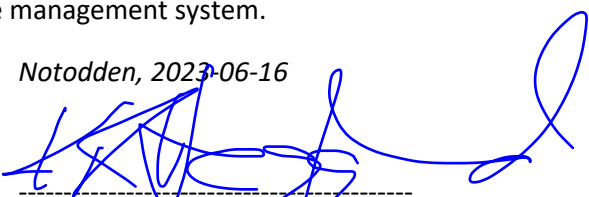
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Hans Hide, CPO,

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Kai Rune Heggland, VPO,

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