

CGG Services (Norway) AS

The Norwegian Transparency Act (Åpenhetsloven)

Statement 2025

This statement is made on behalf of the Board of CGG Services (Norway) AS in accordance with the Transparency act enforceable from July 1st, 2022. It makes public the policies and processes in place within CGG Services (Norway) AS to ensure respect of fundamental human rights and decent working conditions in connection with the production of goods and services and address adverse impacts on fundamental human rights and decent working conditions.

Organization structure and business

CGG Services (Norway) AS is a subsidiary of the French Viridien Group (www.viridiengroup.com), an advanced technology, digital and Earth data company that pushes the boundaries of science to enable a more prosperous and sustainable future. Leveraging ingenuity, ambition and deep scientific curiosity, Viridien generates new insights, innovations and solutions that help address complex challenges related to natural resources, digital technologies, the energy transition and infrastructure. Through expertise and advanced technologies, Viridien supports clients in making informed, responsible and efficient decisions. Viridien employs around 3,200 people worldwide.

Within the Viridien Group of Companies, CGG Services (Norway) AS mainly conducts its business through offices across Norway, which provide a wide range of environmental, geological and geosciences services, alongside a multi-client library of data available for license.

CGG Services (Norway) AS had a 2025 turnover of about \$150 million and employed 69 employees at year end 2025.

CGG Services (Norway) AS is a member of the Confederation of Norwegian Business and Industry (NHO) whose work is to promote the business contribution to sustainable development. CGG Services (Norway) AS is also a member of the Norwegian Oil and Gas Association which, among other things, works to improve risk management related to working environment issues, to enhance health and safety and to provide guidelines in the areas of Competence, Employment, Environment, HSE & Operations, and Industrial Policy.

CGG Services (Norway) AS's supply chains

CGG Services (Norway) AS supply chain encompasses rental and maintenance of its facilities and IT equipment in addition to the suppliers used to acquire the Earth Data or support our business activities. Suppliers are mainly based in Norway and represent 91% of the supply chain and 64% of the 2025 spend.

In 2025, CGG Services (Norway) AS purchased 78% of supplied good and services from suppliers based in European Economic Union (92% of the suppliers) from countries that have signed all eight International Labor Organization ("ILO") fundamental labor conventions regarding labor, child labor, discrimination, and freedom of association.

In addition, 21% of the Norwegian supply chain were made through UK based suppliers (where 99% were intercompany transactions with CGG Services (UK) Ltd).

CGG Services (Norway) AS is part of Achilles suppliers' network which gives visibility and transparency in the supply chain and registered in Magnet JQS which is a service that supports qualification of suppliers on the Norwegian Continental Shelf.

Viridien policies on fundamental human rights and decent working conditions

To manage the risk of non-respect of fundamental human rights and decent working conditions, CGG Services (Norway) AS follows the Viridien Group policies and management systems, which function in line with the Transparency Act requirements.

The [Viridien Business Code of Conduct](#), available in ten languages, sets out the rules and expected behavior to enable the Group to conduct its business with integrity. All employees must adhere to its principles and requirements. In this code, Viridien commits to the Protection of People and Environment by covering notably the health and safety, Security, Human rights, fair employment practices and equal opportunities matters. In 2025, the Business Code of Conduct was promoted using variety of communication channels, including Company Newsflashes, Town hall meetings, company intranet and internal Newsletters.

Furthermore, the Group's HSE Policy stipulates that Viridien recognized all underlying international ILO conventions and laws and complies with all applicable national and industry regulations.

The "Caring for Human Rights and Communities" document is available to all employees. It reaffirms Viridien management commitment to respect and promote human rights, and details rules and recommendations related to the eight fundamental international ILO conventions.

The Group-level Viridien Ethics Committee endorses and communicates the Business Code of Conduct, ensuring that our standards are widely distributed and that all Viridien employees are properly trained in this topic. Employees and third parties can contact the [Ethics Committee](#) at any time (directly or anonymously) via the [Ethics Point Hotline](#), hosted by NAVEX Global, an independent third party, to report concerns or alleged violations in relation to our Business Code of Conduct. Employees are regularly reminded of the way to contact our Ethics Committee via a variety of communication channels.

Viridien suppliers' adherence to our values

In its Code of Conduct, Viridien commits to respecting and promoting Human rights. The Company adheres to the United Nations Universal Declaration of Human Rights which proclaims certain fundamental rights and freedoms. These include the right to life, liberty and security, equal rights for men and women, the right to protection under the law and against discrimination, slavery, servitude, torture or inhumane or degrading treatment, and freedom of speech, thought, conscience and religion.

Viridien expects all its suppliers to respect the same principles and is committed to using suppliers who operate consistently in accordance with its values, and who maintain high standards for health, safety, and environment (HSE), ethics and corporate social responsibility.

As stated in the Business Code, Viridien is committed to managing suppliers and subcontractors to ensure their respect of human rights. Viridien has a [Viridien Supplier Code of Business Conduct](#) document, which describes the minimum social and environmental standards expected from Viridien suppliers, in particular regarding compliance with fundamental labor and human rights. It covers Business Ethics, Compliance, Local Communities, Human and Labor Rights as well as Health, Safety, Security & the Environment. We expect all suppliers to Viridien to adhere to this Code of Conduct and dated and signed (if applicable) by our suppliers.

If this is not possible (our suppliers may follow their own internal code and/or be so large that it would be impossible to follow all their customers' codes), we may add terms in our purchasing orders mentioning that they should conform themselves to our Supplier Code of Conduct.

During 2025, all new suppliers were asked to comply with this document during their registration process to become a CGG Services (Norway) AS supplier.

Training to raise awareness

Viridien trains personnel and partners to ensure a high level of understanding of the importance of respecting fundamental human rights and decent working conditions in its supply chain and business. For several years, the Group has pursued a program to educate and train employees in ethical practice and the principles and

commitments of our Business Code of Conduct. Endorsed by the Ethics Committee, it is reinforced by the implementation of an e-Learning course for all employees, which was introduced in 2012.

Viridien has a series of mandatory online training programs that all current employees must periodically complete, and which are included in our onboarding of new employees. These include Anti-Corruption, InfoSec (Information Security Awareness), Ethics, Trade Compliance Awareness and Prevention of Discrimination & Harassment.

Viridien's effectiveness in respecting of fundamental human rights and decent working conditions

As part of the initiative to identify risks inherent and relevant to its activities, Viridien conducts a Sustainability Materiality analysis every three years. The results from the most recent analysis and resulting key focus areas can be found at [Viridiengroup.com](https://viridiengroup.com).

Regarding CGG Services (Norway) AS, the risk of non-respect of fundamental human rights and decent working conditions in connection with our supply chain and Norway operations is considered as very low.

To support continuous improvement over the quality of working life, the company conducts recurring engagement surveys with Great Place to Work, carried out in 2022 and 2024 with participation rates of 76% and 80% respectively, helping identify strengths and priority areas such as communication, work environment, fairness, recognition, and leadership. The next survey will be conducted in 2026 to continue measuring progress and guiding action plans aimed at strengthening employee engagement across the Group.

Viridien's planned improvements

Viridien partners with EcoVadis, a trusted web-based platform providing sustainability ratings, to benchmark the ESG performance of our main suppliers. Viridien also completed a thorough evaluation of our operational sustainability practices with the same EcoVadis and Viridien received a bronze medal for ESG performance in 2025, placing Viridien in the 84th percentile of companies assessed by EcoVadis over the past twelve months.

Oslo, June 29th, 2026

Marianne Lefdal

Country Manager CGG Services (Norway) AS

