

Policy

Environmental Policy

Environmental responsibility is a core business value at Welltec and an integral part of our sustainable operations. We minimise our environmental impact while delivering innovative solutions to the energy industry by integrating climate action, pollution prevention and circular economy principles into the way we design, operate and deliver our products and services. We continuously improve our environmental performance through decarbonisation, electrification, energy and resource efficiency, and responsible product lifecycle management, thereby contributing to a more sustainable energy sector.

KEY ENVIRONMENTAL COMMITMENTS

Welltec commits to:

- Reducing greenhouse gas (GHG) emissions from our own operations through energy efficiency, modernisation, electrification and use of renewable energy where feasible, and by providing customers with lower-impact alternatives to conventional solutions
- Preventing pollution of air, water and soil and ensuring responsible use of energy, water and materials across our operations
- Applying circular economy principles, including durable product design, maintenance and repair to maximise tool life, use of materials with recycled content, and full recycling of tools that are beyond repair
- Strengthening resilience to climate-related risks, including extreme weather events that may affect operations
- Complying with applicable environmental legislation and recognised best practices in all locations where we operate.

HOW WE DELIVER

We deliver these commitments by:

- Monitoring and assessing environmental impacts, including GHG emissions and waste
- Reporting, investigating and learning from environmental incidents to prevent recurrence
- Engaging and training employees to promote responsible environmental behaviour
- Working with suppliers and partners to support sustainable environmental practices

This Environmental Policy is established and maintained as part of Welltec's Integrated Management System and supports the requirements of ISO 14001, in alignment with ISO 9001 and ISO 45001. The policy is aligned with Welltec's Code of Conduct and reflects our commitments to responsible business practices, compliance obligations and continual improvement. Environmental objectives, targets and key performance indicators are defined, monitored and reviewed in accordance with Welltec's objectives and KPI framework. Top Management is responsible for approving the policy and ensuring it is implemented, communicated and reviewed periodically to maintain its suitability, effectiveness and alignment with Welltec's strategic direction.

Date: June 2026



Peter Hansen, CEO
For and on behalf of Welltec