



Eureka Group AS		
Headquarters: Oslo, Norway	CEO: Tom Munkejord	Certifications: ISO 9001:2015 ISO 14001:2015
Website: www.eureka.no	Number of employees: 151	ESG responsible: Margaret Pallesen
	Revenues (2024): MNOK xxxx	

COMPANY DESCRIPTION

Eureka is a leading provider of process and safety critical equipment, products and solutions to the oil, gas and renewables industry. Eureka delivers quality products and services supporting our client's critical safety systems, while maintaining a robust track record for health and safety in its own operations.

Eureka continuously works to improve on its ESG performance to maintain a competitive position. Climate friendly solutions are increasingly in demand, and Eureka has a range of ongoing and completed projects related to improving the energy efficiency of its pumps. The company has also established a significant footprint in the offshore wind market.


Eureka is a Techouse Group subsidiary which is fully owned by Triton and Partners.

KEY REPORTED ESG FIGURES FOR 2024
(2019,2018 and 2017 figures displayed where available¹)

ENVIRONMENTAL	2017	2018	2019	2020	2021	2022	2023	2024
Direct GHG emissions (GHG Protocol Corporate Standard Scope 1, in tonnes)	-	-	79,4	47	76,9	3,6	126	92,1
Energy indirect GHG emissions (GHG PCS Scope 2, in tonnes)	-	-	132,6	99,1	75,1	46,5	76,7	73,2
Other indirect GHG emissions (GHG PCS Scope 3, in tonnes)	-	-	306,1	177,2	126,2	302,5	283,8	223
Waste (tonnes) ²	102	362	92	72	47	81	81	86,9
Recycling ratio (average)	80 %	85 %	85 %	85 %	88 %	91 %	90%	90%
Unplanned spills (emissions to ground/sea/air)	0	0	0	0	0	0	0	0
SOCIAL	2017	2018	2019	2020	2021	2022	2023	2024
Number of employees (average)	137	129	124	102	103	113	130	151
Total Recordable incidents (TRI= LTI, MTC, RWC)	0	1	0	1	0	1	1	2
Lost Time Injuries (LTI)	0	0	0	0	0	0	0	0
Medical treatment case (MTC)	0	1	0	1	0	1	1	2
First aid case (FAC))	6	3	6	2	1	3	2	2
Share of women in total workforce (average)	15 %	16 %	16 %	14 %	16 %	16 %	19 %	19 %
Share of women in management (average)	33 %	33 %	26 %	22 %	33 %	33 %	33 %	44 %
Short term sick leave	1,4 %	1,6 %	1,3 %	1,5 %	2,4 %	2,6%	2,2 %	2,2 %
Long term sick leave	3 %	1,1 %	2,4 %	2,7 %	2,6 %	2,9 %	3,4%	4,9 %
Employee turnover ratio	21 %	8 %	15 %	26 %	11 %	6 %	5,4 %	7,1 %
GOVERNANCE	2017	2018	2019	2020	2021	2022	2023	2024
Share of relevant staff who have completed anti-corruption training (%) ³	96 %	95 %	100 %	100 %	100 %	100%	100%	100%
Breaches of ethical guidelines	0	0	0	0	0	0	0	0
Investigations or lawsuits in relation to ESG issues	0	0	0	0	0	0	0	0
Cyber-attacks or similar incidents resulting in loss of data, loss of integrity or other loss	0	0	1	0	0	0	0	0
Whistleblowing cases being addressed by management or board	0	0	0	0	0	1	0	0

¹ Figures from Eureka Pumps AS 2017-2020² Wastes 2018 include 223,6 tonnes waste from a PSO refurbishment project.³ Anti-Corruption training 2024 July-December awaiting new training course.


Eureka contribution to the UN's Sustainable Development Goals (SDGs):



We will minimise our waste

KPI 2024: We aim to recycle 89 % of our waste

Target 2030: We aim to recycle 90 % of our waste




We will aim to be carbon neutral

KPI 2024:

- A 30 % reduction from business travel compared to 2019 levels
- A 10 % reduction in scope 1 and 2 emissions compared to 2023 levels

Target 2030: Carbon neutral for scope 1 and 2 emissions




We will provide equal opportunities and a sound gender balance

KPI 2024:

- 19 % women in workforce and 33 % women in leading positions.
- Equal pay for equal work

Target 2030:

- 25 % women in workforce and 40 % women in leading positions.
- Equal pay for equal work



We will provide a healthy, safe and secure working environment

KPI 2024: Zero serious incidents, Zero LTI, Zero accidental spills/emissions, total sickleave < 4 %

Target 2030: Zero incidents vision

ESG KPI RESULTS 2024:

UN Sustainable Development Goal (SDG)	Eureka KPI 2024		Status 2024
Responsible consumption and production	We will minimise our waste	<ul style="list-style-type: none"> • We aim to recycle 89 % of our waste 	90 %
Climate action	We will aim to be carbon neutral	<ul style="list-style-type: none"> • A 30 % reduction from business travel compared to 2019 levels 	25 %
		<ul style="list-style-type: none"> • A 10 % reduction in scope 1 and 2 emissions compared to 2023 levels. 	19 %
Gender equality	We will provide equal opportunities and a sound gender balance	<ul style="list-style-type: none"> • 19 % women in workforce 	19 %
		<ul style="list-style-type: none"> • 33 % women in leading positions 	44 %
Good health and well - being	We will provide a healthy, safe and secure working environment	<ul style="list-style-type: none"> • Zero serious incidents, Zero LTI 	0
		<ul style="list-style-type: none"> • Zero accidental spills/emissions 	0
		<ul style="list-style-type: none"> • Total sickleave < 4 % 	7,1 %

ENVIRONMENTAL APPROACH

Eureka is committed to environmentally responsible practices in its own operations, including responsible waste management and compliance with applicable regulations. There were zero unplanned spills or emissions in 2024. Eureka's own operations have only a limited impact on the environment. Overall, the company have good routines for monitoring of ESG KPIs and investigates the root causes of any unanticipated deviations. The goal for 2024 with 89 percent recycling ratio was achieved and a goal for 2025 is to increase the recycling ratio from 89 percent in 2024 to 90 percent in 2025.

Material environmental concerns are identified at each project location. Project specifications often include environmental aspects, such as repurposing and upgrading pumps and existing equipment rather than replacing it.

Eureka has several ongoing projects supporting customers to install more climate friendly solutions.



Together with Equinor, Eureka is working to reduce the power consumption of pumps, thereby reducing CO2 emissions. As part of its frame agreement with Equinor, Eureka is required to report quarterly energy and CO2 savings related to re-rating of installed pumps.

Eureka has the past years worked together with Equinor on pump applications that have changed operation points since delivery. Re-rating of the pumps will normally have several benefits, such as lower energy consumptions (typically 20-75 % reduction), reduced vibration and noise which also increase lifetime and better system operation. The reduced energy consumption is followed by reduced CO2 emissions from offshore electricity production.

Eureka has the past 9 years worked with 3D-printing and additive manufacturing of pump parts such as impellers and pump housing. Together with 3D-print suppliers Eureka has gathered experience with prints in a variety of materials such as composite materials (plastic) very suitable for model testing and different steel qualities (SS316, titan, duplex 22%Cr, super duplex 25%Cr). Benefits with 3D-printing and additive manufacturing is short lead time, possibility to produce complex geometries and often reduced price for low quantity production as casting patterns are not needed.

Re-rating of pumps using 3D-printed impellers allows changing pump characteristics by only changing 1 internal component of the pump. The result is reduction of energy and CO2 during operation of the pump re-using 90 % of the equipment/material.

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SOCIAL APPROACH

Eureka has established a zero vision on serious incidents, LTI, and accidental spills/ emissions. The company once again achieved its zero vision targets in 2024. Monthly review by Eureka's top management and board of directors on key HSE KPIs is implemented to further strengthen the HSE culture. The result is strong performance on HSE, as evidenced in the KPIs for 2024.

The company aims to develop and increase its contribution to sustainable development.

In its own operations, Eureka is focused on managing and reducing health and safety concerns both in its manufacturing processes and offshore service delivery.

The company aims to create a healthy and productive work environment with a goal of less than 4 % sick leave and absence. The company's short- and long-term sick leave remains low compared to the industry in general and is non-work related.

Eureka's most important asset is its employees. The company has high focus on personal development and growth possibilities and maintaining a good working environment on basis of the core values Professional, Ambitious, Caring and Enthusiastic. The share of women in management pr December - 24 is at 44 percent, total share of women is approx. 19 percent. Eureka works actively towards gender diversity and equality.



GOVERNANCE APPROACH

ESG concerns are an integral part of Eureka's supplier and customer relationships. Suppliers are pre-qualified based on self-reporting and Eureka performs risk-based supplier audits. Suppliers must adhere to Eureka's code of conduct as well as the end customers' requirements. Both customers and suppliers are subject to integrity due diligence in line with the company's compliance policy.

Eureka has developed an extensive policy on Values and Ethics. All employees are required to read and sign this policy.

All employees are subject to anti-corruption training. In 2024, the company has prioritised management inspections and reporting of unwanted incidents, with regular compliance reporting to the board and a yearly risk assessment to identify areas in need of additional attention. 2024 saw no breaches of laws, regulations, or codes of conduct. Going forward, Eureka will continue to focus on developing its compliance routines and procedures at all levels of operations.