



## Policy

### Global policy for quality, health, safety, and environment (QHSE)

*Quality, Health, Safety, and Environment (QHSE) are fundamental to our vision of delivering low-risk, closed-loop geothermal solutions and promoting climate-friendly alternatives to heat generation for the benefit of our planet and humanity. To achieve this, we acknowledge that close collaboration with our business partners and the local communities is essential in ensuring the success and sustainability of all our business activities. Our mission is to provide a sustainable, non-polluting energy supply for generations, benefiting the local community and the world.*

#### General

This policy outlines Green Therma's commitment to upholding the highest standards of quality, health, safety, and environmental performance. Green Therma's executives and all parts of the organization are committed to fostering a strong QHSE culture, continuously improving work practices, empowering employees, and strengthening partnerships. Our Management System integrates QHSE into all aspects of our organization.

#### Quality

We are committed to delivering high-quality geothermal solutions to our customers. We set clear quality requirements for all personnel, equipment, and materials and work closely with our suppliers and partners to continuously improve knowledge and learning. This ensures our solutions maintain high standards of competency, innovation, and reliability.

#### Health and Safety

The health and safety of our employees, including guests and contracted personnel, is our highest priority. Together, we promote safe working conditions to ensure the well-being and safety of all. We consult with employees, maintain safe systems of work, and encourage reporting of unsafe working conditions. Through fostering a culture of accountability, we aim for zero harm in all work activities.

#### Environment

We are committed to minimizing our environmental impact, continuously reducing our footprint, and achieving CO2 neutrality with our zero-emission technology. We actively seek suppliers who share this commitment to environmental responsibility. We expect our suppliers to take measurable steps to reduce their own impact, conserve resources, use sustainable materials, and eliminate waste and emissions throughout their supply chain while delivering products and services.

#### Focus areas

##### Supplier Engagement and Collaboration

We seek long-term, mutually beneficial partnerships with suppliers who share our commitment to delivering high-quality, safe, and sustainable geothermal solutions. Regular communication and close collaboration are key to addressing challenges and aligning with our QHSE objectives.

##### Continuous Improvement and Innovation

At Green Therma, we believe innovation drives our success. We work closely with our partners to develop advanced technologies and processes that improve QHSE performance. Together, we find opportunities to raise standards in quality, health, safety, and environmental sustainability in our zero-emission technology. By pushing boundaries, we create value for both our customers and the environment.

##### **Compliance, enforcement, and eligibility of policy**

All employees must actively support and comply with this policy by following our management system. We support a culture where everyone is empowered to raise concerns. Together, we ensure that our collective actions drive the success of our QHSE goals, fostering a safe, high-quality, and sustainable work environment.

This policy applies to all Green Therma employees, and we ensure our suppliers and business partners uphold similar standards. This policy may be amended at any time. Governmental regulations apply, and if any part of this policy conflicts with them, the regulations will take priority.

**Jørgen Peter Rasmussen**  
CEO & Founder  
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